

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

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:

HS Diploma or Equivalent	\$90/day
4 year Degree	\$95/day
Certified Teacher	\$100/day

Long-Term Sub with teacher certification:

1. After 10 consecutive working days the individual will receive \$110/day.
2. After 20 consecutive working days the individual will receive \$120/day.
3. After 30 consecutive working days, the daily individual rate will be prorated based on a 180 day year.
2020-2021 \$36,500
2021-2022 \$38,500
2022-2023 \$40,000

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

1. After 10 consecutive working days the individual will receive \$95 per day.
2. After 20 consecutive working days the individual will receive \$110 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: \$12.15/hr

CUSTODIAL SUBSTITUTES: \$12.15/hr

SUBSTITUTE FOOD SERVICE ASSISTANTS: \$12.15/hr

SUBSTITUTE SECRETARIES AND CLERICAL ED TECHS: \$12.15/hr

SUBSTITUTE NURSE: \$90/day

TUTORS will be paid as follows:

Certified Teacher with 4-year degree	\$20/hr
Non-certified 4-year degree	\$15/hr
Less than 4-year degree	\$12.15/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.

Approved Date: 11/23/87

Revised: 12/8/93

Revised: 6/26/96

Reviewed: 12/11/96

Revised: 08/28/01

First Reading: March 9, 2010

Adopted: April 6, 2010

Revised/First Reading: 10-11-11

Adoption: 10-25-11

Revised: 1-2-17

First Reading: 1-3-17

Adoption: 1-17-17

Revised: 1-7-20

First Reading: 1-14-20

Adoption: 1-28-20

Revised: 1-5-21

First Reading: 1-12-21

Adoption: 1-26-21