

**FORSYTH COUNTY SCHOOLS  
Substitute Pay Scale 2020-2021**

Substitute Pay for Teacher and Paraprofessional Absences\*

	<u>1-9 DAYS</u>	<u>Code</u>	<u>10 OR MORE DAYS</u>
All Substitutes	<b>\$85</b>	<b>(990N &amp; 990C)</b>	<b>\$115</b>

\*If serving as a substitute **10** or more consecutive days in the same classroom/assignment as a paraprofessional or a teacher, the substitute will be paid, from Day One, **\$115 per day**.

Hi-Q Substitute Pay for Long Term Teacher Absences Only\*\*

Highly Qualified Substitute Hold Valid Georgia Professional In-Field Certificate	<b>\$85</b>	<b>(990Q)</b>	<b>\$150</b>
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\*\*If serving 10 or more consecutive days in the same classroom/assignment during a professional educator's absence, the substitute teacher will be paid **\$150 per day, if they are Highly Qualified (hold valid Georgia professional certificate and assigned in-field) for all days of service in that classroom/assignment.**

**NOTE:** "Daily" rates are based on working a full day. Rates for less than a full day are *prorated*.

Substitute teacher considerations:

1. Professional Standards Commission Rule: Substitute teachers who hold only a high school diploma or GED shall not work in any one classroom as a teacher more than 10 consecutive days; after the 10<sup>th</sup> consecutive day, it is not permissible to miss one day and begin the cycle again in the same classroom. A teacher absence or vacancy that lasts 46 or more consecutive days in a school year shall be filled with a certified in-field teacher, except in situations where longer periods of time are required by state or federal law (e.g. FMLA).

2. No Child Left Behind Federal Regulations: A teacher absence or vacancy that lasts 20 or more consecutive days (in selected fields) shall be filled with a teacher holding a valid Georgia professional in-field certificate. All schools are required to notify parents if their child has been taught by a teacher or substitute who is not highly qualified.

Hourly Rate for other Substitute Personnel:

Secretary (SUP-S/0)	\$13.98
Custodian (MAT-X/0)	\$13.16
Bus Driver (MAT-U/0)	\$16.45
Bus Monitor (MAT-W/0)	\$14.10
Food Service Asst. (SFS-X/0)	\$11.03
Nurse (RN)	\$23.83
Nurse (LPN)	\$21.01
HS Student Worker	\$10.94

**Please note, substitute teacher/paraprofessional paychecks will reflect days submitted as follows:**

**EXAMPLES:**      Time submitted through 15<sup>th</sup> of August will be paid in August 31st paycheck  
                          Time submitted August 16<sup>th</sup> through September 15<sup>th</sup> will be paid in September 30th paycheck  
                          Time submitted September 16<sup>th</sup> through October 15<sup>th</sup> will be paid in October 31st paycheck