SUBSTITUTES

SALARY SCHEDULES

FOR 2019-2022
# 2019-20 Combined Substitute Salary Schedule

## CERTIFICATED

### CERTIFICATED SUBSTITUTES - TEACHING

<table>
<thead>
<tr>
<th>Salary Schedule</th>
<th>Grade</th>
<th>Days Worked</th>
<th>Hours Worked</th>
<th>Hourly Rate</th>
<th>Daily Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>CH1</td>
<td>1</td>
<td>0.5 - 29.5</td>
<td>Below 240 hours worked</td>
<td>$31.49</td>
<td>$220.43</td>
</tr>
<tr>
<td>CH1</td>
<td>2</td>
<td>30 - 59.9 days</td>
<td>At least 240 hours worked</td>
<td>$32.92</td>
<td>$230.44</td>
</tr>
<tr>
<td>CH1</td>
<td>3</td>
<td>60.0 - 89.9 days</td>
<td>At least 240 hours worked</td>
<td>$34.37</td>
<td>$240.59</td>
</tr>
<tr>
<td>CH1</td>
<td>4</td>
<td>90 or more</td>
<td>At least 240 hours worked</td>
<td>$36.58</td>
<td>$256.06</td>
</tr>
<tr>
<td>CH1</td>
<td>5</td>
<td>Senior Subs</td>
<td>Senior Subs</td>
<td>$38.01</td>
<td>$266.06</td>
</tr>
</tbody>
</table>

### CERTIFICATED SUBSTITUTES - NURSES

<table>
<thead>
<tr>
<th>Salary Schedule</th>
<th>Grade</th>
<th>Position</th>
<th>Hourly Rate</th>
<th>Daily Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>CH5</td>
<td>1</td>
<td>Certificated Substitute Nurse</td>
<td>$46.85</td>
<td>$327.95</td>
</tr>
</tbody>
</table>

## CLASSIFIED

### PARAPROFESSIONAL SUBSTITUTES

<table>
<thead>
<tr>
<th>Salary Schedule</th>
<th>Position</th>
<th>Days Worked</th>
<th>Hourly Rate</th>
<th>Daily Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>SU1</td>
<td>1-59 Days</td>
<td>$X</td>
<td>$24.76</td>
<td>$173.32</td>
</tr>
<tr>
<td>SU1</td>
<td>60-90 Days</td>
<td>$X*1.05</td>
<td>$25.99</td>
<td>$181.93</td>
</tr>
<tr>
<td>SU1</td>
<td>91-120 Days</td>
<td>$X*1.10</td>
<td>$27.23</td>
<td>$190.61</td>
</tr>
<tr>
<td>SU1</td>
<td>121+ Days</td>
<td>$X*1.15</td>
<td>$28.47</td>
<td>$199.29</td>
</tr>
<tr>
<td>SU1</td>
<td>Senior Subs</td>
<td>Senior Subs</td>
<td>$29.90</td>
<td>$209.29</td>
</tr>
</tbody>
</table>

### CLERICAL SUBSTITUTES

<table>
<thead>
<tr>
<th>Salary Schedule</th>
<th>Position</th>
<th>Days Worked</th>
<th>Hourly Rate</th>
<th>Daily Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>SU2</td>
<td>1-59 Days</td>
<td>$X</td>
<td>$21.69</td>
<td>$173.52</td>
</tr>
<tr>
<td>SU2</td>
<td>60-90 Days</td>
<td>$X*1.05</td>
<td>$22.77</td>
<td>$182.16</td>
</tr>
<tr>
<td>SU2</td>
<td>91-120 Days</td>
<td>$X*1.10</td>
<td>$23.86</td>
<td>$190.88</td>
</tr>
<tr>
<td>SU2</td>
<td>121+ Days</td>
<td>$X*1.15</td>
<td>$24.95</td>
<td>$199.60</td>
</tr>
<tr>
<td>SU2</td>
<td>Senior Subs</td>
<td>Senior Subs</td>
<td>$29.94</td>
<td>$209.60</td>
</tr>
</tbody>
</table>

