

JOB FAMILY V SALARY SCHEDULE						
SUBSTITUTE TEACHERS SALARY SCHEDULE						
2018 - 19						
RANK		STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
		0-2 yrs.	3-5 yrs.	6-8 yrs.	9-11 yrs.	12+ yrs.
I	Master's plus 30 semester hrs	131.9545	137.2090	142.4856	146.0539	153.0385
II	Master's Degree	122.8267	127.7334	132.6508	137.5573	142.4856
III	Bachelor's Degree	113.7207	118.2901	122.8267	127.4178	131.9545
IV	96 semester hours plus	108.8687	113.2204	117.5721	121.9782	126.3190
V	64-95 semester hours	100.4917	104.5170	108.5314	112.7525	116.7778

Substitute Incentive Pay:

\$5 per day - Work minimum of 75 teacher absences to receive a \$5 increase to daily rate.

\$10 per day - Work minimum of 125 teacher absences to receive a \$10 increase to daily rate.

Substitute Premium Month Pay:

\$5 per day - Work all student days in a premium month to receive \$5 for each day worked in the premium month as designated by the Sub Center.

Certified Preferred Substitute:

\$15 per day - Guaranteed work every day. Works at same location every day unless no sub assignment at primary location in which case the Sub Center may place at another location.

Temporary Appointee (Long-term) Assignment:

Daily Rate increase by 1.5 after working 20 consecutive days for the same absent teacher until the end of the assignment.

Only 1 incentive type can be paid at a time. Multiple incentive pay types cannot be combined at one time.

Incentive pay ends at the end of each school year. Incentive goals must be met each new school year.

**The 2018-2019 Certified Classroom Substitute salary schedule reflects an increase of 0.5%.**

JOB FAMILY V SALARY SCHEDULE						
PERMANENT FULL-TIME SUBSTITUTE TEACHERS SALARY SCHEDULE						
2018 - 19						
RANK		STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
		0-2 yrs.	3-5 yrs.	6-8 yrs.	9-11 yrs.	12+ yrs.
I	Master's plus 30 semester hrs	187.1700	194.6600	202.1500	207.7600	217.1200
II	Master's Degree	168.4600	181.5600	189.0500	196.5300	202.1500
III	Bachelor's Degree	162.8400	168.4600	174.0700	181.5600	187.1700
IV	96 semester hours plus	155.3600	160.9700	168.4600	174.3000	179.6900
V	64-95 semester hours	144.1200	149.7400	155.3600	161.5900	166.5900

New Permanent Certified Classroom Substitute effective 2018-2019.

Munis Group/BU: CLAU grades PS1 - PS5

LIMITED SPECIAL PROJECT SUBSTITUTE SALARY SCHEDULE					
RE-EMPLOYED JCPS TEACHER RETIREES*					
2018 - 19					
	RANK III	RANK III + 15	RANK II	RANK II +15	RANK I
Full Day Rate	199.8945	206.0954	220.9995	227.2205	242.1045
Hourly Rate	28.5564	29.4422	31.5714	32.4601	34.5864
* Subject to reduction to match KTRS daily wage threshold					

The 2018-2019 Certified Re-employed Retiree salary schedule reflects an increase of 0.5%.

Munis Group/BU: SUB7/Step 5 and RCET/Step 41