

The background is a composite image. The top left shows a line of yellow school buses, with the number '32' visible on the front of one. The bottom left shows a classroom with blue walls, desks, chairs, and various educational materials. A large white diagonal shape cuts across the image from the top left to the bottom right, serving as a background for the text.

The Office of Career and Technical Education

BR Subcommittee on Primary and Secondary Education
& Workforce Development

January 13, 2026



Kentucky Department of
E D U C A T I O N

Statutory and Regulatory Guidance

[KRS 156.808](#)

(6) The Kentucky Board of Education shall promulgate other administrative regulations to govern proceedings which relate to certified and equivalent employees and which shall provide for:

(e) Supplementary information for the salary schedule for certified and equivalent staff including teachers, counselors, administrators, managers, and educational consultants in state-operated vocational technical facilities, field offices, and central office in the Office of Career and Technical Education that shall provide **uniformity, recognition of education, teaching, and supervisory experience and use as a base the average salary paid to beginning classroom teachers by all public schools in the state for personnel with comparable qualifications and experience.** Indexes may be incorporated in the compensation plan for administrative responsibilities. The salary schedule shall be computed annually, and shall be submitted to and approved by the Governor;

[780 KAR 3:020](#)

Section 1(1) Appointments. A new certified or equivalent employee or reentering certified or equivalent employee shall be appointed at the salary specified on the Minimum Salary Schedule for Certified and Equivalent Staff commensurate with education rank and experience.

Section 2(3) 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 30 of each year.

Section 3 Salary Advancements.

(1) The Minimum Salary Schedule for Certified and Equivalent Staff shall be approved by the Kentucky Board of Education annually. All certified and equivalent staff shall receive a salary increase not less than the percentage increase provided other elementary and secondary teachers. This increase shall be provided July 1. Salary adjustments for those entitled employees shall be retroactive to July 1 of each year once the salary schedule is confirmed by September 30 of each year.

(2) All certified and equivalent staff shall be entitled to equivalent pay raises provided to other state employees.

KRS 156 Teacher Salaries

Experience	Rank IV	Rank III	Rank II	Rank I	Doctorate
0-4	\$ 43,050	\$ 50,706	\$ 54,459	\$ 58,053	\$ 63,626
5-9	\$ 44,814	\$ 52,785	\$ 58,064	\$ 63,870	\$ 70,257
10-14	\$ 45,444	\$ 54,579	\$ 60,038	\$ 66,043	\$ 72,645
15-19	\$ 46,080	\$ 55,126	\$ 60,639	\$ 66,703	\$ 73,373
20-up	\$ 46,772	\$ 57,221	\$ 62,942	\$ 69,237	\$ 76,160

Local District Averages and KRS 156 Salaries (Teachers)

State-Wide Local District Averages					KRS 156			
Experience	Rank IV	Rank III	Rank II	Rank I	Rank IV	Rank III	Rank II	Rank I
0-4	\$ 36,717	\$ 44,212	\$ 48,391	\$ 53,074	\$ 43,050	\$ 50,706	\$ 54,459	\$ 58,053
5-9	\$ 37,282	\$ 48,128	\$ 52,654	\$ 57,441	\$ 44,814	\$ 52,785	\$ 58,064	\$ 63,870
10-14	\$ 37,956	\$ 53,454	\$ 58,367	\$ 63,361	\$ 45,444	\$ 54,579	\$ 60,038	\$ 66,043
15-19	\$ 38,354	\$ 56,266	\$ 61,386	\$ 66,546	\$ 46,080	\$ 55,126	\$ 60,639	\$ 66,703
20-up	\$ 38,969	\$ 60,894	\$ 66,218	\$ 71,702	\$ 46,772	\$ 57,221	\$ 62,942	\$ 69,237

KRS 156 ranks 50th in the state for educator salaries among all districts.

KRS 156 ranks (overall averages):
 65th at Rank I
 74th at Rank II
 76th at Rank III
 21st at Rank IV

Ranking by Band (all Ranks):
 0-4 years: 7th
 5-9 years: 14th
 10-14 years: 30th
 15-19 years: 56th
 20+ years: 82nd

Percentage Increases Between Steps								
	Statewide Local District Averages				KRS 156			
Experience	Rank IV	Rank III	Rank II	Rank I	Rank IV	Rank III	Rank II	Rank I
0-4								
5-9	1.54%	8.86%	8.81%	8.23%	4.10%	4.10%	6.62%	10.02%
10-14	1.81%	11.07%	10.85%	10.31%	1.40%	3.40%	3.40%	3.40%
15-19	1.05%	5.26%	5.17%	5.03%	1.40%	1.00%	1.00%	1.00%
20-up	1.60%	8.23%	7.87%	7.75%	1.50%	3.80%	3.80%	3.80%

Percentage Increases Between Ranks								
	Statewide Local District Averages				KRS 156			
Experience	Rank IV	Rank III	Rank II	Rank I	Rank IV	Rank III	Rank II	Rank I
0-4		20.41%	9.45%	9.68%		17.78%	7.40%	6.60%
5-9		29.09%	9.40%	9.09%		17.79%	10.00%	10.00%
10-14		40.83%	9.19%	8.56%		20.10%	10.00%	10.00%
15-19		46.70%	9.10%	8.41%		19.63%	10.00%	10.00%
20-up		56.26%	8.74%	8.28%		22.34%	10.00%	10.00%

KRS 156 Administrator Salaries

Experience	Rank IV	Rank III	Rank II	Rank I	Doctorate
0-4	\$ 49,338	\$ 58,114	\$ 62,414	\$ 66,533	\$ 72,921
5-9	\$ 51,360	\$ 60,497	\$ 66,546	\$ 73,200	\$ 80,520
10-14	\$ 52,082	\$ 62,553	\$ 68,809	\$ 75,689	\$ 83,257
15-19	\$ 52,810	\$ 63,178	\$ 69,496	\$ 76,446	\$ 84,091
20-up	\$ 53,604	\$ 65,579	\$ 72,138	\$ 79,351	\$ 87,286

Index for School Personnel:

Group 1: 20 percent times base salary (Rank I, 0 experience) (\$13,307)

KY TECH Center Principal

Group 2: 10 percent times base salary (Rank II, 0 experience) (\$6,241)

KY TECH Assistant Principal

KY TECH Guidance Counselor

Group 3: 3 percent times base salary (Rank III, 0 experience) (\$1,743)

KY TECH Cooperative Education Coordinator

KY TECH Training and Development Specialist

Historical Updates to 156 Salary Schedule

July 1, 2025: 3%

July 1, 2024: 3%

July 1, 2023: 6%

July 1, 2022: 8%

Prior Updates:

July 1, 2017

July 1, 2011 (Under Cabinet Administration)

ABR Request

- Step and Rank
 - FY27 \$150,000
 - FY28 \$175,000
- Salary Schedule Increase
 - FY27 \$225,000

