

Substitute Rates of Pay for 2010-11

(for non-contracted substitute employees)

Revised 7/23/10

Substitute Position	Pay Rate
<p>Short-term Substitute Teacher¹ (15 consecutive days or less for the same teacher absence)</p>	<p style="text-align: center;"><u>Licensed Substitutes</u></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 \$80.00/day. Licensed Substitutes who successfully complete the <u>Sub-Hub and Mandatory Trainings</u> will be paid a premium rate of \$95.00/day.</p> <p style="text-align: center;"><u>Unlicensed Substitutes</u></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 \$75.00/day. 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 \$80.00/day. Unlicensed Substitutes who complete the <u>Sub-Hub and Mandatory Trainings</u> will be paid a premium rate of \$90.00/day.</p> <p style="text-align: center;"><u>Partial Days</u></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>
<p>Long-term Substitute Teacher¹ (more than 15 consecutive days for the same teacher absence)</p>	<p>An individual who substitutes for more than 15 consecutive days for the same employee absence shall be paid \$216.61/day (EJ & U#46) or \$207.21/day (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>
<p>School Nurse (short-term and long-term assignments)</p>	<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 \$216.61/day (EJ and U#46) or \$207.21/day (Westford) for both short-term and long-term substitute assignments.</p>
<p>Paraeducators and Healthcare Assistants</p> <p><u>Short-term</u> = 15 consecutive days or less for the same employee absence;</p> <p><u>Long-term</u> = More than 15 consecutive days for the same employee absence</p>	<p style="text-align: center;"><u>Short-term Substitutes</u></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;"><u>Long-term Substitutes</u></p> <p>Mainstream Teaching Assistant: \$13.32/hour. <i>Timesheet required for payment.</i> Healthcare Assistant (who does not hold a VT RN license): \$16.48/hour. <i>Timesheet required for payment.</i></p>
<p>Clerical, Library Aides</p>	<p>\$12.81/hour. <i>Timesheet required for payment.</i></p>
<p>Crossing Guards, Bus Drivers (on-call), Bus Aides</p>	<p>\$18.23/hour. <i>Timesheet required for payment.</i></p>
<p>Custodians, Cafeteria Workers</p>	<p>\$11.85/hour (EJ and U46) or \$11.72/hour (Westford). <i>Timesheet required for payment.</i></p>
<p>School Principal</p>	<p>\$125.00/day</p>

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