

**KENTUCKY DEPARTMENT OF EDUCATION**  
Office of Career and Technical Education

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MINIMUM SALARY SCHEDULE FOR CERTIFIED STAFF  
*For Instructors Requiring Minimum of a Baccalaureate Degree*  
(Pre-Service)  
(Salary Rate Based on 12 Months)  
Effective July 1, 2023

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Experience (in Years)	Rank IV Ed. Level Below Bacc.	Rank III Baccalaureate	Rank II Master	Rank I Master + 30 Hours	Doctorate
0-4	\$46,506	\$54,778	\$58,831	\$62,714	\$68,735
5-9	\$48,412	\$57,024	\$62,726	\$68,998	\$75,898
10-14	\$49,092	\$58,962	\$64,859	\$71,344	\$78,478
15-19	\$49,779	\$59,551	\$65,507	\$72,057	\$79,264
20-up	\$50,527	\$61,815	\$67,997	\$74,796	\$82,276

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***Years of Experience:***

For Instructional positions, teaching and educational administration experience shall be calculated on the basis of Kentucky Teachers' Retirement System and Kentucky Employees' Retirement System credit and documented, full-time assignments in teaching and educational administration in private, public or military institutions.

For non-instructional positions, teaching and administration experience shall be calculated on the basis of Kentucky Teachers' Retirement System and Kentucky Employees' Retirement system credit and documented, full-time assignments in teaching and administration.

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MINIMUM SALARY SCHEDULE FOR CERTIFIED OCCUPATION BASED STAFF  
***For Instructors Requiring Statement of Eligibility and Provisional Certificate***  
(In-Service)  
(Salary Rate Based on 12 Months)  
Effective July 1, 2023

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Experience (in Years)	Rank IV	Rank III SOE	Rank II Associates	Rank I	
	Ed. Level Emergency Certificate.			Baccalaureate	Doctorate
0-4	\$46,506	\$54,778	\$58,831	\$62,714	\$68,735
5-9	\$48,412	\$57,024	\$62,726	\$68,998	\$75,898
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MINIMUM SALARY SCHEDULE FOR CERTIFIED STAFF  
*For Instructors Requiring Minimum of a Baccalaureate Degree*  
(Pre-Service)

(Salary Rate Based on 10.5 Months\*)  
Effective July 1, 2023

\* The 10.5 month salary schedule does not include any extended employment compensation.

Experience (in Years)	Rank IV	Rank III Baccalaureate	Rank II Master	Rank I	Doctorate
	Ed. Level Below Bacc.			Master + 30 Hours	
0-4	\$40,579	\$47,795	\$51,333	\$54,720	\$59,974
5-9	\$42,242	\$49,755	\$54,731	\$60,204	\$66,224
10-14	\$42,835	\$51,446	\$56,591	\$62,251	\$68,475
15-19	\$43,435	\$51,961	\$57,158	\$62,874	\$69,161
20-up	\$44,087	\$53,936	\$59,329	\$65,262	\$71,788

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### ***Indexes for Supervisory and Administrative Positions:***

An index shall be applied to positions with supervisory responsibilities or a broad scope of responsibilities requiring administrative discretionary decision-making. This index provides a salary addition for all positions within the group. The index is calculated on the base salary for the minimum educational experience required for the position. The indexed amount is added to the salary for those personnel whose current salary is below the appropriate educational and experience level including the index on the salary schedule, and for new appointments. Personnel serving in an Acting duty capacity shall receive the indexed amount for the position that would be awarded if the position is filled on a permanent basis. When the personnel are no longer serving in an Active Duty capacity, the indexed amount shall be withdrawn.

#### *Index for School Personnel:*

<b>Group 1:</b>	20 percent times base salary (Rank I, 0 experience) (\$12,543) KY TECH Center Principal
<b>Group 2:</b>	10 percent times base salary (Rank II, 0 experience) (\$5,883) KY TECH Assistant Principal KY TECH Guidance Counselor
<b>Group 3:</b>	3 percent times base salary (Rank III, 0 experience) (\$1,643) KY TECH Cooperative Education Coordinator KY TECH Training and Development Specialist

*Index for Frankfort-Based Central Office Personnel:*

**Group 1:**                    10-30 percent times base salary (Rank II, 0 exp) (\$5,883-\$17,649)  
KY TECH Area Supervisor  
Technical Education Team Leader

**Group 2:**                    5-25 percent times base salary (Rank II, 0 exp.) (\$2,942-\$14,708)  
Technical Education Branch Supervisor  
Technical Education Administrative Branch Supervisor  
Technical Education Services Coordinator I

**Group 3:**                    5-20 percent times base salary (Rank II, 0 exp.) (\$2,942-\$11,766)  
Technical Education Academic Consultant I  
Technical Education Administrative Consultant I  
Technical Education Services Coordinator II  
KY TECH Administrative Business Manager

**Group 4:**                    5-10 percent times base salary (Rank II, 0 exp.) (\$2,942-\$5,883)  
Technical Education Academic Consultant II  
Technical Education Administrative Consultant II

**Group 5:**                    5 percent times base salary (Rank III, 0 exp.) (\$2,739)  
Technical Education Academic Consultant III  
Technical Education Administrative Consultant III

### ***Dual Appointment Rates***

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A full-time permanent employee working as a dual appointment in the certified or equivalent position may be paid equal to the hourly rate of his/her full-time position salary, up to 1.5 times that hourly rate.

### ***Hourly Compensation Rates***

The hourly rate of all part-time certified or equivalent employees shall be based on the certified and equivalent salary schedule converted to an hourly rate. The hourly rate may range from the hourly rate derived from using the salary schedule up to 1.5 times that hourly rate.

### ***Rank Changes***

Pursuant to KRS 156B.035 relating to salary adjustments for rank changes, a certified or equivalent employee shall have a salary adjustment retroactive to July 1 for educational rank changes which are confirmed by September 1 of each year. The salary adjustment shall be based upon the appropriate cell in the salary schedule (plus index where applicable) or a five percent increase, whichever is greater.