

NEW SHOREHAM SCHOOL DISTRICT
BLOCK ISLAND SCHOOL

Substitute teachers and paraprofessionals shall be paid at a rate determined by the School Committee.

Substitute Salary Schedule

A substitute who has taught three-fourths of the days school is in session in the current school year as a substitute teacher shall be placed on the following schedule for all subsequent days worked in the school year. Credited years of service shall be given for all years of substitute teaching in which the teacher has taught three-fourths of the days school is in session or more. In the event a substitute teacher should serve at least three quarters of the number of days that public schools are required by law to be in session, such substitute teacher shall be given credit for a year of service and paid according to the following schedule:

Step	Daily Rate Plus
1 to 5 years of substitute service	5%
5 to 9 years of substitute service	8%
10 or more years of substitute service	10%

Substitute teachers and paraprofessionals who serve in a single position for ten (10) or more consecutive school days shall be paid 133% of the daily rate, retroactive to the first day of the assignment. Where it is known in advance that the position will last more than ten (10) consecutive days, the additional rate may be applied immediately.

Substitute teachers who serve in a single position for an academic quarter (for consecutive school days) shall be paid 200% of the daily rate, retroactive to the first day of the assignment. Where it is known in advance that the position will last more than a quarter, the additional rate may be applied immediately.

Where there is a shortage of substitutes in a specific certification such that the safe and/or effective operation of the educational process is threatened, then the superintendent may negotiate a rate within the salary bounds of this policy to the certification in order to safely and effectively operate the school system.

Policy Adopted: May 16, 2011

New Shoreham School District, Block Island School