

**2009-2010**  
**SUBSTITUTE TEACHER SALARY**  
**(as contracted service through the LSICS consortium)**

**Elementary/Early Childhood**

<b>Time</b>	<b>Pay</b>
0:01 – 3:39 (Half Day)	\$40.00
3:40 – 4:39	\$53.33
4:40 – 5:39	\$66.66
5:40 – 7:18 (Full Day)	\$80.00

**Rolland-Warner/Zemmer**

<b>Time</b>	<b>Pay</b>
0:01 – 3:39 (Half Day)	\$ 40.00
3:40 – 7:18 (Full Day)	\$ 80.00
Working additional period	\$ 20.00

**High Schools**

<b>Time</b>	<b>Pay</b>
0:01 – 2:35 (1-2 class periods)	\$ 40.00
2:36 – 3:27 (Half Day)	\$ 50.00
3:28 – 4:17 (3 class periods)	\$ 60.00
4:18 – 7:20 (Full Day)	\$ 80.00
Working additional period	\$100.00

**(1) Extended assignments in non-shortage areas:**

- Day 16 - 30    \$115 per day: 3 class periods \$86; 2 class periods \$57.50; 1 class period \$40
- Day 31 - 60    \$150 per day: 3 class periods \$112.50; 2 class periods \$75; 1 class period \$52
- <sup>(2)</sup> Day 61 +    \$188 per day: 3 class periods \$141; 2 class periods \$94; 1 class period \$65

**(1) Extended assignments in shortage areas:**

- Day 3 – 15    \$229 per day (BA 4 per diem):  
                   3 class periods \$171.75; 2 class periods \$114.50; 1 class period \$57.25
- Day 16 – 40    \$280 per day (BA 8 per diem):  
                   3 class periods \$210; 2 class periods \$140; 1 class period \$70
- <sup>(2)</sup> Day 41 +    \$314 per day (BA 11 per diem):  
                   3 class periods \$235.50; 2 class periods \$157; 1 class period \$78.50

(1) Extended assignments generally are for consecutive workdays assigned to one specific position. Shortage areas are determined by the Assistant Superintendent for Human Resources. All positions on the current year list of areas the superintendent determines that an inadequate candidate pool exists will be considered shortage areas as will other areas that would have been on the list if a related vacancy had existed. One must possess the appropriate certificate/endorsement or license to receive shortage area wages and must have at least the number of years teaching under contract as listed above in parentheses (i.e. 4, 8, or 11 years) in order to receive \$229, \$280, or \$314 per day, respectively. For those with less teaching experience, the Assistant Superintendent for Human Resources will establish the per diem pay rates prior to offering related employment with the BA 0 per diem rate being the minimum rate. Increases in pay level will occur only after the specific number of consecutive days has been worked. Such increases will not be retroactive to the first day worked in the consecutive-day assignment unless "(2)" applies as referenced below. The "consecutive" day provision referenced above may be waived by the Assistant Superintendent for Human Resources for an occasional absence of a substitute teacher in an extended assignment.

(2) Pursuant to the LEA *Master Agreement* (Article 10., E., 1. and 2.), extended assignments lasting more than 60 days in one school year shall be filled by a teacher who is placed on a term contract. Salary for such an assignment will be no less than the BA Step 0 per diem rate and is retroactive to the first day in the extended assignment. For such extended assignments in shortage areas, the "Day 41+" per diem rate will be used.

Because no year-to-year job continuation rights exist for term contract teachers pursuant to the *Master Agreement*, sick leave and personal leave days accrued while on a term contract do not carry over to any subsequent school year in which a teacher is placed on another contract of any type.