

**LINCOLN COUNTY BOARD OF EDUCATION CERTIFIED SALARY SCHEDULE  
 2023-24 CERTIFIED EMPLOYEES**

**185 DAYS**

YEARS OF EXPERIENCE	RANK 1	RANK 2	RANK 3 with Teaching Cert	RANK IV without Teaching Cert Bachelor's Degree	RANK V without Teaching Cert - minimum 64 college hours, GPA 2.5
0--3	\$47,668 \$257.66	\$43,288 \$233.99	\$39,262 \$212.23	\$31,916 \$172.52	\$31,290 \$169.14
4--6	\$52,061 \$281.41	\$47,668 \$257.66	\$43,279 \$233.94	\$31,916 \$172.52	\$31,290 \$169.14
7--9	\$52,622 \$284.44	\$48,286 \$261.01	\$44,521 \$240.65	\$31,916 \$172.52	\$31,290 \$169.14
10--14	\$57,740 \$312.11	\$53,330 \$288.27	\$48,906 \$264.36	\$31,916 \$172.52	\$31,290 \$169.14
15--19	\$59,422 \$321.20	\$55,020 \$297.40	\$50,590 \$273.46	\$31,916 \$172.52	\$31,290 \$169.14
20--24	\$60,737 \$328.31	\$56,364 \$304.67	\$51,898 \$280.53	\$31,916 \$172.52	\$31,290 \$169.14
25+	\$62,096 \$335.65	\$57,550 \$311.08	\$52,984 \$286.40	\$31,916 \$172.52	\$31,290 \$169.14

\*Retired teachers returning full-time paid DWT.

**CERTIFIED EMPLOYEES - SUBSTITUTE**

CERTIFICATION & EXPERIENCE	DAILY RATE
PRINCIPAL CERTIFICATION - SUBSTITUTING FOR	160.00
CERTIFICATE - 10 OR MORE YEARS TEACHING	110.00
CERTIFICATE - LESS THAN 10 YEARS TEACHING	100.00
EMERGENCY CERTIFICATE ONLY	90.00

\*Long-term (beginning on the 21st consecutive day of substitute teaching) substitutes will be paid according to their rank (0) years or Daily Wage Threshold for retirees - retroactive to August 10, 2022.

**CLASSIFIED POSITIONS PAYING INTO KTRS**

YEARS OF EXPERIENCE	CL81	CL82	CL83
0--3	257.66	233.99	212.23
4--6	281.41	257.66	233.94
7--9	284.44	261.01	240.65
10--14	312.11	288.27	264.36
15--19	321.20	297.40	273.46
20--24	328.31	304.67	280.53
25+	335.65	311.08	286.40

