

Regulation 4121.1: ^Substitute Salary Schedule

Status: ADOPTED

Original Adopted Date: 10/29/2007 | **Last Revised Date:** 11/15/2022 | **Last Reviewed Date:** 11/15/2022

Certificated substitutes will be paid as follows:

The following increases are to attract subs during COVID-19. At the end of the 2022-2023 school year amounts will go back to the previous rates.

1. A substitute working a full day on a day-to-day basis will earn \$200.00(*). Substitutes working for up to one-half day (3.5) of service will earn \$100.00.
2. Commencing with the 21st day of continuous substitute service, except for verified personal illness, for the same staff person, the substitute's salary shall be \$220.00(*) for a full day of service and \$110.00 for one-half day of service.
3. A substitute teacher, after serving 21 days of continuous substitute service, except for verified personal illness, for the same regular certificated employee who is on leave of absence from the district for the remainder of the school year, will become eligible to participate, at the employee expense, in the medical, dental and vision insurance plans which are available through the district. Participation in any of the aforementioned coverages will begin with the next premium due date that is compatible with the insurance carrier following district acceptance of a completed written application(s) and premium payment(s).

Retired teachers who have worked for PUSD for 10 years or more will be compensated as follows:

1. A full day sub PUSD retired teacher with 10 years' experience with PUSD will receive 220.00(*) per day. Those up to one-half day of service (3.5 hours) will earn \$110.00. Off-duty PUSD certificated employees acting as a certificated substitute will receive the same rate as a retired substitute.
2. Commencing the 21st day of continuous substitute service, retired teachers with 10 years' experience with PUSD, will receive their daily hourly rate at the time of retirement.

Certificated employees who substitute at the request of the principal for one period during their prep period will earn the teacher's contractual hourly rate of pay. This does not extend to coverage arranged by the absent employee under the two hour or two periods personal leave in Article VIII, Section G.3 of the Master Agreement.

*If the regular teacher's assignment includes an additional sixth class, the substitute shall earn an additional factor of 0.20.

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