

**DATE:**

April 25, 2022

**AGENDA ITEM (ACTION ITEM):**

Consider/Approve FY 2023 Certified Substitute Salary Schedule

**APPLICABLE BOARD POLICY:**

03.121 and 03.221 Salaries

**HISTORY/BACKGROUND:**

The service provided by substitute teachers is extremely important to our schools. Maintaining the order and instruction in each classroom every day strengthens the weekly progress on the instructional goals established by the classroom teacher. Certainly the work of substitutes during the past two years provided continuity during a challenging environment and continues to play an important role in the daily operations of the schools.

The Substitute Teacher Salary Schedule had not been increased since July, 2013. Therefore, the 2023 rates reflect an increase comparable to the annual increases in the certified teacher pay scale since July, 2013. The 2023 rates are competitive with the employment market and will help fill the need for daily and long-term substitute positions. Long term substitute position pay will begin on day 15 of the vacancy.

**FISCAL/BUDGETARY IMPACT:**

\$ 220,000 General Fund; \$20,000 Special Revenue Funds

**RECOMMENDATION:**

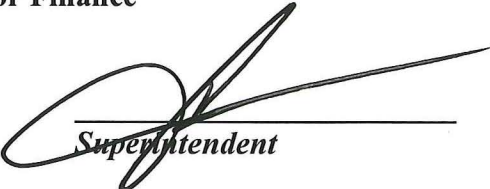
Approval of 2023 Certified Substitute Salary Schedule

**CONTACT PERSON:**

Malina Owens, Asst. Superintendent, Susan Bentle, Exec. Director Finance

  
\_\_\_\_\_  
Principal

\_\_\_\_\_  
District Administrator

  
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Superintendent

KENTON COUNTY BOARD OF EDUCATION  
SUBSTITUTE TEACHERS  
JULY 1, 2022 – JUNE 30, 2023

RANK I                      \$134.00 ~~\$156.00~~/DAY

RANK II                     \$134.00 ~~\$156.00~~/DAY

RANK III                    \$134.00 ~~\$156.00~~/DAY

RANK IV                    \$120.00 ~~\$140.00~~/DAY  
(Emergency Substitute)

SUB1    SUL1  
SUB2    SUL2  
SUB3    SUL3  
SUB4    SUL4

A substitute teacher employed for a continuous assignment shall be paid in the following manner.

	Initial <del>10</del> 14 DAYS	<del>DAYS 11-90</del>	DAYS 91+ 15+
RANK I	\$134.00 <del>\$156.00</del> /DAY	<del>\$223.00/DAY</del>	Rank and experience on Board approved <del>certified</del> salary schedule
RANK II	\$134.00 <del>\$156.00</del> /DAY	<del>\$218.00/DAY</del>	Rank and experience on Board approved <del>certified</del> salary schedule
RANK III	\$134.00 <del>\$156.00</del> /DAY	<del>\$172.00/DAY</del>	Rank and experience on Board approved <del>certified</del> salary schedule
RANK IV Emergency Substitute	\$120.00 <del>\$140.00</del> /DAY	<del>\$120.00/DAY</del>	Rank and experience on Board approved <del>salary schedule</del> <del>\$140.00/DAY</del>

All pay is effective following Board approval. This schedule does not provide for retroactive pay.

Daily Rate for TRS retirees will be the lower of rank and experience daily rate on Board approved Certified Salary Schedule or their TRS Daily Wage Threshold (DWT).