

*Knox County Schools*

*Salary Schedules*

2018 - 2019

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no percentage increase to scales for 2018-19 only step raises, if applicable

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**Knox County Schools  
Combined State and Local Teachers' Salary Scale  
2018 - 2019**

<b>Step</b>	<b>Bachelor</b>	<b>Master</b>	<b>MS + 30 Semester Hours</b>	<b>EDS</b>	<b>Doctor</b>
0	\$ 38,295	\$ 40,798	\$ 43,157	\$ 44,007	\$ 47,308
1	\$ 39,717	\$ 42,261	\$ 44,620	\$ 45,449	\$ 49,265
2	\$ 39,949	\$ 42,493	\$ 44,862	\$ 45,681	\$ 49,600
3	\$ 40,850	\$ 43,363	\$ 45,768	\$ 46,541	\$ 49,986
4	\$ 41,375	\$ 43,976	\$ 46,304	\$ 47,153	\$ 50,702
5	\$ 42,112	\$ 44,784	\$ 47,128	\$ 47,905	\$ 51,933
6	\$ 42,900	\$ 45,624	\$ 47,962	\$ 48,755	\$ 53,792
7	\$ 43,801	\$ 46,571	\$ 48,915	\$ 49,739	\$ 55,177
8	\$ 44,918	\$ 47,751	\$ 50,063	\$ 50,923	\$ 57,196
9	\$ 45,778	\$ 48,642	\$ 50,985	\$ 51,871	\$ 57,572
10	\$ 46,582	\$ 49,497	\$ 51,866	\$ 52,710	\$ 57,917
11	\$ 47,632	\$ 50,558	\$ 52,963	\$ 53,756	\$ 58,684
12	\$ 48,575	\$ 51,500	\$ 53,884	\$ 54,760	\$ 59,405
13	\$ 49,548	\$ 52,566	\$ 54,956	\$ 55,775	\$ 60,173
14	\$ 50,511	\$ 53,565	\$ 55,924	\$ 56,774	\$ 60,904
15	\$ 51,773	\$ 54,868	\$ 57,232	\$ 58,092	\$ 61,877
16	\$ 52,484	\$ 55,574	\$ 57,938	\$ 58,787	\$ 62,696
17	\$ 53,246	\$ 56,351	\$ 58,710	\$ 59,575	\$ 63,556
18	\$ 53,946	\$ 57,062	\$ 59,416	\$ 60,281	\$ 64,375
19	\$ 54,698	\$ 57,819	\$ 60,209	\$ 61,058	\$ 65,251
20	\$ 56,583	\$ 59,704	\$ 62,078	\$ 62,948	\$ 66,291

This scale is for certified teachers for a school term of 200 days.

\*-This salary scale includes any increases incorporated in the Tennessee Dept. of Education State BEP annual salary schedule for certified teachers. In addition, local salary contributions are included in this schedule in accordance with TCA 49-3-306.

*Please see corresponding page for additional information.*

Sick leave is earned based on percent worked and number of contract days; accumulation is unlimited. At the termination of the employment of any employee, all unused sick leave accumulated by the employee shall be terminated. However, Knox County Schools shall upon re-employment grant a former employee the accumulated sick leave earned while he/she was a Knox County Schools' employee and lost by previous termination.

Personal leave is earned at the rate of one day for each 100 days worked (max. 2 days per year); personal leave does not accumulate. The balance of personal leave on June 30 of each year is transferred to sick leave at the beginning of the next school year.

Step raises are provided at the beginning of the school year. To be eligible for a step raise, the employee must have worked at least 100 days of the prior year's contract. If an employee has worked less than a full contract in more than one previous year, those portions of years will be added together to determine if the employee is eligible to receive a step raise. Employees do not become eligible to receive step raises during the contract year.

Individuals actively employed by the Knox County Board of Education at the time of their retirement will receive a bonus of either sixty dollars (\$60.00) per day for all accumulated, unused, earned sick leave days.

**or**

If the employee gives at least a one hundred calendar day (100) notice of retirement, the employee will receive one hundred dollars (\$100.00) per day for all accumulated, unused, earned sick leave days. For employees retiring at the end of the first semester, they may notify the system by September 1 of that school year, or the next working day if September 1 is on a weekend or holiday, to receive the one hundred dollar bonus. Employees retiring at the end of the school year may notify the system by February 1 of that year, or the next working day if February 1 is on a weekend or holiday, to receive the one hundred dollar bonus. Written notification at least one hundred calendar days prior to retiring OR notification by September first or February first qualifies the individual for the one hundred dollar bonus per day for unused, earned, sick days. The maximum benefit for any individual shall be one year of salary at the time of retirement.

(Approved by the Knox County Board of Education Oct. 2010)

2018 - 2019 Supplement Schedule

200 Day Base (Bachelor's Degree = \$27,500; Master's Degree = \$29,250)  
**200 Day Base (Bachelor's Degree = \$26,950; Master's Degree = \$28,665)**

		Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	<b>Classification*</b>											
A	Coordinator	0.325	0.365	0.405	0.445	0.485	0.525	0.565	0.605	0.645	0.685	0.725
B	Principal	0.325	0.365	0.405	0.445	0.485	0.525	0.565	0.605	0.645	0.685	0.725
C	Principal	0.290	0.330	0.370	0.410	0.450	0.490	0.530	0.570	0.610	0.650	0.690
D	Supervisor	0.290	0.330	0.370	0.410	0.450	0.490	0.530	0.570	0.610	0.650	0.690
E	Principal	0.240	0.280	0.320	0.360	0.400	0.440	0.480	0.520	0.560	0.600	0.640
F	Special assignment	0.240	0.280	0.320	0.360	0.400	0.440	0.480	0.520	0.560	0.600	0.640
G	Principal	0.240	0.280	0.320	0.360	0.400	0.440	0.480	0.520	0.560	0.600	0.640
H	Principal	0.185	0.225	0.265	0.305	0.345	0.385	0.425	0.465	0.505	0.545	0.585
I	Principal	0.135	0.175	0.215	0.255	0.295	0.335	0.375	0.415	0.455	0.495	0.535
J	Assistant Principal	0.135	0.175	0.215	0.255	0.295	0.335	0.375	0.415	0.455	0.495	0.535
K	Assistant Principal	0.080	0.120	0.160	0.200	0.240	0.280	0.320	0.360	0.400	0.440	0.480
L	System-wide	0.050	0.070	0.090	0.110	0.130	0.150	0.170	0.190	0.210	0.230	0.250
<b>M</b>	<b>Supplement</b>	<b>0.100</b>	<b>0.125</b>	<b>0.150</b>	<b>0.175</b>	<b>0.200</b>	<b>0.225</b>	<b>0.250</b>				
Mb	Supplement	0.100	0.125	0.150	0.175	0.200	0.225	0.250				
<b>N</b>	<b>Supplement</b>	<b>0.060</b>	<b>0.075</b>	<b>0.090</b>	<b>0.105</b>	<b>0.120</b>	<b>0.135</b>					
Nb	Supplement	0.060	0.075	0.090	0.105	0.120	0.135					
<b>O</b>	<b>Supplement</b>	<b>0.040</b>	<b>0.050</b>	<b>0.060</b>	<b>0.070</b>	<b>0.080</b>	<b>0.090</b>					
<b>P</b>	<b>Supplement</b>	<b>0.030</b>	<b>0.037</b>	<b>0.045</b>	<b>0.052</b>							
Q**	Department Chair	0.012	0.015	0.017	0.020	0.023	0.026					

Supplement to be added to salary for which employee qualified on the Combined Teacher's Salary prorated to number of days of contract.

\*/These supplements are not prorated.

\*\*Department chairperson's supplement determined by the number of sections in department: Step 0 (6-14 sections), Step 1 (15-23 sections); Step 2 (24-32 sections). Step 3 (33-41 sections), Step 4 (42-50 sections), Step 5 (51 plus sections). These supplements are not prorated.

**\*Supplements are equivalent to the 2010-11 Supplement Schedule.**

*Footnote: The following positions are outside of the negotiated agreement:*

*A Director shall be compensated at the level of coordinator.*

*An Executive Director shall be compensated at the maximum level of the teacher salary scale plus the maximum level of the supplement prorated to the number of contract days.*

*An Administrative Assistant to the Superintendent shall receive compensation at least equal to the total possible compensation of the highest paid administrator.*

*An Assistant Superintendent shall receive compensation equal to the highest paid Administrative Assistant plus an additional monthly increment.*

2018 - 2019 Supplement Schedule

rounded to nearest \$

**200 Day Base (Bachelor's Degree = \$27,500/\$26,950 (athletic sp.))**

	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
<b>Classification*</b>											
A Coordinator	8,938	10,038	11,138	12,238	13,338	14,438	15,538	16,638	17,738	18,838	19,938
B Principal	8,938	10,038	11,138	12,238	13,338	14,438	15,538	16,638	17,738	18,838	19,938
C Principal	7,975	9,075	10,175	11,275	12,375	13,475	14,575	15,675	16,775	17,875	18,975
D Supervisor	7,975	9,075	10,175	11,275	12,375	13,475	14,575	15,675	16,775	17,875	18,975
E Principal	6,600	7,700	8,800	9,900	11,000	12,100	13,200	14,300	15,400	16,500	17,600
F Special assignment	6,600	7,700	8,800	9,900	11,000	12,100	13,200	14,300	15,400	16,500	17,600
G Principal	6,600	7,700	8,800	9,900	11,000	12,100	13,200	14,300	15,400	16,500	17,600
H Principal	5,088	6,188	7,288	8,388	9,488	10,588	11,688	12,788	13,888	14,988	16,088
I Principal	3,713	4,813	5,913	7,013	8,113	9,213	10,313	11,413	12,513	13,613	14,713
J Assistant Principal	3,713	4,813	5,913	7,013	8,113	9,213	10,313	11,413	12,513	13,613	14,713
K Assistant Principal	2,200	3,300	4,400	5,500	6,600	7,700	8,800	9,900	11,000	12,100	13,200
L System-wide	1,375	1,925	2,475	3,025	3,575	4,125	4,675	5,225	5,775	6,325	6,875
<b>M Supplement</b>	<b>2,695</b>	<b>3,369</b>	<b>4,043</b>	<b>4,716</b>	<b>5,390</b>	<b>6,064</b>	<b>6,738</b>				
Mb Supplement	2,750	3,438	4,125	4,813	5,500	6,188	6,875				
<b>N Supplement</b>	<b>1,617</b>	<b>2,021</b>	<b>2,426</b>	<b>2,830</b>	<b>3,234</b>	<b>3,638</b>					
Nb Supplement	1,650	2,063	2,475	2,888	3,300	3,713					
<b>O Supplement</b>	<b>1,078</b>	<b>1,348</b>	<b>1,617</b>	<b>1,887</b>	<b>2,156</b>	<b>2,426</b>					
<b>P Supplement</b>	<b>809</b>	<b>997</b>	<b>1,213</b>	<b>1,401</b>							
Q** Department Chair	330	413	468	550	633	715					

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\*\*Department chairperson's supplement determined by the number of sections in department: Step 0 (6-14 sections), Step 1 (15-23 sections); Step 2 (24-32 sections). Step 3 (33-41 sections), Step 4 (42-50 sections), Step 5 (51 plus sections). These supplements are not prorated.

