ARTICLE VI - SALARIES AND RELATED COMPENSATION

A. SALARY

2009-2010: Effective July 1, 2009, through June 30, 2010, the basic rate of pay for each day worked by a substitute teacher shall be one hundred fifty-six dollars ($156.00).

2010-2011: Effective July 1, 2010, through June 30, 2011, the basic rate of pay for each day worked by a substitute shall be one hundred and fifty-nine dollars and forty-seven cents ($159.47).

The basic rate of pay for each day worked by a substitute who receives the district monthly insurance contribution shall be the daily rate set by Oregon law for substitute teachers in lieu of the above higher daily rates.

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C. EXTENDED SERVICE RATE

After a substitute teacher has worked eight (8) consecutive days of service as a substitute for the same teacher or in the same assignment, including grading, staff development and planning days, he/she shall be paid at a daily rate of pay determined by dividing one hundred ninety-two (192) into the annual rate of pay that he/she would have been paid had he/she been in the regular teachers' bargaining unit. The substitute teacher's placement on the contract teacher salary schedule will be determined by the substitute teacher’s qualification for either BA, or MA (BA+60) columns of the salary schedule. The substitute teacher will always be placed on step one of the column. The extended service rate of pay will be retroactive to the first day of the assignment and will continue so long as consecutive service in the assignment continues. Subsequent substitute service shall be at the Article VI.A rate plus differential, if applicable, until the substitute teacher again qualifies for the extended service rate. If a substitute is called to work in what is anticipated to be an assignment of eight (8) or more consecutive days, the substitute can submit a payment request to the Human Resources Department for preparation time not to exceed five (5) days at the extended service rate.

D. FIVE PERCENT DIFFERENTIAL RATE

1. A substitute teacher on the Substitute List is eligible for the five percent (5%) differential pay for a school year if the substitute has been in paid status under the terms of this agreement or the predecessor agreement for fifty (50) or more full or half-days or any combination of full or half-days during the prior school year.

2. A substitute teacher who has qualified for the five percent (5%) differential pay must meet the same eligibility requirement each school year to continue to be eligible for the differential pay.

3. The work days a substitute is employed to fill a contract teacher position as a temporary teacher under the terms of the District/EEA agreement for contract teachers, shall be counted as paid days for purposes of determining eligibility for the differential pay.
4. Substitutes who are receiving the differential pay will accept offered substitute assignments if the substitute is available.

5. The differential five percent (5%) pay rate is the daily rate times 1.05.

E. TEN PERCENT DIFFERENTIAL PAY

1. A substitute teacher who is eligible for the five percent differential is eligible for an additional five percent (5%) or a total of 1.10 times the daily rate if the substitute teacher is employed the prior school year as a substitute teacher under the terms of this agreement for a minimum of eighty (80) regular work days or one hundred sixty (160) one-half work days or any combination of regular work days and one-half work days which total a minimum of eighty (80) regular work days in the prior school year.

2. A substitute teacher who has qualified for the ten percent (10%) differential pay must meet the same eligibility requirement each school year to continue to be eligible for the differential pay the following school year.

3. The work days a substitute is employed to fill a contract teacher position as a temporary teacher under the terms of the District/EEA agreement for contract teachers shall be counted as paid days for purposes of determining eligibility for the differential pay.

4. Substitutes who are receiving the differential will accept offered substitute assignments if the substitute is available.

5. Substitute teachers who are determined by the District to have the knowledge, skill, experience and/or TSPC license to perform substitute responsibilities for any of the following District EEA bargaining unit positions will be paid the ten percent (10%) differential rate: physical therapist, occupational therapist, teacher of visually impaired, teacher of the deaf and hard of hearing, school psychologist, speech and language, secondary consultant, adaptive PE, autism consultant, and behavior consultant. Substitutes who are determined to have these qualifications, and while employed as a substitute for one of the listed positions, are eligible for the ten percent (10%) differential without meeting the requirements of Subsections E.1. and E.2.