



**EFFECTIVE SEPTEMBER 1, 2021, THROUGH DECEMBER 16, 2022  
Pilot Agreement\***

**Certificated Substitute Compensation Rates\*  
Day-to-Day/Long Term Substitutes Rates**

All day-to-day Substitutes \$160.00 per day for full day (\$80.00 for half day)  
On the 91st day and thereafter \$175.00 per day for full day (\$87.50 for half day)

Long Term Substitutes \$190.00 per day for full day (\$95.00 for half day)  
(serving in the same position for more than 10 consecutive days-on day 11, rate will be retroactive to day 1)

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

A half-day assignment for: Elementary is 3.75 hours or less  
Secondary is up to three periods or two blocks

**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)

**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 an 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 used in one school year is not to exceed 3 full days.

**Elementary 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 arrives at a site with a job number and no substitute is needed, please call Substitute Services to obtain another assignment. If there is no other assignment available, the substitute 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.

Board Approval: 9/7/21

\*Temporary Substitute Pay Schedule for the period of 9/1/2021 through 12/15/2022. Schedule will revert back to the pre-9/1/2021 pay schedule per MOU 8/25/2021.



# Certificated Substitute Compensation Rates

## Day-to-Day Substitutes Rates

<b>Tier 1</b> 1-60 days worked	\$135.00 full-day / \$67.50 half-day
<b>Tier 2</b> 61-120 days worked	\$160.00 full-day / \$80.00 half-day
<b>Tier 3</b> 121-160 days worked	\$175.00 full-day / \$87.50 half-day
<b>Tier 4</b> 160 + days worked ****	\$175.00 full-day / \$87.50 half-day

A half-day assignment equals 3.75 hours or less for Elementary and up to two periods or one block for Secondary

**Contracted EGUSD Teachers/Counselors** \$200 full day / \$100 half-day

**Retired EGUSD Teachers/Counselors** \$200 full day / \$100 half-day

Days worked will be reset every school year. Substitutes will NOT advance to Tier 3 until 121 days are worked for the new school year.

\*\*\* **Tier 4:** For the following school year, pay begins at Tier 2 ONLY if 160 days or more are worked and professional development training, assigned by HR, is completed in the prior school year.

The following classifications do not count towards the day-to-day compensation rate for Tier placement:

- Academic Intervention
- Charter School
- Extended Day
- Adult Education
- Extended School Year
- Summer School
- Intersession

## Long-Term Assignments

### Fully Credentialed (for assignment) Long-Term Substitutes

– Rate starts at day one (1) in the assignment upon submission of a PAF. \$175.00 full-day / \$87.50 half-day

### 30-Day Permit Holders (Can only sub for 60 days in the same Special Education classroom and 60 days in the same General Education classroom per school year)

– Rate starts at day 16 in the assignment upon submission of a PAF. \$165.00 full-day / \$82.50 half-day

**Affordable Care Act:** Substitutes who work 1,440 or more hours in a 12-month period, beginning with the second (2) pay period following the hire date, will be offered the opportunity to enroll in health benefits as a single subscriber including 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 buyup plan.

**Sick Leave:** Upon 90 days of employment and 30 days of service, substitutes accrue one (1) hour of sick leave for every thirty (30) hours of service. The amount of sick leave used in one school year shall not exceed three (3) full days.

**Elementary 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 arrives at a site with a job number and no substitute is needed, please call Substitute Services to obtain another assignment. If there is no other assignment available, the substitute 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.



## Certificated Hourly Compensation Rates

**\*\*\* Rates will go into effect January 1, 2022\*\*\***

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)
- Home Hospital (see other rates below)
- 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 Rates:

- Psychologist Intern \$150.00 per day
- Summer School/Extended Day Administrator \$45.00 per hour
- Home Hospital \$80.00 per hour (effective October 16, 2021 ending December 15, 2022)

**~~Hourly Rate is not Available for 30-Day Permit Holder~~**

**Affordable Care Act:** Substitutes who work 1,440 or more hours in a 12-month period, beginning with the second (2) pay period following the hire date, will be offered the opportunity to enroll in health benefits as a single subscriber including 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 buyup plan.

**Sick Leave:** Upon 90 days of employment and 30 days of service, substitutes accrue one (1) hour of sick leave for every thirty (30) hours of service. The amount of sick leave used in one schoolyear shall not exceed three (3) full days.

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.



## Certificated Hourly Compensation Rates

Employees will be compensated **\$40.00** 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)
- Home Hospital (see other rates below)
- 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 Rates:

- Psychologist Intern \$150.00 per day
- Summer School/Extended Day Administrator \$45.00 per hour
- Home Hospital \$80 per hour (effective October 16, 2021 ending December 15, 2022)

**~~Hourly Rate is not Available for 30-Day Permit Holder~~**

**Affordable Care Act:** Substitutes who work 1,440 or more hours in a 12-month period, beginning with the second (2) pay period following the hire date, will be offered the opportunity to enroll in health benefits as a single subscriber including 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 buyup plan.

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