

KSBA Survey of Local School District Raises - Self-Reported By Districts - Conducted July/Aug 2022
Please address all questions about results to the local school district directly.

School district	Did your School Board approve an across-the-board employee raise for the 2022-2023 school year (that was separate and in addition to step increases, and no matter if it was called a cost of living/COLA increase; increment; raise; etc.)?	Was the raise a percentage or a flat amount for each employee?	What was the percent rate (meaning, 1%; 2%; etc.)?	Did your School Board approve an across-the-board employee raise for the prior school year (2021-2022 school year)?	If your Board approved an increase for this school year (2022-2023) that was more complex, such as classified staff receiving a different amount than certified, please explain it here:
Breathitt County	No			Yes	
Clinton County	No			Yes	
Dawson Springs Independent	No			No	
Edmonson County	No			No	
Eminence Independent	No			Yes	
Fulton County	No			No	
Glasgow Independent	No			Yes	
Jackson Independent	No			Yes	
Lee County	No			No	
					We reviewed and increased every section of our salary schedule. It was not a percentage or flat amount.
					Classified, especially bus drivers and food service, received a greater increase than certified. Our over all objective was to remain very competitive with surrounding school districts.
					Last year we gave an across-the-board, onetime payment, for all the extra services our employees were asked to cover throughout the 2020-21 school year.
Adair County	Yes	other (You will have the opportunity to explain below).		No	
Allen County	Yes	percentage	3%	Yes	
Anchorage Independent	Yes	percentage	1.5%	Yes	
					Each year we revise the classified salary schedule. This year we took a look at secretaries and finance staff, each receiving an additional .50 or .75 per hour plus the 3% that all employees received. Last year we looked at food service, transportation and daycare. Each of the salary classes are compared to the coop schedules and revised.
Anderson County	Yes	percentage	3%	Yes	

Ashland Independent	Yes	other (You will have the opportunity to explain below).		No	For FY2023: All salaried received a 1.5% increase; All hourly received a \$1.00 increase per hour. For FY2022: No across the board raise. For FY2021: All certified received a 1% increase.
Augusta Independent	Yes	other (You will have the opportunity to explain below).		Yes	Certified Staff 3% and Classified Staff received targeted raises with at least \$1 per hour given
Ballard County	Yes	other (You will have the opportunity to explain below).		Yes	1.75% for certified \$0.60 per hour increase for classified
Barbourville Independent	Yes	percentage	4%	No	
Bardstown Independent	Yes	percentage	2.5%	Yes	Last year we reviewed and increased salaries for classified staff in support positions (ex. instructional assistants, child care workers, food service staff, bus drivers). This year we increased the salary schedules for classified supervisory positions (ex. food service director, technology director, finance director), added additional extended days to several instructional related positions, and increased the index paid to certified administrative staff.
Barren County	Yes	percentage	4%	Yes	Minimum across the board 4% for all certified and classified staff. Some individual cells were increased based on analysis of GRREC salary schedule in other districts. We must remain competitive in all areas in order to value our staff and compete for the best applicants.
Bath County	Yes	percentage	2%	No	In addition to the 2% raise full time employees received a one time \$1,000 stipend and part time employees received a \$500 stipend from ESSER funds.
Beechwood Independent	Yes	percentage	1.5% certified	No	1.5% above the step for all certified \$1K above the step for classified
Bell County	Yes	other (You will have the opportunity to explain below).		Yes	Certified Staff received a 4% raise and Classified Staff received a \$2.00 per hour raise. In FY20, the Board approved a 3% raise across the board for all full-time employees.

