

Y27 Substitute Pay Rates

Position	Rate
Administrator ³	\$220/day, or \$245/day beginning with the pay period in which the individual meets or exceeds 21 days worked*
Administrator if retired from Fox C-6 Administrator position ³	\$270/day, or \$295/day beginning with the pay period in which the individual meets or exceeds 21 days worked*
**Teacher / SLP / OT / TA	\$130/day, or \$150/day beginning with the pay period in which the individual meets or exceeds 21 days worked*
Teacher if retired from teaching position ³	\$155/day, or \$175/day beginning with the pay period in which the individual meets or exceeds 21 days worked*
Aide ¹	\$16.58/hr
Aide Retiree ²	\$20.58/hr
Bus Driver ¹	\$20.33/hr
Bus Driver Retiree ²	\$24.33/hr
Food Service ¹	\$15.33/hr
Food Service Retiree ²	\$19.33/hr
Nurse ⁴	\$30/hour, or \$33.57/hr beginning with the pay period in which the individual meets or exceeds 21 days worked*
Nurse Retiree ⁴	\$34/hour, or \$37.57/hr beginning with the pay period in which the individual meets or exceeds 21 days worked*
Secretary ¹	\$18.25/hr
Secretary Retiree ²	\$22.25/hr
Custodian ¹	\$16.83/hr
Custodian Retiree ²	\$20.83/hr

*All days worked as a sub in the pay period in which the individual meets or exceeds 21 days worked will be paid at the elevated rate.

**If, at the District's discretion, an employee in another job category is needed to fill in as a certified substitute teacher, that employee will be paid his or her regular rate of pay plus an additional \$25/day differential, or the regular substitute teacher rate, whichever is greater, upon receipt of the employee's Extra Curricular/Duty Pay sheet.

***On the 46th consecutive day a substitute teacher serves in the same assignment (subbing for the same teacher), compensation for that assignment will be adjusted to the daily rate of a first year teacher for the duration of that assignment. All adjustments are retroactive to day 1 in that assignment.

****Teachers who are pulled from their planning period to cover a class that does not have a substitute will be compensated \$25/hour upon receipt of the teacher's Extra Curricular/Duty Pay sheet. (Y26-Y27 CBA w/Fox NEA Teachers)

*****A teacher who has to combine his or her class with another class that does not have a substitute will be compensated at ¼ of the daily rate of a regular substitute teacher for each day he or she has a combined class. For example, if the daily rate for a substitute teacher is \$115, the teacher who has a combined class will received \$28.75 for the day.

¹ Rate automatically adjusts to match step 1 of the regular salary schedule:

- Aide
- Bus Driver
- Food Service
- Secretary
- Custodian

² Rate automatically adjusts by the same dollar amount by which the regular sub rate for that position is adjusted:

- Bus Driver retiree
- Aide retiree
- Food Service retiree
- Secretary retiree
- Custodian retiree

³ Rate automatically adjusts by the same dollar amount by which the Substitute Teacher rates are adjusted:

- Teacher if retired from teaching position
- Administrator
- Administrator if retired from Fox C-6 administrator position

⁴ Nurse rates are per the Y26-Y27 Nurse CBA