

# Maximizing Impact: Innovative Approaches to Substitute Salary Scales and Incentives in K-12 HR



Strategies for K-12 Human Resources

# Presenter Profile: Andy Moore

Assistant Superintendent of Operations, Shelby County Schools

## Leadership & Vision

Andy Moore oversees district operations, including Human Resources and Facilities, bringing a strong focus on leadership, staff development, and student success.



## Experience & Journey

**2004–2009:**  
Teacher



**2009–2012:**  
Assistant Principal,  
Simpsonville  
Elementary

**2012–2019:**  
Principal,  
Locust Grove  
Elementary

**2019–2022:**  
Principal,  
Oldham County  
High School

**2022–2025:**  
HR Director,  
Shelby County  
Schools

# District Overview

**Number of Schools:**  
15 institutions



**6**  
elementary



**1**  
K-8



**2**  
middle



**2**  
high  
schools



**1**  
Technology  
Center



**1**  
Academy

**Number of Students:**  
Approximately 7,000+  
students



**7,000+**



**Number of Employees:**  
Approximately 950 full  
time staff members



**950** full time

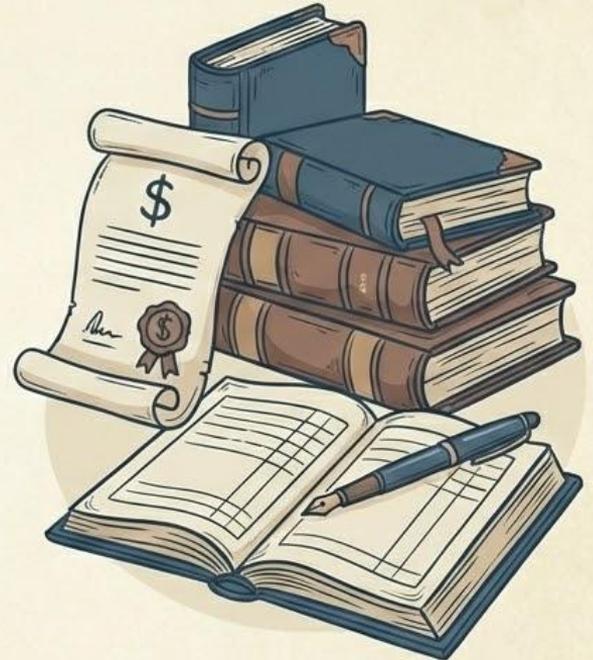


**300**  
additional part-time  
(includes sub workforce  
of about 120 staff)

# Sub Salary Schedule

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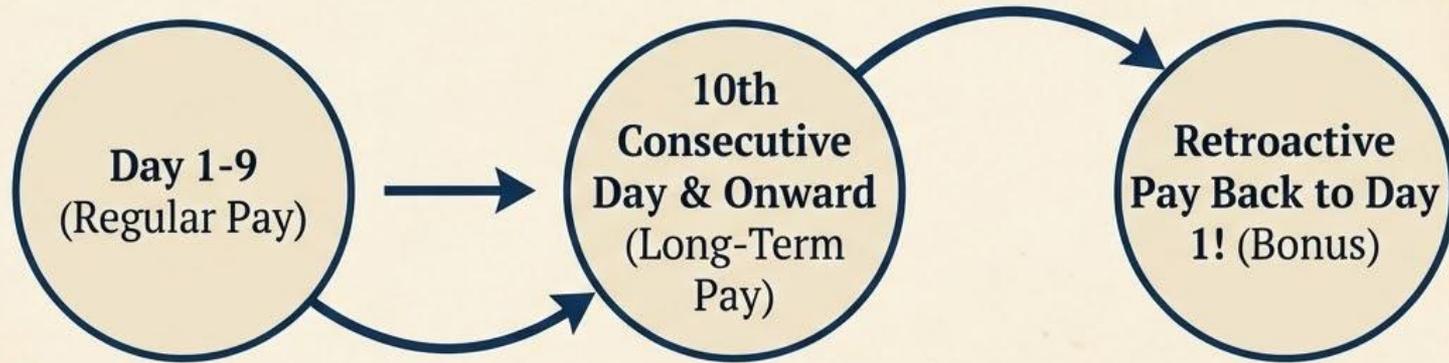
	Regular Pay	Retired Teachers	Long Term Pay	Retired Long Term Pay
<b>Rank I</b>	140	150	280	300
<b>Rank II</b>	136	146	258	277
<b>Rank III</b>	132	142	238	256
<b>Rank IV</b>	128	138	218	235
<b>Rank V</b>	125	136	194	N/A



# Long-term substitute pay

## Eligibility & Condition

- Substitute teacher holding a valid Kentucky teaching certificate.
- Works for an extended period with no break in service.



Receive long-term substitute teacher pay and retroactive pay on the 10th day without a break.

# Administrative Substitute Pay

## Paid at Daily Rate for Position (Rank & Zero Years' Experience)

A substitute in an administrative position will be paid the daily rate for the position in accordance with the approved salary schedule.

Administrative positions include Administrative positions include positions with increments and Guidance Counselor (Elementary, Middle, and High).



# Substitutes for Related Services (IEPs) & School Psychologists

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Substitutes for related services on Individualized Education Programs (IEPs) and school psychologists: A substitute in these positions shall be paid the daily rate for the position in accordance with the approved salary schedule at their rank and years of experience.



# Emergency Itinerant Substitute Pay

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Emergency Itinerant Substitute positions are paid at Rank IV or Rank V and zero years' experience.



# Classified Sub Pay

## SHELBY COUNTY PUBLIC SCHOOLS 2025-26 CLASSIFIED SALARY SCHEDULE

Pay grade 1 = \$7.25 for all steps

Pay grade 101 (Student Worker) = \$12.00 for all steps

**This includes a 3% across the board pay increase**

Grade	102	103	104	105	106	107	108	109	110	111	201	202	203	204	205	206
Substitute	16.55	17.11	17.65	18.48	19.52	20.18	21.48	22.61	24.00	25.28	28.02	29.46	30.94	34.03	41.82	53.13



# Bus Driver & Custodial Incentive Pay

If they work 80% of the eligible work days each semester, they receive incentive pay.



## Bus Drivers

- Paid \$2,000 on 12/15 and 6/15.



## Custodians

- Paid \$1,000 on 12/15 and 6/15.

## Important Considerations

- This group is tricky; we could incentivize part-time work over full-time work.
- Hours worked with each shift must be closely monitored due to possible benefits eligibility.

# Presenter Profile: Andy Moore



**Andy Moore**

Assistant Superintendent of Operations



Shelby County Public Schools



Central Office:  
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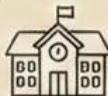
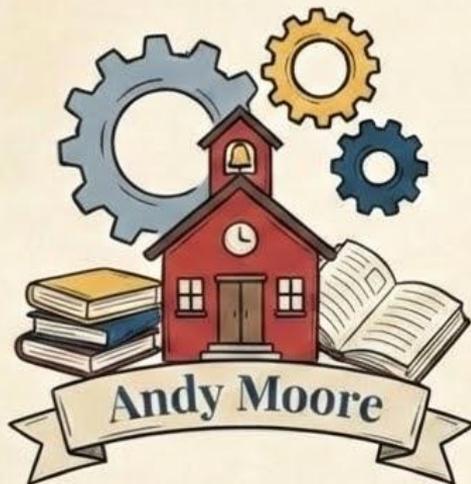
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# Presenter Contact Information

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