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An Executive Director shall be compensated at the maximum level of the teacher salary scale plus the maximum level of the supplement prorated to the number of contract days.

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An Assistant Superintendent shall receive compensation equal to the highest paid Administrative Assistant plus an additional monthly increment.

2018 - 2019 Supplement Schedule

rounded to nearest \$

200 Day Base (Master's Degree = \$29,250/\$28,665 (athletic sp.))

	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
<b>Classification*</b>											
A Coordinator	9,506	10,676	11,846	13,016	14,186	15,356	16,526	17,696	18,866	20,036	21,206
B Principal	9,506	10,676	11,846	13,016	14,186	15,356	16,526	17,696	18,866	20,036	21,206
C Principal	8,483	9,653	10,823	11,993	13,163	14,333	15,503	16,673	17,843	19,013	20,183
D Supervisor	8,483	9,653	10,823	11,993	13,163	14,333	15,503	16,673	17,843	19,013	20,183
E Principal	7,020	8,190	9,360	10,530	11,700	12,870	14,040	15,210	16,380	17,550	18,720
F Special assignment	7,020	8,190	9,360	10,530	11,700	12,870	14,040	15,210	16,380	17,550	18,720
G Principal	7,020	8,190	9,360	10,530	11,700	12,870	14,040	15,210	16,380	17,550	18,720
H Principal	5,411	6,581	7,751	8,921	10,091	11,261	12,431	13,601	14,771	15,941	17,111
I Principal	3,949	5,119	6,289	7,459	8,629	9,799	10,969	12,139	13,309	14,479	15,649
J Assistant Principal	3,949	5,119	6,289	7,459	8,629	9,799	10,969	12,139	13,309	14,479	15,649
K Assistant Principal	2,340	3,510	4,680	5,850	7,020	8,190	9,360	10,530	11,700	12,870	14,040
L System-wide	1,463	2,048	2,633	3,218	3,803	4,388	4,973	5,558	6,143	6,728	7,313
<b>M Supplement</b>	<b>2,867</b>	<b>3,583</b>	<b>4,300</b>	<b>5,016</b>	<b>5,733</b>	<b>6,450</b>	<b>7,166</b>				
Mb Supplement	2,925	3,656	4,388	5,119	5,850	6,581	7,313				
<b>N Supplement</b>	<b>1,720</b>	<b>2,150</b>	<b>2,580</b>	<b>3,010</b>	<b>3,440</b>	<b>3,870</b>					
Nb Supplement	1,755	2,194	2,633	3,071	3,510	3,949					
<b>O Supplement</b>	<b>1,147</b>	<b>1,433</b>	<b>1,720</b>	<b>2,007</b>	<b>2,293</b>	<b>2,580</b>					
<b>P Supplement</b>	<b>860</b>	<b>1,061</b>	<b>1,290</b>	<b>1,491</b>							
Q** Department Chair	351	439	497	585	673	761					

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**Supplement Classifications\***  
2018 - 2019

- |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
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| <p>A Coordinator<br/>                 B High school principal with 1000+ ADM<br/>                 C High school principal with up to 1000 ADM<br/>                 D Supervisor<br/>                 E Vocational school principal<br/>                 F Special administrative assignment<br/>                 G K-8 principal with 1000+ ADM<br/>                 H K-8 principal with 500 - 999 ADM<br/>                 I K-8 principal with less than 500 ADM<br/>                 J High school assistant principal<br/>                 K K-8 assistant principal<br/>                 L System-wide assignment<br/>                 (i.e., consultant in math, reading, special education<br/>                 school social workers, psychologists, etc.)</p> <p><b>M Athletic trainer, level III<br/>                 Head basketball coach<br/>                 Head football coach</b></p> <p>Mb Band director</p> <p><b>N Assistant football coach<br/>                 Athletic trainer, level II<br/>                 B-Team basketball coach<br/>                 Head baseball coach<br/>                 Head soccer coach<br/>                 Head softball coach<br/>                 Head track coach<br/>                 Head volleyball coach<br/>                 Head wrestling coach</b></p> <p>Nb Elementary band</p> | <p><b>O Assistant baseball coach<br/>                 Assistant soccer coach<br/>                 Assistant softball coach<br/>                 Assistant track coach<br/>                 Assistant volleyball coach<br/>                 Assistant wrestling coach<br/>                 Athletic trainer, level I<br/>                 Freshman basketball coach<br/>                 High school cheerleader sponsor<br/>                 Middle school basketball coach</b></p> <p><b>P Cross-country coach<br/>                 Golf coach<br/>                 Middle school cheerleader sponsor<br/>                 Middle school track coach<br/>                 Tennis coach</b></p> <p>Q Department chairperson</p> |
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*Note: Coaches receiving supplements shall be recommended by the principal and approved by the Superintendent and the Board of Education. No coach shall receive more than three coaching supplements.*

**\*Supplements are equivalent to the 2010-11 Supplement Schedule.**

<p>Formula for Figuring Salaries</p> <ol style="list-style-type: none"> <li>1. To obtain a salary for any number of days except 200:                             <ol style="list-style-type: none"> <li>a. Locate placement on salary scale</li> <li>b. Divide placement by 200 to obtain daily rate of pay</li> <li>c. Multiply daily rate by number of days in contract</li> </ol> </li> <li>2. To obtain a supplement:                             <ol style="list-style-type: none"> <li>a. Locate placement ratio on Bachelor's or Master's supplement scale</li> <li>b. Divide figure obtained in 2a by 200 to obtain the daily rate for supplement</li> <li>c. Multiply daily rate by number of days in contract</li> </ol> </li> <li>3. To obtain total annual salary, add the amount from 1c and 2c</li> </ol>
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<b>Step</b>	<b>200 Day Salary</b>
0	\$ 16,395
1	\$ 16,875
2	\$ 17,310
3	\$ 17,755
4	\$ 18,215
5	\$ 18,685
6	\$ 19,170
7	\$ 19,665
8	\$ 20,175
9	\$ 20,705
10	\$ 21,415
11	\$ 22,155
12	\$ 22,920
13	\$ 23,710
14	\$ 24,535

Sick leave is earned based on percent worked and number of contract days; accumulation is unlimited. At the termination of the employment of any employee, all unused sick leave accumulated by the employee shall be terminated. However, Knox County Schools shall upon re-employment grant a former employee the accumulated sick leave earned while he/she was a Knox County Schools' employee and lost by previous termination.

