

JOB FAMILY V SALARY SCHEDULE		
SUBSTITUTE TEACHERS SALARY SCHEDULE		
2025 - 26		
RANK	DESCRIPTION	DAILY RATE
I	Master's plus 30 semester hrs	195.0000
II	Master's Degree	185.0000
III	Bachelor's Degree	175.0000
IV	96 semester hours plus	165.0000
V	64-95 semester hours	155.0000

Substitute Teacher Incentive Pay:

- **Exceptional Childhood Education (ECE/Special Ed):** \$20.00 extra per day for substituting for an ECE certified teacher position
- **Early Childhood (ECH):** \$20.00 extra per day for substituting for an ECH certified teacher position
- **Non-Enhanced Support Consecutive Day:** After working 20 consecutive days, at any combination of schools, receive a stipend payment of \$500
- **Enhanced Support Consecutive Day:** After working 20 consecutive days at any combination of enhanced support schools, receive a stipend payment of \$1,000
- **Emergency:** \$50.00 extra per day for an approved emergency day assignment at a particular school. All Emergency Day assignments must be pre-approved by the Chief of Human Resources.

Temporary Appointee (Long-term) Assignment Incentive Pay:

- 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.
- **NOTE:** Temporary Appointees are not eligible the following sub incentive pays at the same time they are receiving the 1.5 pay increase: ECE \$20/day ECE Sub, ECH \$20/day, Non-Enhanced Support Consecutive Day, Enhanced Support Consecutive Day and Emergency \$50/day.

To be eligible for the incentives listed above, a substitute must work the full instructional student school day.

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

**The 2025-26 Substitute Teacher salary schedule is not marked to Cost of Living Adjustment (COLA)**

JOB FAMILY V SALARY SCHEDULE						
PERMANENT FULL-TIME AUXILIARY TEACHER & RESIDENT CLASSROOM INSTRUCTION* SALARY SCHEDULE						
2025 - 26						
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	215.8054	224.4412	233.0773	239.5456	250.3375
II	Master's Degree	194.2330	209.3371	217.9731	226.5975	233.0773
III	Bachelor's Degree	187.7531	194.2330	200.7013	209.3371	215.8054
IV	96 semester hours plus	179.1287	185.5971	194.2330	200.9664	207.1811
V	64-95 semester hours	166.1691	172.6489	179.1287	186.3120	192.0769

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

The 2025-26 Permanent Full-Time Auxiliary Teacher salary schedule reflects an increase of 3.0%.

Munis Group/BU: CLAU grades PS1 - PS5

LIMITED SPECIAL PROJECT SUBSTITUTE SALARY SCHEDULE					
RE-EMPLOYED JCPS TEACHER RETIREES*					
2025 - 26					
	RANK III	RANK III + 15	RANK II	RANK II +15	RANK I
Daily Rate	210.9387	217.4822	233.2097	239.7744	255.4808
Hourly Rate	30.1341	31.0689	33.3157	34.2535	36.4973
* Subject to reduction to comply with TRS Daily Wage Threshold (DWT)					

The 2025-26 Certified Re-employed Retiree salary schedule is not marked to Cost of Living Adjustment (COLA).

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