

**Fort Thomas Independent Schools  
Certified Salary Schedule  
2015-16**

(187 DAYS)

YEAR	RANK IV	RANK III	RANK IIIA	RANK II	RANK IIA	RANK I
0	33,321	39,698	40,710	44,118	45,378	48,662
1	33,321	40,423	41,435	44,930	46,195	49,206
2	33,321	41,166	42,177	45,762	47,029	49,756
3	33,321	41,926	42,933	46,616	47,878	50,312
4	33,321	42,695	43,705	47,482	48,743	50,878
5	33,321	43,481	44,492	48,363	49,623	51,448
6	33,321	44,683	45,693	49,577	50,840	53,326
7	33,321	45,928	46,938	50,826	52,090	55,271
8	33,321	47,206	48,217	52,107	53,374	57,299
9	33,321	48,522	49,532	53,427	54,688	59,404
10	33,321	49,875	50,886	54,780	56,040	61,591
11	33,321	51,274	52,283	56,168	57,427	63,864
12	33,321	51,752	52,764	56,693	57,958	64,257
13	33,321	52,238	53,250	57,228	58,490	64,652
14	33,321	52,726	53,733	57,767	59,031	65,050
15	33,321	53,218	54,229	58,312	59,576	65,453
16	33,321	53,717	54,731	58,861	60,125	65,858
17	33,321	54,224	55,232	59,416	60,680	66,258
18	33,321	55,569	56,579	60,200	61,466	66,923
19	33,321	56,954	57,963	60,997	62,260	67,592
20	33,321	58,374	59,385	61,809	63,067	68,266
21	33,321	59,833	60,844	62,625	63,887	68,947
22	33,321	61,331	62,338	63,455	64,716	69,637
23	33,321	62,867	63,877	64,297	65,559	70,334
24	33,321	63,165	64,177	64,967	66,228	70,966
25	33,321	63,464	64,474	65,642	66,907	71,611
26	33,321	63,765	64,776	66,329	67,593	72,262
27	33,321	64,065	65,077	67,021	68,285	72,917
28	33,321	64,371	65,382	67,724	68,987	73,576
28+	33,321	65,322	66,340	69,117	70,395	74,986

