

Substitutes Pay Scales – 2022-2023

ASSIGNMENT	RATE OF PAY
Substitute (day-to-day) – To replace absent regular employees on a day-to-day basis.	\$78.00 (High School Diploma) \$88.00 (Bachelor Degree) \$103.00 (TN licensed teacher)
Half-Day Assignment	\$39.00 (High School Diploma) \$44.00 (Bachelor Degree) \$51.50 (TN licensed teacher)
Certified Subs/Interims greater than 20 days	Teacher Rate on New Scale
MJHS/MHS and SpED Incentives: 1st Incentive: An additional \$10.00 per day added to the regular rate of a substitute who fills an assignment at MJHS or MHS 2nd Incentive: An additional \$10.00 per day added to the regular rate of a substitute who fills a Special Education assignment at any school	\$10.00/day **The incentives will be combined for a total additional daily rate of \$20.00 for any sub who fills a Special Education assignment at MJHS or MHS**
40% or Greater 1.5 Pay Incentives: Eligible employees are substitutes who complete more than 40% of available days in a pay period. The days beyond 40% would be paid at 1.5 times their regular daily rate.	<u>Schedule for School Year 22-23:</u> <ul style="list-style-type: none"> ○ September: 10 available days (4 is the 40% mark) ○ October: 22 available days (9 is the 40% mark) ○ November: 14 available days (5.5 is the 40% mark) ○ December: 21 available days (8.5 is the 40% mark) ○ January: 19 available days (7.5 is the 40% mark) ○ February: 10 available days (4 is the 40% mark) ○ March: 22 available days (9 is the 40% mark) ○ April: 14 available days (5.5 is the 40% mark) ○ May: 18 available days (7 is the 40% mark) ○ June: 21 available days (8.5 is the 40% mark) ○ July: 4 available days (1.5 is the 40% mark)

NOTES:

Certified Subs on board as of 1 July 2019 will be grandfathered. All new Certified subs must have a TN License within the last 5 years

Nurse Subs: Substitute nurses receive \$150/day. MCS nurses who sub for another MCS nurse receive their regular hourly pay.

TA's who Sub: Paid at their regular hourly rate at their assigned school.