

Y25 Substitute Pay Rates

Position	Rate
Administrator ³	\$220/day, or \$245/day beginning with the pay period in which the individual meets or exceeds 21 days worked*
Administrator if retired from Fox C-6 Administrator position ³	\$270/day, or \$295/day beginning with the pay period in which the individual meets or exceeds 21 days worked*
**Teacher / SLP / OT / TA	\$130/day, or \$150/day beginning with the pay period in which the individual meets or exceeds 21 days worked*
Teacher if retired from teaching position ³	\$155/day, or \$175/day beginning with the pay period in which the individual meets or exceeds 21 days worked*
Aide ¹	\$14.58/hr
Aide Retiree ²	\$18.58/hr
Bus Driver ¹	\$18.33/hr
Bus Driver Retiree ²	\$22.33/hr
Food Service ¹	\$13.33/hr
Food Service Retiree ²	\$17.33/hr
Nurse ⁴	\$30/hour
Nurse Retiree ²	\$34/hour
Secretary ¹	\$16.25/hr
Secretary Retiree ²	\$20.25/hr
Custodian ¹	\$14.83/hr
Custodian Retiree ²	\$18.83/hr

*All days worked as a sub in the pay period in which the individual meets or exceeds 21 days worked will be paid at the elevated rate.

**If, at the District's discretion, an employee in another job category is needed to fill in as a certified substitute teacher, that employee will be paid his or her regular rate of pay plus an additional \$25/day differential, or the regular substitute teacher rate, whichever is greater, upon receipt of the employee's Extra Curricular/Duty Pay sheet.

***On the 46th consecutive day a substitute teacher serves in the same assignment (subbing for the same teacher), compensation for that assignment will be adjusted to the daily rate of a first year teacher for the duration of that assignment. All adjustments are retroactive to day 1 in that assignment.

****Teachers who are pulled from their planning period to cover a class that does not have a substitute will be compensated \$25/hour upon receipt of the teacher's Extra Curricular/Duty Pay sheet. (Y23-Y25 CBA w/Fox NEA Teachers)

*****A teacher who has to combine his or her class with another class that does not have a substitute will be compensated at $\frac{1}{4}$ of the daily rate of a regular substitute teacher for each day he or she has a combined class. For example, if the daily rate for a substitute teacher is \$115, the teacher who has a combined class will received \$28.75 for the day.

¹ Rate automatically adjusts to match step 1 of the regular salary schedule:

- Aide
- Bus Driver
- Food Service
- Secretary
- Custodian

² Rate automatically adjusts by the same dollar amount by which the regular sub rate for that position is adjusted:

- Bus Driver retiree
- Aide retiree
- Food Service retiree
- Secretary retiree

- Nurse retiree
- Custodian retiree

³ Rate automatically adjusts by the same dollar amount by which the Substitute Teacher rates are adjusted:

- Teacher if retired from teaching position
- Administrator
- Administrator if retired from Fox C-6 administrator position

⁴Nurse rate is per the Y23-Y25 Nurse CBA