

Knox County Schools

Salary Schedules

2021 - 2022

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**Combined State and Local Teachers' Salary Scale
2021 - 2022**

Step	Bachelor	Master	MS + 30 Semester Hours	EDS	Doctor
0	\$ 41,420	\$ 44,127	\$ 46,678	\$ 47,598	\$ 51,168
1	\$ 42,958	\$ 45,709	\$ 48,261	\$ 49,158	\$ 53,285
2	\$ 43,209	\$ 45,961	\$ 48,522	\$ 49,408	\$ 53,647
3	\$ 44,183	\$ 46,902	\$ 49,503	\$ 50,339	\$ 54,064
4	\$ 44,751	\$ 47,564	\$ 50,082	\$ 51,001	\$ 54,839
5	\$ 45,548	\$ 48,438	\$ 50,974	\$ 51,814	\$ 56,170
6	\$ 46,401	\$ 49,347	\$ 51,875	\$ 52,733	\$ 58,182
7	\$ 47,375	\$ 50,371	\$ 52,907	\$ 53,798	\$ 59,679
8	\$ 48,584	\$ 51,647	\$ 54,149	\$ 55,078	\$ 61,863
9	\$ 49,513	\$ 52,612	\$ 55,145	\$ 56,104	\$ 62,270
10	\$ 50,383	\$ 53,536	\$ 56,099	\$ 57,011	\$ 62,643
11	\$ 51,519	\$ 54,684	\$ 57,285	\$ 58,142	\$ 63,472
12	\$ 52,539	\$ 55,702	\$ 58,281	\$ 59,228	\$ 64,252
13	\$ 53,591	\$ 56,856	\$ 59,440	\$ 60,326	\$ 65,083
14	\$ 54,632	\$ 57,936	\$ 60,487	\$ 61,407	\$ 65,874
15	\$ 55,998	\$ 59,346	\$ 61,902	\$ 62,833	\$ 66,926
16	\$ 56,766	\$ 60,109	\$ 62,666	\$ 63,584	\$ 67,812
17	\$ 57,591	\$ 60,949	\$ 63,500	\$ 64,436	\$ 68,742
18	\$ 58,348	\$ 61,718	\$ 64,265	\$ 65,200	\$ 69,628
19	\$ 59,161	\$ 62,537	\$ 65,122	\$ 66,040	\$ 70,575
20	\$ 61,200	\$ 64,576	\$ 67,143	\$ 68,085	\$ 71,701

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)

2021 - 2022 Supplement Schedule

200 Day Base (Bachelor's Degree = \$27,500; Master's Degree = \$29,250)

	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Classification											
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
M Supplement	0.100	0.125	0.150	0.175	0.200	0.225	0.250				
N Supplement	0.060	0.075	0.090	0.105	0.120	0.135					
O Supplement	0.040	0.050	0.060	0.070	0.080	0.090					
P Supplement	0.030	0.037	0.045	0.052							
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.

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.

2021 - 2022 Supplement Schedule

rounded to nearest \$

200 Day Base (Bachelor's Degree = \$27,500)

	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Classification											
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
M Supplement	2,750	3,438	4,125	4,813	5,500	6,188	6,875				
N Supplement	1,650	2,063	2,475	2,888	3,300	3,713					
O Supplement	1,100	1,375	1,650	1,925	2,200	2,475					
P Supplement	825	1,018	1,238	1,430							
Q** Department Chair	330	413	468	550	633	715					

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.

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.

2021 - 2022 Supplement Schedule

rounded to nearest \$

200 Day Base (Master's Degree = \$29,250)

	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Classification											
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
M Supplement	2,925	3,656	4,388	5,119	5,850	6,581	7,313				
N Supplement	1,755	2,194	2,633	3,071	3,510	3,949					
O Supplement	1,170	1,463	1,755	2,048	2,340	2,633					
P Supplement	878	1,082	1,316	1,521							
Q** Department Chair	351	439	497	585	673	761					

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.

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.

