

**Fort Thomas Independent Schools  
Certified Salary Schedule  
2009 - 2010**

(187 DAYS) - (188 DAYS)

YEAR	RANK IV		RANK III		RANK IIIA		RANK II		RANK IIA		RANK I	
0	24,965	25,099	36,852	37,049	37,791	37,993	40,955	41,174	42,125	42,350	45,173	45,415
1	24,965	25,099	37,525	37,726	38,464	38,670	41,709	41,932	42,883	43,112	45,678	45,922
2	24,965	25,099	38,215	38,419	39,153	39,362	42,481	42,708	43,657	43,890	46,189	46,436
3	24,965	25,099	38,920	39,128	39,855	40,068	43,274	43,505	44,445	44,683	46,705	46,955
4	24,965	25,099	39,634	39,846	40,572	40,789	44,078	44,314	45,248	45,490	47,230	47,483
5	24,965	25,099	40,364	40,580	41,302	41,523	44,896	45,136	46,065	46,311	47,759	48,014
6	24,965	25,099	41,479	41,701	42,417	42,644	46,023	46,269	47,195	47,447	49,503	49,768
7	24,965	25,099	42,635	42,863	43,573	43,806	47,182	47,434	48,355	48,614	51,308	51,582
8	24,965	25,099	43,822	44,056	44,760	44,999	48,371	48,630	49,547	49,812	53,191	53,475
9	24,965	25,099	45,043	45,284	45,981	46,227	49,597	49,862	50,767	51,038	55,145	55,440
10	24,965	25,099	46,299	46,547	47,238	47,491	50,853	51,125	52,022	52,300	57,175	57,481
11	24,965	25,099	47,598	47,853	48,535	48,795	52,141	52,420	53,310	53,595	59,285	59,602
12	24,965	25,099	48,042	48,299	48,981	49,243	52,628	52,909	53,803	54,091	59,650	59,969
13	24,965	25,099	48,493	48,752	49,432	49,696	53,125	53,409	54,297	54,587	60,017	60,338
14	24,965	25,099	48,946	49,208	49,881	50,148	53,625	53,912	54,799	55,092	60,386	60,709
15	24,965	25,099	49,403	49,667	50,341	50,610	54,131	54,420	55,305	55,601	60,760	61,085
16	24,965	25,099	49,866	50,133	50,807	51,079	54,641	54,933	55,814	56,112	61,136	61,463
17	24,965	25,099	50,336	50,605	51,272	51,546	55,156	55,451	56,330	56,631	61,508	61,837
18	24,965	25,099	51,585	51,861	52,523	52,804	55,884	56,183	57,059	57,364	62,125	62,457
19	24,965	25,099	52,871	53,154	53,807	54,095	56,624	56,927	57,796	58,105	62,746	63,082
20	24,965	25,099	54,189	54,479	55,127	55,422	57,378	57,685	58,545	58,858	63,372	63,711
21	24,965	25,099	55,543	55,840	56,482	56,784	58,135	58,446	59,307	59,624	64,004	64,346
22	24,965	25,099	56,934	57,238	57,869	58,178	58,906	59,221	60,076	60,397	64,644	64,990
23	24,965	25,099	58,360	58,672	59,297	59,614	59,687	60,006	60,859	61,184	65,291	65,640
24	24,965	25,099	58,636	58,950	59,576	59,895	60,309	60,632	61,480	61,809	65,878	66,230
25	24,965	25,099	58,914	59,229	59,852	60,172	60,936	61,262	62,110	62,442	66,477	66,832
26	24,965	25,099	59,193	59,510	60,132	60,454	61,574	61,903	62,747	63,083	67,081	67,440
27	24,965	25,099	59,472	59,790	60,411	60,734	62,216	62,549	63,389	63,728	67,689	68,051
28	24,965	25,099	59,756	60,076	60,694	61,019	62,869	63,205	64,041	64,383	68,301	68,666
28+	24,965	25,099	60,039	60,360	60,974	61,300	63,527	63,867	64,701	65,047	68,921	69,290