					Cells were shifted in the certified pay columns for each Rank causing staff to receive varying percentages of raises. For classified, each role was looked at after looking at surrounding salaries and shifted as necessary.
Bellevue Independent	Yes	other (You will have the opportunity to explain below).		Yes	
Berea Independent	Yes	percentage	3%	Yes	
Boone County	Yes	percentage	4%	Yes	
Bourbon County	Yes	percentage	2%	Yes	
Bowling Green Independent	Yes	percentage	3%	Yes	
Boyd County	Yes	percentage	5%	Yes	
Boyle County	Yes	percentage	5%	Yes	
Bracken County	Yes	percentage	5%	No	Some classified staff received a greater increase due to local comparisons
Breckinridge County	Yes	other (You will have the opportunity to explain below).		Yes	Certified Salary Schedule- 4%-10% depending on years of service and rank, average of 6% Classified Salary Schedule- Several areas received market adjustments, other areas received 2%
Bullitt County Public Schools	Yes	percentage	3%	Yes	
Burgin Independent	Yes	percentage	5%	Yes	Classified did not get a 5% raise. All got a .25 cent raise per hour and several were adjusted to be more inline with surrounding districts.
Butler County	Yes	percentage	3%	No	
Caldwell County	Yes	percentage	2%	Yes	Certified received 2%, Classified received 3% with a .50 cent minimum
Calloway County	Yes	percentage	2%	Yes	Certain cells were increased by more than 2% in both certified and classified salary schedule for cleanup. Bus drivers, custodians and cooks received more than 2%.
Campbell County	Yes	percentage	1%	Yes	All staff received a 1% in May in addition to Step increase. In June, our hourly classified staff received increases ranging from an additional 0% to 12.8%
Campbellsville Independent	Yes	percentage	1%	Yes	We adjusted some of our classified pay that amounted to 2-2.5% raises for some positions.
Carlisle County	Yes	other (You will have the opportunity to explain below).		Yes	Certified Staff received a 2% raise. Classified staff moved to a new graduated experience based schedule - this amounted to at least a 5% raise for all classified employees.

					Every employee received a 2% salary increase and about 15 classified positions were increased on the hourly rate to be in the top 4 of the OVEC 2021-2022 salary survey.
Carroll County	Yes	percentage	2%	Yes	
Carter County	Yes	percentage	2.5%	Yes	
Casey County	Yes	percentage	2%	No	
Caverna Independent	Yes	percentage	3%	Yes	
					We did raises for a several of our high needs classified positions cafeteria workers bus drivers and monitors custodians substitute teachers
Christian County	Yes	percentage	3%	Yes	This salary schedule work was done in addition to the 1% and 3% raises
					\$1 per hour for transportation areas
Clark County	Yes	percentage	3%	No	Recruit, Retain, Refer program that incentivizes those three areas in regards to transportation employees. This equates to about \$300 additional dollars per quarter in each area.
					All salary schedules step increases maxed out at step 20. The board made a motion to add a step increase in at step 25 with additional 3% in addition to the 3.5% increase.
Clay County	Yes	percentage	3.5%	Yes	
Cloverport Independent	Yes	percentage	1%	No	
					We did an across the board 3% raise for certified and an approximate 8% raise for classified.
Corbin Independent	Yes	percentage	3%	Yes	
					Some classified staff (instructional assistants, child nutrition, maintenance and custodians, and transportation) received a midyear salary increase after a market analysis revealed that we were not competitive in those areas.
Covington Independent	Yes	percentage	5%	No	
					Certified staff got a 2 percent raise, and classified got a 50 cent raise
Crittenden County	Yes	other (You will have the opportunity to explain below).		Yes	
					flat amount for each employee
Cumberland County	Yes	flat amount for each employee		Yes	

Danville Independent	Yes	other (You will have the opportunity to explain below).		Yes	5% across for all except the following will receive a \$1.00 per hour raise: cook/baker instructional assistant bus driver
Daviess County	Yes	percentage	3%	Yes	We adjusted the pay scale for Instructional Assistants, Secretaries, Nurses, and Bus Monitors
Dayton Independent	Yes	other (You will have the opportunity to explain below).		Yes	The raises for certified employees varied in order to make salaries more consistent with regional averages. Classified employees received a flat rate raise.
East Bernstadt Independent	Yes	percentage	5%	Yes	
Elizabethtown Independent	Yes	percentage	2%	Yes	The Board increased salary schedules for nutrition workers, custodians, instructional assistants, and office personnel to compete with the surrounding districts.
Elliott County	Yes	other (You will have the opportunity to explain below).		Yes	Certified staff received a 2% increase. Classified staff received a \$1.00 an hour increase.
Erlanger-Elsmere Independent	Yes	other (You will have the opportunity to explain below).		Yes	2022-2023: 5% across the board raise on the certified salary scale. The classified salary scale was completely overhauled to established a 2% step increase each year in each grade. Percentage of raises for classified employees varied, as each cell of each grade had to be revised to arrive at the consistent 2% increase year over year.
Estill County	Yes	other (You will have the opportunity to explain below).		Yes	Certified Employees: (Employees that are members of TRS) - 3% Raise Classified Employees: \$1.00 per hour

