

**Colorado Springs School District 11**  
**Guest Staff Salary Schedule for 2019-2020**  
**Effective July 1, 2019**

Guest Staff Position	Rate of Pay
<b>CERTIFIED</b>	
Substitute Teacher/Emergency Substitute	Full Day - \$115.00 Mon.-Thurs.
	Half Day - \$ 57.50 Mon.-Thurs.
	Full Day - \$125.00 (Friday)
	Half Day - \$ 62.50 (Friday)
<b>ACT SCHOOLS-CERTIFIED (13 schools)</b>	
Adams, Carver, Martinez, McAuliffe, Monroe, Q. Palmer, Rogers, West ES, Galileo, Jack Swigert Aerospace Academy, Mann, Sabin and Mitchell	Monday – Friday Rates Full Day - \$125.00 Half Day - \$62.50
<ul style="list-style-type: none"> <li><b>ACT Schools:</b> schools that have been identified as Priority Improvement or Turnaround from their School Performance Frameworks. These schools have identified major improvement strategies that are based on <u>A</u>cademic Systems, <u>C</u>ulture of Performance, &amp; <u>T</u>alent.</li> </ul>	
Substitute Teacher ( <b>Long-Term-All Schools</b> )	Per Diem Full Day - \$180.00 (after 10 consecutive days in the same assignment) Per Diem Half Day - \$90.00 (after 10 consecutive days in the same assignment)
<b>NON-CERTIFIED (ALL SCHOOLS)</b>	
Educational Assistant Substitute (Instructional)	Hourly \$12.10 Long-Term \$12.60 (after 10 consecutive days in the same assignment)
Educational Assistant Substitute-Non Instructional (includes Clerical, School Assistant, Teacher Assistant, Study Hall Supervisor)	Hourly \$12.00 Long-Term \$12.30 (after 10 consecutive days in the same assignment)
<b><i>Non-certified Guest staff are paid by the hour worked minus lunch time.</i></b>	
<b><i>With the exception of clerical substitutes, all other long-term substitute positions require college credits equivalent to 48 semester hours, or must have passed the WorkKeys or Para-Pro test. An official transcript must be on file in the Human Resources Substitute Office.</i></b>	
For further information and questions, please call the Substitute Office at 520-2182.	