

EDUCATION AND LABOR CABINET

Kentucky Board of Education

Department of Education

(Amendment)

780 KAR 6:020. Compensation plan.

RELATES TO: KRS 156.808

STATUTORY AUTHORITY: KRS 156.070, 156.808

NECESSITY, FUNCTION, AND CONFORMITY: KRS 156.808(11) requires the Kentucky Board of Education to promulgate administrative regulations governing the unclassified service in the Office of Career and Technical Education. This administrative regulation establishes the compensation plan for unclassified employees of the Office of Career and Technical Education.

Section 1. General Provisions.

(1) The Kentucky Department of Education shall prepare and recommend to the commissioner of education who shall recommend to the Kentucky Board of Education a pay plan for all Office of Career and Technical Education employees in the unclassified service taking into account:

- (a) The relative levels of duties and responsibilities of various classes of positions;
- (b) Rates paid for comparable positions elsewhere; and
- (c) The state's financial resources.

(2) The pay shall become effective after recommendation by the commissioner of education and upon approval by the Kentucky Board of Education.

(3) An amendment to the pay plan shall be made in the same manner.

(4) Each employee shall be appointed at a rate set forth within the pay plan for the position in which he or she is employed.

Section 2. Appointments. A new unclassified service employee or reentering unclassified service employee shall be appointed at the salary within the salary structure for unclassified service employee commensurate with education level and experience.

Section 3. Salary Adjustments.

(1) Promotion.

(a) A certified or equivalent employee who is promoted to the unclassified service shall receive a five (5) percent salary increase at the time of promotion unless his or her current salary is above the minimum on the salary schedule. If the employee's salary is above the minimum, the five (5) percent increase shall be at the discretion of the appointing authority.

(b) If the promotion is to a position which constitutes an unusual increase in the level of responsibility, the associate commissioner of the Office of Career and Technical Education may grant upon promotion a ten (10) percent to twenty (20) percent salary increase over the employee's previous salary.

(c) Upon the successful completion of a six (6) month promotional probationary period, an unclassified employee may receive at the discretion of the appointing authority a five (5) percent promotional increase at the beginning of the month following completion of the probationary period.

(2) Demotion. An unclassified employee in the Office of Career and Technical Education who is demoted to another position in the unclassified service shall have his or her salary adjusted in accordance with the appropriate salary schedule.

(17 Ky.R. 1277; eff. 12-9-1990; 35 Ky.R. 1885; 2243; eff. 5-1-2009; Cert eff. 11-16-2018; TAm eff. 11-10-2022; 50 Ky.R. 2314; eff. 8-20-2024.)

This is to certify that the chief state school officer has reviewed and recommended this administrative regulation prior to its adoption by the Kentucky Board of Education, as required by KRS 156.070(5).

ROBIN FIELDS KINNEY, Interim Commissioner of Education

SHARON PORTER ROBINSON, Chairperson

APPROVED BY AGENCY: April 15, 2024

FILED WITH LRC: April 15, 2024 at 11:15 a.m.

PUBLIC HEARING AND COMMENT PERIOD: A public hearing on this administrative regulation shall be held on June 26, 2024 at 10 a.m. Eastern Time, in the State Board Room, Fifth Floor, 300 Sower Boulevard, Frankfort, Kentucky 40601. Individuals interested in being heard at this meeting shall notify this agency in writing by five workdays prior to the hearing, of their intent to attend. If no notification of intent to attend the hearing is received by that date, the hearing may be canceled. This hearing is open to the public. Any person who wishes to be heard will be given an opportunity to comment on the proposed administrative regulation. A transcript of the public hearing will not be made unless a written request for a transcript is made. If you do not wish to be heard at the public hearing, you may want to submit written comments on the proposed administrative regulation. Written comments shall be accepted through June 30, 2024. Send written notification of intent to be heard at the public hearing or written comments on the proposed administrative regulation to the contact person.

CONTACT PERSON: Todd G. Allen, General Counsel, Kentucky Department of Education, 300 Sower Boulevard, 5th Floor, Frankfort, Kentucky 40601, phone 502-564-4474, fax 502-564-9321, email regcomments@education.ky.gov.