

# SUBSTITUTE TEACHER PAY | PRE-K – 12

Board Approved: December 6, 2021

Effective: January 1, 2022

**A. PAY FOR SHORT-TERM SUBSTITUTE.** A short-term substitute teacher is one who is called for what is anticipated to be intermittent day-to-day subbing or less than four weeks of continuous substitute teaching.

1. The minimum pay for any part of a teaching day shall be \$25.00.
  - a. Above one (1) hour to four (4) hours is paid for a half day at \$75.00.
  - b. More than four (4) hours is paid for a full day at \$150.00
  - c. Effective January 1, 2022

Permanent on-site subs work for a flat rate of \$200 per day. One (1) sub shall be assigned to each elementary building and three (3) to the secondary buildings for the duration of the 2021-2022 school year only. This is part of the district's COVID-19 Pandemic Response.

3. The teaching day for single day short-term substitute teachers will be from 7:30am to 3:30pm (including lunch).
4. Short-term substitutes are not eligible for fringe benefits.

**B. REPLACEMENT TEACHER CONTRACT.**

To qualify for a replacement teacher contract, the replacement position must exist for four (4) school weeks or more. The position will be posted, and an interview will be held to fill said position. A teacher who signs a contract as a replacement will be paid an amount calculated from the current teacher salary schedule, with the replacement receiving full credit for training and no more than eight (8) years of experience commencing with the first day of work under the contract.

1. Benefits: Eligible replacement teachers shall be granted the following benefits:
  - a. The School District shall make available a health and hospitalization insurance plan as stated in the Master Teacher Contract for the duration of the replacement period. The selection of the insurance carrier and policy shall be made by the School District as provided by law.
  - b. Income Protection and Life Insurance programs as stated in the current Master Teacher Contract.
  - c. Prorated leave benefits as stated in the current Master Teacher Contract.
2. Eligibility: Benefits provided above are designed for replacement teachers scheduled to work at least an average of thirty (30) hours per week.