2015-16 Classified Salary Schedule II  
Classified Positions Requiring a Degree

Psychologist rate is based on 187 Days on Certified Rank I Schedule										
Social Worker and Network Administrator 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 (100%) 260 Days	Network Administrator (88%) 260 Days	Nutritionist (60%) 220 Days	School Nurse (82%) 125 Days	School Nurse (82%) 100 Days	School Social Worker (75%) 187 Days	Preventative Maintenance HVAC (90%) 260 Days	HHS Bookstore Manager (65%) 223 Days	
0	48,662	39,698	38,824	23,819	32,552	32,552	33,089	35,728	25,804	0
1	49,206	40,423	39,539	24,254	33,147	33,147	33,698	36,381	26,275	1
2	49,756	41,166	40,270	24,700	33,756	33,756	34,321	37,050	26,758	2
3	50,312	41,926	41,022	25,156	34,379	34,379	34,962	37,733	27,252	3
4	50,878	42,695	41,784	25,617	35,010	35,010	35,612	38,426	27,752	4
5	51,448	43,481	42,560	26,089	35,655	35,655	36,273	39,133	28,263	5
6	53,326	44,683	43,628	26,810	36,640	36,640	37,183	40,214	29,044	6
7	55,271	45,928	44,727	27,557	37,661	37,661	38,119	41,335	29,853	7
8	57,299	47,206	45,854	28,324	38,709	38,709	39,080	42,486	30,684	8
9	59,404	48,522	47,016	29,113	39,788	39,788	40,071	43,670	31,539	9
10	61,591	49,875	48,207	29,925	40,897	40,897	41,085	44,887	32,419	10
11	63,864	51,274	49,428	30,764	42,045	42,045	42,126	46,147	33,328	11
12	64,257	51,752	49,889	31,051	42,437	42,437	42,519	46,577	33,639	12
13	64,652	52,238	50,361	31,343	42,835	42,835	42,921	47,014	33,955	13
14	65,050	52,726	50,835	31,636	43,235	43,235	43,325	47,454	34,272	14
15	65,453	53,218	51,314	31,931	43,639	43,639	43,734	47,897	34,592	15
16	65,858	53,717	51,798	32,230	44,048	44,048	44,146	48,346	34,916	16
17	66,258	54,224	52,286	32,534	44,463	44,463	44,562	48,801	35,245	17
18	66,923	55,569	52,976	33,341	45,567	45,567	45,150	50,012	36,120	18
19	67,592	56,954	53,678	34,173	46,703	46,703	45,748	51,259	37,020	19
20	68,266	58,374	54,392	35,024	47,867	47,867	46,357	52,537	37,943	20
21	68,947	59,833	55,110	35,900	49,063	49,063	46,969	53,849	38,891	21
22	69,637	61,331	55,841	36,799	50,292	50,292	47,592	55,198	39,865	22
23	70,334	62,867	56,581	37,720	51,551	51,551	48,223	56,581	40,864	23
24	70,966	63,165	57,171	37,899	51,795	51,795	48,725	56,848	41,057	24
25	71,611	63,464	57,765	38,078	52,041	52,041	49,232	57,118	41,252	25
26	72,262	63,765	58,370	38,259	52,287	52,287	49,747	57,388	41,447	26
27	72,917	64,065	58,979	38,439	52,533	52,533	50,266	57,659	41,642	27
28	73,576	64,371	59,598	38,623	52,784	52,784	50,793	57,934	41,841	28
28+	74,986	65,322	60,823	39,193	53,564	53,564	51,838	58,790	42,459	28+