Supplement Classifications 2021 - 2022

<p>A Coordinator</p> <p>B High school principal with 1000+ ADM</p> <p>C High school principal with up to 1000 ADM</p> <p>D Supervisor</p> <p>E Vocational school principal</p> <p>F Special administrative assignment</p> <p>G K-8 principal with 1000+ ADM</p> <p>H K-8 principal with 500 - 999 ADM</p> <p>I K-8 principal with less than 500 ADM</p> <p>J High school assistant principal</p> <p>K K-8 assistant principal</p> <p>L System-wide assignment (i.e., consultant in math, reading, special education school social workers, psychologists, etc.)</p> <p>M Strength and Conditioning Coach Head basketball coach Head football coach Band director</p> <p>N Assistant football coach B-Team basketball coach Head baseball coach Head soccer coach Head softball coach Head track coach Head volleyball coach Head wrestling coach Elementary band</p>	<p>O Assistant baseball coach Assistant soccer coach Assistant softball coach Assistant track coach Assistant volleyball coach Assistant wrestling coach Freshman basketball coach High school cheerleader sponsor Middle school basketball coach</p> <p>P Cross-country coach Golf coach Middle school cheerleader sponsor Middle school track coach Tennis coach</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.

Formula for Figuring Salaries

1. To obtain a salary for any number of days except 200:
 - a. Locate placement on salary scale
 - b. Divide placement by 200 to obtain daily rate of pay
 - c. Multiply daily rate by number of days in contract
2. To obtain a supplement:
 - a. Locate placement ratio on Bachelor's or Master's supplement scale
 - b. Divide figure obtained in 2a by 200 to obtain the daily rate for supplement
 - c. Multiply daily rate by number of days in contract
3. To obtain total annual salary, add the amount from 1c and 2c

EDUCATIONAL ASSISTANTS SALARY SCHEDULE 2021-2022

Step	200 Day Salary
0	\$ 18,443
1	\$ 18,982
2	\$ 19,472
3	\$ 19,972
4	\$ 20,490
5	\$ 21,018
6	\$ 21,564
7	\$ 22,122
8	\$ 22,695
9	\$ 23,291
10	\$ 24,090
11	\$ 24,922
12	\$ 25,783
13	\$ 26,671
14	\$ 27,598

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)

**SATELLITE/INTERVENTION ASSISTANTS SALARY SCHEDULE
2021-2022**

Step	200 Day Salary
0	\$ 21,857
1	\$ 22,504
2	\$ 23,088
3	\$ 23,696
4	\$ 24,315
5	\$ 24,955
6	\$ 25,609
7	\$ 26,289
8	\$ 26,980
9	\$ 27,695
10	\$ 28,656
11	\$ 29,658
12	\$ 30,692
13	\$ 31,761
14	\$ 32,880

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)

CUSTODIAL SALARY SCHEDULE 2021-2022

Step	A Hourly Rate	B Hourly Rate	C Hourly Rate
0	\$ 10.08	\$ 10.44	\$ 11.41
1	\$ 10.42	\$ 10.78	\$ 11.78
2	\$ 10.69	\$ 11.11	\$ 12.11
3	\$ 11.00	\$ 11.41	\$ 12.46
4	\$ 11.30	\$ 11.73	\$ 12.82
5	\$ 11.65	\$ 12.09	\$ 13.18
6	\$ 11.95	\$ 12.40	\$ 13.57
7	\$ 12.30	\$ 12.74	\$ 13.91
8	\$ 12.63	\$ 13.12	\$ 14.32
9	\$ 13.00	\$ 13.48	\$ 14.71
10	\$ 13.48	\$ 13.98	\$ 15.26
11	\$ 13.98	\$ 14.53	\$ 15.81
12	\$ 14.48	\$ 15.07	\$ 16.42
13	\$ 15.01	\$ 15.56	\$ 17.04
14	\$ 15.57	\$ 16.19	\$ 17.65
94			\$ 18.36

Step 94 is leader of dream team.

Category A

Custodian, Domestic Assistants

Category B

Head custodian supervising 3 or less*

Category C

Head custodian supervising 4 or more*

*- includes head custodian position

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 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)

SCHOOL NUTRITION SALARY SCHEDULE

Workers 2021 - 2022

	Workers Hourly Rate
Substitute	\$ 8.65
0	\$ 9.12
1	\$ 9.42
2	\$ 9.67
3	\$ 9.95
4	\$ 10.23
5	\$ 10.49
6	\$ 10.82
7	\$ 11.11
8	\$ 11.43
9	\$ 11.75
10	\$ 12.20
11	\$ 12.64
12	\$ 13.11
13	\$ 13.58
14	\$ 14.11

Summer Feeding Program- shall make step 1 of worker scale

If a worker is a stockmen/driver for summer feeding program, then move to a lateral step on stockman/driver scale (summer only)

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.

