

**PROFESSIONAL PERSONNEL
COMPENSATION GUIDES AND CONTRACTS**

It is the policy of the board to attempt to pay its professional employees at a level that will attract and hold personnel dedicated to education.

Substitute Teachers Pay

Substitute teachers are paid a standard daily rate. The school board determines the substitute pay rate annually. Bachelor degree holding substitutes are paid a higher daily rate than non-degreed holding substitutes. An eighty percent rate is paid for those substituting 80% of a day. A sixty percent rate is paid for those substituting 60% of a day or less. If a substitute is a degreed teacher and teaches more than twenty consecutive days in one position, the daily rate will be determined by the ten month beginning teacher's salary divided by two hundred days.

Principals report monthly to the director of finance the names of substitutes, the teachers for whom taught, the days of the month worked, and whether the substitute is degreed or non-degreed.

Summer School

Summer school teachers are paid a separate check from their regular check.

Summer school teachers are paid an hourly rate determined by the school board annually.

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