**Fort Thomas Independent Schools  
Classified Salary Schedule  
2009 - 2010**

Job Code	Central Office Admin Staff / FTEF Director	Central Office Admin Asst	Superintendent Adm Asst	HS Principal Secretary	HS Secretary	Elementary Principal Secretary	Teacher/Office Assistants	Maintenance Supervisor	HS & MS Head Custodian	Head Custodian	Custodian	Nutritionist / Chef / Sec Cafe Mgr	Elem Cafeteria Manager	Cafeteria Helper / Monitor / Cook	Nurse Aide	Bus Driver	Bus Monitor	Interpreter	MS Principal Secretary	Computer Technician	Summer Maintenance Crew	
	2	24	25	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	26	
0	16.16	16.49	16.73	14.03	11.96	13.05	11.30	16.81	13.72	12.47	11.84	11.40	10.76	7.64	9.38	11.64	8.75	18.98	13.51	23.36	9.00	0
1	16.53	16.86	17.11	14.31	12.49	13.32	11.53	17.10	13.95	12.69	12.06	11.63	10.98	7.81	9.52	11.96	8.99	19.34	13.78	23.66	10.00	1
2	16.88	17.22	17.47	14.55	12.75	13.55	11.75	17.42	14.18	12.91	12.28	11.95	11.27	8.03	9.67	12.31	9.30	19.72	14.02	23.96	11.00	2
3	17.26	17.60	17.86	14.84	13.01	13.79	11.97	17.72	14.45	13.11	12.48	12.31	11.56	8.21	9.80	12.65	9.57	20.08	14.29	24.27	11.00	3
4	17.64	17.99	18.26	15.09	13.30	14.01	12.22	17.99	14.68	13.37	12.70	12.64	11.84	8.40	9.94	12.96	9.83	20.47	14.53	24.57	11.00	4
5	17.98	18.34	18.61	15.36	13.57	14.25	12.47	18.33	14.94	13.59	12.92	12.97	12.14	8.55	10.07	13.30	10.10	20.85	14.76	24.87	11.00	5
6	18.37	18.73	19.01	15.62	13.83	14.49	12.72	18.65	15.21	13.83	13.15	13.33	12.42	8.78	10.21	13.63	10.39	21.18	15.02	25.17	11.00	6
7	18.74	19.12	19.40	15.89	14.09	14.72	12.97	18.97	15.48	14.06	13.38	13.65	12.71	8.93	10.38	13.98	10.66	21.57	15.27	25.48	11.00	7
8	19.10	19.49	19.77	16.16	14.39	14.96	13.23	19.31	15.74	14.35	13.60	13.99	12.99	9.16	10.45	14.32	10.91	21.95	15.54	25.78	11.00	8
9	19.48	19.87	20.16	16.43	14.64	15.21	13.49	19.64	16.01	14.72	13.84	14.34	13.29	9.36	10.68	14.63	11.19	22.32	15.77	26.08	11.00	9
10	19.85	20.25	20.55	16.68	14.91	15.50	13.77	19.99	16.31	15.08	14.52	14.67	13.58	9.54	10.78	14.95	11.48	23.91	16.03	26.39	11.00	10
11	20.20	20.61	20.91	16.95	15.18	15.74	14.03	20.34	16.59	15.49	14.72	14.99	13.85	9.73	10.90	15.28	11.75	23.91	16.28	26.69	11.00	11
12	20.60	21.01	21.32	17.22	15.47	16.03	14.33	20.71	16.86	15.88	14.97	15.35	14.13	9.94	11.19	15.61	11.99	23.91	16.55	26.99	11.00	12
13	20.95	21.37	21.69	17.48	15.72	16.31	14.60	21.06	17.17	16.26	15.00	15.68	14.45	10.15	11.49	15.97	12.30	23.91	16.78	27.30	11.00	13
14	21.26	21.68	22.00	17.75	15.99	16.60	14.90	21.43	17.55	16.62	15.08	16.01	14.72	10.34	11.76	16.29	12.56	23.91	17.04	27.60	11.00	14
15	21.57	22.00	22.32	17.99	16.26	16.87	15.19	21.85	17.91	16.83	15.36	16.36	15.00	10.57	12.03	16.62	12.83	23.91	17.30	27.90	11.00	15
16	21.87	22.31	22.64	18.28	16.55	17.19	15.51	22.32	18.31	18.10	15.61	16.70	15.29	10.75	12.32	16.93	13.23	23.91	17.54	28.20	11.00	16
17	22.17	22.62	22.95	18.55	16.79	17.48	15.80	22.79	18.61	18.27	15.90	17.04	15.59	10.97	12.61	17.29	13.39	23.91	17.78	28.51	11.00	17
18	22.49	22.94	23.27	18.81	17.06	17.78	16.12	23.23	19.01	18.39	16.16	17.39	15.88	11.15	12.89	17.63	13.64	23.91	18.02	28.81	11.00	18
19	22.79	23.25	23.59	19.05	17.34	18.09	16.55	23.71	19.34	18.51	16.46	17.72	16.16	11.37	13.17	17.92	13.93	23.91	18.30	29.11	11.00	19
20	23.09	23.56	23.90	19.34	17.62	18.42	16.93	24.11	19.66	18.65	16.74	18.06	16.46	11.60	13.45	18.29	14.18	23.91	18.55	29.42	11.00	20
21	23.40	23.86	24.22	19.61	17.87	18.73	17.35	24.57	19.93	18.82	17.03	18.39	16.74	11.78	13.45	18.29	14.18	23.91	18.80	29.72	11.00	21
22	23.71	24.18	24.56	19.87	18.14	19.04	17.77	25.04	20.24	18.94	17.34	18.73	17.03	11.96	13.45	18.29	14.18	23.91	19.04	30.02	11.00	22
23	24.08	24.56	25.04	20.12	18.43	19.41	18.17	25.46	20.54	19.21	17.63	19.05	17.32	12.17	13.45	18.29	14.18	23.91	19.41	30.33	11.00	23
24	24.46	24.95	25.43	20.40	18.70	19.74	18.59	25.93	20.83	19.59	17.93	19.42	17.61	12.35	13.45	18.29	14.18	23.91	19.74	30.63	11.00	24
25	24.84	25.34	25.82	20.68	18.95	20.07	18.99	26.41	21.12	19.96	18.27	19.76	17.89	12.55	13.45	18.29	14.18	23.91	20.07	30.93	11.00	25
26	25.21	25.72	26.23	20.93	19.23	20.44	19.42	26.87	21.42	20.32	18.57	20.08	18.17	12.74	13.45	18.29	14.18	23.91	20.44	31.23	11.00	26
27	25.60	26.11	26.62	21.18	19.50	20.79	19.82	27.27	21.72	20.69	18.90	21.86	18.48	12.92	13.45	18.29	14.18	23.91	20.79	31.54	11.00	27

