



KNOX COUNTY SCHOOLS

Salary Schedules

2023 – 2024

Knox County Schools

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Knox County Schools

Combined State and Local Teachers' Salary Scale

Step	Bachelor	Master	MS + 30 Semester Hours	EDS	Doctor
0	\$ 44,800	\$ 47,728	\$ 50,487	\$ 51,482	\$ 55,343
1	\$ 46,463	\$ 49,439	\$ 52,199	\$ 53,169	\$ 57,633
2	\$ 46,735	\$ 49,711	\$ 52,481	\$ 53,440	\$ 58,025
3	\$ 47,788	\$ 50,729	\$ 53,542	\$ 54,447	\$ 58,476
4	\$ 48,403	\$ 51,445	\$ 54,169	\$ 55,163	\$ 59,314
5	\$ 49,265	\$ 52,391	\$ 55,133	\$ 56,042	\$ 60,753
6	\$ 50,187	\$ 53,374	\$ 56,108	\$ 57,036	\$ 62,930
7	\$ 51,241	\$ 54,481	\$ 57,224	\$ 58,188	\$ 64,549
8	\$ 52,548	\$ 55,861	\$ 58,568	\$ 59,572	\$ 66,911
9	\$ 53,553	\$ 56,905	\$ 59,645	\$ 60,682	\$ 67,351
10	\$ 54,494	\$ 57,905	\$ 60,677	\$ 61,663	\$ 67,755
11	\$ 55,723	\$ 59,146	\$ 61,959	\$ 62,886	\$ 68,651
12	\$ 56,826	\$ 60,247	\$ 63,037	\$ 64,061	\$ 69,495
13	\$ 57,964	\$ 61,495	\$ 64,290	\$ 65,249	\$ 70,394
14	\$ 59,090	\$ 62,664	\$ 65,423	\$ 66,418	\$ 71,249
15	\$ 60,567	\$ 64,189	\$ 66,953	\$ 67,960	\$ 72,387
16	\$ 61,398	\$ 65,014	\$ 67,780	\$ 68,772	\$ 73,345
17	\$ 62,290	\$ 65,922	\$ 68,682	\$ 69,694	\$ 74,351
18	\$ 63,109	\$ 66,754	\$ 69,509	\$ 70,520	\$ 75,310
19	\$ 63,989	\$ 67,640	\$ 70,436	\$ 71,429	\$ 76,334
20	\$ 66,194	\$ 69,845	\$ 72,622	\$ 73,641	\$ 77,552

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.

Knox County Schools

Combined State and Local Teachers' Salary Scale Verbiage

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)

Knox County Schools Supplement Schedule

200 Day Base (Bachelor's Degree = \$27,500; Master's Degree = \$29,250)- A – L; R
200 Day Base (Bachelor's Degree = \$28,600; Master's Degree = \$30,420)- M - P

		Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	<u>Classification</u>											
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							
R	Supplement	0.060	0.075	0.090	0.105	0.120	0.135					

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

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

Knox County Schools Supplement Schedule

200 Day Base **Bachelor's Degree**
Rounded to nearest \$

	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
<u>Classification</u>											
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	2,860	3,575	4,290	5,005	5,720	6,435	7,150				
N Supplement	1,716	2,145	2,574	3,003	3,432	3,861					
O Supplement	1,144	1,430	1,716	2,002	2,288	2,574					
P Supplement	858	1,058	1,287	1,487							
R Supplement	1,650	2,063	2,475	2,888	3,300	3,713					

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

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

Knox County Schools Supplement Schedule

200 Day Base **Master's Degree**
Rounded to nearest \$

	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	3,042	3,803	4,563	5,324	6,084	6,845	7,605				
N Supplement	1,825	2,282	2,738	3,194	3,650	4,107					
O Supplement	1,217	1,521	1,825	2,129	2,434	2,738					
P Supplement	913	1,126	1,369	1,582							
R Supplement	1,755	2,194	2,633	3,071	3,510	3,949					

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

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

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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.

