

Salary Schedules



2019-2020

APPROVED JUNE 20, 2019

2019-2020 Salary Schedule

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**ADMINISTRATOR
2019 - 2020**

Years Experience	Assistant Supt. Certified	Director I Certified	Director I Classified	Director II Certified	Director II Classified	Director III Classified	HS/MS Principal Certified	HS AP Certified	MS AP Certified	ELE/JEB/TLC Principal Certified	Elementary AP Certified
0	\$99,823	\$88,063	\$87,540	\$78,388	\$77,861	\$57,928	\$93,440	\$85,972	\$80,484	\$88,292	\$75,115
1	\$101,263	\$89,327	\$88,805	\$79,505	\$78,979	\$58,766	\$94,789	\$87,198	\$81,633	\$89,564	\$76,182
2	\$102,707	\$90,596	\$90,074	\$80,625	\$80,098	\$59,606	\$96,135	\$88,427	\$82,782	\$90,823	\$77,251
3	\$104,151	\$91,863	\$91,341	\$81,745	\$81,219	\$60,441	\$97,486	\$89,658	\$83,935	\$92,095	\$78,318
4	\$105,594	\$93,132	\$92,608	\$82,866	\$82,342	\$61,281	\$98,833	\$90,884	\$85,083	\$93,362	\$79,384
5	\$107,040	\$94,398	\$93,877	\$83,986	\$83,460	\$62,117	\$100,179	\$92,115	\$86,235	\$94,629	\$80,455
6	\$108,483	\$95,666	\$95,144	\$85,103	\$84,581	\$62,954	\$101,530	\$93,344	\$87,386	\$95,895	\$81,521
7	\$109,924	\$96,932	\$96,411	\$86,226	\$85,701	\$63,792	\$102,864	\$94,571	\$88,533	\$97,159	\$82,590
8	\$111,367	\$98,198	\$97,677	\$87,346	\$86,824	\$64,632	\$104,483	\$95,801	\$89,686	\$98,424	\$83,656
9	\$113,880	\$100,406	\$99,885	\$89,299	\$88,777	\$66,071	\$106,571	\$97,942	\$91,691	\$100,634	\$85,519
10	\$115,319	\$101,674	\$101,154	\$90,416	\$89,894	\$66,909	\$107,918	\$99,171	\$92,840	\$101,900	\$86,588
11	\$117,049	\$103,199	\$102,671	\$91,772	\$91,243	\$67,912	\$109,536	\$100,658	\$94,233	\$103,429	\$87,887
12	\$118,779	\$104,723	\$104,188	\$93,128	\$92,591	\$68,915	\$111,156	\$102,147	\$95,625	\$104,957	\$89,186

CERTIFIED TEACHERS AND SUBSTITUTES

2019 - 2020

Years Experience	RANK III	185 days	RANK II	185 days	RANK I	185 days	Substitute Teachers	
							RANK IV	Rank I - III
0	\$40,051		\$42,826		\$47,299		185 days	Rank I - III \$135
1	\$40,358		\$43,540		\$47,911		185 days	.5 Day \$68
2	\$40,880		\$44,354		\$48,753		185 days	Certified Teacher \$120
3	\$41,588		\$45,141		\$49,664		185 days	Rank IV \$120
4	\$42,245		\$45,934		\$50,482		185 days	.5 Day \$60
5	\$42,890		\$46,719		\$51,292		185 days	Rank V \$120
6	\$43,638		\$47,502		\$52,092		185 days	.5 Day \$60
7	\$44,381		\$48,283		\$52,903		185 days	64-95 College Semester Hours
8	\$45,062		\$49,243		\$53,804		185 days	
9	\$45,778		\$50,267		\$54,865		185 days	
10	\$46,645		\$51,243		\$55,864		185 days	
11	\$47,550		\$52,214		\$56,869		185 days	
12	\$48,377		\$53,061		\$57,720		185 days	
13	\$49,230		\$53,961		\$58,595		185 days	
14	\$50,162		\$54,877		\$59,437		185 days	
15	\$51,179		\$55,962		\$60,399		185 days	
16	\$52,175		\$57,034		\$61,498		185 days	
17	\$53,129		\$58,060		\$62,555		185 days	
18	\$53,958		\$58,911		\$63,492		185 days	
19	\$54,788		\$59,778		\$64,404		185 days	
20	\$55,617		\$60,639		\$65,279		185 days	
21	\$56,577		\$61,538		\$66,135		185 days	
22	\$57,657		\$62,698		\$67,301		185 days	
23	\$58,671		\$63,775		\$68,416		185 days	
24	\$59,517		\$64,722		\$69,409		185 days	
25	\$60,356		\$65,607		\$70,313		185 days	
26	\$61,145		\$66,448		\$71,183		185 days	
27-up	\$61,923		\$67,259		\$71,998		185 days	