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)

SCHOOL NUTRITION SALARY SCHEDULE
Management
2021-2022

Step	Managers		Asst. Managers		Site Managers	
	Hourly	Rate	Hourly	Rate	Hourly	Rate
0	\$	15.04	\$	13.14	\$	13.14
1	\$	15.52	\$	13.56	\$	13.56
2	\$	15.96	\$	13.95	\$	13.95
3	\$	16.42	\$	14.34	\$	14.34
4	\$	16.88	\$	14.75	\$	14.75
5	\$	17.36	\$	15.16	\$	15.16
6	\$	17.87	\$	15.59	\$	15.59
7	\$	18.36	\$	16.03	\$	16.03
8	\$	18.87	\$	16.49	\$	16.49
9	\$	19.41	\$	16.96	\$	16.96
10	\$	20.14	\$	17.58	\$	17.58
11	\$	20.89	\$	18.23	\$	18.23
12	\$	21.66	\$	18.90	\$	18.90
13	\$	22.47	\$	19.60	\$	19.60
14	\$	23.29	\$	20.34	\$	20.34

Summer Feeding Program- Manager will be paid normal pay step.

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 188 day prior year 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 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)

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

SCHOOL NUTRITION SALARY SCHEDULE
Stockmen, Drivers, Specialists
2021 - 2022

Step	Hourly Rate
0	\$ 11.38
1	\$ 11.76
2	\$ 12.09
3	\$ 12.44
4	\$ 12.79
5	\$ 13.15
6	\$ 13.50
7	\$ 13.91
8	\$ 14.29
9	\$ 14.68
10	\$ 15.22
11	\$ 15.79
12	\$ 16.38
13	\$ 16.99
14	\$ 17.61

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 188 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 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)

Health Services Salary Scale 2021 - 2022

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

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)

**INTERPRETERS SALARY SCALE
2021 - 2022**

Step	Annual Rate
0	\$ 24,343
1	\$ 25,123
2	\$ 25,835
3	\$ 26,564
4	\$ 27,317
5	\$ 28,086
6	\$ 28,882
7	\$ 29,701
8	\$ 30,536
9	\$ 31,405
10	\$ 32,569
11	\$ 33,779
12	\$ 35,032
13	\$ 36,335
14	\$ 37,684

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)

**MAINTENANCE SALARY SCHEDULE
2021 - 2022**

Step	A Hourly Rate	C Hourly Rate	D Hourly Rate	E Hourly Rate	F Hourly Rate
0	\$ 11.38	\$ 13.13	\$ 14.33	\$ 15.96	\$ 18.74
1	\$ 11.76	\$ 13.55	\$ 14.79	\$ 16.46	\$ 19.21
2	\$ 12.09	\$ 13.94	\$ 15.20	\$ 16.94	\$ 19.68
3	\$ 12.44	\$ 14.33	\$ 15.68	\$ 17.41	\$ 20.16
4	\$ 12.79	\$ 14.72	\$ 16.08	\$ 17.91	\$ 20.63
5	\$ 13.15	\$ 15.15	\$ 16.56	\$ 18.41	\$ 21.12
6	\$ 13.50	\$ 15.57	\$ 17.02	\$ 18.93	\$ 21.63
7	\$ 13.91	\$ 16.02	\$ 17.51	\$ 19.46	\$ 22.14
8	\$ 14.29	\$ 16.46	\$ 17.98	\$ 19.99	\$ 22.66
9	\$ 14.68	\$ 16.92	\$ 18.50	\$ 20.57	\$ 23.21
10	\$ 15.22	\$ 17.56	\$ 19.19	\$ 21.35	\$ 23.97
11	\$ 15.79	\$ 18.19	\$ 19.91	\$ 22.14	\$ 24.73
12	\$ 16.38	\$ 18.88	\$ 20.61	\$ 22.94	\$ 25.51
13	\$ 16.99	\$ 19.57	\$ 21.38	\$ 23.81	\$ 26.35
14	\$ 17.61	\$ 20.31	\$ 22.20	\$ 24.66	\$ 27.19
94	\$ 18.32	\$ 21.13	\$ 23.09	\$ 25.65	\$ 28.28
98	\$ 19.02	\$ 21.94	\$ 23.98	\$ 26.64	\$ 29.37

A General maintenance, night watchman, grounds crew, mowers

C Mowing Crew Leaders

D Glazier, painter, mechanic, storeroom, warehouse, truck drivers, equipment operators

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.