Fairview Independent	Yes	percentage	3%	Yes	<p>In the 2019-2020 school year, classified and certified staff received 2.5%</p> <p>In the 2020-2021 school year, classified staff received \$1.00 per hour and certified staff received 5%.</p> <p>In the 2021-2022 school year, classified staff received \$1.00 per hour and certified staff received 3%.</p> <p>Prior to the 2019-2020 school year, staff had not received a raise in the district for many years due to the district's financial struggle and our certified and classified schedules were in the bottom 25% in the state and the bottom in our area.</p>
Fayette County	Yes	percentage	3%	Yes	<p>For all certified staff, they received a 3% raise, plus step. For classified, we conducted a salary study and revamped the whole pay scale resulting in a minimum wage of \$15.10 which calculated to upwards of 10% for some positions.</p>
Fleming County	Yes	flat amount for each employee		Yes	
Floyd County	Yes	other (You will have the opportunity to explain below).		Yes	<p>2% pay increase for all certified 187 day base salary schedules (Rank 1-Rank 5) and \$1.00 per hour for fulltime classified salary schedules.</p>
Frankfort Independent	Yes	percentage	2%	No	
Franklin County	Yes	percentage	2%	Yes	
Ft. Thomas Independent	Yes	percentage	1%	Yes	
Fulton Independent	Yes	percentage	8%	Yes	
Gallatin County	Yes	percentage	6%	Yes	<p>To more fully explain, last year our Board gave a 1% across-the-board increase to all positions, except that bus drivers, food service workers, and maintenance/custodians received additional increases above the 1%. For that reason, this year the 6% across-the-board went to all employees except those 3 job classifications.</p>
Garrard County	Yes	other (You will have the opportunity to explain below).		No	<p>Certified staff received a 3% raise for the 2022-23 school year.</p> <p>Classified staff received a \$1/hr raise for the 2022-23 school year.</p>

Grant County	Yes	other (You will have the opportunity to explain below).		Yes	Everyone received a 2% increase in salary plus step. 3 classified areas received an additional \$2 per hour due to difficulty in finding workers-IAs, Custodians, Bus Drivers
Graves County	Yes	percentage	5%	Yes	
Grayson County	Yes	other (You will have the opportunity to explain below).		Yes	21-22 school year we did a flat 2% across the board to certified and classified. 22-23--Certified was a 1%. Classified was \$1 per hour to all positions.
Green County	Yes	percentage	3%	Yes	All employees (certified and classified) received 3%. Certain classified job classes received more than 3% as we adjust certain schedules (rotational schedule) on an annual basis as needed.
Greenup County	Yes	percentage	2%	Yes	Our Board has approved an incremental percentage raise across the board each year since 2019. We are making gradual progress to equitable pay for all staff.
Hancock County	Yes	percentage	2%	Yes	Our classified employees received a minimum 2% raise, but most of them received a raise somewhere between 8% and 20% depending on the job.
Hardin County	Yes	percentage	2.5%	Yes	
Harlan County	Yes	percentage	5%	Yes	All Harlan County employees always receive the same raise regardless if they are classified or certified per terms of our UMWA contract for classified employees.

Harlan Independent	Yes	other (You will have the opportunity to explain below).		Yes	<p>Certified staff received a 2% raise. The Classified salary schedule underwent a complete overhaul resulting in some categories of staff receiving a 25%+ increase in pay. One major element was moving the starting pay for all staff to a minimum of \$10.00 per hour. Historically starting pay for nearly every category of employee started near the current minimum wage. Due to the high turnover rate in recent years, the increase in minimum pay resulted in significant raises for these staff members. The average increase for classified staff for 2022-2023 was more than 25%. While on the surface these numbers reflect a significant raise, the truth is that we still have work to do. Going from \$7.70 per hour to \$10.00 per hour is a major jump, but \$10.00 hour is just barely competitive in our market.</p>
Harrison County	Yes	other (You will have the opportunity to explain below).		Yes	<p>2021-22 = 1% plus one time \$500.00 for all staff. 2022-2023 = Minimum 5%, Average Certified 8.5%, Average Classified 10.5% Our district compared salary schedules with all surrounding districts & shared the information with several role/position based focus groups. Responding to their requests, we restructured all salary schedules by ensuring step increases for each year in all schedules. We smoothed the schedules from step 0 thru step 30 while also increasing starting pay and increasing pay in the upper steps to help retain employees and also competitively recruit new employees. We ensured that every step experienced a base 5% increase but in reality the net average of all certified totaled about 8.5% and the net increase of all classified totaled about 10.5%. This was a success as we retained employees that would have otherwise separated and also helped to recruit new employees. On July 1, all certified vacancies had been filled.</p>

