

SUBSTITUTE AND HOURLY SALARY COMPENSATION 2021-2022

Board May 12, 2021

CERTIFICATED POSITIONS

Substitute Teacher

PAY

\$130.00 per day

Over one half of the day = four (4) or more periods

\$130.00

At least one half of the day = three (3) periods

\$65.00

Minimum of two (2) hours

\$50.00

- Substitute teachers shall be paid the full rate when the substitute teacher works the complete workday as required by the position for which substitute service is performed.
- Substitute employees accepting an assignment at a secondary school may be required to work in a different classroom during the prep period.

Certificated Miscellaneous Hourly Rate of Pay

For site meetings, curriculum meetings, professional development meetings, and other meetings/duties as assigned by the Superintendent's Designee, substitute teachers will be compensated at the rate of \$35 per hour.

Community Classroom Substitute

Range/Step

Time Card Teacher Assignment

Range/Step

- Timecard teaching assignments are not eligible for annual step increases until seventy-five percent (75%) of one Full Time Equivalency (FTE) is validated, which is 787.5 teaching hours/units. The step increase will be effective July 1 of the next calendar year.

Long-Term Assignment

A substitute teacher, who has entered the 20th consecutive day of an assignment substituting for the same teacher, will be considered to serve on a long-term assignment. The hourly rate for long-term assignments will be calculated at a rate of pay based on the *Certificated Hourly Salary Information* placement criteria. This hourly amount will be paid retroactive to day one of the assignment.

A long-term substitute employee may qualify for placement on the Certificated Hourly Schedule with the approval of the Superintendent or designee.

CLASSIFIED POSITIONS

PAY

Testing Proctor	\$18.03/per hour
Classified Clerical Substitute	\$16.73/per hour
Classified Educational Assistant Substitute	\$16.73/per hour
Classified Facilities Substitute	\$16.73/per hour
Classified Computer Technician Substitute	\$18.03/per hour
Trainer	\$27.00/per hour

Two-Hour Minimum

A substitute and/or hourly employee shall be paid for a minimum of 2 hours when the substitute is called for an assignment.

Vacation Days

A substitute and/or hourly employee does not participate in the CRY-ROP's fringe benefit package, nor earn vacation days.

Sick Leave/Healthy Workplaces, Healthy Families Act

Paid sick leave can be accrued at the employee's regular rate of pay of not less than one hour per every 30 hours worked commencing on the first day of employment. An employee is entitled to use accrued sick days beginning on the 90th day of employment, after which an employee may use paid sick days as they are accrued. Accrued paid sick days carry over to the following year of employment. CRY-ROP limits an employee's use of paid sick days to an hourly average of three days, not to exceed 24 hour, in each year of employment.