

April 17, 2023

BCPS Board of Education
Work Session



**BULLITT
COUNTY
PUBLIC
SCHOOLS**

Moving Forward

Substitute Teacher – Cost Analysis



Substitute Teacher Facts

- Started 2022–2023 school year with 375 substitutes
- Added 62 and lost 73 throughout the course of the school year
- Currently have 364 available
- As of Wednesday, April 12, 2023, BCPS had 2,147 teacher absences that went unfilled.

Cost Analysis of substitute Vacancies

- As of Wednesday, April 12, 2023, BCPS had 2,147 teacher absences that went unfilled.
- \$182,412.80 in teacher stipends so far this year (up 1.5% over the entire year last year...\$179,719.85)
- This cost the district on average \$131.59 per day
 - Rank V: \$91.57
 - Rank IV: \$102.33
 - Rank III: \$108.41
 - Rank II: \$113.56
 - Rank I: \$118.71

**BCPS Certified Absences
August 2022 - April 2023**

MONTH	Total Absences/ Vacancies	Fill NOT Needed	Fill Needed	Filled	Unfilled	Fill Rate %
August	1,288	179	1,109	760	349	69%
September	1,724	205	1,519	1,083	436	71%
October	1,490	157	1,333	939	394	70%
November	1,708	214	1,494	985	509	66%
December	1,138	111	1,027	714	313	70%
January	1,589	200	1,389	1,010	379	73%
February	1,790	277	1,513	1,097	416	73%
March	1,881	261	1,620	1,205	415	74%
April	2,131	904	1,227	721	506	59%

Updated April 17, 2023

2023-2024 Substitute Scenarios

Sub Breakdown by Rank:

Rank V: 26 (13%)
Rank IV: 96 (47%)
Rank III: 9 (4%)
Rank II: 39 (19%)
Rank I: 34 (17%)

Scenario A - 2% Increase

Rank V: \$93.41
Rank IV: \$104.38
Rank III: \$110.58
Rank II: \$115.84
Rank I: \$121.09

Estimated
Cost: \$1,221,433.22

★ Scenario B ★

Rank V: \$110.00
Rank IV: \$115.00
Rank III: \$120.00
Rank II: \$130.00
Rank I: \$140.00

Estimated
Cost: \$1,376,177.53

2023-2024 Substitute Scenarios

Scenario C

Rank V: \$110.00
Rank IV: \$120.00
Rank III: \$130.00
Rank II: \$140.00
Rank I: \$150.00

Estimated
Cost: \$1,463,420.29

Scenario D

Rank V: \$105.00
Rank IV: \$115.00
Rank III: \$125.00
Rank II: \$135.00
Rank I: \$145.00

Estimated
Cost: \$1,409,388.27

Scenario E

Rank V: \$135.00
Rank IV: \$140.00
Rank III: \$150.00
Rank II: \$155.00
Rank I: \$160.00

Estimated
Cost: \$1,631,355.77

Guest Teacher/Substitute Pay Comparison
2022-2023 School Year
\$ Per Day

	Rank V	Rank IV	Rank III	Rank II	Rank I
Bullitt County Public Schools	91.57	102.33	108.41	113.56	118.71
Hardin County Schools	135	140	150	155	160
Larue County Schools	90	90	100	105	110
Meade County Schools	100	100	105	120	120
Nelson County Schools		120 _(non degreed)	140 _(degreed)		
Oldham County Schools	100.13	102.49	104.85	113.09	118.98
Shelby County Public Schools		93	103	113	124
Spencer County Schools	85	95/100	110	115	120
Jefferson County Public Schools	145	155	165	175	185

BCPS Guest Teacher/Substitute KEY

Rank V	Rank IV	Rank III	Rank II	Rank I
64-95 Hours With Emergency Certificate	96 -128 Hours Or BS/BA Degree with Emergency Certificate	BS/BA Degree with Regular 5 year Teaching Certificate	Master's Degree with Regular 5 Year Teaching Certificate	Master's Degree + 30 Hours with Regular 5 Year Teaching Certificate