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

Knox County Schools Supplement Classification

<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>(i.e., consultant in math, reading, special education, school social workers, psychologists, etc.)</i></p> <p>M Strength and Conditioning coach Head basketball coach Head football coach Band director – head</p> <p>N Assistant football coach B-Team basketball coach (asst. basketball coach) Head baseball coach Head soccer coach Head softball coach Head track coach Head volleyball coach Head wrestling coach Band director – assistant</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 Bowling</p> <p>R Special Day Schools (Teacher & Educational Asst.)</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

Knox County Schools

Educational Assistants Salary Schedule

Step	200 Day Salary
0	\$ 22,308
1	\$ 22,961
2	\$ 23,554
3	\$ 24,158
4	\$ 24,784
5	\$ 25,423
6	\$ 26,084
7	\$ 26,759
8	\$ 27,452
9	\$ 28,172
10	\$ 29,139
11	\$ 30,146
12	\$ 31,188
13	\$ 32,262
14	\$ 33,383

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)

Knox County Schools

Satellite/Intervention Assistants Salary Schedule

Step	200 Day Salary
0	\$ 26,439
1	\$ 27,220
2	\$ 27,927
3	\$ 28,663
4	\$ 29,411
5	\$ 30,185
6	\$ 30,977
7	\$ 31,799
8	\$ 32,635
9	\$ 33,500
10	\$ 34,662
11	\$ 35,875
12	\$ 37,125
13	\$ 38,418
14	\$ 39,771

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.

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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)

Knox County Schools Custodial Salary Schedule

Step	A Hourly Rate	B Hourly Rate	C Hourly Rate
0	\$12.20	\$12.64	\$13.81
1	\$12.62	\$13.05	\$14.26
2	\$12.94	\$13.44	\$14.65
3	\$13.31	\$13.81	\$15.08
4	\$13.68	\$14.20	\$15.52
5	\$14.11	\$14.63	\$15.95
6	\$14.46	\$15.01	\$16.42
7	\$14.89	\$15.42	\$16.84
8	\$15.28	\$15.88	\$17.33
9	\$15.73	\$16.31	\$17.80
10	\$16.31	\$16.92	\$18.46
11	\$16.92	\$17.59	\$19.13
12	\$17.52	\$18.24	\$19.87
13	\$18.16	\$18.83	\$20.62
14	\$18.84	\$19.59	\$21.36
94			\$22.23

Step 94 is leader of the 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)

Knox County Schools

School Nutrition Workers Salary Schedule

Step	Workers Hourly Rate
Substitute	\$ 11.15
0	\$ 11.75
1	\$ 12.15
2	\$ 12.46
3	\$ 12.83
4	\$ 13.19
5	\$ 13.52
6	\$ 13.95
7	\$ 14.32
8	\$ 14.73
9	\$ 15.15
10	\$ 15.72
11	\$ 16.29
12	\$ 16.89
13	\$ 17.50
14	\$ 18.18

Summer Feeding Program- shall make step 1 of worker scale
 If as worker is a stockmen/driver for summer feeding program, then move to a lateral step on
 stockmen/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 94.50 days of a prior year 189 day 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)

Knox County Schools

School Nutrition Management Salary Schedule

Step	Managers Hourly Rate	Asst. Managers Hourly Rate	Site Managers Hourly Rate
0	\$ 19.38	\$ 16.94	\$ 16.94
1	\$ 20.00	\$ 17.48	\$ 17.48
2	\$ 20.57	\$ 17.98	\$ 17.98
3	\$ 21.16	\$ 18.48	\$ 18.48
4	\$ 21.76	\$ 19.01	\$ 19.01
5	\$ 22.37	\$ 19.54	\$ 19.54
6	\$ 23.03	\$ 20.09	\$ 20.09
7	\$ 23.66	\$ 20.66	\$ 20.66
8	\$ 24.32	\$ 21.25	\$ 21.25
9	\$ 25.01	\$ 21.86	\$ 21.86
10	\$ 25.96	\$ 22.65	\$ 22.65
11	\$ 26.92	\$ 23.49	\$ 23.49
12	\$ 27.90	\$ 24.35	\$ 24.35
13	\$ 28.96	\$ 25.25	\$ 25.25
14	\$ 30.01	\$ 26.21	\$ 26.21