**Fort Thomas Independent Schools  
Classified Salary Schedule  
2015-16**

Job Code	Central Office Staff I / FTEF Director	Central Office Staff II	Superintendent Adm Asst	HS Principal Secretary	HS/MS Secretary	Elem/MS Prin Sec & CO Recept	Instr/Office Assistants	District Maintenance Supervisor	HS Building Supervisor	MS Building Supervisor	Elem Building/HS Night Supervisor	Custodian	Chef I / Second Café Manager	Chef II	Elem Cafeteria Manager	Cafeteria Worker I	Cafeteria Worker II	Nurse Aide	Bus Driver	Bus Monitor	Interpreter	Computer Technician	Seasonal Maintenance Crew	Student Worker	Student Lighting/Sound Technician	
	2	24	25	7	8	22	10	11	12	30	13	14	15	27	16	17	28	18	19	20	21	23	26	29	31	
0	17.43	17.79	18.05	15.14	12.91	14.58	12.18	18.14	14.81	14.13	13.46	12.79	13.38	9.87	12.69	9.33	8.80	10.13	12.57	9.46	20.47	20.35	9.73	8.64	12.00	0
1	17.83	18.19	18.45	15.44	13.48	14.87	12.45	18.44	15.30	14.57	13.70	13.02	13.63	10.04	12.93	9.52	8.97	10.28	12.91	9.72	20.87	20.68	10.80	8.64	12.00	1
2	18.21	18.57	18.85	15.70	13.76	15.13	12.68	18.80	15.81	15.00	13.94	13.24	13.98	10.29	13.23	9.76	9.21	10.45	13.28	10.03	21.27	21.03	11.88	8.64	12.00	2
3	18.62	18.99	19.26	16.02	14.04	15.42	12.92	19.11	16.31	15.43	14.14	13.47	14.36	10.49	13.56	9.94	9.42	10.58	13.65	10.34	21.66	21.36	12.00	8.64	12.00	3
4	19.03	19.40	19.70	16.27	14.34	15.68	13.18	19.40	16.83	15.87	14.43	13.71	14.72	10.69	13.87	10.15	9.62	10.74	13.99	10.61	22.08	21.71	12.00	8.64	12.00	4
5	19.38	19.78	20.07	16.58	14.65	15.93	13.46	19.77	17.33	16.28	14.67	13.95	15.07	10.86	14.17	10.31	9.78	10.88	14.34	10.91	22.49	22.07	12.00	8.64	12.00	5
6	19.82	20.21	20.50	16.86	14.93	16.20	13.73	20.11	17.84	16.73	14.93	14.18	15.46	11.09	14.49	10.56	10.01	11.02	14.71	11.21	22.83	22.42	12.00	8.64	12.00	6
7	20.22	20.61	20.94	17.14	15.20	16.46	14.00	20.46	18.34	17.15	15.17	14.45	15.80	11.26	14.79	10.73	10.18	11.20	15.08	11.51	23.26	22.78	12.00	8.64	12.00	7
8	20.59	21.03	21.32	17.43	15.53	16.77	14.26	20.82	18.86	17.59	15.49	14.68	16.17	11.51	15.09	10.97	10.44	11.28	15.45	11.79	23.66	23.16	12.00	8.64	12.00	8
9	21.02	21.42	21.74	17.73	15.79	17.02	14.56	21.18	19.35	18.02	15.89	14.94	16.56	11.73	15.42	11.18	10.65	11.54	15.78	12.07	24.08	23.53	12.00	8.64	12.00	9
10	21.40	21.84	22.16	18.00	16.09	17.29	14.86	21.55	19.87	18.44	16.26	15.67	16.91	11.92	15.73	11.38	10.85	11.64	16.13	12.40	25.78	23.91	12.00	8.64	12.00	10
11	21.79	22.22	22.55	18.28	16.37	17.57	15.14	21.95	20.37	18.89	16.72	15.89	17.24	12.11	16.03	11.59	11.04	11.78	16.48	12.68	25.78	24.30	12.00	8.64	12.00	11
12	22.21	22.65	23.00	18.57	16.70	17.85	15.46	22.34	20.89	19.30	17.13	16.15	17.64	12.35	16.31	11.82	11.27	12.07	16.85	12.94	25.78	24.69	12.00	8.64	12.00	12
