

**Highline Public Schools #401
Substitute Teachers
2021-22 HEA PAY RATES**

2021-22 pay rate information for substitute teachers

		Monday – Friday
a	Daily Substitutes	\$179.69
b	After 40 Nonconsecutive Days	\$200.84
c	Half-Day	½ of the Daily Rate + \$6.00
d	Emergency Sub Rate	\$146.13
e	After 20th Day in Long Term Assignment	*Contractual Rate

- Substitutes who work 100 days the previous year and work 20 days in the new school year will be moved to Row b and receive the “After 40 Nonconsecutive Days” rate.
- The daily rate for substitutes who are retirees of the Highline School District will be consistent with Row b – “After 40 Nonconsecutive Days.”
- In addition, when substitutes are asked to use a scheduled planning period to cover a class not part of their originally assigned job, the substitute will be paid for that time at the Extra-Duty Rate identified in Appendix D.

*Highline Public School pays the contractual rate of pay after the twentieth consecutive day in the same assignment. The Contractual Rate of pay is taken from the Current HEA Educator Salary Schedule. A substitute’s placement is based upon education and years of experience. Experience verifications from other school districts along with official transcripts from educational institutions must be submitted to HR to determine accurate placement.