Personal leave is earned at the rate of one day for each 100 days worked (max. 2 days per year); personal leave does not accumulate. The balance of personal leave on June 30 of each year is transferred to sick leave at the beginning of the next school year.

Step raises are provided at the beginning of the school year. To be eligible for a step raise, the employee must have worked at least 100 days of the prior year's contract. If an employee has worked less than a full contract in more than one previous year, those portions of years will be added together to determine if the employee is eligible to receive a step raise. Employees do not become eligible to receive step raises during the contract year.

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**or**

If the employee gives at least a one hundred calendar day (100) notice of retirement, the employee will receive one hundred dollars (\$100.00) per day for all accumulated, unused, earned sick leave days. For employees retiring at the end of the first semester, they may notify the system by September 1 of that school year, or the next working day if September 1 is on a weekend or holiday, to receive the one hundred dollar bonus. Employees retiring at the end of the school year may notify the system by February 1 of that year, or the next working day if February 1 is on a weekend or holiday, to receive the one hundred dollar bonus. Written notification at least one hundred calendar days prior to retiring OR notification by September first or February first qualifies the individual for the one hundred dollar bonus per day for unused, earned, sick days. The maximum benefit for any individual shall be one year of salary at the time of retirement. (Approved by the Knox County Board of Education Oct. 2010)

Step	200 Day Salary
0	\$ 19,430
1	\$ 20,005
2	\$ 20,525
3	\$ 21,065
4	\$ 21,615
5	\$ 22,185
6	\$ 22,765
7	\$ 23,370
8	\$ 23,985
9	\$ 24,620
10	\$ 25,475
11	\$ 26,365
12	\$ 27,285
13	\$ 28,235
14	\$ 29,230

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Step	A Hourly Rate	B Hourly Rate	C Hourly Rate
Substitute	\$ 8.01		
0	\$ 8.95	\$ 9.27	\$ 10.13
1	\$ 9.25	\$ 9.58	\$ 10.46
2	\$ 9.49	\$ 9.87	\$ 10.76
3	\$ 9.77	\$ 10.13	\$ 11.07
4	\$ 10.04	\$ 10.41	\$ 11.38
5	\$ 10.35	\$ 10.74	\$ 11.71
6	\$ 10.62	\$ 11.02	\$ 12.05
7	\$ 10.92	\$ 11.32	\$ 12.36
8	\$ 11.22	\$ 11.65	\$ 12.72
9	\$ 11.55	\$ 11.98	\$ 13.07
10	\$ 11.98	\$ 12.42	\$ 13.56
11	\$ 12.42	\$ 12.91	\$ 14.05
12	\$ 12.87	\$ 13.39	\$ 14.59
13	\$ 13.34	\$ 13.83	\$ 15.14
14	\$ 13.84	\$ 14.38	\$ 15.68
94			\$ 16.31

Step 94 is leader of dream team.

Category A  
Category B  
Category C

Custodian, Domestic Assistants  
Head custodian supervising 3 or less\*  
Head custodian supervising 4 or more\*

\*- includes head custodian position

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Vacation shall be accrued at the rate of one day for each month worked during the first year of employment. An additional day of vacation shall be accrued for each year thereafter, up to a maximum of eight additional days, for a total of twenty days. No more than ten days of vacation may be taken consecutively without the permission of the supervisor and the Superintendent.

Individuals actively employed by the Knox County Board of Education at the time of their retirement will receive a bonus of either sixty dollars (\$60.00) per day for all accumulated, unused, earned sick leave days.  
or

If the employee gives at least a one hundred calendar day (100) notice of retirement, the employee will receive one hundred dollars (\$100.00) per day for all accumulated, unused, earned sick leave days. For employees retiring at the end of the first semester, they may notify the system by September 1 of that school year, or the next working day if September 1 is on a weekend or holiday, to receive the one hundred dollar bonus. Employees retiring at the end of the school year may notify the system by February 1 of that year, or the next working day if February 1 is on a weekend or holiday, to receive the one hundred dollar bonus. Written notification at least one hundred calendar days prior to retiring OR notification by September first or February first qualifies the individual for the one hundred dollar bonus per day for unused, earned, sick days. The maximum benefit for any individual shall be one year of salary at the time of retirement. (Approved by the Knox County Board of Education Oct. 2010)

<b>Step</b>	<b>Workers Hourly Rate</b>
Substitute	\$ 7.91
0	\$ 8.34
1	\$ 8.62
2	\$ 8.85
3	\$ 9.10
4	\$ 9.36
5	\$ 9.60
6	\$ 9.90
7	\$ 10.17
8	\$ 10.47
9	\$ 10.75
10	\$ 11.17
11	\$ 11.57
12	\$ 12.00
13	\$ 12.43
14	\$ 12.91

Sick leave is earned based on percent worked and number of contract days; accumulation is unlimited. At the termination of the employment of any employee, all unused sick leave accumulated by the employee shall be terminated. However, Knox County Schools shall upon re-employment grant a former employee the accumulated sick leave earned while he/she was a Knox County Schools' employee and lost by previous termination.

