



Certificated Substitute Compensation Rates

Day-to-Day Substitutes Rates

Tier 1 1-60 days worked	\$135 per day for full day (\$67.50 for half-day*)
Tier 2 61-120 days worked	\$160 per day for full day (\$80 for half-day*)
Tier 3 121-160 days worked	\$175 per day for full day (\$87.50 for half-day*)
Tier 4 160 + days worked	\$175 per day for full day (\$87.50 for half-day*) ***

Contracted EGUSD Teachers/Counselors \$200 per day for full day (\$100 for a half day*)

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

Each school year pay rates will be re-set back to Tier 1, except those that reach and complete Tier 4.

*** **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.** Days worked will be reset every school year. Rates will start at Tier 2; subs will NOT advance to Tier 3 until 121 days are worked for the new school year.

* A half day assignment for: Elementary is 3.75 hours or less;
Secondary is up to two periods or one block

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

- *Academic Intervention*
- *Charter Schools*
- *Extended Day*
- *Adult Ed*
- *Intersession*
- *Summer School*
- *Extended School Year*

Certificated Hourly Compensation Rates

<u>EGEA Contracted Teachers</u>	<u>Hourly Rate</u>
Academic Intervention*	\$40
Charter School	
Contracted (Certificated EGEA)	
Extended Day*	
Intersession *	
Retiree (Certificated EGEA)	
Summer School*	
Contracted Nurse	per diem hourly or \$40 (whichever is greater)
Retired EGUSD Nurse (Certificated EGEA Salary Schedule)	per diem hourly rate at retirement
Summer School/Extended Day Administrator	\$45

No Hourly Rate Available for 30-Day Permit Holder: ½ day/full day rate of pay only

Preliminary/Clear Credential Non-Contracted Teachers: ½ day/full day rate of pay with *exceptions above



Long-Term Assignments

Fully Credentialed (for assignment) Long-Term Substitutes

- Rate starts at day one (1) in the assignment.
- School sites will have to complete a PAF and send to their assigned Certificated Analyst in HR.

\$175 per day for full day

\$ 87.50 for half-day*

30-Day Permit Holders (Can only sub for 20 days in the same Special Education classroom and 30 days in the same general classroom per school year)

- Rate starts at day 16 in the assignment.
- School sites will have to complete a PAF and send to their assigned Certificated Analyst in HR.

\$165 per day for full day

\$ 82.50 for half-day*

* A half day assignment for: Elementary is 3.75 hours or less;
Secondary is up to two periods or one block

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 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 16th 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 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.