

# Certificated Substitute Compensation Rates

## Day-to-Day Substitutes

<b>Tier 1</b> 1-60 Days	\$135 per day for full day (\$67.50 for half-day*)
<b>Tier 2</b> 61-120 Days	\$160 per day for full day (\$80 for half-day*)
<b>Tier 3</b> 121-160 Days	\$175 per day for full day (\$87.50 for half-day*)
<b>Tier 4</b> 160 + Days	\$175 per day for full day (\$87.50 for half-day*) **

*\*A half day assignment for elementary level is 3.75 hours or less, for secondary level a half day assignment is two periods or one block.*

*\*\*For the following year, pay begins at Tier 2 pending successful completion of professional development training.*

Long Term Substitutes (Fully Credentialed for Assignment)	\$175 per day for full day as of the 1 <sup>st</sup> day (\$87.50 for half-day*)
Long Term Substitutes (Not Fully Credentialed for Assignment)	\$165 per day for full day as of the 16 <sup>th</sup> day (\$82.50 for half-day*)

Off-track Teachers  
(EGUSD Only) \$200 per day for full day (\$100 for a half day\*)

Retired EGUSD \$200 per day for full day (\$100 for a half day\*)

## Affordable Care Act

Substitute or hourly employees who work 1,440 or more hours in a 12 month period, beginning with the second pay period following hire date, will be offered the opportunity to enroll in health benefits at the single subscriber level and eligible dependents. Eligible employees will be notified within 90 days of completion of meeting the requirement. The District will pay for 80% of the lowest cost plan and employee will be required to pay for 20% of the cost, plus any cost for participation in the higher cost buy up plan.

## Sick Leave

Upon 90 days of employment and 30 days of service, substitute teachers accrue one-hour of sick leave for every thirty-hours of service. The total amount of sick leave in one school year is not to exceed 24 hours.

## Overload Pay

In the event that a Long Term Substitute's assignment is comprised of a class that is overloaded, the overload pay will be transferred to the Long Term Substitute on the 16<sup>th</sup> day of the assignment.

## Additional Notes

If a substitute is sent to a site and no substitute is needed, call the Education Center to obtain another assignment. If offered another position, you must go to that site if you wish to be paid. If you refuse the position, then you will not be paid for the day. If there is no other assignment available, then you will receive half-day pay.

The pay period is from the 16<sup>th</sup> of a month to the 15<sup>th</sup> of the following month. Payroll will mail your check to your mailing address on or before the 10<sup>th</sup> or 17<sup>th</sup> of the following month.

# Hourly Compensation Rates

Substitute Hourly Rate	\$35.00	(\$40 Effective as of 01/01/17)
Contracted (Certificated EGEA)	\$35.00	(\$40 Effective as of 01/01/17)
Retired Hourly Rate (Retired from EGEA Salary Schedule)	\$35.00	
Summer School/Extended Day Administrator Hourly Rate	\$45.00	
Summer School/Extended Day Teacher Hourly Rate	\$35.00	(\$40 Effective as of 01/01/17)
Charter School Hourly Rate	\$40.00	
Retired EGUSD Nurse Hourly Rate (Certificated EGEA Salary Schedule)	per diem rate at retirement	
Contracted Nurse Hourly Rate	per diem or \$40	(whichever is greater)
Academic Intervention Teacher Hourly Rate (Fully Credentialed for Assignment) – NCLB	\$35.00	(\$40 Effective as of 01/01/17)