

**MILLINOCKET SCHOOL BOARD POLICY
SUBSTITUTE and TUTOR PAY**

A. The School Board believes strongly that substitute teaching is an extremely important function with the system, and that every effort should be made to use the most qualified and highly trained people any time there is need for the use of a substitute.

SUBSTITUTE TEACHERS in will be paid as follows:

Effective:	<u>1-1-17</u>	<u>1-1-18</u>	<u>1-1-19</u>	<u>1-1-20</u>
HS Diploma of Equivalent	\$63/day	\$70/day	\$77/day	\$85/day
4 year Degree	\$65/day	\$73/day	\$80/day	\$95/day
Certified Teacher	\$70/day	\$75/day	\$85/day	\$90/day

Long-Term Sub with teacher certification

Effective 1-1-17:

1. After 10 consecutive working days the individual will receive \$80/day.
2. After 20 consecutive working days the individual will receive \$100/day.
3. After 30 consecutive working days, the daily individual rate will be prorated based on \$30,000 for a 180 day year.

Effective 1-1-18:

1. After 10 consecutive working days the individual will receive \$85/day.
2. After 20 consecutive working days the individual will receive \$100/day.
3. After 30 consecutive working days, the daily individual rate will be prorated based on \$30,000 for a 180 day year.

Effective 1-1-19:

1. After 10 consecutive working days the individual will receive \$95/day.
2. After 20 consecutive working days the individual will receive \$100/day.
3. After 30 consecutive working days, the daily individual rate will be prorated based on \$30,000 for a 180 day year.

Effective 1-1-20:

1. After 10 consecutive working days the individual will receive \$100/day.
2. After 20 consecutive working days the individual will receive \$110/day.
3. After 30 consecutive working days, the daily individual rate will be prorated based on \$30,000 for a 180 day year.

Long-Term Sub non-certified teacher with 2 or more years of college

Effective 1-1-17:

1. After 10 consecutive working days the individual will receive \$70 per day.
2. After 20 consecutive working days the individual will receive \$90 per day.

Effective 1-1-18:

1. After 10 consecutive working days the individual will receive \$75 per day.
2. After 20 consecutive working days the individual will receive \$90 per day.

Effective 1-1-19:

1. After 10 consecutive working days the individual will receive \$85 per day.
2. After 20 consecutive working days the individual will receive \$90 per day.

Effective 1-1-20:

1. After 10 consecutive working days the individual will receive \$90 per day.
2. After 20 consecutive working days the individual will receive \$100 per day.

When it is not known in advance the position will require a long term substitute, but subsequently the time extends beyond 10 consecutive working days for the same person, the substitute, on the 11th day will be compensated at the long-term substitute rate.

SUBSTITUTE EDUCATIONAL TECHNICIANS I, II & III will be paid as follows:

Effective:	<u>1-1-17</u>	<u>1-1-18</u>	<u>1-1-19</u>	<u>1-1-20</u>
	\$9.00/hr	\$10.00/hr	\$11.00/hr	\$12.00/hr

CUSTODIAL SUBSTITUTES will be paid as follows:

Effective:	<u>1-1-17</u>	<u>1-1-18</u>	<u>1-1-19</u>	<u>1-1-20</u>
	\$9.50/hr	\$10.00/hr	\$11.00/hr	\$12.00/hr

SUBSTITUTE FOOD SERVICE ASSISTANTS will be paid as follows:

Effective:	<u>1-1-17</u>	<u>1-1-18</u>	<u>1-1-19</u>	<u>1-1-20</u>
	\$9.00/hr	\$10.00/hr	\$11.00/hr	\$12.00/hr

SUBSTITUTE SECRETARIES AND CLERICAL ED TECHS will be paid as follows:

Effective	<u>1-1-17</u>	<u>1-1-18</u>	<u>1-1-19</u>	<u>1-1-20</u>
	\$9.00/hr	\$10.00/hr	\$11.00/hr	\$12.00/hr

SUBSTITUTE NURSE will be paid as follows:

Effective	<u>1-1-17</u>	<u>1-1-18</u>	<u>1-1-19</u>	<u>1-1-20</u>
	\$75/day	\$75/day	\$80/day	\$85/day

TUTORS will be paid as follows:

Certified Teacher with 4-year degree \$20/hr
Non-certified 4-year degree \$15/hr

	<u>1-1-17</u>	<u>1-1-18</u>	<u>1-1-19</u>	<u>1-1-20</u>
Less than 4-year degree	\$10/hr	\$10/hr	\$11/hr	\$12/hr

While the School Board recognizes the hiring of substitutes as an administrative function, it reserves the right to review substitute lists and procedures at any time.

All substitutes will be paid at $\frac{1}{4}$, $\frac{1}{2}$, $\frac{3}{4}$, or full days for payroll purposes. The partial day rates will be based on 7 hours as a daily rate.

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