

JOB FAMILY V SALARY SCHEDULE		
SUBSTITUTE TEACHERS SALARY SCHEDULE		
2020 - 21		
RANK	DESCRIPTION	DAILY RATE
I	Master's plus 30 semester hrs	165.0000
II	Master's Degree	155.0000
III	Bachelor's Degree	145.0000
IV	96 semester hours plus	135.0000
V	64-95 semester hours	125.0000

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

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 to receive the \$20 per day ECE and/or Early Childhood incentive pay at the same time they are receiving the 1.5 pay increase.

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

The 2020-21 Substitute Teacher salary schedule reflects an increase of 0%

JOB FAMILY V SALARY SCHEDULE						
PERMANENT FULL-TIME AUXILIARY TEACHER & RESIDENT CLASSROOM INSTRUCTION* SALARY SCHEDULE						
2020 - 21						
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	188.1059	195.6333	203.1608	208.7988	218.2056
II	Master's Degree	169.3023	182.4678	189.9953	197.5127	203.1608
III	Bachelor's Degree	163.6542	169.3023	174.9404	182.4678	188.1059
IV	96 semester hours plus	156.1368	161.7749	169.3023	175.1715	180.5885
V	64-95 semester hours	144.8406	150.4887	156.1368	162.3980	167.4230

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

The 2020-21 Permanent Full-Time Auxiliary Teacher salary schedule reflects an increase of 0%.

Munis Group/BU: CLAU grades PS1 - PS5

LIMITED SPECIAL PROJECT SUBSTITUTE SALARY SCHEDULE					
RE-EMPLOYED JCPS TEACHER RETIREES*					
2020 - 21					
	RANK III	RANK III + 15	RANK II	RANK II +15	RANK I
Daily Rate	200.8940	207.1259	222.1045	228.3566	243.3150
Hourly Rate	28.6991	29.5894	31.7292	32.6224	34.7593

\* Subject to reduction to comply with KTRS daily wage threshold

The 2020-21 Certified Re-employed Retiree salary schedule reflects an increase of 0%.

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