Central Office	Job Class	Grade	Days	Sub	0-3 years	4-9 years	10-14 years	15-19 years	20-24 years	25 + years
Accounts Payable/ Payroll	7165	CL 09	240		\$19.29	\$20.31	\$21.17	\$21.85	\$22.55	\$22.92
Instructor 1	7312	CL 67	240		\$17.25	\$18.28	\$19.60	\$19.88	\$20.43	\$21.17
Secretary	7772	CL 05	240	\$11.84	\$17.25	\$18.28	\$19.60	\$19.88	\$20.43	\$21.17
Superintendent Secretary	7772	CL 06	240		\$18.99	\$20.02	\$20.93	\$21.66	\$22.27	\$23.38
Student Data Specialist	7536	CL 05	240		\$17.25	\$18.28	\$19.60	\$19.88	\$20.43	\$21.17
Migrant Coord	7886	CL 31	195		\$21.00	\$21.89	\$22.22	\$23.62	\$24.23	\$24.86
<b>School Administration</b>										
School Secretary	7773	CL04	Contract	\$11.84	\$14.00	\$15.54	\$17.17	\$17.49	\$17.78	\$18.61
School Bookkeeper	7164	CL04	Contract		\$14.00	\$15.54	\$17.17	\$17.49	\$17.78	\$18.61
Attendance Clerk	7784	CL10, 16	205	\$11.84	\$14.00	\$15.54	\$17.17	\$17.49	\$17.78	\$18.61
**Middle School Bookkeeper get an additional \$.50/hour and High School Bookkeeper get an additional \$1.00/hour										
<b>Schools</b>										
Instructional Asst 1	7320	CL 23	180	\$11.84	\$11.84	\$12.48	\$13.01	\$13.45	\$13.88	\$14.17
Instructional Asst 2	7318	CL 25	180	\$11.84	\$12.50	\$13.32	\$13.91	\$14.41	\$14.93	\$15.27
Instructional Asst 2(Behavior rm/AC/Alternative)	7318	CL26	180	\$11.84	\$13.00	\$13.82	\$14.41	\$14.91	\$15.43	\$15.77
Educational Interpreter	7338	CL 72	185		\$23.43	\$28.79	\$32.00	\$34.14	\$35.22	\$36.29
Custodians	7609	CL 15	Contract	\$12.17	\$12.17	\$12.97	\$13.48	\$13.94	\$14.45	\$14.77
Lead Custodian	7606	CL 08	240	\$12.17	\$12.89	\$13.90	\$14.27	\$14.74	\$15.23	\$15.54
**Lead Custodians in schools with 5 or more custodians get an additional \$1.00/hr										
<b>District</b>										
College & Career Navigator	7882	CL67	185		\$17.25	\$18.28	\$19.60	\$19.88	\$20.43	\$21.17
Family Resource Center	7493	CL 29	240	\$20.53	\$20.53	\$21.06	\$22.09	\$22.54	\$22.96	\$23.44
21st Century Director	7465	CL 66	220		\$20.97	\$20.97	\$20.97	\$20.97	\$20.97	\$20.97
21st Century Coordinator	7465	CL 64	220	\$18.01	\$18.01	\$19.01	\$20.01	\$21.01	\$22.01	\$23.01
Computer Maint Tech 1 & 2	7525	CL 19	240		\$21.93	\$22.75	\$24.62	\$25.33	\$25.84	\$26.12
Computer Maint Tech 3	7525	CL 11	220		\$19.01	\$19.81	\$21.26	\$21.86	\$22.21	\$22.48
Migrant Recruiter	7338	CL 84	Contract	\$11.84	\$17.25	\$18.28	\$19.60	\$19.88	\$20.43	\$21.17
Social Service Worker	7882	CL 88	190		\$24.19	\$26.57	\$28.83	\$30.02	\$31.21	\$32.40
<b>Transportation</b>										