Substitute Teacher Assignments

Short Term: A person employed to substitute for a single teacher from one (1) to twenty (20) consecutive days inclusive, or a person who substitutes for several teachers for 20 or more consecutive days paid on a per diem basis from the schedule shown above. There are no other benefits.

Long Term: A person employed to substitute for a single teacher and/or school for twenty-one (21) consecutive days or longer on a per diem basis from the schedule shown above for the first 20 days. On the 21st day when subbing for a single teacher and/or school and continuing, the person shall be paid 1/185 of the salary of a contracted teacher with the appropriate rank and experience. Any break in service (except for catastrophic circumstances, sick leave as defined by Covington Independent Public School policy, death of a family member, or absences prearranged and approved by the school principal and the personnel office prior to taking a long-term assignment) will result in pay reverting to day-one status. The pay increase process must then be repeated as future days are served in the same assignment.

Permanent: A teacher employed to replace a contract teacher for the balance of the year. The salary shall be 1/185 of the salary shown on the teacher's schedule with his/her rank and experience for each of the days actually in the remainder of the school year. The teacher shall receive one day of sick leave for each month, or major portion thereof, thought.

Contract: A teacher employed under contract for the purpose of substituting throughout the school year. The teacher shall receive all the benefits of other regular contract teachers.

CLASSIFIED SUPPORT PERSONNEL, FRYSC, and CHILD CARE

2019 - 2020

Years Experience	School Security	Mentoring, CLC Co, Res Dev, Outreach	At-Risk Specialist	Com School Specialist	Middle & High Y5C Coord	Elementary FRC Coord	Middle & High Advocate	Elementary Advocate	Child Care I	Cert Child Care II	Child Care Cook Housekeeping
	8 hour days	7 hour days	7 hour days	7 hour days	7 hour days	7 hour days	7 hour days	7 hour days	8 hour days	8 hour days	8 hour days
0	\$114.19	\$179.08	\$148.13	\$126.24	\$179.05	\$166.68	\$148.13	\$129.65	\$79.53	\$115.20	\$100.47
1	\$117.68	\$184.35	\$152.59	\$129.85	\$184.40	\$171.72	\$152.59	\$133.37	\$81.89	\$118.52	\$103.24
2	\$121.19	\$189.92	\$158.25	\$133.75	\$189.91	\$176.86	\$158.25	\$137.36	\$84.37	\$121.81	\$106.14
3	\$124.80	\$195.57	\$161.93	\$137.73	\$195.61	\$182.20	\$161.93	\$141.45	\$86.96	\$125.00	\$109.02
4	\$128.04	\$201.51	\$166.77	\$141.90	\$201.52	\$187.63	\$166.77	\$145.73	\$89.52	\$128.32	\$112.02
5	\$130.84	\$207.63	\$171.83	\$145.89	\$207.61	\$193.24	\$171.83	\$149.82	\$92.21	\$131.82	\$115.11
6	\$134.44	\$213.83	\$176.96	\$149.69	\$213.80	\$199.04	\$176.96	\$153.74	\$94.99	\$135.44	\$118.30
7	\$137.67	\$220.23	\$182.28	\$154.14	\$220.17	\$205.04	\$182.28	\$158.30	\$97.57	\$138.82	\$121.51
8	\$140.44	\$226.73	\$187.70	\$158.47	\$226.05	\$210.52	\$187.70	\$162.43	\$100.14	\$142.19	\$124.81
9	\$143.80	\$233.39	\$193.18	\$162.59	\$231.72	\$216.25	\$193.06	\$166.80	\$102.72	\$145.30	\$128.06
10	\$147.04	\$239.42	\$198.19	\$166.63	\$237.58	\$221.82	\$198.08	\$170.93	\$105.30	\$148.65	\$131.13
11+	\$150.29	\$245.45	\$203.20	\$170.68	\$243.76	\$227.40	\$203.09	\$175.06	\$107.87	\$152.00	\$134.20
Certified Support Personnel Index Salary Schedule											
		Psychologist	Int. Specialist before 6-30-02	High School Counselor	Middle School Counselor	Elementary Counselor	Int. Spec. after 6-30-02	Social Worker	School Psych. Intern		
		204 days	204 days	210 days	210 days	195 days	195 days	195 days	187 days		
		1.21	1.21	1.24	1.24	1.15	1.15	1.15	0.80**		