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

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

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 94.50 days of a prior year 189 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)

Knox County Schools

School Nutrition Stockmen, Drivers, Specialists Salary Schedule

Step	Hourly Rate
0	\$ 14.67
1	\$ 15.16
2	\$ 15.58
3	\$ 16.03
4	\$ 16.48
5	\$ 16.95
6	\$ 17.40
7	\$ 17.92
8	\$ 18.42
9	\$ 18.92
10	\$ 19.62
11	\$ 20.34
12	\$ 21.11
13	\$ 21.89
14	\$ 22.70

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 94.50 days of a prior year 189 day 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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Knox County Schools Health Services Salary Schedule

Supervisor of Health Services
255 days
Master's 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 percent (68%)
Bachelor's degree, appropriate step
Teacher Salary Scale

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Knox County Schools Interpreters Salary Schedule

Step	Annual Rate
0	\$26,330
1	\$27,174
2	\$27,944
3	\$28,733
4	\$29,547
5	\$30,379
6	\$31,240
7	\$32,126
8	\$33,029
9	\$33,969
10	\$35,227
11	\$36,537
12	\$37,892
13	\$39,301
14	\$40,760

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)

Knox County Schools Maintenance Salary Schedule

Step	A Hourly Rate	C Hourly Rate	D Hourly Rate	E Hourly Rate	F Hourly Rate
0	\$ 12.32	\$ 14.21	\$ 15.51	\$ 17.27	\$ 20.27
1	\$ 12.73	\$ 14.67	\$ 16.01	\$ 17.81	\$ 20.78
2	\$ 13.09	\$ 15.08	\$ 16.45	\$ 18.33	\$ 21.29
3	\$ 13.46	\$ 15.51	\$ 16.97	\$ 18.84	\$ 21.81
4	\$ 13.85	\$ 15.93	\$ 17.40	\$ 19.38	\$ 22.32
5	\$ 14.23	\$ 16.40	\$ 17.92	\$ 19.92	\$ 22.85
6	\$ 14.61	\$ 16.85	\$ 18.42	\$ 20.48	\$ 23.40
7	\$ 15.05	\$ 17.34	\$ 18.95	\$ 21.05	\$ 23.96
8	\$ 15.47	\$ 17.81	\$ 19.45	\$ 21.63	\$ 24.52
9	\$ 15.89	\$ 18.31	\$ 20.01	\$ 22.26	\$ 25.11
10	\$ 16.47	\$ 19.01	\$ 20.76	\$ 23.10	\$ 25.93
11	\$ 17.09	\$ 19.68	\$ 21.54	\$ 23.96	\$ 26.75
12	\$ 17.73	\$ 20.43	\$ 22.30	\$ 24.82	\$ 27.61
13	\$ 18.38	\$ 21.18	\$ 23.13	\$ 25.77	\$ 28.51
14	\$ 19.06	\$ 21.98	\$ 24.02	\$ 26.68	\$ 29.42
94	\$ 19.83	\$ 22.86	\$ 24.98	\$ 27.75	\$ 30.60
98	\$ 20.58	\$ 23.74	\$ 25.94	\$ 28.82	\$ 31.78

- A. General maintenance, night watchman, grounds crew, mowers
- C. Mowing Crew Leaders
- D. Glazier, painter, 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, mechanic
- 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.

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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.

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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)

Knox County Schools

Restorative Interventionist Salary Schedule

Base: RI 68% Bachelor, Step 0 \$44,800

Based upon Knox County Schools' Teachers Combined Salary Scale for 2023-24

Step	Ratio	200 Day Rate
0	0.680	\$ 30,464
1	0.700	\$ 31,360
2	0.720	\$ 32,256
3	0.740	\$ 33,152
4	0.760	\$ 34,048
5	0.780	\$ 34,944
6	0.800	\$ 35,840
7	0.820	\$ 36,736
8	0.840	\$ 37,632
9	0.860	\$ 38,528
10	0.880	\$ 39,424

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.