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 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)

Restorative Interventionist Salary Scale 2021 - 2022

Base: RI 68% Bachelor, Step 0

\$ 41,420

Based upon Knox County Schools' Teachers Combined Salary Scale for 2021-22

FY2022		
Step	Ratio	200 Day Rate
0	0.680	\$ 28,166
1	0.700	\$ 28,994
2	0.720	\$ 29,822
3	0.740	\$ 30,651
4	0.760	\$ 31,479
5	0.780	\$ 32,308
6	0.800	\$ 33,136
7	0.820	\$ 33,964
8	0.840	\$ 34,793
9	0.860	\$ 35,621
10	0.880	\$ 36,450

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)

Mental Health Worker & Case Managers Salary Scales 2021 - 2022

Base: Case Manager 70% Bachelor, Step 0
 Base: Mental Health Worker 91% of Master, Step 0

\$ 41,420
\$ 44,127

Based upon Knox County Schools' Teachers Combined Salary Scale for 2021-22

**Case Manager/Liaison
CM**

Step	Ratio	200 day Rate	221 day Rate
0	0.700	\$28,994.00	\$32,038.37
1	0.720	\$29,823.00	\$32,954.42
2	0.740	\$30,650.80	\$33,869.13
3	0.760	\$31,480.00	\$34,785.40
4	0.780	\$32,307.60	\$35,699.90
5	0.800	\$33,136.00	\$36,615.28
6	0.820	\$33,965.40	\$37,531.77
7	0.850	\$35,207.00	\$38,903.74
8	0.880	\$36,449.60	\$40,276.81
9	0.910	\$37,693.00	\$41,650.77
10	0.940	\$38,934.80	\$43,022.95

**MS Mental Health Worker
MW**

Step	Ratio	200 day Rate	221 day Rate
0	0.915	\$40,376	\$44,615.48
1	0.960	\$42,363	\$46,811.12
2	1.005	\$44,348	\$49,004.54
3	1.050	\$46,335	\$51,200.18
4	1.095	\$48,319	\$53,392.50
5	1.140	\$50,305	\$55,587.03
6	1.185	\$52,291	\$57,781.56
7	1.235	\$54,497	\$60,219.19
8	1.285	\$56,704	\$62,657.92
9	1.335	\$58,910	\$65,095.55
10	1.385	\$61,117	\$67,534.29

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.

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)

**MISCELLANEOUS SALARY SCHEDULE
2021 - 2022**

Step	Z1 (ZC)	Z2 (ZB)	Z3 (ZA)
	255 Day Annual Rate	255 Day Annual Rate	255 Day Annual Rate
0	\$58,387	\$43,158	\$36,552
1	\$60,270	\$44,557	\$37,727
2	\$61,969	\$45,815	\$38,797
3	\$63,729	\$47,108	\$39,893
4	\$65,528	\$48,438	\$41,025
5	\$67,384	\$49,809	\$42,183
6	\$69,283	\$51,218	\$43,375
7	\$71,249	\$52,667	\$44,600
8	\$73,260	\$54,154	\$45,860
9	\$75,338	\$55,692	\$47,158
10	\$78,134	\$57,757	\$48,907
11	\$81,041	\$59,908	\$50,728
12	\$84,043	\$62,131	\$52,612
13	\$87,169	\$64,431	\$54,566
14	\$90,405	\$66,832	\$56,594
98^	\$97,637.40		

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

- Z1** 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, Compensation Team Leaders, Active Directory Ad
- Z2** e.g., Accountant, Fiscal Services Position, Technology Technicians, Insurance Position, Maintenance Support Position, Maintenance General Foreman, Paraprofessional Social Worker, Safety Engineer, Benefits Manager, Security Investigator, Bus. Partnerships Facilitator, Technology Support for Inst. Technology, Compensation (Finance) Clerks, GIS Specialist
- Z3** e.g., Accounting Clerks, Audiovisual Technician, Benefits Position, Transportation Router, Information Systems Compliance Facilitator, Technology Support, HR Specialist, Executive Director's secretary, Assistant Superintendents' Superintendent's Administrative Assistant secretary, Board Executive assistant (plus executive supplement) and Superintendents' Administrative Assistant secretary.

Managers of print shops shall receive supplement of \$2,400 annually.

Finance related position (on Z scale) with Certified Public Accountant (CPA) certification, Certified Government Financial Officer (CGFO) certification, Certified County Finance Officer (CCFO) certification, Certified Public Finance Officer (CPFPO) certification, I in Accounting, or Master's Degree in Business Administration (MBA) shall receive an annual supplement of 4% of scale plus 1% for each additional certification. HR or Finance position (on Z Scale) with SHRM-CP, SHRM-SCP, or CEBS certification shall receive an annual supplement of 3% of scale plus 1% for each additional certification. (Above statements regarding additional 4% certifications and/or master's degree are capped at a maximum of 3 each)

Lead positions in Compensation and Human Resources shall receive 8% above scale placement.

