



Implementation Procedures

SUBSTITUTE RATES FOR HIGH USAGE DAYS

Pursuant to Section 11.2.E of the 2025-28 Procedural Agreement, substitutes will receive an additional \$25 over and above their regular substitute pay for that day if they work on Mondays and /or Fridays before or after school breaks. Additionally, four high-usage substitute dates have been designated for 2026-27. Substitutes who work on one of the high-usage designated dates will receive an additional \$25 over and above their regular substitute pay for that day.

For the 2026-27 school year only, the following dates have been identified as high-usage dates:

- November 23, 2026 (M))
- November 24, 2026 (TU)
- November 30, 2026 (M)
- December 18, 2026 (F)
- January 4, 2027 (M)
- January 15, 2027 (F))
- February 12, 2027 (F)
- February 17, 2027 (W)
- April 2, 2027 (F)
- April 12, 2027 (M)
- May 27, 2027 (TH)
- June 1, 2027 (TU)
- June 21, 2027 (M)

The extra \$25 will be paid twice: for November, December, January, and February, payment will be at the end of March 2027; for March, April, May, and June, payment will be at the end of July 2027.

Payroll will determine substitutes eligible for the additional \$25 payment.