Personal leave is earned at the rate of one day for each 100 days worked (max. 2 days per year); personal leave does not accumulate. The balance of personal leave on June 30 of each year is transferred to sick leave at the beginning of the next school year.

Step raises are provided at the beginning of the school year. To be eligible for a step raise, the employee must have worked at least 94 days of a prior year 188 day contract, 98 days of a 196 day prior year contract, and 100 days of a prior year contract of 200 days or greater. If an employee has worked less than a full contract in more than one previous year, those portions of years will be added together to determine if the employee is eligible to receive a step raise. Employees do not become eligible to receive step raises during the contract year.

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**For each T.E.A.M. course an additional \$.08 per hour will be paid up to a maximum of \$.80.**

<b>Step</b>		<b>Managers Hourly Rate</b>		<b>Asst. Managers Hourly Rate</b>		<b>Site Managers Hourly Rate</b>
0	\$	13.90	\$	12.14	\$	12.14
1	\$	14.34	\$	12.53	\$	12.53
2	\$	14.75	\$	12.89	\$	12.89
3	\$	15.17	\$	13.25	\$	13.25
4	\$	15.60	\$	13.63	\$	13.63
5	\$	16.04	\$	14.01	\$	14.01
6	\$	16.51	\$	14.41	\$	14.41
7	\$	16.97	\$	14.82	\$	14.82
8	\$	17.44	\$	15.24	\$	15.24
9	\$	17.94	\$	15.67	\$	15.67
10	\$	18.61	\$	16.25	\$	16.25
11	\$	19.30	\$	16.85	\$	16.85
12	\$	20.01	\$	17.47	\$	17.47
13	\$	20.76	\$	18.12	\$	18.12
14	\$	21.52	\$	18.80	\$	18.80

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Production unit serving satellite schools shall receive a supplement of \$0.25 per satellite school per hour

**SCHOOL NUTRITION SALARY SCHEDULE  
Stockmen, Drivers, Specialists**

**2018 - 2019**

Page 9

<b>Step</b>	<b>Hourly Rate</b>
0	\$ 10.52
1	\$ 10.87
2	\$ 11.17
3	\$ 11.50
4	\$ 11.82
5	\$ 12.15
6	\$ 12.48
7	\$ 12.86
8	\$ 13.21
9	\$ 13.57
10	\$ 14.07
11	\$ 14.60
12	\$ 15.14
13	\$ 15.70
14	\$ 16.28

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**Supervisor of Health Services  
255 days**

Master degree, maximum step  
Teacher Salary Scale  
Supervisor Supplement

**School Nurse  
200 days**

Appropriate degree and step  
Teacher Salary Scale

**L P N  
200 days**

Sixty-eight per cent (68%)  
Bachelor degree, appropriate step  
Teacher Salary Scale

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Step	Ratio	Annual Rate
0	0.77500	\$ 22,506
1	0.80000	\$ 23,227
2	0.82260	\$ 23,886
3	0.84590	\$ 24,560
4	0.86980	\$ 25,256
5	0.89440	\$ 25,966
6	0.91970	\$ 26,703
7	0.94570	\$ 27,460
8	0.97240	\$ 28,232
9	1.00000	\$ 29,036
10	1.03710	\$ 30,112
11	1.07570	\$ 31,230
12	1.11560	\$ 32,388
13	1.15700	\$ 33,593
14	1.20000	\$ 34,840

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Step	A Hourly Rate	C Hourly Rate	D Hourly Rate	E Hourly Rate	F Hourly Rate
0	\$ 10.52	\$ 12.13	\$ 13.24	\$ 14.75	\$ 17.32
1	\$ 10.87	\$ 12.52	\$ 13.67	\$ 15.21	\$ 17.76
2	\$ 11.17	\$ 12.88	\$ 14.05	\$ 15.65	\$ 18.19
3	\$ 11.50	\$ 13.24	\$ 14.49	\$ 16.10	\$ 18.63
4	\$ 11.82	\$ 13.61	\$ 14.87	\$ 16.56	\$ 19.07
5	\$ 12.15	\$ 14.00	\$ 15.31	\$ 17.02	\$ 19.52
6	\$ 12.48	\$ 14.39	\$ 15.73	\$ 17.50	\$ 19.99
7	\$ 12.86	\$ 14.81	\$ 16.18	\$ 17.99	\$ 20.46
8	\$ 13.21	\$ 15.21	\$ 16.62	\$ 18.48	\$ 20.94
9	\$ 13.57	\$ 15.63	\$ 17.10	\$ 19.01	\$ 21.45
10	\$ 14.07	\$ 16.23	\$ 17.74	\$ 19.73	\$ 22.15
11	\$ 14.60	\$ 16.82	\$ 18.40	\$ 20.46	\$ 22.86
12	\$ 15.14	\$ 17.45	\$ 19.05	\$ 21.20	\$ 23.58
13	\$ 15.70	\$ 18.09	\$ 19.76	\$ 22.01	\$ 24.36
14	\$ 16.28	\$ 18.77	\$ 20.52	\$ 22.80	\$ 25.13
94	\$ 16.94	\$ 19.52	\$ 21.34	\$ 23.71	\$ 26.14
98	\$ 17.59	\$ 20.27	\$ 22.16	\$ 24.62	\$ 27.14

- A General maintenance, night watchman, grounds crew
- C Equipment operator
- D Glazier, painter, mechanic, storeroom, warehouse, truck drivers
- E Carpenter, plumber, roofer, plaster, mason, electrician, , locksmith, building engineer, custodial foreman, environmental (effective 1/1/13), fire equipment technician
- F Heat and air

**Lead positions shall be 1.04% multiplied by the hourly rate of the maximum step (14) of the craft supervised.**

**Foreman positions shall be 1.08% multiplied by the hourly rate of the maximum step (14) of the craft supervised.**

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Vacation shall be accrued at the rate of one day for each month worked during the first year of employment. An additional day of vacation shall be accrued for each year thereafter, up to a maximum of eight additional days, for a total of twenty days. No more than ten days of vacation may be taken consecutively without the permission of the supervisor and the Superintendent.

