

EAST MILLINOCKET SCHOOL BOARD POLICY SUBSTITUTE and TUTOR PAY

- A. The School Board believes strongly that substitute teaching is an extremely important function with the system, and that every effort should be made to use the most qualified and highly trained people any time there is need for the use of a substitute.

1. Beginning August 29, 2022, be paid as follows:

- | | | |
|-----|---|-----------|
| (a) | High school diploma | \$110/day |
| (b) | Two years of college | \$120/day |
| (c) | 4-year Degree | \$130/day |
| (d) | Certified Teacher | \$135/day |
| (e) | Long Term Sub with <u>teacher certification</u> : | |
| | (1) After 10 consecutive working days the individual will receive \$135/day. | |
| | (2) After 20 consecutive working days the individual will receive \$145/day. | |
| | (3) After 30 consecutive working days, the daily individual rate will be prorated based on BA step 0 of Teacher Salary scale for a 190-day year | |
| (f) | Long term Sub <u>non-certified teacher</u> with 2 or more years of college | |
| | (1) After 10 consecutive working days the individual will receive \$120/day. | |
| | (2) After 20 consecutive working days the individual will receive \$130/day. | |
| | (3) After 30 consecutive working days the individual will receive \$140/day. | |

2. When it is not known in advance the position will require a long-term substitute, but subsequently the time extends beyond 10 consecutive working days for the same person, the substitute, on the 11th day will be compensated at the long-term substitute rate.

3. Beginning September 1, 2021, will be paid as follows:

- (a) substitute custodians: Probationary step 1 of the full time Custodian/Cook Collective Bargaining Agreement

4. Beginning August 29, 2022, will be paid as follows:

- a) substitute educational technicians: Ed Tech 1 base rate of the Ed Tech Collective Bargaining Agreement

b) substitute Title 1 educational technician 3's with documented specialized literacy training: Ed Tech 3 base rate of the Ed Tech Collective Bargaining Agreement.

c) substitute cooks: Assistant Cook base rate of the Custodian/Cook Collective Bargaining Agreement

d) substitute secretaries: \$13.80

5. Beginning October 13, 2020, the substitute nurse will be paid as follows:
\$100.00/day

6. Beginning September 1, 2021, tutors will be paid as follows:

- | | | |
|-----|----------------------|----------|
| (a) | With a 4-year degree | \$19/hr |
| (b) | Without a degree | \$ 15/hr |

B. All teacher substitutes will be paid at full day or ½ day rates. Any day over 3.25 hours will be paid at the full day rate. Any day less than 3.25 hours will be paid at the ½ day rate.

C. While the School Board recognizes the hiring of substitutes as an administrative function, it reserves the right to review substitute lists and procedures at any time.

East Millinocket

Adopted Date: 6-8-93

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