* Salary Based on Index Times Rank and Experience of Teacher
 ** Salary Based on Rank III, Zero Experience Level Teacher

CLASSIFIED MAINTENANCE, CUSTODIAL, TECHNOLOGY, & ACCOUNTING

2019 - 2020

Years Experience	D/Wide Maint & Cust Supervisor		Custodial Supervisor		Custodian		Computer Maintenance		HVAC Lead Technician		HVAC Technician		Lead Maint Worker		Maint Worker II		Maint Worker I		Accounting Supervisor		Accounting Clerk	
	8 hour days	235 days	8 hour days	235 days	8 hour days	235 days	8 hour days	235 days	8 hour days	235 days	8 hour days	235 days	8 hour days	235 days	8 hour days	235 days	8 hour days	235 days	7 hour days	235 days	7 hour days	204-235 days
0	\$25.62	\$14.18	\$12.39	\$21.93	\$22.19	\$21.34	\$21.34	\$21.20	\$19.44	\$15.22	\$24.87	\$18.22										
1	\$26.30	\$14.60	\$12.75	\$22.59	\$22.87	\$21.99	\$21.83	\$20.03	\$15.69	\$25.62	\$18.76											
2	\$26.99	\$15.04	\$13.13	\$23.28	\$23.55	\$22.64	\$22.49	\$20.62	\$16.15	\$26.37	\$19.33											
3	\$27.72	\$15.49	\$13.53	\$23.97	\$24.25	\$23.32	\$23.16	\$21.24	\$16.64	\$27.16	\$19.91											
4	\$28.45	\$15.96	\$13.93	\$24.70	\$24.98	\$24.02	\$23.85	\$21.88	\$17.14	\$27.98	\$20.51											
5	\$29.22	\$16.43	\$14.36	\$25.43	\$25.73	\$24.75	\$24.58	\$22.54	\$17.65	\$28.81	\$21.12											
6	\$30.00	\$16.93	\$14.79	\$26.20	\$26.50	\$25.47	\$25.31	\$23.21	\$18.18	\$29.69	\$21.75											
7	\$30.81	\$17.44	\$15.23	\$26.98	\$27.30	\$26.25	\$26.07	\$23.92	\$18.73	\$30.77	\$22.41											
8	\$31.65	\$17.96	\$15.69	\$27.79	\$28.12	\$27.04	\$26.85	\$24.63	\$19.29	\$31.48	\$23.08											
9	\$32.51	\$18.50	\$16.16	\$28.63	\$28.96	\$27.85	\$27.68	\$25.37	\$19.87	\$32.44	\$23.77											
10	\$33.39	\$19.05	\$16.65	\$29.48	\$29.83	\$28.69	\$28.53	\$26.12	\$20.46	\$33.41	\$24.49											
11	\$33.39	\$19.05	\$16.65	\$29.48	\$29.83	\$28.69	\$28.53	\$26.12	\$20.46	\$33.41	\$24.49											
12	\$34.05	\$19.34	\$16.90	\$30.16	\$30.27	\$29.12	\$28.92	\$26.51	\$20.74	\$35.46	\$25.21											
13	\$34.05	\$19.34	\$16.90	\$30.16	\$30.27	\$29.12	\$28.92	\$26.51	\$20.74	\$35.46	\$25.21											
14	\$34.73	\$19.63	\$17.16	\$30.82	\$30.70	\$29.55	\$29.34	\$26.91	\$21.08	\$37.84	\$25.98											
15	\$34.73	\$19.63	\$17.16	\$30.82	\$30.70	\$29.55	\$29.34	\$26.91	\$21.08	\$37.84	\$25.98											
16	\$34.73	\$19.63	\$17.16	\$30.82	\$30.70	\$29.55	\$29.34	\$26.91	\$21.08	\$37.84	\$25.98											
17	\$34.73	\$19.63	\$17.16	\$30.82	\$30.70	\$29.55	\$29.34	\$26.91	\$21.08	\$37.84	\$25.98											
18	\$35.42	\$19.63	\$17.16	\$30.82	\$30.70	\$29.55	\$29.34	\$26.91	\$21.08	\$37.84	\$25.98											
19	\$35.42	\$20.21	\$17.67	\$31.50	\$31.58	\$30.42	\$30.22	\$27.72	\$21.71	\$38.96	\$26.76											
20	\$35.42	\$20.21	\$17.67	\$31.50	\$31.58	\$30.42	\$30.22	\$27.72	\$21.71	\$38.96	\$26.76											
21	\$35.42	\$20.21	\$17.67	\$31.50	\$31.58	\$30.42	\$30.22	\$27.72	\$21.71	\$38.96	\$26.76											
22	\$35.42	\$20.21	\$17.67	\$31.50	\$31.58	\$30.42	\$30.22	\$27.72	\$21.71	\$38.96	\$26.76											
23	\$35.42	\$20.21	\$17.67	\$31.50	\$31.58	\$30.42	\$30.22	\$27.72	\$21.71	\$38.96	\$26.76											
24+	\$38.42	\$20.83	\$18.75	\$32.19	\$32.49	\$31.29	\$31.08	\$28.55	\$22.37	\$40.10	\$27.56											

