Center Area School District

SECTION: PROFESSIONAL EMPLOYES

TITLE: SUBSTITUTE COMPENSATION

ADOPTED: JULY 31, 1997

REVISED: AUGUST 18, 2005

429. SUBSTITUTE COMPENSATION

1. Purpose

In order to obtain and retain well-qualified substitutes for service in this district, this policy shall be applied.

2. Definition

The term "Substitute" shall mean any individual who has been employed to perform the duties of a regular professional employee during such period of time as the regular professional employee is absent on sabbatical leave or other legal cause authorized and approved by the Board of School Directors or to perform the duties of a temporary professional employee who is absent.

Daily Substitutes

Substitutes employed on a day-to-day basis for a period of one (1) to forty-five (45) days will be paid $70.00 per day that they are employed with no fringe benefits as long as they remain on substitute status.

Extended Substitutes

Substitutes employed on a day-to-day basis for a period of forty-six (46) to ninety-three (93) days will be paid $85.00 per day that they are employed with no fringe benefits as long as they remain on substitute status.

Long Term Substitutes

Substitutes employed for 94 days or longer will be considered a long term substitute; and will be paid $125.00 per day that they are employed with no fringe benefits as long as they remain on substitute status.

The Superintendent is authorized to negotiate a daily rate in excess of the regular substitute pay, when such a move is necessary to ensure continuity of the educational program in critical areas of the curriculum.

School Code
1101, 1148

*Substitutes employed on a day-to-day basis during any school year return to zero days worked at the start of a new school year. Days are not cumulative.