

**305-AR. COMPENSATION FOR PROFESSIONAL SUBSTITUTE EMPLOYEES
AND SUBSTITUTE NURSE AIDE**

Short-Term Substitutes:

Short-term substitutes are those individuals employed on a day-to-day substitute basis and who are not employed in a single position for more than twenty (20) consecutive days.

The pay rate for day-to-day professional substitutes and substitute nurse aide will be:

- \$90.00 per day for one (1) to eighty-nine (89) non-consecutive days within a school year.
- \$100.00 per day for ninety (90) or more non-consecutive days within a school year.

Long-Term Substitutes:

Long-term substitutes are those individuals who are employed on a substitute basis, working in a single assignment of twenty-one (21) or more consecutive student days.

A long-term substitute can be replaced at the discretion of the administration.

For long-term substitutes in a position twenty-one (21) to eighty-nine (89) consecutive student days in a single assignment, the Superintendent will employ such individuals from the approved list of substitute teachers. The initiation of such employment will be circulated as information to the Board.

In order to qualify for an assignment ninety (90) days or longer, the individual must be approved by the school board.

The pay rate for long-term professional substitutes will be:

1. For full-year substitute positions, the salary will be the beginning step of the professional employees' salary schedule. The following benefits will be provided at no cost to the employee: health-care coverage and sick and personal leave in the amounts provided in the professional employees' contract.

**305-AR. COMPENSATION FOR PROFESSIONAL SUBSTITUTE EMPLOYEES
AND NURSE AIDE**

2. For full semester or longer (90 student days or more, but less than a full-year) substitute positions, the daily rate is determined by dividing the beginning step of the professional employees' salary schedule by the number of teacher days on the school calendar for that year. The following benefits will be provided at no cost to the employee: single health-care coverage; sick and personal leave in the pro-rated amounts provided in the professional employees' contract.
3. For twenty-one (21) to eighty-nine (89) or more consecutive student days in a single assignment, the daily rate will be \$100.00 per day with no additional benefits provided.

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