### CLASSIFIED SUBSTITUTES - NURSES

<table>
<thead>
<tr>
<th>Salary Schedule</th>
<th>Position</th>
<th>Hourly Rate</th>
<th>Daily Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>SU3</td>
<td>Classified Nurse Substitutes</td>
<td>$32.80</td>
<td>$262.40</td>
</tr>
</tbody>
</table>

2019-2020 rates effective 9/1/2019 with a 5% contractual increase
## 2020-21 Combined Substitute Salary Schedule

### CERTIFICATED

#### CERTIFICATED SUBSTITUTES - TEACHING

<table>
<thead>
<tr>
<th>Salary Schedule</th>
<th>Grade</th>
<th>Days Worked</th>
<th>Hours Worked</th>
<th>Hourly Rate</th>
<th>Daily Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>CH1</td>
<td>1</td>
<td>0.5 - 29.5</td>
<td>Below 240 hours worked</td>
<td>$32.15</td>
<td>$225.05</td>
</tr>
<tr>
<td>CH1</td>
<td>2</td>
<td>30 - 59.9 days</td>
<td>At least 240 hours worked</td>
<td>$33.61</td>
<td>$235.27</td>
</tr>
<tr>
<td>CH1</td>
<td>3</td>
<td>60.0 - 89.9 days</td>
<td>At least 240 hours worked</td>
<td>$35.09</td>
<td>$245.63</td>
</tr>
<tr>
<td>CH1</td>
<td>4</td>
<td>90 or more</td>
<td>At least 240 hours worked</td>
<td>$37.35</td>
<td>$261.45</td>
</tr>
<tr>
<td>CH1</td>
<td>5</td>
<td>Senior Subs</td>
<td>Senior Subs</td>
<td>$38.78</td>
<td>$271.45</td>
</tr>
</tbody>
</table>

#### CERTIFICATED SUBSTITUTES - NURSES

<table>
<thead>
<tr>
<th>Salary Schedule</th>
<th>Grade</th>
<th>Position</th>
<th>Hourly Rate</th>
<th>Daily Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>CH5</td>
<td>1</td>
<td>Certificated Substitute Nurse</td>
<td>$47.83</td>
<td>$334.81</td>
</tr>
</tbody>
</table>

### CLASSIFIED

#### PARAPROFESSIONAL SUBSTITUTES

<table>
<thead>
<tr>
<th>Salary Schedule</th>
<th>Position</th>
<th>Days Worked</th>
<th>Hourly Rate</th>
<th>Daily Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>SU1</td>
<td>1-59 Days</td>
<td>$X</td>
<td>$25.28</td>
<td>$176.96</td>
</tr>
<tr>
<td>SU1</td>
<td>60-90 Days</td>
<td>$X*1.05</td>
<td>$26.54</td>
<td>$185.78</td>
</tr>
<tr>
<td>SU1</td>
<td>91-120 Days</td>
<td>$X*1.10</td>
<td>$27.80</td>
<td>$194.60</td>
</tr>
<tr>
<td>SU1</td>
<td>121+ Days</td>
<td>$X*1.15</td>
<td>$29.07</td>
<td>$203.49</td>
</tr>
<tr>
<td>SU1</td>
<td>Senior Subs</td>
<td>Senior Subs</td>
<td>$30.50</td>
<td>$213.49</td>
</tr>
</tbody>
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#### CLERICAL SUBSTITUTES

