



## Certificated Substitute Compensation Rates Day-to-Day and Long-Term Substitutes Rates

Certificated Substitute Compensation Rates	Daily		Long Term*	
	Full Day	Half Day	Full Day	Half Day
<i>Full Day/Half Day</i>				
<b>General Education</b>	\$210	\$105	\$250	\$125
<b>Special Education</b>	\$280	\$140	\$300	\$150
<b>EGUSD Contracted Teachers/Counselors</b>	\$350	\$175	\$350	\$175
<b>EGUSD Retired Teachers/Counselors</b>	\$350	\$175	\$350	\$175

\*Serving in the same position for more than 5 consecutive days.

### Summer School:

A daily Summer School substitute (General Ed or Special Ed) receives the rates above.  
ESY Summer School teachers of record receive the Special Ed rates above.  
Fully credentialed substitutes serving as the teacher of record will receive \$60 per hour.  
Long Term sub rates do not apply.

### Half-Day Assignments:

A half day assignment is 3.75 hours or less for an Elementary School Site (Grades PreK-6) and (3) three periods or (2) two blocks for Secondary School Site (Grades 7-12).

### Incentive Pay:

For dedicated substitutes who work (60) sixty days during the period of July 1<sup>st</sup> through December 31<sup>st</sup> and/or (60) sixty days for the period of January 1<sup>st</sup> through June 30<sup>th</sup>, substitutes will receive a one-time payment of \$750.00 not to exceed \$1,500.00 in one school year. Days cannot be carried from one measurement period to the next.

### Pay Period:

The pay period is from the 16<sup>th</sup> of a month to the 15<sup>th</sup> of the following month. Payroll will mail your check to your mailing address on or before the 10<sup>th</sup> or 17<sup>th</sup> of the following month.

### Sick Leave:

Upon (90) ninety days of employment and (30) thirty days of service, non-contracted employees will accrue (1) one hour of sick leave for every (30) thirty hours of service. The maximum sick leave that can be accrued is 80 hours and a sub can only use (if accrued) no more than (5) five days or 40 hours of sick leave per school year.

### Affordable Care Act:

Non-contracted employees who work 1,440 hours or more in a (12) twelve-month period, beginning with the second pay period following their hire date will be offered the opportunity to enroll in health benefits. Eligible employees meeting the required hours will be notified within (90) ninety days.

### Emergency 30-Day Substitute Teaching Permit Holders:

May only substitute for (20) twenty days in the same Special Education classroom & (30) thirty days in a General Education classroom per school year.

### Additional Notes:

After acceptance of a job in Smart Find Express, and upon arrival at a school site, if it is determined the job is no longer available, and no other jobs are available in Smart Find Express, employees will receive half-day pay.