

SUBSTITUTE INSTRUCTIONAL STAFF SALARY RATE

Substitutes for instructional staff, namely certified teachers, and paraprofessionals will receive remuneration for services rendered as follows:

1. Certified Substitutes: \$11.50 hourly rate
Certified substitutes must present a valid teaching certificate from any state in the United States to the Department of Human Resources to receive the certified pay. Retroactive pay will not be given for late submissions.
2. Bachelor or Advanced Degreed Substitutes: \$10.50 hourly rate
Degreed substitutes must present transcripts with proof of a Bachelor's Degree or higher to receive the degreed pay rate. Retroactive pay will not be given for late submissions.
3. Associate Degreed Substitutes: \$9.50 hourly rate
Associate Degreed substitutes must present transcripts with proof of an Associate's Degree or sixty plus (60+) college credits to receive Associate degreed pay rate. Retroactive pay will not be given for late submissions.
4. Non-Degreed Substitutes: \$8.50 hourly pay
Non-degreed substitutes must have a high school diploma or equivalent.
5. Paraprofessional, Secretary, or Duty Aide Substitutes: \$8.50 hourly rate
6. Long-Term Substitutes:
 - a. Certified Substitutes: \$18.65 hourly rate
 - b. Bachelor or Advanced Degreed Substitutes: \$17.65 hourly rate
 - c. Associated Degreed Substitutes: \$16.65 hourly rate
 - d. Non-Degreed Substitutes: \$15.70 hourly pay
 - e. Long term substitute pay does not apply to paraprofessional substitutes.
7. All substitutes shall only accept open positions through the automated substitute reporting system.

DEFINITIONS

Long Term Substitutes: a substitute working beyond ten (10) consecutive working days for the same certified teacher assignment will receive long-term hourly rates commencing with the eleventh (11th) day.

Paraprofessional Substitutes: individuals under the direct supervision of a properly certificated teacher for the areas they are providing support, i.e., special education, Title One, and Primetime classrooms.

Substitutes for Instructional Staff: any individual who temporarily replaces a certificated classroom educator and is paid a substitute teacher wage for one (1) day or more during a school year.