

**OWEN COUNTY SCHOOLS  
2019-2020  
PAY SCHEDULE - OTHER**

**Miscellaneous**

Certified Extra Pay	\$25.00/hour
Certified Homebound Pay	Teacher's daily rate divided by 7.5 hours
Certified Pay - CLC	\$20.00/hour
Student Workers	\$7.25/hour
Classified Extra Pay	Hourly rate; Time over 40 hours will be paid at 1.5 times hourly rate; all overtime must be pre-approved by Superintendent

**Classified Substitute Pay Scale**

Substitute Bus Driver	\$14.14/hour
All Other Classified Substitutes	\$10.00/hour

**Certified Substitute Pay Scale**

Degree with Certificate	\$106.00/day
Degree	\$ 96.00/day
96-127 Hours	\$ 91.00/day
64-95	\$ 86.00/day

**Long-Term Certified Substitute:** a substitute that is employed to fill in for a classroom teacher in excess of twenty (20) consecutive work days.

Whenever an assignment of a substitute teacher exceeds twenty consecutive (20) work days, the substitute teacher will be paid on the regular teacher's salary schedule beginning on the twenty-first (21st) day. Continuity after twenty (20) days may be broken and the substitute still receive full pay if they have a legitimate preapproved reason that is approved by the Principal and the Director of Human Resources. To be eligible for this position, the service must have been continuous within the same position and the substitute must hold a four (4) year degree. Substitute teachers with less than Rank III are not eligible for the regular teacher's salary under this section.

**Rationale:** Occasionally, due to an illness, injury, maternity leave or early retirement, there will be a need to utilize a substitute teacher for an extended period of time in a particular classroom. When this happens, the substitute usually must for all practical purposes, assume total responsibility of the classroom including daily lesson preparation, student supervision, student evaluation, completion of records and supervision of student activities. Long term substituting expects more of a sub than is normally required of a short-term sub that simply follows lesson plans and activities prearranged by the regular classroom teacher.

**Responsibilities:** In order to qualify for the **long-term substitute pay**, the substitute must assume total responsibility for classroom management and instruction plus other duties as normally assigned to the regular classroom teacher (i.e., lesson plans, entering grades, extra duty assignments, etc.).

**Pre-Authorization Required:** The school principal must submit a recommendation indicating beginning and expected ending date of long term assignment along with the certification of the individual being considered. The Superintendent must approve all long-term substitutes.

Adopted by the Board of Education May 20,2019