

# 2020-21 SUBSTITUTE PAY RATES

## CERTIFICATED\*

### DEFINITIONS

**Regular Daily Substitute:** A “Regular Daily Substitute” is defined as a person who is employed as a substitute for a bargaining unit member in any single assignment less than thirty (30) days.

**Senior Daily Substitute:** Substitutes who are **retired** from public school employment are considered “Senior Daily Substitutes.”

# of Days in the Same Consecutive Assignment	Regular Sub Rate 8 Hours / 4 Hours	Senior Sub Rate 8 Hours / 4 Hours
1 to 29	\$190.24 / \$95.12	\$209.30 / \$104.65
30+	Placement on Salary Schedule (Put on a contract w/ possibility for benefits pending on assignment hours)	
Monday & Friday \$25.00 per day BONUS!	\$215.24 / \$107.62	\$234.30 / \$117.15

Substitute employees shall be paid a \$500.00 Bonus after working fifty (50) full or half-day assignments in school year, and for each fifty (50) full or half-day assignments worked thereafter, up to a total of \$1500 in potential substitute bonus earnings per school year. Two half-day assignments worked in one day shall count as two separate assignments for purposes of bonus eligibility.

\*No Retroactive Pay

**SafeSchools BONUS!** Certificated Substitutes who achieve the first level of bonus will be paid an additional \$75.00 if they have also completed the District’s annual mandatory Safe Schools training prior to earning the bonus.

## CLASSIFIED

RATE	POSITION	HOURLY WAGE
SESPA 2	Crossing Guards, PARA:(GenED, Kinder, Science), Student Supervisor: (Playground/Lunchroom), Proctor	\$22.18
SESPA 3	PARA: (High Impact, Intervention, LAP, LMC, I:I, Resource Room, Self Contained, Title, ELL)	\$24.14
SESPA 4	Secretarial: (HS Main Office, HS Attendance, MS Attendance), PARA-CTE, Student Store	\$25.69
SESPA 5	Acct. Tech, Library Tech, Elem. Secretary/Registrar	\$28.14
SESPA 6	Behavior Tech, Office Manager	\$31.12
SESPA 8	Nurse	\$40.12
	Head Start / Children’s Center Instructional Aide	\$17.31 WA Mini Wage