

**Cumberland County Schools**

*Substitute Employee Salary*

*Daily Rates*

**Effective July 1, 2023**

<b>Certified Substitute Salaries</b>				
<i>Masters &amp; Valid Teaching Certificate &amp; 30 hrs</i>	<i>Masters &amp; Valid Teaching Certificate</i>	<i>BS Degree &amp; Valid Teaching Certificate</i>	<i>Emergency Certificate &amp; 128 hrs</i>	<i>Emergency Certificate &amp; 64-95 hrs</i>
Rank I	Rank II	Rank III	Rank IV	Rank V
ST01			ST02	
\$100.00	\$95.00	\$90.00	\$82.00	
<b>TRS Retiree</b>				
\$110.00				
<b>Non-Certified Emergency Sub</b>				
\$70.00				

**After working more than twenty (20) consecutive days in the same position, beginning with the 21st day, a substitute will receive 1.5 times (see below) the regular substitute pay rate until a break in service occurs**

<b>Certified Substitute Salaries @ 1.5 times Rate</b>				
Rank I	Rank II	Rank III	Rank IV	Rank V
\$150.00	\$142.50	\$135.00	\$123.00	
<b>TRS Retiree @ 1.5 times Rate</b>				
\$165.00				
<b>21st Century Hourly Rates</b>				
<b>Elementary, Middle &amp; High</b>			\$25 CERT CLASS W/BS Degree	\$18 \$12 CLASS
<b>KTIP &amp; STIPENDS \$25/HR CERTIFIED</b>				
<b>Classified Substitutes</b>		BD Extra Trips	Sub ATC BD	
SU2		SU3/SU4	<i>Per Hour</i>	
\$10.00		\$15.00	\$14.00	<i>per salary</i>
<b>Certified Bus Driver</b>		\$18.00	\$17.00	

**National Board Stipend \$2K**

**SU2 = Substitute Instructional Aide, Custodial, Cafeteria, & Clerks/secretaries/Daycare**

**SU3 = Substitute Bus Driver SU4 = Substitute Bus Driver Certified**

**\*For more information contact**

[michelle.cash@cumberland.kyschools.us](mailto:michelle.cash@cumberland.kyschools.us)

[kristi.willen@cumberland.kyschools.us](mailto:kristi.willen@cumberland.kyschools.us)