

POLICY

COLLINGSWOOD BOARD OF EDUCATION

CERTIFICATED STAFF
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COMPENSATION

3410 COMPENSATION

The Board of Education will establish the compensation for teaching staff members not covered by the terms of a negotiated agreement.

Part-time teaching staff members will be compensated on the salary schedule negotiated for full-time teachers, prorated to their part-time service.

Substitute Teachers

Substitute teachers, subject to the following, will be compensated by a per diem wage established annually by the Board.

A substitute teacher holding only a New Jersey substitute certificate who has been employed in the same position (substituting for the same teacher) for more than ten (10) consecutive school days will be compensated an additional \$20 per day, commencing with the eleventh (11th) day of service.

A long term substitute teacher holding a New Jersey teaching certificate who has been employed in the same position (substituting for the same teacher) for more than ten (10) consecutive school days will be compensated on a per diem basis at a long term substitute rate established annually by the Board, commencing on the eleventh (11th) day of service.

A permanent substitute, who is one who reports daily to replace contracted staff members as needed throughout the district and who may be required to satisfy other non-teaching responsibilities on an as-needed basis, will be compensated, as stated above, on a per diem basis for the school year at a rate to be established annually by the Board.

Any substitute teacher working in the district shall be entitled only to the wages approved by the Board on a per diem basis.

A substitute teacher who has been employed to replace a teacher who will be absent for more than 93 days will be offered a contract in order to ensure continuity of instructional services. At the discretion of the Board, this contract may include benefits. Any such contract offered will clearly state that employment is as a substitute for a regular teacher.



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The pay for a substitute teacher employed during summer school sessions shall be based upon the ratio of the number of summer school days worked by the substitute to the total salary of the employee for whom the substitute is employed.

Summer School Teachers

Summer school teachers will be compensated at a per diem rate established annually by the Board.

N.J.S.A. 18A:6-6; 18A:16-11; 18A:27-4; 18A:29-2

Adopted: September 26, 2005

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Revised: September 22, 2008

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