

## 2008-2009 Substitute Rates of Pay

(for non-contracted substitute employees)

Substitute Position	Pay Rate
Short-term Substitute Teacher, School Nurse, Health Care Assistant, & Para-Educators	<p style="text-align: center;"><b><u>Unlicensed substitutes</u></b></p> <p>Effective 9/22/03, individuals who do not hold a valid teaching or RN license will be paid a standard rate of \$60.00 per day. After 20 days of substitute teaching within the CCSU districts, unlicensed substitutes will be paid a premium rate of \$80.00/day. These days are cumulative from year to year beginning with the 1999-2000 school year.</p> <p style="text-align: center;"><b><u>Licensed substitutes</u></b></p> <p>Effective 9/22/03, individuals who hold a valid teaching license (in Vermont or any other state) or valid Vermont RN license will be paid a premium rate of \$80.00/day regardless of the number of days the individual previously substitute taught in our districts. Other technical professional licenses may also be considered under this category.</p> <p style="text-align: center;"><b><u>Partial Days</u></b></p> <p>Effective 9/22/03, individuals who sub for <u>less than</u> half a day shall be paid one-half of the daily rates specified above. Individuals who are called to substitute teach for a <u>half a day or longer</u> shall be expected to work the full school day.</p> <p><i>No timesheet needed for payment.</i></p>
Long-term Substitute Teacher/Nurse	<p>Long-term substitute teachers shall be paid equivalent to short-term substitute teachers (above) for the first 15 of long-term substitute teaching. On the sixteenth day of long-term substituting, the substitute shall be paid a per diem of \$214.00 (EJ &amp; UHS) or \$201.35 (Westford) retroactive to their first day as a long-term substitute for the same teacher absence.</p> <p><i>No timesheet needed for payment. Rates are subject to change.</i></p>
Clerical, Library Aides, Bus Drivers	\$12.39/hour. <i>Timesheet required for payment.</i>
Crossing Guards	\$16.97/hour. <i>Timesheet required for payment.</i>
Custodians, Cafeteria Workers	\$11.46/hour. (Westford pays \$10.85/hour.) <i>Timesheet required for payment.</i>
School Principal	\$100.00/day. <i>No timesheet required for payment.</i>
<p><b>Short-term</b> substitute assignment shall be defined as any substitute assignment that is less than 15 consecutive days for the same employee absence.</p>	
<p><b>Long-term</b> substitute assignment shall be defined as any substitute assignment that is 15 consecutive days or more for the same employee absence. Long-term substitute teachers must hold a valid Vermont teaching license and endorsement to qualify.</p>	

### Substitute Pay

(for contracted employees who fill-in for other contracted employees during their regularly scheduled work day)

Description	Pay Rate
Para-Educator (or other hourly paid personnel) who substitutes for a teacher	\$10.00/period (or \$20.00/block), up to \$30.00/day on top of their regular hourly rate.
Teacher who substitutes for another teacher	\$10.00 per prep/professional period forgone (or \$20.00/block) in addition to their regular teacher pay. No additional pay is provided for teachers reassigned during their instructional period.
Teacher who substitutes for the School Principal	\$10.00 per prep/professional period forgone, or \$30.00/day in addition to their regular teacher pay (unless teacher is paid a Head Teacher stipend).
Hourly paid personnel who substitutes (or fill in for) another hourly paid personnel short-term (less than one month)	Shall be paid their regular hourly rate.
Hourly paid personnel who substitute (or fill in for) another hourly paid personnel long term (one month or more)	Shall be paid at a rate consistent with the pay schedule for the temporary position assignment. The temporary position assignment shall be determined by the qualifications and duties being performed rather than by student assignment. (Example: A Mainstream TA who subs for an Interventionist is not necessarily performing Interventionist duties.)