

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

4308

SALARY SCHEDULE – SUBSTITUTES

Persons employed as substitutes shall be paid as follows:

1. Teachers - Substitute teachers will be compensated in accordance with the individual's classification as a Class A, Class B, or Class C substitute on the salary scale found in 14 Delaware Code, Chapter 13, Section 1326. Substitute teachers serving in a long-term capacity shall receive, at a minimum, an increase of 1.35 times their Class (A, B or C) rate after 10 consecutive days of service in the same teaching assignment, or as otherwise approved by district office administration.
2. Paraprofessionals – Substitute paraprofessionals will be compensated in accordance with the Class C Substitute rate found in 14 Delaware Code, Chapter 13, Section 1326. Milford School District may approve a paraprofessional substitute serving in a critical needs capacity to be compensated at the substitute teacher rate for which they qualify. Class C substitute paraprofessionals serving in a long-term capacity shall receive, at a minimum, an increase of 1.35 times their Class C rate after 10 consecutive days of service in the same assignment, or as otherwise approved by district office administration.
3. Custodian – Substitute custodians will be compensated in accordance with the hourly rate calculated at 0 years' experience for salary scales found in 14 Delaware Code, Chapter 13, Section 1311, Custodian and the local Custodial/Maintenance Negotiated Agreement. (The annual salary shall be divided by 261 days and then further divided by 8 hours.)
4. Child Nutrition – Substitute child nutrition workers will be compensated in accordance with the hourly rate identified at 0 years' experience.
5. Secretaries – Substitute secretaries will be compensated in accordance with the hourly rate calculated at 0 years' experience for salary scales found in 14 Delaware Code, Chapter 13, Section 1308, Senior Secretary and the local Secretary Negotiated Agreement. (The annual salary shall be divided by 261 days and then further divided by 7.5 hours)
Hourly rate is used for personnel working less than a full workday.
6. School Nurse – Substitute nurses will be compensated \$250.00 per day.

ADOPTED: 7/18/77;

REVISED: 12/19/78; 1/21/80; 1/19/81; 10/23/89; 2/25/91; 6/21/93; 7/1/97; 5/24/99; 10/1/2000; 9/23/02; 12/16/02; 2/24/03; 7/8/13; 12/25/16; 6/19/17; 12/17/18; 8/19/19; 4/25/22, 11/21/22, 2/26/24