CLASSIFIED FOOD SERVICES

2019 - 2020

Years Experience	Middle & High FS Manager III 6.5 hour days	Elementary FS Manager II 6.5 hour days	Elementary FS Manager I 6.5 hour days	Cook 6 hour days	Food Service Assistant I 2-6 hour days	FS Asst. I Substitute
	One 4 Hour Professional Development Day Required Annually					
	185 days	185 days	185 days	183 days	183 days	as needed
0	\$19.87	\$16.64	\$13.93	\$12.42	\$10.87	\$9.53
1	\$20.38	\$17.05	\$14.32	\$12.76	\$11.18	\$9.81
2	\$20.86	\$17.47	\$14.72	\$13.13	\$11.49	\$10.07
3	\$21.37	\$17.93	\$15.14	\$13.48	\$11.81	\$10.27
4	\$21.89	\$18.34	\$15.54	\$13.84	\$12.10	\$10.61
5	\$22.38	\$18.78	\$15.93	\$14.17	\$12.42	\$10.87
6	\$23.41	\$19.63	\$16.72	\$14.86	\$13.02	
7	\$23.90	\$20.06	\$17.12	\$15.23	\$13.33	
8	\$24.41	\$20.47	\$17.52	\$15.58	\$13.63	
9	\$24.91	\$20.78	\$17.93	\$15.93	\$13.95	
10	\$25.43	\$21.33	\$18.31	\$16.29	\$14.24	
11	\$25.43	\$21.33	\$18.31	\$16.29	\$14.24	
12	\$25.43	\$21.33	\$18.31	\$16.29	\$14.24	
13	\$25.43	\$21.33	\$18.31	\$16.29	\$14.24	
14	\$25.43	\$21.33	\$18.31	\$16.29	\$14.24	
15	\$25.93	\$21.75	\$18.71	\$16.65	\$14.55	
16	\$25.93	\$21.75	\$18.71	\$16.65	\$14.55	
17	\$25.93	\$21.75	\$18.71	\$16.65	\$14.55	
18	\$25.93	\$21.75	\$18.71	\$16.65	\$14.55	
19	\$25.93	\$21.75	\$18.71	\$16.65	\$14.55	
20	\$26.44	\$22.22	\$19.11	\$17.00	\$14.86	
21	\$26.44	\$22.22	\$19.11	\$17.00	\$14.86	
22+	\$27.44	\$22.70	\$19.54	\$17.35	\$15.19	

