

2018-19 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 | \$190.00 / \$95.00 | \$200.00 / \$100.00 |
| 30+ | Placement on Salary Schedule (Put on a contract w/ possibility for benefits pending on assignment hours) | |
| Monday & Friday \$25.00 per day BONUS! | \$215.00 / \$107.50 | \$225.00 / \$112.50 |

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 | \$21.40 |
| SESPA 3 | PARA: (High Impact, Intervention, LAP, LMC, I:I, Resource Room, Self Contained, Title, ELL) | \$23.29 |
| SESPA 4 | Secretarial: (HS Main Office, HS Attendance, MS Attendance), PARA-CTE, Student Store | \$24.79 |
| SESPA 5 | Acct. Tech, Library Tech, Elem. Secretary/Registrar | \$27.16 |
| SESPA 6 | Behavior Tech, Office Manager | \$30.03 |
| SESPA 8 | Nurse | \$38.72 |
| | Head Start Children's Center | \$16.46 \$16.46 |

Long Term Substitute Assignments: On the 31st continuous day of a continuous assignment, classified substitute employees depending on the assignment hours may be entitled to some benefits.