Bus Driver	7941	CL 35, 36, 37	180	\$16.37	\$16.37	\$17.12	\$17.66	\$18.15	\$18.63	\$19.18
Transportation Mgr	7902	CL03	240		\$22.74	\$23.63	\$24.36	\$25.00	\$25.95	\$26.30
Bus Monitor	7942	CL 42	180	\$12.62	\$12.62	\$13.16	\$13.46	\$13.80	\$14.10	\$14.42
Vehicle Mechanic 1	7916	CL 32	240		\$17.64	\$17.91	\$18.70	\$19.30	\$19.79	\$20.31
Lead Mechanic	7914	CL 33	240		\$19.87	\$20.83	\$21.68	\$22.56	\$23.10	\$23.81
Full Time Sub Bus Driver					\$16.37					
Stipend: Bus Driver Trainer - \$1,000; ASE Certification - \$500; ASE Master Certification - \$2,000; ASE School Bus Cert - \$3,000										
<b>Maintenance</b>										
Maintenance Tech 1	7448	CL 30	240		\$15.07	\$15.35	\$15.70	\$16.04	\$16.55	\$16.86
Maintenance Tech 2	7447	CL 01	240		\$17.64	\$17.91	\$18.25	\$18.60	\$19.00	\$19.38
State Certification in herbicide weed control N32 - \$3,000 stipend										
<b>School Food Service</b>										
Food Service Coord	7221	CL53	240		\$23.05	\$24.06	\$24.58	\$25.38	\$26.17	\$26.72
Cook/Baker	7241	CL 14	180	\$12.34	\$12.34	\$12.75	\$13.39	\$13.89	\$14.62	\$14.95
Cafe Manager	7212	CL 14	180	\$12.34	\$12.34	\$12.75	\$13.39	\$13.89	\$14.62	\$14.95
Café Manager Increment - 0 - 500 students - 17%; 501-800 - 19%; >800 - 21%. Asst. Café Manager Increment - 15%										
<b>Preschool/Head Start</b>										
Budget Coordinator	7165	CL07	205		\$19.29	\$20.31	\$21.17	\$21.85	\$22.55	\$22.92
Early Childhood Asst w/o CDA	7320	CL22	185	\$11.84	\$11.84	\$12.48	\$13.01	\$13.45	\$13.88	\$14.17
Early Childhood Asst w CDA	7320	CL21	185	\$11.84	\$12.50	\$13.32	\$13.91	\$14.41	\$14.93	\$15.27
Early Childhood Asst w Assoc Deg/ 64 college hour	7320	CL 70	185	\$11.84	\$13.00	\$13.82	\$14.41	\$14.91	\$15.43	\$15.77
Early Childhood Asst Inclusive Classroom	7320	CL70	185	\$11.84	\$13.00	\$13.82	\$14.41	\$14.91	\$15.43	\$15.77
Early Childhood Comm Partnership & Data Coord	7767	CL 09	205	\$11.84	\$17.25	\$18.28	\$19.60	\$19.88	\$20.43	\$21.17
Early HS Teacher w/ CDA	7349	CL17	189	\$11.84	\$19.25	\$20.42	\$21.60	\$21.89	\$22.19	\$22.77
Early HS Teacher w/Assoc. Degree	7349	CL18	189	\$11.84	\$21.31	\$22.48	\$23.65	\$23.95	\$24.29	\$24.83
Early HS Teacher w/Bachelors Degree	7349	CL20	189	\$11.84	\$22.33	\$23.52	\$24.69	\$24.98	\$25.28	\$25.85
Family Liaison w/Associate Degree	7342	CL71	205		\$16.61	\$18.44	\$20.31	\$20.62	\$20.94	\$21.80
Family Liaison w/Bachelors Degree	7767	CL88	205		\$24.19	\$26.57	\$28.83	\$30.02	\$31.21	\$32.40
Stipend for Stanford Liaison \$3000										