CLASSIFIED TRANSPORTATION and HEALTH SERVICES

2019 - 2020

Years Experience	Mechanic	Driver	Bus Monitor	Transportation Coordinator	Health Services Coordinator	Registered Nurse	Licensed Practical Nurse	Health Services Assistant
	8 hour days	hourly	hourly	8 hour days	7 hour days	7 hour days	7 hour days	7 hour days
	235 days	182 days	182 days	235 days	204 days	185 days	185 days	185 days
0	\$20.00	\$15.86	\$9.60	\$21.12	\$24.75	\$22.00	\$15.60	\$11.43
1	\$20.57	\$16.10	\$9.87	\$21.76	\$25.29	\$22.63	\$16.05	\$11.77
2	\$21.18	\$16.34	\$10.18	\$22.46	\$25.83	\$23.30	\$16.52	\$12.12
3	\$21.67	\$16.58	\$10.58	\$23.08	\$26.38	\$24.00	\$17.02	\$12.49
4	\$22.15	\$16.83	\$10.87	\$23.77	\$26.93	\$24.59	\$17.40	\$12.85
5	\$22.62	\$17.08	\$11.18	\$24.49	\$27.47	\$25.17	\$17.75	\$13.25
6	\$23.00	\$17.34	\$11.73	\$25.23	\$28.01	\$25.78	\$18.44	\$13.65
7	\$24.06	\$17.59	\$12.24	\$25.97	\$28.56	\$26.29	\$19.92	\$14.05
8	\$24.79	\$17.86	\$12.79	\$26.75	\$29.10	\$27.48	\$20.51	\$14.47
9	\$25.55	\$18.12	\$13.31	\$27.55	\$29.64	\$28.71	\$21.13	\$14.92
10	\$26.32	\$18.39	\$13.85	\$28.39	\$30.18	\$29.57	\$21.76	\$15.35
11	\$27.00	\$18.49	\$14.28	\$28.39	\$30.18	\$29.57	\$21.76	\$16.25
12	\$27.74	\$19.03	\$14.69	\$29.10	\$30.18	\$29.57	\$21.76	\$16.25
13	\$28.50	\$19.58	\$15.14	\$29.10	\$30.18	\$29.57	\$21.76	\$16.25
14	\$29.47	\$20.14	\$15.57	\$29.71	\$32.37	\$30.04	\$22.23	\$16.25
15	\$30.21	\$20.69	\$16.00	\$29.71	\$32.37	\$30.04	\$22.23	\$16.25
16		\$21.20	\$0.00	\$29.71	\$32.37	\$30.04	\$22.23	\$16.49
17		\$21.71	\$0.00	\$29.71	\$32.37	\$30.04	\$22.23	\$16.49
18		\$22.22	\$0.00	\$29.71	\$32.37	\$30.04	\$22.23	\$16.49
19		\$22.73	\$0.00	\$30.39	\$35.09	\$30.53	\$22.72	\$17.05
20		\$23.24	\$0.00	\$30.39	\$35.09	\$30.53	\$22.72	\$17.05
21		\$23.75	\$0.00	\$30.39	\$35.09	\$30.53	\$22.72	\$17.05
22		\$24.26	\$0.00	\$30.39	\$35.09	\$30.53	\$22.72	\$17.05
23		\$24.77	\$0.00	\$30.39	\$35.09	\$30.53	\$22.72	\$17.05
24		\$25.28	\$0.00	\$31.08	\$37.81	\$31.19	\$23.36	\$17.91
25+		\$25.79	\$0.00	\$31.76	\$38.61	\$32.21	\$24.38	\$18.93

