



**OLD ROCHESTER REGIONAL SCHOOL DISTRICT  
MASSACHUSETTS SUPERINTENDENCY UNION #55**

Marion - Mattapoisett - Rochester  
135 Marion Road  
Mattapoisett, MA 02739

[www.oldrochester.org](http://www.oldrochester.org)

Phone: 508-758-2772  
Fax: 508-758-2802

**Michael S. Nelson, M.Ed.**  
Superintendent of Schools

**Sharlene Fedorowicz, Ph.D.**  
Assistant Superintendent of Teaching & Learning

**Howard Barber, CPA, MCPPO**  
Assistant Superintendent of Finance & Operations

**Jaime Curley, Ed.D**  
Assistant Superintendent of Student Services

## Substitute Eligibility Requirements and Compensation Schedule

### Eligibility:

Only applicants meeting the following criteria will be considered for substitute teaching positions:

- Have acquired a Bachelor's Degree from an accredited college or university or completed two full years of study at an accredited college or university.
- Pass CORI & National Fingerprint background checks.

### Compensation:

- Per-diem Substitute:

Instructional Assistant	\$100/daily rate
Non-Certified Teacher	\$110/daily rate
Certified Teacher & Retired Educators	\$130/daily rate
Nurse	\$160/daily rate
Cafeteria, Clerical & Custodial	MA Minimum Hourly Wage

- Long-Term Substitute: If vacancy is greater than 20 consecutive days in same position

Instructional Assistant	Step 1
Non-Certified Teacher	Bachelors Step 1
Certified Teacher	Bachelors Step 1
Cafeteria, Clerical & Custodial	Step 1

- Long-term substitutes, working in the regional school district will be eligible for full benefits after 60 consecutive days, as stated in the current Educator's agreement between ORR School Committee and ORR Educators Association.

*Approved by the Joint School Committee September 28, 2023.*

The mission of our school system is to inspire all students to think, to learn and to care. The Old Rochester Regional School District and Massachusetts Superintendency Union #55 does not discriminate on the basis of race, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, active military/veteran status, marital status, familial status, pregnancy, or pregnancy-related condition, homelessness, actual or perceived shared ancestry, ethnic background, national origin, or any other category protected by state or federal law in administration of its educational and employment policies, or in its programs and activities.