

JOB FAMILY V SALARY SCHEDULE		
SUBSTITUTE TEACHERS SALARY SCHEDULE		
2024 - 25		
RANK	DESCRIPTION	DAILY RATE
I	Master's plus 30 semester hrs	195.0000
II	Master's Degree	185.0000
III	Bachelor's Degree	175.0000
IV	96 semester hours plus	165.0000
V	64-95 semester hours	155.0000

Incentives

Substitute Teacher Incentive Pay:

- \$20.00 per day for substituting for an Exceptional Child Education certified teacher position
- \$20.00 per day for substituting for an Early Childhood certified teacher position
- See Temporary Salary Adjustments Schedule for additional Critical Need stipends for the 2024-2025 school year

Temporary Appointee (Long-term) Assignment:

- After working 20 consecutive days for the same absent certified teacher, the substitute teacher's pay will increase by 1.5 the normal rate, with other incentives removed, beginning on day 21 until the end of the assignment.
- After working 21 consecutive days for the same absent certified teacher, the substitute teacher will receive a one-time payment of \$1,000 in addition to the increase in the normal rate explained above.
- Temporary Appointees are not eligible the following sub incentive pays at the same time they are receiving the 1.5 pay increase: \$20/day ECE Sub, \$20/day Early Childhood Sub, Temporary Critical Needs Incentives.

Incentive pay ends at the end of each school year. Incentive goals must be met each new school year.

The 2024-25 Substitute Teacher salary schedule reflects an increase of 2.0% rounded down to nearest whole dollar.

Temporary Salary Adjustments for 2024-2025 (Effective as noted below)

Student Transportation by Employees other than Bus Drivers - \$6.00 per hour Differential Pay

- Effective 7/1/24 – 6/30/25, classified Hourly staff driving a bus for Transportation Department and reported by Transportation will be paid their primary hourly rate plus an additional \$6.00 per hour differential pay, if eligible. To be eligible for the additional \$6.00 per hour the employee must work and be present every contract day in the applicable pay period based on their regular/primary working calendar assignment. If the employee has a paid leave or dock time in their primary position with the District, they will not be eligible for the \$6.00 per hour for the entire pay period. If retroactive corrections to attendance reporting are received, the \$6.00 per hour differential pay will be adjusted accordingly. This additional \$6.00 per hour is for hours the employee drives the bus route only, and is not paid on their regular contract work hours or any other extra service.
- Effective 7/1/24 – 6/30/25, certified Teachers driving a bus for the Transportation Department and reported by Transportation are paid their regular hourly rate plus an additional \$6.00 per hour differential pay, if eligible, for driving the bus for transportation (not applicable to Activity Bus driving). To be eligible for the \$6.00 per hour, the employee must work and be present every contract day in the applicable pay period based on their regular/primary working calendar assignment. If the employee has a paid leave or dock time in their primary position with the District, they will not be eligible for the \$6.00 per hour for the entire pay period. If retroactive corrections to attendance reporting are received, the \$6.00 per hour differential pay will be adjusted accordingly. This additional \$6.00 per hour is for hours the teacher drives the bus route only and is not paid on their regular contract work hours or any other extra service. Per Teacher's Retirement System (TRS), the hourly rate paid for bus driving the bus and the additional \$6.00 per hour is not subject to TRS withholdings. FICA will be withheld from these earnings in lieu of TRS.

Substitute Teacher Critical Need Stipend

- Effective July 1, 2024 through last student instructional day for the 2024-2025 schoolyear
- \$1,000 critical need stipend to be paid after working as a substitute teacher 20 consecutive days at critical needs schools (or)
- \$500 stipend to be paid after working as a substitute teacher 20 consecutive days at any combination of school locations
- Temporary Appointee (long-term) assignment substitute teachers will continue to be paid according to the Temporary Appointee program and are not eligible for either of the above substitute teacher stipends