

**SUBSTITUTE PERSONNEL PAY RATES**

A. State Law: Substitute teachers with four (4) years of study beyond the high school and with a bachelor’s degree and in possession of a standard teacher’s certificate and substitute teachers who have retired after a minimum of fifteen (15) years of teaching will be compensated at the rate of not less than \$30.00 for each day of service. Title 20A, MRSA Section 13402.

B. Substitute Teachers for RSU No. 5 will be paid at the following rate:

<b>Daily Pay Rate:</b>	Paid in full day or half day increments (3.5 hrs. or less)
Teacher	\$150
<b>Long Term Pay Rate:</b>	After 10 consecutive work days in the same assignment, 1/182.5 of base pay on teacher scale

C. Substitute Education Technicians for RSU No. 5 will be paid at the following rate:

<b>Daily Pay Rate:</b>	Paid in full day or half day increments (3.5 hrs. or less)
Ed Tech	\$150
<b>Long Term Pay Rate:</b>	No adjustments will be made in the rate of pay.

D. Substitute Nurses will be paid the following rate:

<b>Daily Pay Rate:</b>	Paid in full day or half day increments (3.5 hrs. or less)
Nurse	1/182.5 of base pay on teacher scale

E. Substitute Bus Drivers, Custodians and Nutrition Staff will be paid the following rates:

<b>Hourly Pay Rate:</b>	
Bus Driver	Top step of ESP wage scale for Bus Driver
Van Driver	Top step of ESP wage scale for Van Drivers
Custodian	Top step of ESP wage scale for Custodian
Kitchen Manager	Top step of ESP wage scale for Kitchen Manager
Food Service Asst.	Top step of ESP wage scale for Food Service Asst.

- Adopted: October 28, 2009
- Revised: March 28, 2012
- Revised: September 24, 2014
- Revised: October 26, 2016
- Changed to Administrative Procedure: January 22, 2020
- Revised: December 31, 2021
- Revised: December 18, 2023
- Revised: August 28, 2024