2009-10 Classified Salary Schedule II  
Classified Positions Requiring a Degree

Revised: 3/6/09

Psychologist rate is based on 187 Days on Certified Rank I Schedule									
Social Worker rate is based on 187 Days on Certified Rank II Schedule									
All Other Positions based on 187 Days on Certified Rank III Schedule									
	School Psychologist (100%) 210 Days	Treasurer (88%) 260 Days	Network Administrator (88%) 260 Days	Community Relations Coordinator (88%) 260 Days	School Nurse (82%) 125 Days	School Nurse (82%) 100 Days	School Social Worker (75%) 188 Days	HHS Bookstore Manager (65%) 223 Days	
0	45,173	32,430	32,430	32,430	30,219	30,219	30,717	23,954	0
1	45,678	33,022	33,022	33,022	30,771	30,771	31,282	24,392	1
2	46,189	33,630	33,630	33,630	31,337	31,337	31,861	24,840	2
3	46,705	34,250	34,250	34,250	31,915	31,915	32,456	25,298	3
4	47,230	34,878	34,878	34,878	32,500	32,500	33,057	25,763	4
5	47,759	35,521	35,521	35,521	33,099	33,099	33,672	26,237	5
6	49,503	36,502	36,502	36,502	34,013	34,013	34,518	26,962	6
7	51,308	37,519	37,519	37,519	34,961	34,961	35,387	27,713	7
8	53,191	38,564	38,564	38,564	35,935	35,935	36,279	28,485	8
9	55,145	39,638	39,638	39,638	36,936	36,936	37,198	29,278	9
10	57,175	40,744	40,744	40,744	37,966	37,966	38,140	30,095	10
11	59,285	41,887	41,887	41,887	39,031	39,031	39,106	30,939	11
12	59,650	42,277	42,277	42,277	39,395	39,395	39,471	31,228	12
13	60,017	42,674	42,674	42,674	39,765	39,765	39,844	31,521	13
14	60,386	43,073	43,073	43,073	40,136	40,136	40,219	31,815	14
15	60,760	43,475	43,475	43,475	40,511	40,511	40,599	32,112	15
16	61,136	43,883	43,883	43,883	40,891	40,891	40,981	32,413	16
17	60,508	44,296	44,296	44,296	41,276	41,276	41,367	32,719	17
18	62,125	45,395	45,395	45,395	42,300	42,300	41,913	33,531	18
19	62,746	46,527	46,527	46,527	43,355	43,355	42,468	34,367	19
20	63,372	47,687	47,687	47,687	44,435	44,435	43,034	35,223	20
21	64,004	48,878	48,878	48,878	45,546	45,546	43,602	36,103	21
22	64,644	50,102	50,102	50,102	46,686	46,686	44,180	37,008	22
23	65,291	51,357	51,357	51,357	47,856	47,856	44,766	37,934	23
24	65,878	51,600	51,600	51,600	48,082	48,082	45,232	38,114	24
25	66,477	51,845	51,845	51,845	48,310	48,310	45,702	38,295	25
26	67,081	52,090	52,090	52,090	48,539	48,539	46,181	38,476	26
27	67,689	52,336	52,336	52,336	48,768	48,768	46,662	38,657	27
28	68,301	52,586	52,586	52,586	49,000	49,000	47,152	38,842	28
28+	68,921	52,835	52,835	52,835	49,232	49,232	47,646	39,026	28+

