

SUBSTITUTE TEACHER RATES Effective August 1, 2018

Base Rate:	\$95.00	per day for day 1–14 in the same assignment.
	\$135.00	per day for day 15 forward in the same assignment.
	\$135.00	for each day in excess of 60 days in a given school year, as a "frequency rate" of substituting for LPS. *
	\$56.00	per one-half day for day 1–14 in the same assignment.
	\$84.00	per one-half day for day 15 forward in the same assignment. for two half-day assignments in the same day, whether in the same or different schools. Maximum of \$135/day for two assignments after day 60.
	\$112.00	for two half-day assignments in the same day, whether in the same or different schools. Maximum of \$135/day for two assignments after day 60.

* Note: Half-days will also count toward the 61st day when the "frequency rate" takes effect for substitutes in this category.

Class coverage by regular contracted teachers will be at the rate of \$35.00 per hour.

SUBSTITUTE TEACHER BONUS STRUCTURE Effective August 1, 2018

LPS has revised its substitute teacher pay program to reward and incentivize our substitute teachers who consistently work in LPS schools. A pay structure has been created at 20/40/60 day increments and substitutes who work the equivalent to 20 full days will receive a \$300 stipend plus an additional stipend at the next 20 full day increment up to 60 day maximum. At day 61 the long term rate applies.

Stipend:	\$300.00 if you work 20 days
	Additional \$300.00 if you work 40 days
	Additional \$300.00 if you work 60 days

SUBSTITUTE CLASSIFIED PAY INFORMATION

When it is necessary to employ a substitute classified employee for a position in the District, the substitute employee will be placed at Increment one (1) of whatever the salary grade is for that position. If there is a reason for a change in this placement, please contact the Director of Human Resources, x3385. Hours worked are to be recorded on a timesheet and submitted to the Payroll Office.

If the substitute is a former classified employee, retired from the District, the retiree will be paid at an hourly rate of 80% of what they were earning at the time they elected to retire. Since some of these retired employees fill in on an "as demand" basis for several years, they will be placed on the grade and increment on the current salary schedule they were last on prior to retirement and paid 80% of the current hourly rate.