13	22.59	23.06	23.39	18.86	16.96	18.11	15.75	22.71	21.38	19.74	17.55	16.25	18.00	12.58	16.68	12.03	11.50	12.41	17.22	13.26	25.78	25.11	12.00	8.64	12.00	13
14	22.93	23.38	23.72	19.15	17.24	18.38	16.08	23.12	21.90	20.17	17.93	16.36	18.34	12.79	16.96	12.24	11.71	12.69	17.58	13.56	25.78	25.50	12.00	8.64	12.00	14
15	23.26	23.72	24.08	19.40	17.55	18.66	16.38	23.56	22.40	20.59	18.16	16.58	18.73	13.03	17.25	12.49	11.95	12.99	17.93	13.86	25.78	25.91	12.00	8.64	12.00	15
16	23.58	24.07	24.40	19.72	17.88	18.93	16.74	24.08	22.90	21.04	19.52	16.85	19.09	13.21	17.58	12.68	12.13	13.30	18.26	14.26	25.78	26.34	12.00	8.64	12.00	16
17	23.91	24.38	24.75	20.01	18.15	19.18	17.05	24.58	23.41	21.46	19.71	17.15	19.46	13.46	17.90	12.92	12.39	13.61	18.65	14.46	25.78	26.76	12.00	8.64	12.00	17
18	24.25	24.73	25.10	20.29	18.49	19.44	17.39	25.06	23.92	21.90	19.84	17.43	19.84	13.65	18.21	13.11	12.58	13.92	19.02	14.72	25.78	27.21	12.00	8.64	12.00	18
19	24.58	25.08	25.43	20.65	18.91	19.74	17.85	25.57	24.41	22.33	19.97	17.76	20.20	13.90	18.50	13.35	12.82	14.20	19.32	15.03	25.78	27.64	12.00	8.64	12.00	19
20	24.89	25.40	25.76	21.05	19.31	20.01	18.26	25.99	24.92	22.75	20.11	18.06	20.55	14.13	18.84	13.60	13.06	14.52	19.73	15.29	25.78	28.08	12.00	8.64	12.00	20
21	25.24	25.72	26.13	21.41	19.72	20.28	18.72	26.48	25.43	23.19	20.30	18.36	20.93	14.32	19.14	13.80	13.24	14.63	19.84	15.29	25.78	28.53	12.00	8.64	12.00	21
22	25.57	26.09	27.81	21.80	20.16	20.53	19.17	26.99	25.94	23.61	20.43	18.71	21.28	14.53	19.45	13.99	13.45	14.73	19.95	15.29	25.78	28.99	12.00	8.64	12.00	22
23	25.96	26.47	28.24	22.15	20.58	20.95	19.60	27.45	26.44	24.06	20.71	19.02	21.62	14.75	19.76	14.20	13.68	14.84	20.05	15.29	25.78	29.46	12.00	8.64	12.00	23
24	26.37	26.90	28.65	22.60	21.02	21.29	20.05	27.95	26.95	24.48	21.13	19.33	22.03	14.95	20.07	14.41	13.88	14.95	20.16	15.29	25.78	29.94	12.00	8.64	12.00	24
25	26.78	27.33	29.07	22.89	21.34	21.64	20.48	28.47	27.46	24.90	21.52	19.71	22.39	15.16	20.37	14.63	14.08	15.05	20.27	15.29	25.78	30.43	12.00	8.64	12.00	25
26	27.19	27.73	29.52	23.29	21.74	22.05	20.96	28.97	27.96	25.34	21.92	20.03	22.73	15.36	20.67	14.83	14.27	15.16	20.37	15.29	25.78	30.91	12.00	8.64	12.00	26
27	27.60	28.17	29.96	23.67	22.12	22.42	21.37	29.40	28.47	25.76	22.32	20.38	23.08	15.56	21.02	15.02	14.49	15.26	20.48	15.29	25.78	31.42	12.00	8.64	12.00	27
28	27.81	28.37	30.17	23.88	22.34	22.63	21.59	29.62	28.98	26.21	22.53	20.59	23.28	15.77	21.22	15.23	14.60	15.37	20.58	15.29	25.78	31.92	12.00	8.64	12.00	28
28+	28.02	28.58	30.40	24.10	22.56	22.85	21.81	29.83	29.49	26.64	22.74	20.81	23.50	16.00	21.44	15.45	14.70	15.49	20.69	15.29	25.78	32.45	12.00	8.64	12.00	28+

