

**TEMPORARY ROLES**

Winston-Salem/Forsyth County Schools employs a number of people in a variety of temporary or quasi-temporary roles. Those roles and pay rates include:

Non-licensed teachers in licensed teaching positions

\$2,580 per month or \$119 per day with no supplement

Teachers and other licensed employees in long-term substitute and temporary contract assignments

Without benefits: Eligible licensed pay without supplement

With benefits: Eligible licensed pay with supplement

Teachers and other licensed employees, retired and drawing retirement benefits, in permanent, part-time assignments

Eligible licensed pay without supplement

Substitute teachers and substitute teacher assistants

\$103 per day, if licensed

\$86 per day, if not licensed but has completed ETT

\$80 per day, if not licensed

**Add 5% to the above rates for a school with an extended instructional day of 30 minutes, 7.5% for a school with an extended instructional day of 45 minutes**

All other non-licensed substitutes

The daily or hourly rate of the position's minimum pay level

Duty-free/planning time assistants

The hourly rate of Grade 50, Step 00

Food service receipt collector and magnet express stop assistant

The hourly rate of Grade 50, Step 05

Summer maintenance

Unskilled, the hourly rate of Grade 50, Step 00

Unskilled, beyond their first year of employment, the hourly rate of Grade 50, Step 03

Skilled, the hourly rate of Grade 52, Step 03

Teacher assistant substituting for a teacher

By state statute, the daily rate of the base pay of an A-00 teacher, in lieu of regular salary

**EXTRA-DUTY ASSIGNMENTS WHICH MAY INVOLVE ADDITIONAL PAY**

July 2020

GENERAL INFORMATION REGARDING ELIGIBILITY

- Principals, assistant principals, and central office administrators are not eligible for any of the extra-duty pay listed below except for pre-approved curriculum development pay
- Other licensed employees are not eligible for any of the extra-duty pay listed below unless the assigned duty is beyond/in excess of their regular duty hours/term or they are using annual leave during the time of the extra duty
- Non-exempt employees performing any of the extra duties listed below will be paid their regular duty hourly rate or the rate listed below, whichever is higher, if the duty is performed within a regular 40-hour (or less) workweek – if the extra-duty time is beyond the regular 40-hour workweek, the non-exempt employee will be granted compensatory time off at 1.5 times the amount of overtime worked or will be paid at the greater of 1.5 times their regular duty hourly rate or the rate listed below

MISCELLANEOUS EXTRA-DUTY PAY RATES

Curriculum development, \$26 per hour or \$1,500 per person per approved product

Licensed employee tutoring, including extended day and credit recovery instruction and translating/interpreting services, \$26 per contact hour

Non-licensed employee tutoring, \$18 per contact hour

Non-licensed tutor with a Masters' or higher degree, \$23 per contact hour

Staff development leader, \$75 per contact hour

Staff development participant, \$18 per hour (if beyond regular work hours)

Teaching an extra class/section, 16% of regular duty pay (from local funds)

Mentoring (state mentor program), \$50 per month

Mentoring/coaching (local program monitored centrally), \$26 per contact hour

Title 1-funded activities, including after-hours parent involvement and child care services during parent involvement, \$18 per contact hour

Activity run driving a yellow bus, the hourly rate of the driver's experience step

Activity run driving an activity bus 1st year drivers Grade 52-00, experienced drivers Grade 52-01

Child Nutrition managers training new managers, \$250 monthly stipend