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**Restorative Interventionist Salary Scale****2018 - 2019**

Base: RI 68% Bachelor, Step 0

\$ 38,295

*Based upon Knox County Schools' Teachers Combined Salary Scale for 2018-19*

<b>Step</b>	<b>Ratio</b>	<b>200 Day Rate</b>
<b>0</b>	0.680	\$ <b>26,041</b>
<b>1</b>	0.700	\$ <b>26,807</b>
<b>2</b>	0.720	\$ <b>27,572</b>
<b>3</b>	0.740	\$ <b>28,338</b>
<b>4</b>	0.760	\$ <b>29,104</b>
<b>5</b>	0.780	\$ <b>29,870</b>
<b>6</b>	0.800	\$ <b>30,636</b>
<b>7</b>	0.820	\$ <b>31,402</b>
<b>8</b>	0.840	\$ <b>32,168</b>
<b>9</b>	0.860	\$ <b>32,934</b>
<b>10</b>	0.880	\$ <b>33,700</b>

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**Mental Health Worker & Case Managers Salary Scales**

**2018 - 2019**

Base: Case Manager 70% Bachelor, Step 0 \$ 38,295  
 Base: Mental Health Worker 91% of Master, Step 0 \$ 40,798

*Based upon Knox County Schools' Teachers Combined Salary Scale for 2018-19*

<b>Case Manager/Liaison CM</b>				<b>MS Mental Health Worker MW</b>			
<b>Step</b>	<b>Ratio</b>	<b>200 day Rate</b>	<b>221 day Rate</b>	<b>Step</b>	<b>Ratio</b>	<b>200 day Rate</b>	<b>221 day Rate</b>
0	0.700	\$ 26,807	\$29,621.74	0	0.915	\$ 37,330	\$41,249.65
1	0.720	\$ 27,573	\$30,468.17	1	0.960	\$ 39,167	\$43,279.54
2	0.740	\$ 28,338	\$31,313.49	2	1.005	\$ 41,002	\$45,307.21
3	0.760	\$ 29,105	\$32,161.03	3	1.050	\$ 42,839	\$47,337.10
4	0.780	\$ 29,870	\$33,006.35	4	1.095	\$ 44,674	\$49,364.77
5	0.800	\$ 30,636	\$33,852.78	5	1.140	\$ 46,510	\$51,393.55
6	0.820	\$ 31,403	\$34,700.32	6	1.185	\$ 48,346	\$53,422.33
7	0.850	\$ 32,551	\$35,968.86	7	1.235	\$ 50,386	\$55,676.53
8	0.880	\$ 33,700	\$37,238.50	8	1.285	\$ 52,426	\$57,930.73
9	0.910	\$ 34,849	\$38,508.15	9	1.335	\$ 54,465	\$60,183.83
10	0.940	\$ 35,997	\$39,776.69	10	1.385	\$ 56,506	\$62,439.13

Outside experience allowed: up to three years for Case Manager  
 up to five years for Mental Health Worker  
 Exceptions to this policy must be approved in writing by the Executive Director of Student Support Services and Superintendent.

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Step	Ratio	Z1 (ZC) 255 Day Annual Rate	Z2 (ZB) 255 Day Annual Rate	Z3 (ZA) 255 Day Annual Rate
0	0.7750	\$ 53,982	\$ 39,902	\$ 33,794
1	0.8000	\$ 55,723	\$ 41,195	\$ 34,881
2	0.8226	\$ 57,294	\$ 42,359	\$ 35,870
3	0.8459	\$ 58,921	\$ 43,554	\$ 36,884
4	0.8698	\$ 60,585	\$ 44,784	\$ 37,930
5	0.8944	\$ 62,300	\$ 46,051	\$ 39,001
6	0.9197	\$ 64,056	\$ 47,354	\$ 40,103
7	0.9457	\$ 65,874	\$ 48,693	\$ 41,236
8	0.9724	\$ 67,733	\$ 50,068	\$ 42,400
9	1.0000	\$ 69,654	\$ 51,490	\$ 43,600
10	1.0371	\$ 72,239	\$ 53,400	\$ 45,217
11	1.0757	\$ 74,927	\$ 55,388	\$ 46,901
12	1.1156	\$ 77,703	\$ 57,443	\$ 48,642
13	1.1570	\$ 80,592	\$ 59,570	\$ 50,449
14	1.2000	\$ 83,585	\$ 61,790	\$ 52,324
98^	1.2960	\$ 90,272		

*^Lead positions in Information Systems shall be paid 1.08% of step placement on salary scale.*

- Z1 (ZC)** e.g., Facilities Contract Administrator, Facilities Site Manager, Attendance Administrator, Energy Manager, Technology Programmer / Analysts, Technology Team Leaders, Senior Accountant, Maintenance Purchasing Supervisor, Transportation Administrator, Custodial Services Supervisor, Environmental Supervisor, Maintenance Crafts Supervisor, Materials Management Supervisor, Senior Field Manager, Active Directory Administrator
- Z2 (ZB)** e.g., Accountant, Fiscal Services Position, Technology Technicians, Insurance Position, Maintenance Support Position, HR & Compensation Team Leaders Maintenance General Foreman, Paraprofessional Social Worker, Safety Engineer, Benefits Manager, Security Investigative Officers, Business Partnerships Facilitator, Technology Support for Instructional Technology, Compensation, GIS Specialists, School Nutrition Area Leaders, FSM Equipment Specialist
- Z3 (ZA)** e.g., Accounting Clerks, Audiovisual Technician, Benefits Position, Transportation Router, Information Systems Computer Operator, Information Systems Help Desk, Transportation Compliance Facilitator, Textbook Clerk, Print Shop Positions, Project Grad Facilitator, Technology Support, HR Specialist

