

## Substitute Rates of Pay for 2011-12

(for non-contracted substitute employees)

Revised 2/1/12

Substitute Position	Pay Rate
<b>Short-term Substitute Teacher<sup>1</sup></b> (15 consecutive days or less for the same teacher absence)	<p style="text-align: center;"><b><u>Licensed Substitutes</u></b></p> <p>Individuals who hold a valid educator license (in Vermont or any other state) or other approved professional license (e.g. technical professional license/certification) will be paid a standard rate of <b>\$80.00/day</b>. Licensed Substitutes who successfully complete the <u>Sub-Hub and Mandatory Trainings</u> will be paid a premium rate of <b>\$95.00/day</b>.</p> <p style="text-align: center;"><b><u>Unlicensed Substitutes</u></b></p> <p>Individuals who <u>do not</u> hold a valid educator license or other approved professional license will be paid a standard rate of <b>\$75.00/day</b>. Unlicensed Substitutes who substituted for 20 days prior to the 2008-09 school-year will be <u>grand-parented</u> at their existing rate of <b>\$80.00/day</b>. Unlicensed Substitutes who complete the <u>Sub-Hub and Mandatory Trainings</u> will be paid a premium rate of <b>\$90.00/day</b>.</p> <p style="text-align: center;"><b><u>Partial Days</u></b></p> <p>Individuals who substitute 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>
<b>Long-term Substitute Teacher<sup>1</sup></b> (more than 15 consecutive days for the same teacher absence)	<p>An individual who substitutes for more than 15 consecutive days for the same employee absence shall be paid <b>\$219/day</b> (EJ &amp; U#46) or <b>\$209/day</b> (Westford). This per diem rate shall be pro-rated if substituting for a partial day. Long-term substitute teachers must hold a valid teaching license to qualify.</p>
<b>School Nurse</b> (short-term and long-term assignments)	<p>Individuals who hold a valid VT Registered Nurse (RN) license who substitute for a licensed School Nurse or Healthcare Assistant shall receive the long-term substitute pay rate of <b>\$219/day</b> (EJ and U#46) or <b>\$209/day</b> (Westford) for both short-term and long-term substitute assignments.</p>
<b>Paraeducators, Healthcare Assistants, and Bus Aides</b>  <u>Short-term</u> = 15 consecutive days or less for the same employee absence;  <u>Long-term</u> = More than 15 consecutive days for the same employee absence	<p style="text-align: center;"><b><u>Short-term Substitutes</u></b></p> <p>Short-term substitute paraeducators and Healthcare Assistants (who do not hold a VT RN license) shall be paid consistent with Short-term Teachers as specified above.</p> <p style="text-align: center;"><b><u>Long-term Substitutes</u></b></p> <p><u>Mainstream Teaching Assistant</u>: <b>\$13.53/hour</b>; <u>Healthcare Assistant</u> (who does not hold a VT RN license): <b>\$16.75/hour</b>; <u>Bus Aide</u>: <b>\$12.70/hour</b>. <i>Timesheet required for payment.</i></p>
<b>Clerical* and Library Aides*</b>	<b>\$13.02/hour</b>
<b>Safety &amp; Security*</b>	Weekdays: <b>\$12.70/hour</b> Weekends/Holidays: <b>\$19.05/hour</b>
<b>Crossing Guards*</b>	<b>\$18.59/hour</b>
<b>Bus Drivers*</b>	Short-term (on-call): <b>\$18.59/hour</b> Long-term: <b>\$14.87/hour</b>
<b>Custodians* and Cafeteria Workers*</b>	<b>\$12.04/hour</b> (EJ and U46) <b>\$11.72/hour</b> (Westford)
<b>School Principal</b>	<b>\$125.00/day</b>

\* *Timesheet required for payment.*

<sup>1</sup> **Teacher** shall include all classroom teachers and other licensed specialists (e.g. Guidance Counselor, Special Educator, Math/Reading Specialist, Physical Education, Arts, etc...)

### Substitute Pay

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

Description	Pay Rate
Paraeducator (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 substitute (or fill in) for another hourly paid personnel short-term (15 consecutive days or less for the same employee absence)	Shall be paid their regular hourly rate.
Hourly paid personnel who substitute (or fill in) for another hourly paid personnel long term (more than 15 consecutive days for the same employee absence)	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.)