



EFFECTIVE SEPTEMBER 1, 2021 THROUGH DECEMBER 15, 2022\*

**Certificated Substitute Compensation Rates\***  
**Day-to-Day/Long Term Substitutes Rates**

All day to day Substitutes	\$160 per day for full day (\$80.00 for a half-day)
On the 91st day and thereafter	\$175 per day for full day (\$87.50 for half-day)
Long Term Substitutes (serving in the same position for more than 10 consecutive days)	\$190 per day for full day (\$95.00 for half-day)
Contracted EGUSD Teachers/Counselors	\$350 per day for full day (\$175 for a half day)
Retired EGUSD Teachers/Counselors	\$350 per day for full day (\$175 for a half day)
A half-day assignment for:	Elementary is 3.75 hours or less Secondary is up to three periods or two blocks

**Certificated Hourly Compensation Rates**

EGEA Contracted Teachers Who Cover a Period During Their Prep - \$60

**Certificated Substitute Compensation Rates**

**30-Day Permit Holders (Can only sub for 20 days in the same Special Education classroom and 30 days in the same general classroom per school year)**

**Affordable Care Act**

Substitute or hourly employees who work 1,440 or more hours in a 12-month period, beginning with the second pay period following hire date, will be offered the opportunity to enroll in health benefits at the single subscriber level and eligible dependents. Eligible employees will be notified within 90 days of completion of meeting the requirement. The District will pay for 80% of the lowest cost plan an employee will be required to pay for 20% of the cost, plus any cost for participation in the higher cost buy up plan.

**Sick Leave**

Upon 90 days of employment and 30 days of service, substitute teachers accrue one-hour of sick leave for every thirty-hours of service. The total amount of sick leave used in one school year is not to exceed 3 full days.

**Elementary Overload Pay**

In the event that a Long-Term Substitute’s assignment is comprised of a class that is overloaded, the overload pay will be transferred to the Long-Term Substitute on the 11<sup>th</sup> day of the assignment.

**Additional Notes**

If a substitute arrives at a site with a job number and no substitute is needed, please call Substitute Services to obtain another assignment. If there is no other assignment available, the substitute will receive half-day pay.

The pay period is from the 16<sup>th</sup> of a month to the 15<sup>th</sup> of the following month. Payroll will mail your check to your mailing address on or before the 10<sup>th</sup> or 17<sup>th</sup> of the following month.