\*\*After 4 years experience a supervisor may recommend Maintenance 1 Tech move to Maintenance 2 and Computer Tech 3 may be recommended for Computer Tech 2.

Lincoln County Board of Education Extra Service Salary Schedule

POSITION	AMOUNT
FOOTBALL - LCHS HEAD COACH	13,379
FOOTBALL - LCHS 1ST ASSISTANT	5,613
FOOTBALL - LCHS VARSITY ASSISTANT (2)	3,613
FOOTBALL - LCHS VARSITY ASSISTANT	3,000
FOOTBALL - FRESHMAN COACH (2)	2,200
*FOOTBALL - LCHS ASSISTANT FOOTBALL COACH	1,500
FOOTBALL - LCMS HEAD COACH	2,400
FOOTBALL - LCMS ASSISTANT (2)	1,600
BOYS BASKETBALL - LCHS HEAD COACH	13,379
BOYS BASKETBALL - LCHS ASSISTANT (2)	5,113
BOYS BASKETBALL - LCHS FRESHMAN COACH	3,613
BOYS BASKETBALL - LCMS 8TH GRADE	2,400
BOYS BASKETBALL - LCMS 7TH GRADE	1,900
BOYS BASKETBALL - LCMS 6TH GRADE	1,900
GIRLS BASKETBALL - LCHS HEAD COACH	13,379
GIRLS BASKETBALL - LCHS ASSISTANT (2)	5,113
GIRLS BASKETBALL - LCHS FRESHMAN COACH	3,613
GIRLS BASKETBALL - LCMS 8TH GRADE	2,400
GIRLS BASKETBALL - LCMS 7TH GRADE	1,900
GIRLS BASKETBALL - LCMS 6TH GRADE	1,900
BASEBALL - LCHS HEAD COACH	4,500
BASEBALL - LCHS ASSISTANT (2)	1,700
BASEBALL - LCMS HEAD COACH	1,900
BASEBALL - LCMS ASSISTANT	1,000
SOFTBALL - LCHS HEAD COACH	4,500
SOFTBALL - LCHS ASSISTANT (2)	1,700
SOFTBALL - LCMS HEAD COACH	1,900
SOFTBALL - LCMS ASSISTANT	1,000
BOYS SOCCER - LCHS HEAD COACH	4,500
BOYS SOCCER - LCHS ASSISTANT (2)	1,700
GIRLS SOCCER - LCHS HEAD COACH	4,500
GIRLS SOCCER - LCHS ASSISTANT (2)	1,700
BOYS SOCCER - LCMS HEAD COACH	1,900
BOYS SOCCER - LCMS ASSISTANT	1,000
GIRLS SOCCER - LCMS HEAD COACH	1,900
GIRLS SOCCER - LCMS ASSISTANT	1,000
BOYS GOLF - LCHS COACH	1,900
GIRLS GOLF - LCHS COACH	1,900
GOLF - LCMS BOYS AND GIRLS	1,200
TRACK - LCHS HEAD COACH	5,200
TRACK - ASSISTANT COACH	1,000
*ASSISTANT LCHS TRACK COACH	1,000
THROWS COACH - LCHS	1,000
JUMPS COACH - LCHS	1,000
TRACK COACH - LCMS	1,200
BOYS TENNIS - LCHS COACH	1,400
GIRLS TENNIS - LCHS COACH	1,400
TENNIS - LCHS ASSISTANT	1,000
VOLLEYBALL - LCHS HEAD COACH	4,500
VOLLEYBALL - LCHS ASSISTANT (2)	1,400
VOLLEYBALL-LCMS HEAD COACH	1,900
VOLLEYBALL -LCMS ASSISTANT (1)	1,000
BOYS CROSS COUNTRY COACH-LCHS	1,900
GIRLS CROSS COUNTRY COACH-LCHS	1,900
CROSS COUNTRY COACH-LCMS	1,200
CROSS COUNTY COACH - ELEMENTARY	800
CHEERLEADER SPONSOR - LCHS HEAD SPONSOR	4,700
CHEERLEADER SPONSOR - LCHS ASSISTANT SPONSOR	1,000
CHEERLEADER SPONSOR - LCMS HEAD SPONSOR	1,900
CHEERLEADER SPONSOR - LCMS ASSISTANT	1,000
BASS FISHING COACH	1,900
ARCHERY COACH-LCHS	1,900
ARCHERY COACH-LCMS	1,200
ARCHERY COACH - ELEMENTARY	500
BOWLING COACH	1,400
SWIM TEAM HEAD COACH	1,400
LCHS ATHLETIC SUPERVISION-GIRLS	1,000
LCHS ATHLETIC SUPERVISION-BOYS	1,000
ATHLETIC TRAINER	7,512
ATHLETIC DIRECTOR	15,000
ASSISTANT ATHLETIC DIRECTOR	10,000

\*Booster Club funded position.

CERTIFIED EXTRA SERVICE - SUPERVISION	AMOUNT
ASSISTANT SUPERINTENDENT/DIRECTOR OF ACADEMICS	30% INCREMENT
CHIEF OPERATIONS OFFICER	30% INCREMENT
DATA SPECIALIST	20% INCREMENT
DIRECTOR OF EARLY CHILDHOOD	20% INCREMENT
DIRECTOR OF EXCEPTIONAL CHILDREN	20% INCREMENT
DIRECTOR OF FINANCE	20% INCREMENT
DIRECTOR OF PERSONNEL	20% INCREMENT
DIRECTOR OF PUPIL PERSONNEL	20% INCREMENT
DIRECTOR OF CURRICULUM & INSTRUCTION	20% INCREMENT
DIRECTOR OF TRANSPORTATION & SAFETY	20% INCREMENT
ELEMENTARY SCHOOL ASSISTANT PRINCIPAL	10% INCREMENT
ELEMENTARY SCHOOL PRINCIPAL	15% INCREMENT
HIGH SCHOOL ASSISTANT PRINCIPAL	10% INCREMENT
HIGH SCHOOL PRINCIPAL	28% INCREMENT
MIDDLE SCHOOL ASSISTANT PRINCIPAL	10% INCREMENT
MIDDLE SCHOOL DEAN OF STUDENTS	10% INCREMENT
MIDDLE SCHOOL PRINCIPAL	20% INCREMENT

