

| 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