**2015-16 Extra Service Pay Schedule**

<b>District</b>				
Network Administrator		3,400		
Odyssey of the Mind		794		
Odyssey of the Mind		794		
<b>HHS</b>			<b>HHS Continued</b>	
Arts Facilities Manager		5,300	Football - Sixty-Minute Club	1,464
Asst Arts Facilities Manager		2,854	Football - Sixty-Minute Club	1,464
Academic Team- FPS		962	Future Educators of America	794
Academic Team- HS Asst.		2,019	Food and Garden Club - HHS	795
Academic Team- HS Head		4,057	Golf Boys	2,500
Band Director		6,441	Golf Girls	2,500
Band- Asst. Director		4,057	Green Club	795
Band - Percussion		3,263	History Club/National History Day	962
Band - Color Guard		3,263	Journalism - Newspaper & Magazine	1,798
Baseball		4,868	Journalism - Highlander Yearbook	2,928
Baseball- Assistant		2,500	Intramural Basketball - HHS 1/2 Split	397
Baseball- JV		3,715	Intramural Basketball - HHS 1/2 Split	397
Baseball- Freshmen		2,305	Junior Class/Prom	1,464
Basketball - Boys		8,114	Literacy Leader- High School	2,593
Basketball - Girls		8,114	Literary Magazine - Blueprints	460
Basketball- Assistant Boys		4,454	Media Specialist - Secondary	2,928
Basketball- Assistant Girls		1,632	Mock Trial	962
Basketball- Assistant Girls		1,632	National Art Honor Society	460
Basketball- Freshman Boys		3,842	National English Honor Society	460
Basketball- Freshman Girls		3,842	National Math Honor Society	460
Basketball- JV Boys		5,000	National Honor Society	1,464
Basketball- JV Girls		6,191	National Honor Society	1,464
Bowling Team		2,592	Research Club	962
Broadcast Journalism		2,928	Robotics- High School	962
Cheerleading- Freshman		2,178	Robotics- High School	962
Cheerleading- JV		3,263	Senior Class/Graduation	1,387
Cheerleading- Varsity		4,831	Soccer Boys	5,103
Chess Club-HHS		794	Soccer Girls	5,103
Cross Country		4,391	Soccer- Freshmen Boys	2,178
Cross Country - Varsity Asst.		1,861	Soccer- Freshmen Girls	2,178
Counselor- High School (9/10)		2,593	Soccer- JV Boys	3,263
Counselor- High School (11/12)		2,593	Soccer- JV Girls	3,263
Counselor- High/Middle School (Part-time)		1,300	Soccer- Varsity Asst. Boys	2,178
Dance Team		4,831	Soccer- Varsity Asst. Girls	2,178
Dance Team - JV		3,263	Soccer Complex Coordinator	3,000
Dept Chair Business/Tech Ed		2,500	Softball, Fast Pitch - Freshmen	2,305
Dept Chair English		4,977	Softball, Fast Pitch	4,868
Dept Chair FCS		2,133	Softball, Fast Pitch- Asst.	2,500
Dept Chair Health & Phys Ed		2,133	Softball, Fast Pitch- JV	3,715
Dept Chair World Languages		3,471	Speech Team - HHS	4,057
Dept Chair Math		4,977	Debate Team	3,042
Dept Chair Science		4,977	STLP - HHS	794
Dept Chair Social Studies		4,977	Strings - High	794
Dept Chair Special Ed		3,471	Student Council- High School	1,798
Dept Chair Humanities (Secondary 6-12)		4,977	Studio Art	962
Detention Hall		1,464	Swimming	4,391
Detention Hall		1,464	Swimming- Assistant	2,928
Drama/Musical - High School		1,658	Swimming - Diving	1,464
Drama/Musical Assistant - High School		893	Tennis - Boys/Girls Head Coach	3,500
Drama/Play - High School		1,658	Tennis - Girls Assistant	1,000
Drama/Play Assistant - High School		893	Tennis - Boys Assistant	1,000
Drama/Musical - Extra		1,658	Track Boys	4,057
Asst Drama/Musical - Extra		893	Track Girls	4,057
Environothon		794	Track- Assistant Boys	2,500
FBLA		794	Track- Assistant Girls	2,500
FCCLA		1,798	Track- Freshman Boys	2,178
Football		9,202	Track- Freshman Girls	2,178
Football Asst.		6,567	Tri M Music Honors Society (1/2)	230
Football Asst.		6,567	Tri M Music Honors Society (1/2)	230
Football Asst.		6,567	Vocal Music- High School	2,928
Football Asst.		6,567	Volleyball	4,057
Football Asst.		6,567	Volleyball- Freshman	1,861
Football - Equipment Manager		1,464	Volleyball- JV	2,500
Football- Freshman		6,567	We the People	962
Football- Freshman Asst.		4,277	World Language French	460
Football - Sixty-Minute Club		1,464	World Language German	460
Football - Sixty-Minute Club		1,464	World Language Spanish	460
Football - Sixty-Minute Club		1,464		

