



EFFECTIVE OCTOBER 16, 2022 THROUGH JUNE 15, 2023

Certificated Substitute Compensation Rates **Day-to-Day and Long-Term Substitutes Rates**

General Education Daily Substitutes	\$210.00 per day for full day (\$105.00 for half day)
Special Education Daily Substitutes	\$280.00 per day for full day (\$140.00 for half day)

Incentive Pay:

For dedicated substitutes who work (60) sixty days during the period of July 1st through December 31st and/or (60) sixty days for the period of January 1st through June 30th, substitutes will receive a one-time payment of \$750.00 not to exceed \$1,500.00 in one school year. Days cannot be carried from one measurement period to the next.

Long Term Substitutes (serving in the same position for more than 5 consecutive days)	\$250.00 per day for full day (\$125.00 for half day)
--	---

EGUSD Contracted Teachers/Counselors	\$350.00 per day for full day (\$175 for half day)
EGUSD Retired Teachers/Counselors	\$350.00 per day for full day (\$175 for half day)

A half-day assignment is 3.75 hours or less for an Elementary School Site (Grades PreK-6) and (3) three periods or (2) two blocks for a Secondary School Site (Grades 7-12).

Substitute Coverage in Lieu of Preparation Time – EGEA Members

Secondary Traditional Schedule - \$60.00 per period (1 hour)
Secondary Block Schedule - \$90.00 per period (1.5 hours)

Emergency Permit Holders may only substitute for (60) sixty days in the same Special Education classroom or General Education classroom per school year)

Affordable Care Act:

Non-contracted employees who work 1,440 hours or more in a (12) twelve month period, beginning with the second pay period following their hire date, will be offered the opportunity to enroll in health benefits. Eligible employees meeting the required hours will be notified within (90) ninety days.

Sick Leave:

Upon (90) ninety days of employment and (30) thirty days of service, non-contracted employees will accrue (1) one hour of sick leave for every (30) thirty hours of service. The maximum sick leave accrued is (3) three days.

Additional Notes:

After acceptance of a job in Smart Find Express, and upon arrival at a school site it is determined the job is no longer available, and no other jobs are available in Smart Find Express, employee will receive half-day pay.

Pay Period:

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



Certificated Hourly Compensation Rates

Employees will be compensated **\$41.60** when working the following assignments:

- Currently contracted and retired EGEA members who are not backfilling in a vacancy or someone on a leave
- Activities Director (EGEA Member)
- Academic Intervention
- Charter School - Independent Study Instruction
- Extended Day Programs (Before and/or After School)
- Summer School (Academic and Enrichment)
- Intersession
- Late Bus Supervision
- School Nurse (hourly rate or per-diem hourly rate whichever is greater)
- Retired EGUSD School Nurse (per-diem hourly rate at retirement)
- Substitutes working more than a full-day
- Outward Mindset Training

Other Certificated Pay Rates:

- Psychologist Intern \$150.00 per day
- Counselor Intern \$100.00 per day
- Summer School/Extended Day Administrator \$45.00 per hour
- Home Hospital \$80.00

~~Hourly Rate is not Available for Emergency Permit Holder~~

Affordable Care Act:

Non-contracted employees who work 1,440 hours or more in a (12) twelve month period, beginning with the second pay period following their hire date, will be offered the opportunity to enroll in health benefits. Eligible employees meeting the required hours will be notified within (90) ninety days.

Sick Leave:

Upon (90) ninety days of employment and (30) thirty days of service, non-contracted employees will accrue (1) one hour of sick leave for every (30) thirty hours of service. The maximum sick leave accrued is (3) three days.

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