Position	Amount
ACADEMIC TEAM - ELEMENTARY COACH	1,210
ACADEMIC TEAM - LCHS ASSISTANT	1,926
ACADEMIC TEAM - LCHS HEAD COACH	3,000
ACADEMIC TEAM - LCMS HEAD COACH	2,420
ACADEMIC TEAM DISTRICT COORDINATOR	642
DISTRICT CONTENT TEACHER LEADERS	500
DOCTORAL STIPEND	2,000
FUTURE PROBLEM SOLVING COACH	584
LCHS BAND DIRECTOR	5,500
LCMS BAND DIRECTOR	1,000
LCHS CHORUS	5,500
LCMS CHORUS	1,000
LCHS CONTENT LEADER-(7)	1,000
LCMS CONTENT LEADER (4)	1,000
LCMS TEAM LEADS (7)	1000
LCHS DRAMA	584
LCMS DRAMA STIPEND	1,000
LCMS DRAMA MUSICAL DIRECTOR	500
LCMS DRAMA CHOREOGRAPHER	500
21st CENTURY DIRECTOR (per school grant)	2,000
MIGRANT COORDINATOR (per school)	1,000
MENTOR TEACHER	1,000
NATIONAL BOARD STIPEND	2,000
ODYSSEY OF THE MIND COACH	817
PRINCIPAL EARLY CHILDHOOD CLASSROOM SUPERVISION	500
SCHOOL CHROMEBOOK COORDINATOR	1,000
STLP - ELEMENTARY	1,000
STLP - MIDDLE SCHOOL	1,000
STLP - HIGH SCHOOL (2)	1,000
SLPA SUPERVISION STIPEND	1,000
TEDS COORDINATOR	2,000
YEARBOOK SPONSOR - ELEMENTARY	500
YEARBOOK SPONSOR - MIDDLE SCHOOL	750
YEARBOOK SPONSOR - HIGH SCHOOL	1,000

Program	Hourly Rate
AFTER SCHOOL SERVICES - CERTIFIED ADDITIONAL SERV	24.00
CONSULTANT/TRAINER - IN DISTRICT	50.00
PROFESSIONAL DEVELOPMENT/EXTRA DUTY	24.00
TEACHER CLASS COVERAGE DURING PLANNING	30.00
TEACHER MENTOR COACH	15.00

Position	Extra Service Contract	
	Days	Days
HIGH SCHOOL PRINCIPAL	55	240
HIGH SCHOOL ASSISTANT PRINCIPAL	40	225
MIDDLE SCHOOL PRINCIPAL	55	240
MIDDLE SCHOOL ASSISTANT PRINCIPAL	40	225
MIDDLE SCHOOL DEAN OF STUDENTS	40	225
ELEMENTARY PRINCIPAL	40	225
ELEMENTARY ASSISTANT PRINCIPAL	20	205
LIBRARIAN	5	190
SECONDARY COUNSELOR	30	215
ELEMENTARY COUNSELOR	10	195
MENTAL HEALTH COUNSELOR	30	215
HIGH SCHOOL AGRICULTURE TEACHER	55	240
HIGH SCHOOL BUSINESS TEACHER	7	192
HIGH SCHOOL TECH ED TEACHER	6	191
HIGH SCHOOL FAMILY CONSUMER SCIENCE	7	192
FAMILY LIAISON-HEAD START	20	205
EARLY CHILDHOOD CURRICULUM SPECIALIST	20	205
EDUCATION MANAGER	20	205
HEAD START FAMILY, HEALTH & DISABILITIES MANAGER	20	205
COMMUNICATIONS COORDINATOR	55	240
DIRECTOR OF EARLY CHILDHOOD	40	225
INSTRUCTIONAL COACH	10	195
ENGLISH LANGUAGE LEARNER COORDINATOR	20	205
SECONDARY MATH COACH	10	195
SCHOOL PSYCHOLOGIST	35	220
SPECIAL EDUCATION LEAD TEACHER	5	190
STUDENT SUPPORT CENTER DIRECTOR	55	240

\*If contract days are reduced, current employees will be grandfathered in with current contract days.