**EXTRA SERVICE PAY SCHEDULE 2009-10**

<b>District</b>		<b>Highlands High (Cont.)</b>	
Chess Coordinator	410	Football - Equipment Manager	1,305
Network Administrator	3,030	Football- Freshman	5,853
Odyssey of the Mind	708	Football- Frosh Asst.	3,812
Odyssey of the Mind	708	Football - Sixty-Minute Club	1,305
Capstone Programs Coord	6,060	Football - Sixty-Minute Club	652
Community Concert Coord	2,020	Football - Sixty-Minute Club	1,305
		Football - Sixty-Minute Club	1,305
<b>Highlands High</b>		Football - Sixty-Minute Club	1,305
Academic Team- FPS	857	Football - Sixty-Minute Club	652
Academic Team- FPS Eval.	410	Future Educators of America	708
Academic Team- HS Asst.	1,800	Golf Boys	2,228
Academic Team- HS Head	3,616	Golf Girls	2,228
Band Director	5,741	Journalism - Newspaper & Magazine	1,603
Band- Asst. Director	3,616	Journalism - Highlander Yearbook	2,610
Band - Percussion	2,908	Intramural Basketball - HHS	708
Band - Color Guard	2,908	Junior Class/Prom	652
Baseball	3,706	Junior Class/Prom	652
Baseball- Assistant	2,228	Key Club	410
Baseball- JV	2,228	Literacy Leader- High School	2,311
Baseball- Freshmen	1,941	Literary Magazine - Blueprints	410
Basketball - Boys	7,232	Mock Trial	857
Basketball - Girls	7,232	National Art Honor Society	410
Basketball- Assistant Boys	2,908	National Honor Society	1,305
Basketball- Assistant Girls	2,908	National Honor Society	1,305
Basketball- Freshman Boys	3,424	Robotics- High School	857
Basketball- Freshman Girls	3,424	Robotics- High School	857
Basketball- JV Boys	5,518	Senior Class/Graduation	1,236
Basketball- JV Girls	5,518	Soccer Boys	4,548
Bowling Club	1,305	Soccer Girls	4,548
Broadcast Journalism	2,610	Soccer- Frosh Boys	1,941
Cheerleading- Freshman	1,941	Soccer- Frosh Girls	1,941
Cheerleading- JV	2,908	Soccer- JV Boys	2,908
Cheerleading- Varsity	4,306	Soccer- JV Girls	2,908
Chess Club	708	Softball, Fast Pitch	3,706
Cross Country	3,914	Softball, Fast Pitch- Asst.	2,228
Dance Team	2,908	Softball, Fast Pitch- JV	2,228
Dance and Movement	1,235	Speech Team	2,610
Dept Chair Business	1,901	Debate Team	1,235
Dept Chair English	4,436	STLP	708
Dept Chair FCS	1,901	Strings - High	2,610
Dept Chair Guidance	1,901	Student Council- High School	1,603
Dept Chair Health & Phys Ed	1,901	Swimming	3,914
Dept Chair World Languages	3,094	Swimming- Assistant	2,610
Dept Chair Library	970	Swimming - Diving	1,305
Dept Chair Math	4,436	Technology Coordinator	2,610
Dept Chair Science	4,436	Tennis Boys	2,228
Dept Chair Social Studies	4,436	Tennis Girls	2,228
Dept Chair Special Ed	3,094	Track Boys	3,616
Dept Chair Humanities (Secondary 6-12)	4,436	Track Girls	3,616
Dept Chair TechEd	970	Track- Assistant Boys	2,228
Detention Hall	1,305	Track- Assistant Girls	2,228
Detention Hall	1,305	Track- Freshman Boys	1,941
Drama- High School	2,610	Track- Freshman Girls	1,941
FBLA	708	Vocal Music- High School	2,610
