

SUBSTITUTE RATES OF PAY FOR 2015-2016

Certified Substitute Rate: \$103.00 per day. State certified sub rate is 65% of A-00 (3,500 divided by 22 days = 159.09 * 65% = \$103.00 per day).

Non-Certified Substitute Rate: \$80.00/day. State non-certified sub rate is 50% of A-00 (3,500 divided by 22 days = 159.09 * 50% = \$80.00 per day).

Teacher Assistant Substituting for a Teacher: \$162.79 per day. State rate is calculated as A-00 (3,500 divided by 21.5 days = 162.79).

Teacher Assistant Substitute Rate: \$71.59 per day. This is calculated as 45% of A-00 (3,500 divided by 22 days = 159.09 * 45% = 71.59).

Bus Driver Substitute Rate: \$11.75 per hour. Any individual employed as a substitute bus driver will be paid an hourly rate equal to one (1) percent below the minimum (BD-00) of the Bus Driver Salary Schedule. This is listed on the Bus Driver Salary Schedule as the "Sub-Rate."

Other Classified Position Substitute Rates: The rate of pay will be the minimum salary (Step 0) at one salary grade below that of the position for which the substitute is employed. (Example: A substitute is employed for a position assigned to salary grade 55. The substitute would be paid at the minimum (Step 0) of salary grade 54.)

Retired employees of the Guilford County Schools or its predecessor districts may be employed as substitutes and compensated at a rate up to **MAXIMUM OF THE SALARY GRADE BELOW** that of the position for which he or she is employed as a substitute. The substitute's step level, should be calculated in accordance with procedures established in the pay plan. Any non-district related experience earned after retirement will not be credited.