

SCHOOL ADMINISTRATIVE UNIT #13
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Freedom Substitute Pay Rates
2016-2017

Substitute Pay Rates for Certified Educators (e.g., Teachers, Specialists, Counselors, etc.):

- Certified or Retired Educator Who Held Certification \$85.00 per day
- College Degree (2 or 4 years) \$75.00 per day
- No Degree or Certification \$65.00 per day

Substitute Pay Rate for Licensed Nurse \$85.00 per day

If the substitute is a certified teacher and works more than ten consecutive days as a substitute for the same position, the daily rate of pay, beginning on the eleventh consecutive day, will be determined in accordance with the substitute's placement on the prevailing teacher track and step salary schedule as per the district's collective bargaining agreement. Placement will be determined by the Superintendent and will be based on the substitute's level of education (i.e., bachelor's degree, master's degree, etc.) and years of teaching experience. The substitute shall provide evidence of such to the Superintendent.

If the substitute is not a certified teacher, the daily rate of pay will remain the same as that established by the School Board, without regard to the number of consecutive days worked.

Substitute Pay Rates for Hourly Employees:

- Food Service Personnel \$10.00 per hour
- Paraprofessional \$10.00 per hour
- Office Support \$10.00 per hour
- Custodian \$10.50 per hour
- Bus Driver \$20.00 per hour

Hours worked are not to exceed the budgeted hours of all positions above.

Rate of pay must be included on each time sheet and approved by the building principal.

Approved by the Freedom School Board on August 8, 2016.