FCCLA	1,603	Volleyball	3,616
Football	8,201	Volleyball- Freshman	1,658
Football Asst.	5,853	Volleyball- JV	2,228
Football Asst.	5,853	We the People	857
Football Asst.	5,853	World Language French	410
Football Asst.	5,853	World Language German	410
Football Asst.	5,853	World Language Spanish	410

**EXTRA SERVICE PAY SCHEDULE 2009-10**

<b>Highlands Middle</b>		<b>Johnson Elementary</b>	
Academic Team- MS Asst.	857	Academic Team Elem - Johnson	1,235
Academic Team- MS Head	1,800	Band - Johnson	708
Archery	708	Chess Club - Johnson	708
Band-Middle School	708	Dance and Movement- Johnson	708
Basketball- 6th Boys	1,658	Drama - Johnson	354
Basketball- 6th Girls	1,658	Drama - Johnson	354
Basketball- 7th Boys	1,658	Journalism- Johnson	708
Basketball- 7th Girls	1,658	Literacy Leader- Johnson	1,752
Basketball- 8th Boys	1,658	Robotics and Engineering - Johnson	708
Basketball- 8th Girls	1,658	STLP - Johnson	708
Cheerleading- 7th	1,235	Strings - Johnson	708
Cheerleading- 8th	1,235	Studio Art - Johnson	708
Chess Club	708	Technology Coordinator - Johnson	2,610
Cross Country- Middle School	1,658	Vocal Music- Johnson	708
Dance and Movement	708		
Dept Chair English	1,752		
Dept Chair Library	1,752	<b>Moyer Elementary</b>	
Dept Chair Math	1,752	Academic Team Elem - Moyer	1,235
Dept Chair Practical Living	1,752	Band - Moyer	708
Dept Chair Science	1,752	Chess Club - Moyer	708
Dept Chair Social Studies	1,752	Dance and Movement - Moyer	708
Dept Chair Special Ed	1,752	Drama - Moyer	708
Detention Hall	1,305	Journalism - Moyer	708
Garden Club	708	Literacy Leader- Moyer	1,752
Literacy Leader- Middle School - 6th and Lead	906	Robotics and Engineering - Moyer	708
Literacy Leader- Middle School-7th	500	STLP - Moyer	708
Literacy Leader- Middle School-8th	500	Strings - Moyer	708
Intermural Basketball - HMS	410	Studio Art - Moyer	708
Math Counts	410	Technology Coordinator - Moyer	2,610
Middle School Musical	1,305	Vocal Music - Moyer	708
Middle School Yearbook	857		
Middler (Newspaper)	857		
Robotics- Middle School	597	<b>Woodfill Elementary</b>	
Robotics- Middle School	597	Academic Team Elem - Woodfill	618
Robotics- Middle School	597	Academic Team Elem - Woodfill	618
Speech Team - HMS	618	Band - Woodfill	708
Speech Team - HMS	618	Chess Club - Woodfill	708
STLP	708	Dance and Movement - Woodfill	708
Strings - Middle School	708	Drama - Woodfill	708
Student Council- Middle School	857	Journalism- Woodfill	708
Team Leader - 6A	1,305	Literacy Leader - Woodfill	1,752
Team Leader - 6B	1,305	Robotics and Engineering - Woodfill	708
Grade Level Leader - 7th	1,305	STLP - Woodfill	708
Grade Level Leader - 8th	1,305	Strings - Woodfill	708
Technology Coordinator	2,610	Studio Art - Woodfill	708
Vocal Music- Middle School	1,305	Technology Coordinator - Woodfill	2,610
Volleyball- Middle School	1,658	Vocal Music- Woodfill	708
Volleyball- Middle School	1,658		

