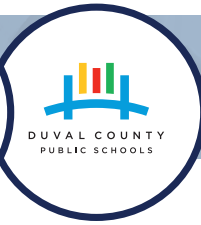


ESS PAY CHART



SUBSTITUTE TEACHERS

Education Level/Position	Pay Rate Per Day
Daily Substitute Teacher - 60 College Credits	\$66.50
Daily Substitute Teacher - Bachelor's Degree or higher	\$84.00

SUBSTITUTE PARAPROFESSIONAL

Education Level/Position	Pay Rate Per Hour
Daily Paraprofessional - 60 College Credits	\$ 9.50
Daily Paraprofessional - Bachelor's Degree or higher	\$11.45