



LCPS SUBSTITUTE LOYALTY PROGRAM

LCPS has announce a new incentive program for instructional substitutes with increased pay for days worked beyond 25 in the current school year and an increased daily rate for "high volume days". For more information, see below!





In recognition of our substitutes' loyalty and service to LCPS, we are pleased to announce the LCPS Substitute Loyalty Program effective November 1, 2021. Substitutes who work more than 25 days in any teaching position in the 2021-2022 LCPS school year will qualify for an enhanced rate.

The enhanced rate will be applied on the 26th day and will be in effect for all remaining days worked during the school year. This program will retroactively count all days worked during the first quarter towards the 25 days (not applicable to site-based or long-term substitutes).

Regular Rate for Instructional Substitutes: \$112.75 per day

Loyalty Rate for Instruction Substitutes: NEW \$133.37 per day

(not including site-based or long-term substitutes)

Thank you to all of our substitutes who regularly pick up jobs throughout the school year. We greatly appreciate your support for our schools and teachers!

INCREASED SUBSTITUTE PAY FOR HIGH VOLUME DAYS

HRTD has identified dates, based on historical data, where there is a higher demand for substitutes (see list below). Any substitute who works on a High Volume Day during the 2021-2022 school year will earn an increased rate.

Regular substitute: **NEW \$169.12 per day**

Site-Based or Long-term Substitute: **NEW \$231.00 per day**

We hope that our LCPS substitutes will be pleased with this new incentive for working a High Volume Day. We appreciate our substitutes, and this increased pay rate on some of our busiest days is one way to show our appreciation.

For planning purposes, here is a list of high volume days for the rest of the 2021-2022 school year:



Friday, November 19, 2021



Tuesday, November 23, 2021

Monday, November 29, 2021

Friday, December 17, 2021

Friday, January 14, 2022

Friday, January 28, 2022

Friday, February 18, 2022

Friday, March 4, 2022

Friday, April 8, 2022

Friday, April 29, 2022

Monday, May 2, 2022

Friday, May 6, 2022

Friday, May 13, 2022

Friday, May 20, 2022

Friday, May 27, 2022

Friday, June 3, 2022

If you have any questions about the new programs, email subcentral@lcps.org or call 571-252-1675.

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