**Fort Thomas Independent Schools  
Supplemental Teaching Services Salary Schedule  
APPROVED (5/21/01), REVISED (8/02), (6/04), (9/07), (5/08), (3/09)**

**2009-10 School Year**

**REGULAR AFTER SCHOOL PROGRAMS (ESS, GIFTED, OTHER)**

Years Experience (total)	Per Hour/Rate
<b>0-4</b>	<b>\$19.00</b>
<b>5-9</b>	<b>\$23.00</b>
<b>10-15</b>	<b>\$27.00</b>
<b>16-21</b>	<b>\$31.00</b>
<b>22+</b>	<b>\$35.00</b>

**SUMMER SCHOOL AND SUMMER ENRICHMENT**

Summer School is paid at actual contact hours plus 10% above for planning and preparation. No planning is paid for summer enrichment.

Years Exp.	SUMMER ENRICHMENT		SUMMER SCHOOL (includes 10% planning)
	Certified Rate	Non-Certified Rate	Certified Rate
<b>0-4</b>	<b>\$24.00</b>	<b>\$16.50</b>	<b>\$26.40</b>
<b>5-9</b>	<b>\$28.00</b>	<b>\$16.50</b>	<b>\$30.80</b>
<b>10-15</b>	<b>\$32.00</b>	<b>\$16.50</b>	<b>\$35.20</b>
<b>16-21</b>	<b>\$36.00</b>	<b>\$16.50</b>	<b>\$39.60</b>
<b>22+</b>	<b>\$40.00</b>	<b>\$16.50</b>	<b>\$44.00</b>

**WORLD LANGUAGE CLUB**

Teachers will be paid \$400 per session. The foreign language sessions will be offered after school at each elementary schools for 12 one hour sessions, one per week.

**CURRICULUM DEVELOPMENT, LITERACY ACADEMY, ETC.**

Teachers will be paid \$16.50 per hour for curriculum development work or as incentives for attending selected approved, district-sponsored professional growth activities.

With approval of the professional development coordinator, teachers may use curriculum development work or attendance at selected professional growth sessions as flexible PD credit.

**PROFESSIONAL DEVELOPMENT PRESENTER**

Teachers who provide professional development for the district shall be paid their hourly rate for preparation time as well as for presentation time. The total number of hours allowed for preparation time cannot exceed the total time for the presentation without written approval from the Superintendent or district professional development coordinator.

Teachers may elect to substitute PD credit in lieu of a stipend for presentation time but not for preparation time.