

RATE OF PAY FOR SUBSTITUTES

Rate of Pay

The rate of pay for substitutes shall be set by the School Board and subject to periodic review. Substitute pay for teachers and paraprofessionals for the Jackson School District will be \$125 per day.

Long-term Substitutes

Whenever a fully-qualified substitute is required for a period in excess of ten consecutive school days in the same position, the substitute will have full responsibility for the instruction to include planning lessons and marking students, and such a substitute will be paid \$125 per day. A “fully qualified” substitute is defined as an individual who possesses a minimum of a Bachelor’s degree in a field relative to the position being filled.

Whenever the period of substitution continues beyond twenty consecutive days the substitute will, if fully qualified, be placed on Bachelor, Step 1 beginning with the twenty-first day for as many additional consecutive days as he/she may continue in the position.

Should the Jackson School Board declare a local critical shortage for the open position, the substitute may be hired on step 1 of the salary schedule as of the first day in the position. Substitutes falling under this provision must hold current certification in the area of the position.

Adopted by the Jackson School Board – February 10, 2004

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