Hart County	Yes	percentage	3%	Yes	Some classified staff received additional raises in addition to the 3%. We are attempting to create a more equitable salary schedule.
Hazard Independent	Yes	percentage	2%	No	Classified scale was approved with raises for all classified staff.
Henderson County	Yes	other (You will have the opportunity to explain below).		Yes	We did a 3% across the board with a \$1,000 supplement for all employees.
Henry County	Yes	percentage	2%	No	We compared classified staffing positions to surrounding districts and provided step upgrades to remain competitive within our region.
Hickman County	Yes	percentage	2%	Yes	
Hopkins County	Yes	percentage		No	3% for all employees except the following: 5% for certified 0-5 years; and 4% for certified 6-9 years
Jackson County	Yes	percentage	5%	Yes	This year, the 5% flat across the board, cert and class, was in addition to some position-by-position review we did on our class schedule. We did some additional equity increases for some positions on that schedule to become more comparable to other districts, so some positions, substitute rates, and extra-duty stipends saw bigger increases, some up to 10% total.
Jefferson County	Yes	percentage	4%	No	Using ESSER funding we also will be providing \$1,000 to all full-time employees paid in two stipend payments, \$500 in November and \$500 in May. This is to help recognize all the additional work employees have had to do due to COVID and to help sustain our staffing.
Jenkins Independent	Yes	percentage	2%	Yes	
Jessamine County	Yes	percentage		Yes	2% certified & 4% classified
Johnson County	Yes	other (You will have the opportunity to explain below).		No	All Certified staff received a 3% raise. All Classified staff received a \$1 per hour raise.
Kenton County	Yes	percentage	5%	Yes	
Knott County	Yes	percentage	3%	Yes	
Knox County	Yes	percentage	4%	No	
LaRue County	Yes	percentage	3%	No	
Laurel County	Yes	percentage	5% Certified, 9% Classified	Yes	5% for all Certified, 9% for all Classified

Lawrence County	Yes	other (You will have the opportunity to explain below).		Yes	To start the 2021-2022 school year, we did a 2% certified and 50 cent hourly for classified. To start 2022-2023, we did an additional 1% certified and 25 cent hourly for classified.
Leslie County	Yes	percentage	2%	No	
Letcher County	Yes	other (You will have the opportunity to explain below).		Yes	Our Board increased pay for every classified employee making less than \$10 an hour to \$10 (this was as much as 18% for cooks, custodians, and instructional assistants), then all other classified and certified employees were given 2%.
Lewis County	Yes	percentage	2%	Yes	2% across the board but also some targeted raises for some classified employees.
Lincoln County	Yes	percentage	3%	Yes	
Livingston County	Yes	percentage	2%	Yes	
Logan County	Yes	percentage	3%	Yes	3% across the board. We also additionally raised bus driver, cafeteria, custodial pay (with the goal of getting classified to a starting at a minimum of \$15 and a greater difference between starting and retiring pay).
Ludlow Independent	Yes	percentage	2.5%	Yes	Classified received a flat increase plus the 2.5% increase. It varied based on position.
Lyon County	Yes	other (You will have the opportunity to explain below).		Yes	Classified 3% except bus drivers (\$2/hr), custodians, food service, aides (\$1/hr). Certified 2% except line item line item adjustments for 20+ year experience teachers.
Madison County	Yes	other (You will have the opportunity to explain below).		Yes	We did a 2% across the board for all certified and a \$1 per hour across the board for all classified for the 2022-2023 school year. Last year we did at least \$1 per hour for all classified and we increased our certified salary schedule by \$1,500 at each level.
Magoffin County	Yes	percentage	Certified 3%	No	Classified received \$2 per hour raise
Marion County	Yes	other (You will have the opportunity to explain below).		Yes	Certified: 2% Raise Classified: \$0.50 raise