*Driver trainers will receive \$2.10 more per hour

INSTRUCTIONAL SUPPLEMENTS

2019 - 2020

Require A Contract With Recommendation From Building Administrator

\$550.00	\$600.00	\$700.00	\$750.00	\$800.00	\$950.00	\$1,000.00	\$1,200.00	\$1,300.00
National Honor Society	Student Council HMS Sponsor Horizons Junior Class Sponsor	Debate/Speech Holmespun Senior Class Sponsor	Title I Parent School Coordinator	AP Start Up Grant Odyssey of the Mind Coach Robotics	HHS Co-op Program Coord Student Council HHS Sponsor Dramatics	Lead Teacher Exceptional Children HHS/HMS Academic Asst. Coach Elementary Lead & Academic Coach Program Reviewlead	Speech Path Asst. Supervisor	Annual Sponsor
\$1,500.00	\$1,575.00	\$1,850.00	\$1,875.00	\$2,000.00	\$2,100.00	\$2,200.00	\$2,375.00	\$2,625.00
School WebMaster	SPED Alt. Certification CAHS/TLC Head Teacher Academic Chair 1-5 Members Program Review Coordinator	Academic Chair 6-10 Members	HMS Academic Head Coach	National Board Certified	Academic Chair 11-15 Members Coord FS Manager HHS Tech Coordinator	TLC Supplement SPED IA EBD/FMD	Academic Chair 16-up Members	Fixed Assets Register Lead PE Teacher Title I Parent District Coord. Math Mentor D-Wide Family Translator/Adv
\$3,000.00	\$3,150.00	\$3,400.00	\$3,500.00	\$3,675.00	\$5,500.00	\$6,000.00	\$6,275.00	\$9,425.00
HHS Academic Head Coach	Bulldog Leadership Transition Coordinator Team Leader Small Learning Communities	ESS District Program Leader	CEF Liaison CLC Activity Leader I	Special Ed Coordinator JEB, TLC, HHS CLC Activity Leader II	HHS Tech Support	Webmaster	Reading Mentor	Summer Youth Program Coord.
\$1,000-\$8,500.00	Salary Schedule Transitional Supplement							

CO/EXTRA CURRICULOR SUPPLEMENTS

2019 - 2020

Band, Basketball, Baseball, Cheerleading, Football, Soccer, Swim/Diving, Track, ROTC, Cross-Country, Choir/Play Production, Tennis, Volleyball, Special Olympics, Athletic Training, & Wrestling

\$375.00	Band	Band	Band	\$525.00	Intramurals Coach	Cheerleading Elementary	ROTC Drill Team Coach	Band Color Guard Camp	Cheerleading Middle School Band	Band Marching Camp & Season
\$400.00	Band	Percussion Rehearsal/Comp	Color Guard Design Football/Basketball Announcer/Trimekeeper							
\$500.00	Band									
\$750.00	Football/Basketball Statistician	ELE/MS Soccer & Volleyball Head Coach	Intramurals Director	\$950.00	Cheerleading Jr. Varsity	Basketball Elementary Coach	Cross Country Swim/Diving Wrestling Asst. Coach	Band Percussion Camp	Soccer/Track Volleyball Asst. Coach	Tennis Head Coach
	Cheerleading Freshman		Special Olympics Head Coach			Band Color Guard Rehearsal/Comp			Baseball/Softball Asst. Coach	Bowling Coach Golf Coach
			MS Football Asst. Coach							
\$1,450.00	Swim/Dive Head Coach	Cheerleading Varsity	Football MS Coordinator	\$1,650.00	ROTC Rifle Team Asst. Coach	Cross Country Wrestling Head Coach	Baseball/Softball Soccer/Track Volleyball Head Coach	Football Freshman Asst. Coach	Basketball MS Coach	Intramurals All Sports Coord.
	MS Football Head Coach		Weightlifting Coord Girls Weightlifting Coord Boys							
\$2,150.00	Basketball Freshman Coach	ROTC Rifle Team Head Coach	Football Freshman Head Coach	\$2,750.00	Girls Varsity Basketball Coordinator	Band HS/MS Asst. Director Concession Manager	Band Marching Asst. Director	Choir/Arts Alignment Play/Musical Production Director	Football Asst. Varsity Coach	Band Director
\$4,950.00	Basketball Asst. Varsity Coach	Asst. Student Activities Coord.	Basketball/Football Asst. Head Coach	\$5,175.00	Band Marching Director	Intramurals Sports Facilitator	Athletic Trainer	Basketball/Football Head Coach		
\$5,100.00				\$5,350.00						
\$6,950.00				\$7,150.00						
\$11,000.00				\$11,000.00						
\$1,525.00				\$1,550.00						
\$1,800.00				\$1,875.00						
\$1,950.00				\$1,950.00						
\$2,000.00				\$2,000.00						
\$2,100.00				\$2,100.00						
\$2,575.00				\$2,575.00						
\$3,000.00				\$3,000.00						
\$3,200.00				\$3,200.00						
\$3,625.00				\$3,625.00						
\$4,350.00				\$4,350.00						
\$4,650.00				\$4,650.00						