

FAYETTE COUNTY PUBLIC SCHOOLS
2022-2023 SUBSTITUTE
TEACHER/PARA SALARY SCHEDULE

Approved: June 13, 2022

Effective: July 1, 2022

Classified Para Educator Substitute	Non Certified Teacher Substitute	Certified Teacher Substitute	Retired Certified Teacher Substitute
\$15.00 per hour	\$125 per day	\$150 per day	\$175 per day
Long term rate for assignments 21 days or longer	Not eligible for long term certified assignments	Long term rate for assignments 21 days or longer	Long term rate for assignments 21 days or longer
\$15.00 rate paid for days 1-20. Beginning on Day 21, rate equivalent to the same grade at step zero for the job group of the long term assignment.	Eligible to work a maximum of 20 days in a certified assignment	\$150 rate paid for days 1-20 \$200 rate per day beginning on day 21	\$175 rate paid for days 1-20 \$200 per day beginning on day 21

Classified Substitute Rate

Classified substitutes (High School Diploma or GED required) and certified substitutes working as a classified substitute, will be paid a rate of **\$15.00** per hour. Classified substitutes with 48 college credit hours or who have passed the KY Paraeducator Test may be considered for long term paraeducator substitute positions. A long term classified substitute who works more than 20 days in the same position, will begin to make the rate of pay for the beginning level of that job class at step zero. This rate would change beginning on day 21 and continue until that assignment ends.

Retired Classified Substitutes

People who have retired from the Kentucky Retirement System may work up to 70 days each school year. Classified retirees will earn the rate posted for each substitute job.

Non-Certified Teacher Substitute Rate

Persons who have 64 college credit hours or more (GPA 2.5 or greater) or a BA (GPA 2.0 or greater) may qualify for an emergency substitute certificate and work as a substitute teacher for short term assignments in Fayette County Public Schools. These individuals will receive **\$125.00** per day.

Certified Teacher Substitutes

Substitutes with current teaching certificates will be paid a premium rate of **\$150.00** per day.

Retired Teacher Status

Teachers who retire from Fayette County Public Schools or another Kentucky school district will be paid a premium substitute rate of **\$175.00** per day. Pre-approved specialized assignments may receive the Daily Wage Threshold rate.

Long Term Rate for Certified Substitutes

A certified substitute who accepts an assignment will be paid a daily rate of **\$200.00**, beginning on day 21 of that assignment. There will not be retro pay; the **\$200.00** rate begins on day 21. To be eligible for the additional pay, the assignment must be more than 20 consecutive days in the same position and same school year. The substitute must hold a valid Kentucky Provisional or Standard Certificate, that is appropriate for the position in order to be eligible for the long term-assignment.

Substitute Administrator Assignment

Substitute administrators will be paid a rate of \$250 per day.

****Special Education Incentive:** Substitutes working in special education assignments for a full day will receive an additional ~~\$50.00~~ per day. Less than full time assignments will be prorated accordingly.**

****High Priority School Incentive:** Substitutes working in identified locations will receive an additional \$25.00 per day. Less than full time assignments will be prorated accordingly.

****World Language Incentive:** Substitutes who have a proficiency certification in speaking a language other than English, will receive an additional \$15 per day for substitute teacher assignments and an additional \$2.00 per hour for classified hourly substitute assignments.

Kentucky Teachers Retirement

All certified substitutes are enrolled in a certified retirement account with the Kentucky Teachers Retirement System. Substitute teachers are not eligible for participation through payroll deductions for Social Security.

Retired teachers who return as substitute teachers may substitute up to 69% of the days a full time person is required to work. A second retirement account will be established for wages earned as a substitute. All members contribute a percentage of compensation on a pre-tax basis, apportioned to the retirement account and the medical insurance fund as determined by KTRS. After 5 full years of service, the member will be vested. Retirees returning to work as a substitute must have a minimum of 3 months break in service from their retirement date. The Daily Wage Threshold (DWT) applies to all money earned from KTRS employers during a regular school calendar year.

Certified Substitutes not previously a KTRS Retiree: Substitute Service amounting to 70% of the term will enable the member to make contributions for the full school year and receive a full year of service credit in the Teachers' Retirement System. All such contributions must be made on or before December 31 following June 30 of the fiscal year in which the substitute service was rendered.

Note: Teachers that are hired under sub status but receive their certification on or before ~~August~~ September 30th will be given retro-pay from their start date. All substitutes must work at least one day each semester to remain an active substitute with Fayette County Public Schools.