

JOB FAMILY V SALARY SCHEDULE		
SUBSTITUTE TEACHERS SALARY SCHEDULE		
2023 - 24		
RANK	DESCRIPTION	DAILY RATE
I	Master's plus 30 semester hrs	192.0000
II	Master's Degree	182.0000
III	Bachelor's Degree	172.0000
IV	96 semester hours plus	162.0000
V	64-95 semester hours	152.0000

Incentives

Substitute Teacher Incentive Pay:

- \$20.00 per day for substituting for an Exceptional Child Education certified teacher position
- \$20.00 per day for substituting for an Early Childhood certified teacher position
- See Temporary Salary Adjustments Schedule for additional Critical Need stipends for the 2023-2024 school year

Temporary Appointee (Long-term) Assignment:

- After working 20 consecutive days for the same absent certified teacher, the substitute teacher's pay will increase by 1.5 the normal rate, with other incentives removed, beginning on day 21 until the end of the assignment.
- After working 21 consecutive days for the same absent certified teacher, the substitute teacher will receive a one-time payment of \$1,000 in addition to the increase in the normal rate explained above.
- Temporary Appointees are not eligible the following sub incentive pays at the same time they are receiving the 1.5 pay increase: \$20/day ECE Sub, \$20/day Early Childhood Sub, Temporary Critical Needs Incentives.

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

The 2023-24 Substitute Teacher salary schedule reflects an increase of \$7.00 per day.

JOB FAMILY V SALARY SCHEDULE						
PERMANENT FULL-TIME AUXILIARY TEACHER & RESIDENT CLASSROOM INSTRUCTION* SALARY SCHEDULE						
2023 - 24						
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	205.4116	213.6315	221.8516	228.0083	238.2805
II	Master's Degree	184.8781	199.2548	207.4749	215.6839	221.8516
III	Bachelor's Degree	178.7104	184.8781	191.0349	199.2548	205.4116
IV	96 semester hours plus	170.5014	176.6582	184.8781	191.2873	197.2026
V	64-95 semester hours	158.1659	164.3336	170.5014	177.3386	182.8259

\*Resident Classroom Instruction salary is Rank III/Step 0 in the above schedule and not eligible for step increases.

The 2023-24 Permanent Full-Time Auxiliary Teacher salary schedule reflects an increase of 5.0%.

Munis Group/BU: CLAU grades PS1 - PS5

LIMITED SPECIAL PROJECT SUBSTITUTE SALARY SCHEDULE					
RE-EMPLOYED JCPS TEACHER RETIREES*					
2023 - 24					
	RANK III	RANK III + 15	RANK II	RANK II +15	RANK I
Daily Rate	210.9387	217.4822	233.2097	239.7744	255.4808
Hourly Rate	30.1341	31.0689	33.3157	34.2535	36.4973
* Subject to reduction to comply with TRS Daily Wage Threshold (DWT)					

The 2023-24 Certified Re-employed Retiree salary schedule reflects an increase of 5%.