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<tbody>
<tr>
<td>SU2</td>
<td>1-59 Days</td>
<td>$X</td>
<td>$22.15</td>
<td>$177.20</td>
</tr>
<tr>
<td>SU2</td>
<td>60-90 Days</td>
<td>$X*1.05</td>
<td>$23.25</td>
<td>$186.00</td>
</tr>
<tr>
<td>SU2</td>
<td>91-120 Days</td>
<td>$X*1.10</td>
<td>$24.36</td>
<td>$194.88</td>
</tr>
<tr>
<td>SU2</td>
<td>121+ Days</td>
<td>$X*1.15</td>
<td>$25.47</td>
<td>$203.76</td>
</tr>
<tr>
<td>SU2</td>
<td>Senior Subs</td>
<td>Senior Subs</td>
<td>$30.54</td>
<td>$213.76</td>
</tr>
</tbody>
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</tr>
</thead>
<tbody>
<tr>
<td>SU3</td>
<td>Classified Nurse Substitutes</td>
<td>$33.49</td>
<td>$267.92</td>
</tr>
</tbody>
</table>

2020-2021 rates effective 9/1/2020 with a 2.1% contractual increase
## CERTIFICATED

### CERTIFICATED SUBSTITUTES - TEACHING

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<tr>
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<td>CH1</td>
<td>1</td>
<td>0.5 - 29.5</td>
<td>Below 240 hours worked</td>
<td>$33.44</td>
<td>$234.08</td>
</tr>
<tr>
<td>CH1</td>
<td>2</td>
<td>30 - 59.9 days</td>
<td>At least 240 hours worked</td>
<td>$34.95</td>
<td>$244.65</td>
</tr>
<tr>
<td>CH1</td>
<td>3</td>
<td>60.0 - 89.9 days</td>
<td>At least 240 hours worked</td>
<td>$36.49</td>
<td>$255.43</td>
</tr>
<tr>
<td>CH1</td>
<td>4</td>
<td>90 or more</td>
<td>At least 240 hours worked</td>
<td>$38.84</td>
<td>$271.88</td>
</tr>
<tr>
<td>CH1</td>
<td>5</td>
<td>Senior Subs</td>
<td>Senior Subs</td>
<td>$40.27</td>
<td>$281.88</td>
</tr>
</tbody>
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<tbody>
<tr>
<td>CH5</td>
<td>1</td>
<td>Certificated Substitute Nurse</td>
<td>$49.74</td>
<td>$348.18</td>
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<tbody>
<tr>
<td>SU1</td>
<td></td>
<td>1-59 Days</td>
<td>$X</td>
<td>$26.54</td>
</tr>
<tr>
<td>SU1</td>
<td></td>
<td>60-90 Days</td>
<td>$X*1.05</td>
<td>$27.87</td>
</tr>
<tr>
<td>SU1</td>
<td></td>
<td>91-120 Days</td>
<td>$X*1.10</td>
<td>$29.19</td>
</tr>
<tr>
<td>SU1</td>
<td></td>
<td>121+ Days</td>
<td>$X*1.15</td>
<td>$30.52</td>
</tr>
<tr>
<td>SU1</td>
<td></td>
<td>Senior Subs</td>
<td>Senior Subs</td>
<td>$31.95</td>
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</tr>
</thead>
<tbody>
<tr>
<td>SU2</td>
<td></td>
<td>1-59 Days</td>
<td>$X</td>
<td>$23.26</td>
</tr>
<tr>
<td>SU2</td>
<td></td>
<td>60-90 Days</td>
<td>$X*1.05</td>
<td>$24.41</td>
</tr>
<tr>
<td>SU2</td>
<td></td>
<td>91-120 Days</td>
<td>$X*1.10</td>
<td>$25.58</td>
</tr>
<tr>
<td>SU2</td>
<td></td>
<td>121+ Days</td>
<td>$X*1.15</td>
<td>$26.74</td>
</tr>
<tr>
<td>SU2</td>
<td></td>
<td>Senior Subs</td>
<td>Senior Subs</td>
<td>$31.99</td>
</tr>
</tbody>
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</tr>
</thead>
<tbody>
<tr>
<td>SU3</td>
<td>Classified Nurse Substitutes</td>
<td>$35.16</td>
<td>$281.28</td>
</tr>
</tbody>
</table>

2021-2022 rates effective 9/1/2021 with a 4% certificated and 5% classified contractual increase