

2022-23 Substitute Pay Rates

CERTIFICATED SUBSTITUTES*

*No Retroactive Pay

DEFINITIONS

(per the SEA Union) contract

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	\$225 / \$112.50	\$250 / \$125
30+	Placement on a Salary Schedule (Put on a contract w/ possibility for benefits pending on assignment hours)	
Monday & Friday \$25.00 per day BONUS!	\$250 / \$125	\$275 / \$137.50

Certificated 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.

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.