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 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)

**ADMINISTRATIVE SECRETARIAL SALARY SCHEDULE
2021 - 2022**

Step	A2		A3	
	255 Day	Salary	255 Day	Salary
0	\$	24,776	\$	28,035
1	\$	25,579	\$	28,942
2	\$	26,297	\$	29,755
3	\$	27,038	\$	30,598
4	\$	27,806	\$	31,466
5	\$	28,592	\$	32,351
6	\$	29,400	\$	33,271
7	\$	30,230	\$	34,212
8	\$	31,081	\$	35,171
9	\$	31,968	\$	36,168
10	\$	33,154	\$	37,510
11	\$	34,391	\$	38,908
12	\$	35,661	\$	40,351
13	\$	36,987	\$	41,850
14	\$	38,362	\$	43,409

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.

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)

**SCHOOL SECRETARIAL SALARY SCHEDULE
2021 - 2022**

Step	200 Day Salary	221 Day Salary
0	\$ 20,503	\$22,655.82
1	\$ 21,163	\$23,385.12
2	\$ 21,759	\$24,043.70
3	\$ 22,379	\$24,728.80
4	\$ 23,005	\$25,420.53
5	\$ 23,659	\$26,143.20
6	\$ 24,320	\$26,873.60
7	\$ 25,016	\$27,642.68
8	\$ 25,722	\$28,422.81
9	\$ 26,452	\$29,229.46
10	\$ 27,425	\$30,304.63
11	\$ 28,456	\$31,443.88
12	\$ 29,505	\$32,603.03
13	\$ 30,604	\$33,817.42
14	\$ 31,741	\$35,073.81

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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.

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)

SECURITY GUARDS SALARY SCHEDULE 2021 - 2022

Step	Hourly Rate
0	\$ 14.79
1	\$ 15.22
2	\$ 15.70
3	\$ 16.12
4	\$ 16.54
5	\$ 17.02
6	\$ 17.53
7	\$ 18.00
8	\$ 18.49
9	\$ 19.04
10	\$ 19.75
11	\$ 20.50
12	\$ 21.24
13	\$ 22.05
14	\$ 22.87
Part-time	\$ 21.03

Summer Security Academy rate will be \$14.79 an hour.

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Sergeant's Supplemental Scale-KCS 2021-2022

	Monthly Sergeants Supplement**	Monthly Travel Supplement**
Senior Sergeants*	\$400	\$100
Sergeants	\$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

Substitutes & Adult Education 2021 - 2022

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	\$60.00	\$60.00	\$76.00	\$108.00	\$130.00
HIGH NEED SCHOOL	\$60.00	\$60.00	\$104.00	\$138.00	\$158.00
HIGH NEED M/F	\$60.00	\$60.00	\$128.00	\$158.00	\$182.00
SPECIAL DAY SCHOOL	\$60/\$76* *TA ONLY	\$60/\$76* *TA ONLY	\$104.00	\$138.00	\$158.00
SPECIAL DAY SCHOOL M/F	\$60/\$76* *TA ONLY	\$60/\$76* *TA ONLY	\$128.00	\$158.00	\$182.00

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

Adult Education Pay Rate	Hourly Rate
Adult Evening Trades Program(PHCC)	\$ 25.00
Adult Evening Trades Program(Resource Valley)	\$ 25.00
Supervisors	\$ 30.00

Miscellaneous Rates*	Hourly Rate
Night Alternative Program	\$ 30.00
Special- Planning Period	\$ 40.00
Travel Supplement	\$ 5 / day
Tutor	\$ 30.00
Transportation:	
Certified Bus Aides	\$10 per trip
Classified Bus Aides	Straight & Overtime rules apply
Special Bus Aides	Negotiated as applicable

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

**THERAPISTS SALARY SCALE
2021 - 2022**

Step	Therapist		Assistant Therapist	
		221 Day Salary (RB)		221 Day Salary (RA)
0	\$	56,144	\$	37,617
1	\$	57,922	\$	38,808
2	\$	59,979	\$	40,186
3	\$	61,692	\$	41,333
4	\$	63,359	\$	42,451
5	\$	65,274	\$	43,734
6	\$	67,045	\$	44,920
7	\$	68,967	\$	46,208
8	\$	70,807	\$	47,441
9	\$	73,011	\$	48,918
10	\$	74,501	\$	49,916

Based upon Knox County Schools' Teachers Combined Salary Scale for 2021-22

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