Marshall County	Yes	other (You will have the opportunity to explain below).		Yes	We did a 3% raise for all certified and 3% for classified at the higher steps, but we made significant increases to the lower steps in our classified scale.
Martin County	Yes	other (You will have the opportunity to explain below).		No	Certified, 5% raise Classified, \$2 on the hour
Mason County	Yes	percentage	2%	Yes	\$1,000 per teacher 2% clarified but \$1 for bus drivers and custodians
Mayfield Independent	Yes	other (You will have the opportunity to explain below).		Yes	Bus drivers moved to \$15-\$20 per hour. Certified employees with 20 or more years experience received a raise of \$3,000. All other employees received 2.5%.
McCracken County	Yes	percentage	2.5%	Yes	Also, providing a 1% fringe benefit to all employees in November.
McCreary County	Yes	other (You will have the opportunity to explain below).		No	Certified Staff received a 2% increase Classified Staff received a \$1.00 per hour increase
McLean County	Yes	percentage	3%	Yes	
Meade County	Yes	percentage	3%	No	Certified received a 3% raise with classified receiving more than a 3% raise. Classified raises were dependent on how competitive we were in that employee group.
Menifee County	Yes	percentage	5%	No	
Mercer County	Yes	percentage	5%	Yes	Certified received 5%. Classified average increase was 10% with at least a \$1/hr raise.
Metcalfe County	Yes	percentage	2%	No	We did a 2% across the board with targeted additions. For instance we raised our bus driver pay anywhere from 3-10% based on start pay and years experience.
Middlesboro Independent	Yes	percentage	3%	No	Classified received \$1.00 more.
Monroe County	Yes	other (You will have the opportunity to explain below).		Yes	We researched pay scales for other school districts in our region that our school district is comparable to. We then took those scales and determined the average pay for years of experience and rank. Then we gave increases to meet the average pay. Therefore, the % of the raise varied depending on years of experience and rank. The same approach was used for classified staff. It's the largest raise our staff has ever received.

Montgomery County	Yes	other (You will have the opportunity to explain below).		Yes	Certified employees received 2% increase (above 1% step increase). Classified received an extra \$0.50/hour increase (above 1% step increase).
Morgan County	Yes	other (You will have the opportunity to explain below).		No	2.5% for certified staff and reduced contract from 187 to 185 with no reduction to salary (daily wage increased). Classified staff received a complete overhaul to ensure the district could compete against other business with the increase to inflation.
Muhlenberg County	Yes	other (You will have the opportunity to explain below).		Yes	Our Board did several market adjustments in the classified categories of our salary schedule. We also did adjustments on the higher years for certified in order to keep them in our district.
Murray Independent	Yes	percentage	2%	Yes	Certified salary schedule changed to step increase each year from 0 to 27. Also, adjustments to extra duty compensation to align with area school districts. Over the past two years, considerable adjustments to some classified positions, such as transportation, food service, etc... Again, to align compensation with neighboring school districts.
Nelson County	Yes	percentage	2.5%	Yes	
Newport Independent	Yes	other (You will have the opportunity to explain below).		No	We compared our certified salary schedule with 13 surrounding districts steps 0-30, Rank I, II, and III and adjusted each step to place the district in a more competitive position for hiring new employees and keeping current staff. This meant some steps received a higher percentage than others but we are now more competitive with other districts. We also compared classified salaries but the adjustment was not quite as extensive as the certified schedule. We will look more closely at classified salaries next year.
Nicholas County	Yes	percentage	5%	Yes	

Ohio County	Yes	percentage	3%	Yes	All employees received at least a 3% raise. Classified staff received .50 - \$1.00 raise depending on their position which was greater than the 3%.
Oldham County	Yes	percentage	3%	No	
Owen County	Yes	percentage	3%	Yes	
Owensboro Independent	Yes	percentage	3%	Yes	
Owsley County	Yes	percentage	4%	Yes	
Paducah Independent	Yes	percentage	2%	Yes	
Paintsville Independent	Yes	percentage	2%	Yes	
Paris Independent	Yes	percentage	3%	No	
Pendleton County	Yes	other (You will have the opportunity to explain below).		No	Pendleton County Schools approved an average raise of 7% for all employees (certified and classified), however some employees received more while some received less. Our goal was to attract and retain employees. A few specific jobs classifications were targeted due to inability to adequately fill positions.
Perry County	Yes	percentage	2.5%	Yes	
Pike County	Yes	other (You will have the opportunity to explain below).		No	\$1/hour for all employees under \$25000/year by salary schedule - these were all classified 3% for all certified, and any classified over \$25000
Pikeville Independent	Yes	percentage	3%	Yes	
Pineville Independent	Yes	percentage	3%	Yes	
Powell County	Yes	percentage	1%	Yes	To more fully explain, we have a practice of alternating between certified and classified each year for adjustments. For last year, and several years before that, our Board gave across the board increases to all classified. For this year, it was time for certified to receive the across the board increase. So, this year's 1% was for all certified, and last year/s was for classified. This alternating practice has been in place for several years and will likely be the Board's approach going forward.
Pulaski County	Yes	percentage		Yes	Certified received 2% across the board. Classified received 6 to 10% depending on their job classification.

