

# Substitute & Apprentice Salary Schedule GDBA-E-2

## **Positions and Wages**

### **Day to Day Substitute**

- \$138/day
- \$185/day with CO Teaching License

### **Permanent Substitute**

- \$185/day

### **Long-Term Substitute**

- \$212/day- after 4 consecutive weeks in the same position the substitute will see the increase retroactively.
- Pre-arranged long term substitute coverage rate increases will be paid starting at the beginning of the assignment.

### **Long-Term Substitute Teacher of Record**

- This includes planning, grading, and fulfilling the essential functions of the classroom teacher for the school year or Semester
- 165 Days per year.
- \$255/ day

### **Apprentice 1- Teacher of Record**

- Staff holding teaching positions
- Enrolled in an apprentice program through CDE
- Phase 1 of the program
- \$255/day-\$28.33/hr at 165 days per year; 9 hours per day

### **Apprentice 2- Teacher of Record**

- Staff holding teaching positions
- Enrolled in an apprentice program through CDE
- Phase 2 of the program
- \$260/day-\$28.89/hr at 165 days per year; 9 hours per day

### **Apprentice 3- Teacher of Record**

- Staff holding teaching positions
- Enrolled in an apprentice program through CDE
- Phase 2 of the program
- \$265/day-\$29.44/hr at 165 days per year; 9 hours per day

### **Apprentice 4- Teacher of Record**

- Staff holding teaching positions
- Enrolled in an apprentice program through CDE
- Phase 2 of the program
- \$270/day- \$30/hr at 165 days per year; 9 hours per day

## **Placement Procedure**

### **• Permanent, Long Substitute Teacher of Record, Long Term Substitute-Virtual Teacher Support & Apprentice Teacher of Record**

- Eligible for medical, dental, vision, life, and other voluntary benefits.
- Eligible for sick and personal leave.
  - Personal Leave: Granted 45 hours of personal time per school year.
  - Sick Leave: 48 hours of sick leave per school year.

### **Day to Day Substitutes**

- Assigned as needed
- Day to day substitutes are only eligible for sick leave benefits.
- Sick Leave: 1 hour of sick leave will be accrued for every 30 hours worked up to 48 hours per school year.

### **Long Term Substitutes**

- Qualify for pay change after 4 weeks in the same job assignment.
  - If assignment is longer than 12 weeks and there is no teacher of record, staff members will be eligible for benefits and leaves if they do not already have them.
- If a full time, benefited staff member takes on a Long Term Substitute Position, they do not forfeit benefits.

### **• Permanent Substitutes**

- Assigned for academic calendar year assignment
- If a permanent substitute takes on a teaching position that lasts longer than 4-12 weeks they will receive a daily rate of \$212 per day.