

**PART TIME AND SUBSTITUTE PROFESSIONAL
STAFF EMPLOYMENT**

Assignments of substitute teachers shall be made from the compiled list of substitutes approved by the Superintendent/Principal.

The salary of substitute teachers shall be at the rate as established by the School Committee for both elementary and secondary teacher substitutes for each of the first ten days on one job. The daily substitute rate shall be \$70.00 per day.

After a substitute has served ten (10) consecutive days in the same assignment, the substitute's pay rate shall be \$100.00 per day.

Substitute teachers without teacher certification that exceed 45 consecutive teaching days in the same assignment will be paid at a rate of \$150 per day.

Substitute teachers with teacher certification that exceed 45 consecutive teaching days in the same assignment will be paid at a rate based on the per diem of the negotiated salary of a teacher with no experience at the BA/BS level.

The Superintendent has the discretion to adjust rates for substitute teacher compensation based on certain circumstances and conditions, including the above guidelines for differentiated pay rates.

Revised: June 10, 1997, February 11, 2014