Raceland-Worthington Independent	Yes	percentage	5%	No	All classified received \$1.00 on the hour except for Bus Drivers received \$2.00 and Cooks received \$1.50.
Robertson County	Yes	percentage	3%	Yes	
Rockcastle County	Yes	percentage	2%	Yes	Last year was 3% across the board. For this current year, all certified got 2%. All classified this year got that same 2% and also in addition to that got a \$2 per hour increase as well.
Rowan County	Yes	percentage	3%	Yes	
Russell County	Yes	other (You will have the opportunity to explain below).		Yes	The raise for 22-23 SY was an average of 10% for classified and 5% for certified.
Russell Independent	Yes	percentage	2%	Yes	Bus Drivers, Custodians and Cafeteria Workers received an additional \$2.00 per hour Instructional Aides \$1.00 per hour
Russellville Independent	Yes	percentage	3%	Yes	Was 1% last year.
Science Hill Independent	Yes	percentage	2 %	No	
Scott County	Yes	other (You will have the opportunity to explain below).		No	For the upcoming 22-23 school year, all certified staff receive a 2% raise. For transportation department classified employees, they received a \$1.50 per hour raise. For all other classified employees, they received a \$1 per hour raise.
Shelby County	Yes	other (You will have the opportunity to explain below).		No	Minimum of 3% across the board; Rank III zero years started at \$40,000 which was more than 3% for the first few years on the Rank III pay scale; our lowest classified pay grade is starting at \$15.00/hour which resulted in almost all classified receiving more than 3%.
Simpson County	Yes	percentage	4%	Yes	Simpson Co. Board gave an across the board 4% raise and a one time 1,000.00 supplement to all employees.
Somerset Independent	Yes	percentage	2%	Yes	The Board gave a 2% raise this year. We have provided a total of 10% increase over the last eight years. Most have been 1% increases with a few years of 2%.
Southgate Independent	Yes	percentage	3%	No	Certified received a 3% raise across-the-board while classified received a 4% raise.

Spencer County	Yes	percentage	3%	No	For 22/22, the 3% across-the-board was for all certified positions. Classified positions were examined case-by-case on the schedule for adjustments.
Taylor County	Yes	percentage	1%	Yes	
Todd County	Yes	percentage	1.5%	Yes	
Trigg County	Yes	percentage	2%	Yes	Most received a 2% across the board but certain classified staff received more. Custodial, nurses, etc.
Trimble County	Yes	percentage	3%	No	
Union County	Yes	other (You will have the opportunity to explain below).		Yes	A 2% district-wide raise and competitive pay increase for select classified positions.
Walton-Verona Independent	Yes	other (You will have the opportunity to explain below).		Yes	For FY23, our certified scale received an increase of 1.5% and all classified scales received an increase of 2%; additionally some classified positions had what we called market adjustments to scales or portions of scales to bring them more in line with districts in our area. For example, our custodian pay scale was not competitive between 0-5 years of experience, but it was otherwise, so only those steps received an increase beyond the 2%.
Warren County	Yes	other (You will have the opportunity to explain below).		Yes	All Rank I teachers received 5%. All other Ranks received 3%. Classified: received between 3% and 5% with some moving to a new table resulting in a higher percentage increase (ex: bookkeepers, instructional assistants).
Washington County	Yes	other (You will have the opportunity to explain below).		Yes	We did a salary study of all the districts that border Washington Co. Then, the lines were adjusted to be comparable as a minimum of 1,2,3 order ranking. After all that was adjusted upward (meaning, there were different percentages increased because it was based on comps for the same position in the other districts), the Board gave a 3% raise to all employees (on top of the other increase).
Wayne County	Yes	other (You will have the opportunity to explain below).		Yes	The certified base pay schedule received a 1.5% increase. The classified base pay schedule received a \$1.00 per hour pay increase.
Webster County	Yes	percentage	2%	Yes	

Whitley County	Yes	percentage		Yes	4% for certified and 8% classified
Williamsburg Independent	Yes	other (You will have the opportunity to explain below).		No	3% raise for certified employees \$1 per hour for classified employees
Williamstown Independent	Yes	percentage	2%	Yes	
Wolfe County	Yes	percentage	4%	Yes	
Woodford County	Yes	percentage	2%	Yes	