FORSYTH COUNTY SCHOOLS
Substitute Pay Scale 2021-2022

Substitute Pay for Teacher and Paraprofessional Absences*

<table>
<thead>
<tr>
<th></th>
<th>1-9 DAYS</th>
<th>Code</th>
<th>10 OR MORE DAYS</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Substitutes</td>
<td>$85</td>
<td>(990N &amp; 990C)</td>
<td>$115</td>
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</tbody>
</table>

*If serving as a substitute 10 or more consecutive days in the same classroom/assignment as a paraprofessional or a teacher, the substitute will be paid, from Day One, $115 per day.

Hi-Q Substitute Pay for Long Term Teacher Absences Only**

Highly Qualified Substitute
Hold Valid Georgia Professional
In-Field Certificate

|                  | $85      | (990Q) | $150             |

**If serving 10 or more consecutive days in the same classroom/assignment during a professional educator’s absence, the substitute teacher will be paid $150 per day, if they are Highly Qualified (hold valid Georgia professional certificate and assigned in-field) for all days of service in that classroom/assignment.

NOTE: “Daily” rates are based on working a full day. Rates for less than a full day are prorated.

Substitute teacher considerations:

1. Professional Standards Commission Rule: Substitute teachers who hold only a high school diploma or GED shall not work in any one classroom as a teacher more than 10 consecutive days; after the 10th consecutive day, it is not permissible to miss one day and begin the cycle again in the same classroom. A teacher absence or vacancy that lasts 46 or more consecutive days in a school year shall be filled with a certified in-field teacher, except in situations where longer periods of time are required by state or federal law (e.g. FMLA).

2. No Child Left Behind Federal Regulations: A teacher absence or vacancy that lasts 20 or more consecutive days (in selected fields) shall be filled with a teacher holding a valid Georgia professional in-field certificate. All schools are required to notify parents if their child has been taught by a teacher or substitute who is not highly qualified.

Hourly Rate for other Substitute Personnel:

- Secretary (SUP-S/0) $14.11
- Custodian (MAT-X/0) $13.29
- Bus Driver (MAT-U/0) $16.61
- Bus Monitor (MAT-W/0) $14.24
- Food Service Asst. (SFS-X/0) $11.14
- Nurse (RN) $24.07
- Nurse (LPN) $21.22
- HS Student Worker $11.05

Please note, substitute teacher/paraprofessional paychecks will reflect days submitted as follows:

EXAMPLES:
- Time submitted through 15th of August will be paid in August 31st paycheck
- Time submitted August 16th through September 15th will be paid in September 30th paycheck
- Time submitted September 16th through October 15th will be paid in October 31st paycheck

Revised 7/1/2021