



Certificated Substitute Compensation Rates

Day-to-Day Substitutes Rates

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|-----------------------------------|--|
| Tier 1 1-60 days worked | \$135 per day for full day (\$67.50 for half-day*) |
| Tier 2 61-120 days worked | \$160 per day for full day (\$80 for half-day*) |
| Tier 3 121-160 days worked | \$175 per day for full day (\$87.50 for half-day*) |
| Tier 4 160 + days worked | \$175 per day for full day (\$87.50 for half-day*) *** |

Contracted EGUSD Teachers/Counselors \$200 per day for full day (\$100 for a half day*)

Retired EGUSD Teachers/Counselors \$200 per day for full day (\$100 for a half day*)

Each school year pay rates will be re-set back to Tier 1, except those that reach and complete Tier 4.

*** **Tier 4:** For the following school year, pay begins at Tier 2 **ONLY** if **160 days or more are worked and professional development training, assigned by HR, is completed.** Days worked will be reset every school year. Rates will start at Tier 2; subs will NOT advance to Tier 3 until 121 days are worked for the new school year. **For the 2020-21 school year, in response to the COVID-19 school closures, the thresholds have been adjusted accordingly for the days worked in 2019-20 and subsequent tier placement in 2020-21. To begin at Tier 2, you must have worked 111 days in the 2019-20 school year.**

* A half day assignment for: Elementary is 3.75 hours or less;
Secondary is up to two periods or one block

The following classifications and reasons do **not** count towards the day-to-day compensation rate for Tier placement:

- *Academic Intervention*
- *Charter Schools*
- *Extended Day*
- *Adult Ed*
- *Intersession*
- *Summer School*
- *Extended School Year*

Certificated Hourly Compensation Rates

| <u>EGEA Contracted Teachers</u> | <u>Hourly Rate</u> |
|--|--|
| Academic Intervention* | \$40 |
| Charter School | |
| Contracted (Certificated EGEA) | |
| Extended Day* | |
| Intersession * | |
| Retiree (Certificated EGEA) | |
| Summer School* | |
| Contracted Nurse | per diem hourly or \$40 (whichever is greater) |
| Retired EGUSD Nurse (Certificated EGEA Salary Schedule) | per diem hourly rate at retirement |
| Summer School/Extended Day Administrator | \$45 |

No Hourly Rate Available for 30-Day Permit Holder: ½ day/full day rate of pay only

Preliminary/Clear Credential Non-Contracted Teachers: ½ day/full day rate of pay with *exceptions above