**Managers of print shops shall receive supplement of \$2,400 annually.**  
**Accountant with Certified Public Accountant Certification, Government Finance Officers Association Certification**  
**Master's Degree in Accounting, or Master's Degree in Business Administration shall receive an annual supplement of 4% of scale placement for each certification and/or Master's Degree held.**  
**Lead position in Compensation and Human Resources shall receive 8% above scale placement.**

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Vacation shall be accrued at the rate of one day for each month worked during the first year of employment. An additional day of vacation shall be accrued for each year thereafter, up to a maximum of eight additional days, for a total of twenty days. No more than ten days of vacation may be taken consecutively without the permission of the supervisor and the Superintendent.

Individuals actively employed by the Knox County Board of Education at the time of their retirement will receive a bonus of either sixty dollars (\$60.00) per day for all accumulated, unused, earned sick leave days.

or  
 If the employee gives at least a one hundred calendar day (100) notice of retirement, the employee will receive one hundred dollars (\$100.00) per day for all accumulated, unused, earned sick leave days. For employees retiring at the end of the first semester, they may notify the system by September 1 of that school year, or the next working day if September 1 is on a weekend or holiday, to receive the one hundred dollar bonus. Employees retiring at the end of the school year may notify the system by February 1 of that year, or the next working day if February 1 is on a weekend or holiday, to receive the one hundred dollar bonus. Written notification at least one hundred calendar days prior to retiring OR notification by September first or February first qualifies the individual for the one hundred dollar bonus per day for unused, earned, sick days. The maximum benefit for any individual shall be one year of salary at the time of retirement. (Approved by the Knox County Board of Education Oct. 2010)

Step	Ratio	A2	A3
		255 Day Salary	255 Day Salary
0	0.7750	\$ 22,907	\$ 25,920
1	0.8000	\$ 23,649	\$ 26,759
2	0.8226	\$ 24,313	\$ 27,511
3	0.8459	\$ 24,998	\$ 28,289
4	0.8698	\$ 25,709	\$ 29,092
5	0.8944	\$ 26,435	\$ 29,911
6	0.9197	\$ 27,182	\$ 30,761
7	0.9457	\$ 27,949	\$ 31,631
8	0.9724	\$ 28,737	\$ 32,517
9	1.0000	\$ 29,556	\$ 33,439
10	1.0371	\$ 30,653	\$ 34,680
11	1.0757	\$ 31,796	\$ 35,973
12	1.1156	\$ 32,970	\$ 37,307
13	1.1570	\$ 34,196	\$ 38,692
14	1.2000	\$ 35,468	\$ 40,134

Sick leave is earned based on percent worked and number of contract days; accumulation is unlimited.

At the termination of the employment of any employee, all unused sick leave accumulated by the employee shall be terminated. However, Knox County Schools shall upon re-employment grant a former employee the accumulated sick leave earned while he/she was a Knox County Schools' employee and lost by previous termination.

Personal leave is earned at the rate of one day for each 100 days worked (max. 2 days per year); personal leave does not accumulate. The balance of personal leave on June 30 of each year is transferred to sick leave at the beginning of the next school year.

Step raises are provided at the beginning of the school year. To be eligible for a step raise, the employee must have worked at least 100 days of the prior year's contract. If an employee has worked less than a full contract in more than one previous year, those portions of years will be added together to determine if the employee is eligible to receive a step raise. Employees do not become eligible to receive step raises during the contract year.

Vacation for twelve month employees shall be accrued at the rate of one day for each month worked during the first year of employment. An additional day of vacation shall be accrued for each year thereafter, up to a maximum of eight additional days, for a total of twenty days. No more than ten days of vacation may be taken consecutively without the permission of the supervisor and the Superintendent.

*Executive Directors' secretary, Assistant Superintendents' secretary, Superintendent's Administrative Assistants' secretary shall be on the maximum step of the A3 schedule and shall receive an additional \$2,400 per year while working in this position.*

Board executive assistant and Superintendent's secretary shall be on the maximum step of the A3 schedule with a supplement equal to 50% of placement and shall receive an additional \$2,400 per year. The Chief of Staff's secretary shall be on the maximum step of the A3 schedule with a supplement equal to 30% of placement and shall receive an additional \$2,400 per year. These supplements shall be in effect while working in these positions.

HR Generalist shall receive an additional \$2,400 per year while working in this position.

Individuals actively employed by the Knox County Board of Education at the time of their retirement will receive a bonus of either sixty dollars (\$60.00) per day for all accumulated, unused, earned sick leave days.

or

If the employee gives at least a one hundred calendar day (100) notice of retirement, the employee will receive one hundred dollars (\$100.00) per day for all accumulated, unused, earned sick leave days. For employees retiring at the end of the first semester, they may notify the system by September 1 of that school year, or the next working day if September 1 is on a weekend or holiday, to receive the one hundred dollar bonus. Employees retiring at the end of the school year may notify the system by February 1 of that year, or the next working day if February 1 is on a weekend or holiday, to receive the one hundred dollar bonus. Written notification at least one hundred calendar days prior to retiring OR notification by September first or February first qualifies the individual for the one hundred dollar bonus per day for unused, earned, sick days. The maximum benefit for any individual shall be one year of salary at the time of retirement. (Approved by the Knox County Board of Education Oct. 2010)

