

## PERSONNEL

### Teacher Substitute Pay

496-NB

Substitute teachers will be paid as follows:

#### **Casual daily assignments:**

Definition: Assignments of up to five consecutive days for the same teacher

Rates of pay:

- Full day: \$180.00
- Half day: \$90.00
- Any retired teacher who worked at North Branch Area Public Schools will receive the following
- Full day: \$200.00
- Half day: \$100.00

#### **Short term assignments:**

Definition: Assignments of six or more consecutive days for the same teacher, excluding assignments qualifying as long term

Rates of pay:

- Beginning with the sixth day, daily rate of pay is based on entry level salary from teacher salary schedule.
- A break in service results in restarting five days at the casual daily rate. A principal has discretion to waive this requirement in extraordinary circumstances for an appropriately licensed teacher.

#### **Long term assignments:**

Definition: Assignments of 31 days or more for the same teacher in a school year, as defined in statute

Rates of pay:

- Beginning with the first day, salary is based on the appropriate step and lane from the teacher salary schedule based on the substitute teacher's education and experience.

For the 2025 – 2026 and 2026 - 2027 school years only, substitute teaching staff will receive incentive pay to work additional days. This incentive will increase with additional days of service and the incentive will be payable at the end of the school year based on the total number of days worked.