

**Powell County Board of Education
Substitute Teacher Salary Schedule
2023-2024**

Experience*	Rank I	Rank II	Rank III	Rank IV	Rank V	Rank VI
All Experience-Daily Rate	\$120.00	\$115.00	\$110.00	\$90.00	\$85.00	\$80.00

The long-term substitute rate shall be 25% higher than a substitute's current rank. If the substitute is a retiree, this shall be considered their daily wage threshold.

DESCRIPTION OF RANKS

RANK	
I	36 hours above the Masters, not a Doctorate, Usually Administrative
II	Masters and Certification I
III	Bachelors and Certification
IV	Bachelors with 2.5 GPA, 96-124 credit hours, but not Certified
V	At least 64 to 94 college semester hours with 2.5 GPA
VI	High School Diploma/ GED/ 25+older or enrolled in teaching program from accredited university / college

Long Term Substitute Details

Substitutes who teach consecutively for the same employee for 20 workdays shall be considered a long term substitute.

The Principal may recommend to the Superintendent approval for long-term pay for a substitute filling a single assignment for more than twenty (20) days if the days have not been continuous due to unavoidable circumstances. The Superintendent may approve the long term rate for positions declared temporarily vacant.

According to Board Policy 03.4, substitutes initially assigned on a daily basis shall be paid the long-term rate retroactively once the assignment extends beyond the twentieth (20th) day.

SUBSTITUTE TEACHER REQUIREMENTS

- A. Teaching Certificate or minimum 64 hours from an accredited college for Rank I-V**
- B. Cumulative GPA 2.5**
- C. High School Diploma /GED**
- D. Rank VI Substitutes must have a minimum of 18 hours of substitute training.**

The following items must be completed before employment:

1. Application
2. Transcripts (College only)
3. Official Certificate or Emergency Sub Teacher Certificate or copy of HS Diploma/GED
4. Medical Exam
5. Criminal Records Check (State & Federal)
6. Central Registry Check
7. Character & Fitness Report
8. W-4 / K-4 Forms
9. Direct Deposit Form
10. 1-9 Form & Copy of Driver's License and SS Card
11. Personnel Data Form
12. Employee Training Requirements
13. Other Required Trainings

*Experience is based on full-time teaching assignment