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Knox County Schools

Mental Health Worker & Case Managers Salary Schedule

Base: Case Manager 70% Bachelor, Step 0 \$44,800
Base: Mental Health Worker 91% Master, Step 0 \$47,728

Based upon Knox County Schools' Teachers Combined Salary Scale for 2023-24

Case Manager/Liaison				MS Mental Health Worker			
CM				MW			
Step	Ratio	200 Day Rate	221 Day Rate	Step	Ratio	200 Day Rate	221 Day Rate
0	0.700	\$31,360	\$34,652.80	0	0.915	\$43,671	\$48,256.46
1	0.720	\$32,256	\$35,642.88	1	0.960	\$45,820	\$50,631.10
2	0.740	\$33,152	\$36,632.96	2	1.005	\$47,967	\$53,003.54
3	0.760	\$34,048	\$37,623.04	3	1.050	\$50,116	\$55,378.18
4	0.780	\$34,944	\$38,613.12	4	1.095	\$52,262	\$57,749.51
5	0.800	\$35,840	\$39,603.20	5	1.140	\$54,410	\$60,123.05
6	0.820	\$36,737	\$40,594.39	6	1.185	\$56,559	\$62,497.70
7	0.850	\$38,080	\$42,078.40	7	1.235	\$58,944	\$65,133.12
8	0.880	\$39,424	\$43,563.52	8	1.285	\$61,331	\$67,770.76
9	0.910	\$40,768	\$45,048.64	9	1.335	\$63,717	\$70,407.29
10	0.940	\$42,112	\$46,533.76	10	1.385	\$66,104	\$73,044.92

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.

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Knox County Schools

Miscellaneous Salary Schedule

Step	Z1 (ZC)	Z2 (ZB)	Z3 (ZA)
	255 Day Annual Rate	255 Day Annual Rate	255 Day Annual Rate
0	\$63,151	\$46,679	\$39,535
1	\$65,188	\$48,193	\$40,805
2	\$67,026	\$49,554	\$41,963
3	\$68,929	\$50,952	\$43,149
4	\$70,875	\$52,391	\$44,373
5	\$72,882	\$53,873	\$45,625
6	\$74,936	\$55,398	\$46,914
7	\$77,063	\$56,965	\$48,239
8	\$79,238	\$58,573	\$49,602
9	\$81,486	\$60,237	\$51,006
10	\$84,509	\$62,470	\$52,898
11	\$87,654	\$64,796	\$54,867
12	\$90,901	\$67,201	\$56,905
13	\$94,282	\$69,688	\$59,019
14	\$97,782	\$72,285	\$61,212
98 [^]	\$105,604.56		

[^]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 Administrator

Z2 e.g., Accountant, Fiscal Services Position, Technology Technicians, Insurance Position, Maintenance Support Position, HR Team Leaders, Maintenance General Foreman, Paraprofessional Social Worker, Safety Engineer, Benefits Manager, Security Investigative Officers, HR Specialist, Bus. Partnerships Facilitator, Technology Support for Inst. Technology, Compensation (Finance) Clerks, GIS Specialists, Sch. Nutrition Area Leaders, FSM Equip. Specialist, Assistant Superintendent's secretary

Z3 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 Generalist, Executive Director's secretary, Board Executive assistant (plus executive supplement),

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 Manager (CGFM) certification, Certified County Finance Officer (CCFO) certification, Certified Public Finance Officer (CPFO) certification, Master's Degree in Accounting, or Master's Degree in Business Administration (MBA) shall receive an annual supplement of 4% of scale placement HR or Finance position (on Z Scale) with SHRM-CP, SHRM-SCP, or CEBS certification shall receive an annual supplement of 4% of scale placement (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.

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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.

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Knox County Schools

Administrative Secretarial Salary Schedule

Step	A2 255 Day Salary	A3 255 Day Salary
0	\$ 26,798	\$ 30,322
1	\$ 27,666	\$ 31,304
2	\$ 28,443	\$ 32,183
3	\$ 29,245	\$ 33,095
4	\$ 30,075	\$ 34,034
5	\$ 30,925	\$ 34,991
6	\$ 31,799	\$ 35,986
7	\$ 32,697	\$ 37,003
8	\$ 33,617	\$ 38,041
9	\$ 34,577	\$ 39,120
10	\$ 35,859	\$ 40,570
11	\$ 37,198	\$ 42,083
12	\$ 38,570	\$ 43,644
13	\$ 40,005	\$ 45,265
14	\$ 41,492	\$ 46,951

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.