2015-16 Extra Service Pay Schedule

HMS		Johnson	
Academic Team- MS Asst.	1,541	Academic Team Elem - Johnson	1,588
Academic Team- MS Head	3,042	Chess Club - Johnson	794
Academic Team- FPS	962	Girls on the Run - Johnson (1/2 Split)	397
Athletic Coordinator	2,020	Girls on the Run - Johnson (1/2 Split)	397
Band-Middle School	794	Drama - Elementary (District 1)	795
Basketball- 6th Boys	1,861	Journalism- Johnson	794
Basketball- 6th Girls	1,861	Literacy Leader- Johnson	1,966
Basketball- 7th Boys	1,861	Robotics and Engineering - Johnson	794
Basketball- 7th Girls	1,861	STLP - Johnson	794
Basketball- 8th Boys	1,861	Studio Art - Johnson	794
Basketball- 8th Girls	1,861	Media Specialist - Elementary	2,928
Cheerleading- 6th	1,386	Vocal Music- Johnson	794
Cheerleading- 7th	1,386		
Cheerleading- 8th	1,386		
Chess Club-HMS	794		
Club (Crafts)	794		
Club - KY Youth Assembly (KYA)	794		
Club (Drop Everything and Write)	794		
Club (Book)	794		
Club (Science)	794		
Cross Country- Middle School	1,861		
Dance Team	2,180		
Dept Chair English	1,966		
Dept Chair Math	1,966		
Dept Chair Practical Living	1,966		
Dept Chair Science	1,966		
Dept Chair Social Studies	1,966		
Dept Chair Special Ed	1,966		
Detention Hall	2,927		
Drama/Musical-Middle School	1,658		
Drama/Musical Assistant - Middle School	893		
Literacy Leader- Middle School	2,139		
Intramural Basketball - HMS	795		
Math Counts	794		
Media Specialist - Secondary	2,928		
Middle School Yearbook	962		
Middler (Newspaper)	962		
Robotics- Middle School	1,005		
Robotics- Middle School	1,005		
Speech Team - HMS	3,042		
STLP - HMS	794		
Strings - Middle School	1,464		
Student Council- Middle School	962		
Studio Art	794		
Team Leader - 6A	1,966		
Team Leader - 6B	1,966		
Team Leader - 7A	1,966		
Team Leader - 7B	1,966		
Team Leader - 8A	1,966		
Team Leader - 8B	1,966		
Vocal Music- Middle School	1,464		
Volleyball- Middle School	1,861		
Volleyball- Middle School	1,861		
Volleyball- Middle School (6th Grade)	1,395		
Counselor- Middle Sch.	765		

**Fort Thomas Independent Schools**  
**Supplemental Teaching Services Salary Schedule**  
 APPROVED 8/10, 2/11, 3/12, 6/13, 6/14, 7/14, 6/15

2015-16 School Year

**REGULAR AFTER SCHOOL PROGRAMS (ESS, GIFTED, THEATRICAL SERVICES MGR., OTHER)**

Years Exp.	Certified Rate
0-4	\$21.00
5-9	\$25.00
10-15	\$30.00
16-21	\$34.00
22+	\$38.50

**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
0-4	\$26.50	\$18.00	\$29.00
5-9	\$31.00	\$18.00	\$34.00
10-15	\$35.00	\$18.00	\$39.00
16-21	\$40.00	\$18.00	\$43.50
22+	\$44.00	\$18.00	\$48.50

**WORLD LANGUAGE CLUB**

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

**FITNESS CENTER COORDINATOR/SUBSTITUTE**

Fitness Center Coordinator will be paid \$20.00 per hour and the Fitness Center Coordinator Substitute will be paid \$15.00 per hour.

**SATURDAY SCHOOL**

Teachers will be paid \$25.00 per hour for Saturday school sessions.

**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.