Step	Ratio	200 Day Salary	221 Day Salary
0	0.7750	\$ 18,226	\$20,139.73
1	0.8000	\$ 18,813	\$20,788.37
2	0.8226	\$ 19,343	\$21,374.02
3	0.8459	\$ 19,894	\$21,982.87
4	0.8698	\$ 20,451	\$22,598.36
5	0.8944	\$ 21,033	\$23,241.47
6	0.9197	\$ 21,620	\$23,890.10
7	0.9457	\$ 22,238	\$24,572.99
8	0.9724	\$ 22,866	\$25,266.93
9	1.0000	\$ 23,515	\$25,984.08
10	1.0371	\$ 24,380	\$26,939.90
11	1.0757	\$ 25,297	\$27,953.19
12	1.1156	\$ 26,229	\$28,983.05
13	1.1570	\$ 27,207	\$30,063.74
14	1.2000	\$ 28,217	\$31,179.79

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Personal leave is earned at the rate of one day for each 100 days worked (max. 2 days per year); personal leave does not accumulate. The balance of personal leave on June 30 of each year is transferred to sick leave at the beginning of the next school year.

Step raises are provided at the beginning of the school year. To be eligible for a step raise, the employee must have worked at least 100 days of the prior year's contract. If an employee has worked less than a full contract in more than one previous year, those portions of years will be added together to determine if the employee is eligible to receive a step raise. Employees do not become eligible to receive step raises during the contract year.

Hearing service/vision service/ therapist service technicians will be paid from the above school secretarial salary scale.

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or

If the employee gives at least a one hundred calendar day (100) notice of retirement, the employee will receive one hundred dollars (\$100.00) per day for all accumulated, unused, earned sick leave days. For employees retiring at the end of the first semester, they may notify the system by September 1 of that school year, or the next working day if September 1 is on a weekend or holiday, to receive the one hundred dollar bonus. Employees retiring at the end of the school year may notify the system by February 1 of that year, or the next working day if February 1 is on a weekend or holiday, to receive the one hundred dollar bonus. Written notification at least one hundred calendar days prior to retiring OR notification by September first or February first qualifies the individual for the one hundred dollar bonus per day for unused, earned, sick days. The maximum benefit for any individual shall be one year of salary at the time of retirement. (Approved by the Knox County Board of Education Oct. 2010)

<b>Step</b>	<b>Hourly Rate</b>
0	\$ 13.67
1	\$ 14.07
2	\$ 14.51
3	\$ 14.90
4	\$ 15.29
5	\$ 15.73
6	\$ 16.20
7	\$ 16.63
8	\$ 17.09
9	\$ 17.60
10	\$ 18.26
11	\$ 18.95
12	\$ 19.63
13	\$ 20.38
14	\$ 21.14
<b>Part-time</b>	<b>\$ 19.44</b>

*Summer Security Academy rate will be \$10.82 an hour.*

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## Sergeant's Supplemental Scale-KCS

	Monthly Sergeants Supplement**	Monthly Travel Supplement**
<b>Senior Sergeants*</b>	\$400	\$100
<b>Sergeants</b>	\$300	\$100
* After three years in grade, sergeants in good standing will move to senior sergeant compensation.		
**200 day employees will be paid over 10 months and 260 day employees will be paid over 12 months		

*effective 12/2015*



**Substitute Certified / Classified Daily\* Rates**

	REG SUB CLASSIFIED POSITION	CERT SUB CLASSIFIED POSITION	REG SUB CERTIFIED POSITION	CERT SUB CERTIFIED POSITION	KCS RETIRED CERT SUB CERTIFIED POSITION
REG SCHOOL	\$58.00	\$58.00	\$72.00	\$104.00	\$124.00
HIGH NEED SCHOOL	\$58.00	\$58.00	\$100.00	\$132.00	\$152.00
HIGH NEED M/F	\$58.00	\$58.00	\$122.00	\$152.00	\$174.00
SPECIAL DAY SCHOOL	\$58/\$72* *TA ONLY	\$58/\$72* *TA ONLY	\$100.00	\$132.00	\$152.00
SPECIAL DAY SCHOOL M/F	\$58/\$72* *TA ONLY	\$58/\$72* *TA ONLY	\$122.00	\$152.00	\$174.00

\*Daily is equal to whole day; half-day worked is equal to half-rate

<b>Adult Education Pay Rate</b>	<b>Hourly Rate</b>
Adult Evening Trades Program(PHCC)-timecard only	\$ 23.22
Adult Evening Trades Program(PHCC)- FT with hybrid ret.	\$ 21.43
Adult Evening Trades Program(PHCC)-FT with legacy ret.	\$ 21.17
Adult Evening Trades Program(Resource Valley)	\$ 25.00
Supervisors	\$ 30.00

<b>Miscellaneous Rates*</b>	<b>Hourly Rate</b>
Night Alternative Program	\$ 30.00
Special- Planning Period	\$ 33.33
Travel Supplement	\$ 5 / day
Tutor	\$ 30.00

\*- standard rates stated above do not include all "extra" work rates - depends on the job and program.

Step	Therapist		Assistant Therapist	
		221 Day Salary (R-1)		221 Day Salary (R-2)
0	\$	52,031	\$	34,860
1	\$	53,723	\$	35,995
2	\$	55,674	\$	37,301
3	\$	57,305	\$	38,394
4	\$	58,896	\$	39,460
5	\$	60,715	\$	40,679
6	\$	62,402	\$	41,809
7	\$	64,226	\$	43,032
8	\$	65,977	\$	44,204
9	\$	68,063	\$	45,602
10	\$	69,490	\$	46,558

*Based upon Knox County Schools' Teachers Combined Salary Scale for 2018-19*

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