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Knox County Schools

School Secretarial Salary Schedule

Step	200 Day Salary	221 Day Salary
0	\$ 24,800	\$27,404.00
1	\$ 25,599	\$28,286.90
2	\$ 26,320	\$29,083.60
3	\$ 27,069	\$29,911.25
4	\$ 27,826	\$30,747.73
5	\$ 28,618	\$31,622.89
6	\$ 29,418	\$32,506.89
7	\$ 30,259	\$33,436.20
8	\$ 31,114	\$34,380.97
9	\$ 31,996	\$35,355.58
10	\$ 33,173	\$36,656.17
11	\$ 34,420	\$38,034.10
12	\$ 35,689	\$39,436.35
13	\$ 37,018	\$40,904.89
14	\$ 38,394	\$42,425.37

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.

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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)

Knox County Schools

Security Guard Salary Schedule

Step	Hourly Rate
0	\$ 17.24
1	\$ 17.73
2	\$ 18.29
3	\$ 18.79
4	\$ 19.28
5	\$ 19.84
6	\$ 20.43
7	\$ 20.97
8	\$ 21.54
9	\$ 22.19
10	\$ 23.01
11	\$ 23.88
12	\$ 24.75
13	\$ 25.70
14	\$ 26.65
Part-time	\$ 24.51

Summer Security Academy rate will be \$17.24 an hour.

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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Knox County Schools

Security Guard Sergeant Salary Schedule

	Monthly Sergeants Supplement**	Monthly Travel Supplement**
Senior Sergeants*	\$700	\$100
Sergeants	\$600	\$100

* After three years in grade, sergeants in good standing will move to senior sergeant compensation.

221 day employees will be paid over 11 months and 260 day employees will be paid over 12 months, **if no KCS vehicle

Org effective date 12/2015
amended 7/1/2023

Knox County Schools

Substitute & Adult Education Salary Schedule

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	\$62.00	\$62.00	\$80.00	\$112.00	\$136.00
HIGH NEED SCHOOL	\$62.00	\$62.00	\$108.00	\$144.00	\$164.00
HIGH NEED M/F	\$62.00	\$62.00	\$134.00	\$164.00	\$190.00
SPECIAL DAY SCHOOL	\$62/\$80* *TA ONLY	\$62/\$80* *TA ONLY	\$108.00	\$144.00	\$164.00
SPECIAL DAY SCHOOL M/F	\$62/\$80* *TA ONLY	\$62/\$80* *TA ONLY	\$134.00	\$164.00	\$190.00

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

Adult Education Pay Rate:

Hourly Rate

Adult Evening Trades Program-
Resource Valley
Supervisors

\$ 35.00
\$ 40.00

Miscellaneous Rates:*

Hourly Rate

Night Alternative Program
Special- Planning Period
Travel Supplement
Tutor

\$ 40.00
\$ 40.00
\$ 5 / a day
\$30/35/40/45

Transportation:

Certified Bus Aides
Classified Bus Aides
Special Bus Aides

\$ 10 per trip
Straight & Overtime rules apply
Negotiated as applicable

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

Knox County Schools Therapist Salary Schedule

Step	Therapist 211 Day Salary (RB)	Assistant Therapist 211 Day Salary (RA)
0	\$ 57,853	\$ 38,762
1	\$ 59,638	\$ 39,958
2	\$ 61,711	\$ 41,346
3	\$ 63,430	\$ 42,498
4	\$ 65,102	\$ 43,618
5	\$ 67,028	\$ 44,909
6	\$ 68,807	\$ 46,101
7	\$ 70,741	\$ 47,396
8	\$ 72,591	\$ 48,636
9	\$ 74,817	\$ 50,128
10	\$ 76,305	\$ 51,124

Based upon Knox County Schools' Teachers Combined Salary Scale for 2023-2024.

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