

**CERTIFICATED  
SALARY RATES FOR SUBSTITUTE TEACHERS**

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|--------------------------|--|
| DAILY RATE:              | <b>\$120.00*</b>   |
| HALF-DAY RATE (4 hours): | <b>\$60.00</b>   |
| INTERIM DAILY RATE:      | <b>\$130.00*</b><br>(After ten consecutive days in any assignment)**   |
| LONG TERM DAILY RATE:    | <b>Column I – Step 1 of Applicable Certificated Salary Schedule</b><br>(After 20 consecutive days in a specific continuing assignment)** |

\* The daily rate is based on an 8 hour day full time equivalency.

\*\* If there is a break in service, the rate of pay will revert back to the daily rate.

Breaks and teacher preparation/conference periods will count as hours worked in any assignment. Substitutes are to stay on campus during breaks and participate in classroom and/or school related activities during preparation/conference periods. It is not permissible to leave campus for personal reasons during the time they are in paid status. Substitutes may be assigned to cover classes during a preparation or conference period with no additional pay if the period falls during the day they are assigned to teach. Substitutes who decline to work in another class or leave early for the day may be docked a pro rata share of the daily sub rate. Substitutes will be expected to arrive before the first bell and remain on campus until after student dismissal. "Consecutive days" is defined as *consecutive work days based on the teacher's work calendar*.

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All substitute teachers will receive the same rate of pay whether they have a 30-day Substitute Permit or are Fully Credentialed substitutes.

A substitute teacher will be called/paid for a minimum of 4 hours. Substitute teachers claiming the 4 hours pay are required to provide the District with 4 hours of service. SRCS retains the right to reassign substitutes if they are called to a site in error. If a substitute refuses the reassignment once on campus and leaves for the day, they will be paid the pro rata share of the daily rate commencing at the time of arrival on campus. Decisions of the Human Resources Office with regards to payment due and deletions from the substitute list are final.

**Effective: July 1, 2015**

*Board Approved:*