

**PER DIEM SUBSTITUTES AND
PART-TIME, NON-CERTIFIED HOURLY RATES**

Substitute and part-time personnel shall be paid at a rate determined by the School Committee. The School Committee has established the schedules listed below commencing with the 2022-2023 school year and may reaffirm or reestablish rates annually or as required by law.

DAY-TO-DAY SUBSTITUTE TEACHERS: Defined as on-call subs not assigned to a continuous absence regardless of the number of cumulative days worked (includes all positions covered by the NEA Portsmouth contract including but not limited to: classroom teachers, special educators, librarians and media specialists, guidance, and social workers)

| Day-to-Day Substitute Pay Scale Per Diem Rate | | |
|--|---------------|-------------------------------|
| | Non-Certified | RIDE Teacher Certification |
| 1 – 180 Days | \$100.00 | \$110.00 |

LONG-TERM SUBSTITUTE TEACHERS Defined as working in a continuous assignment. Incremental rate increases in the same assignment will become effective based on the schedule below (includes all positions covered by the NEA Portsmouth contract including but not limited to: classroom teachers, special educators, librarians and media specialists, guidance, and social workers)

| Long-term Substitute Pay Scale Per Diem Rates | | |
|--|---------------|-------------------------------|
| | Non-Certified | RIDE Teacher Certification |
| 1 – 10 Days in same assignment | \$100.00 | \$110.00 |
| 11 – 44 Days in same assignment | \$150.00 | \$165.00 |
| 45 – 180 Days in same assignment | N/A | \$200.00 |

Substitute nurses/school nurse teachers shall be paid a per diem rate of \$200.00 for assignments of any duration

All certified teachers appointed to a one-year-only (OYO) position for the entire school year for a leave of absence (LOA) will be placed on the appropriate step as determined and approved by the Superintendent of Schools. Certified teachers whose temporary substitute assignment becomes an OYO appointment prior to January 1st will be placed on the appropriate step effective on the date of notification.