

**Policy GGBT: Salary Scale: Substitutes**

Status: DRAFT

Original Adopted Date: 10/14/2024 | Last Reviewed Date: 10/14/2024

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A minimum age of 21 is required for substitute applicants.

**Substitute Bus Drivers & Bus Aides:**

Substitute bus drivers and bus aides will be paid at the hourly base rate at zero experience.

**Substitute Maintenance & Mechanics:**

Substitute maintenance and mechanic personnel shall be paid \$10.63 per hour.

**Substitute Custodians:**

Substitute custodian personnel shall be paid \$10.25 per hour.

~~Substitute Maintenance & Mechanics: Substitute maintenance and mechanic personnel shall be paid \$10.63 per hour.~~

**Substitute and Long-Term Registered Nursing Compensation Policy:**

**1. Substitute Registered Nurse Daily Rates:**

- Substitute RNs holding an Associate of Science in Nursing (ASN); Associate Degree in Nursing (ADN); Bachelor of Science in Nursing (BSN) or Master of Science in Nursing (MSN): **\$70.00 per day**

**2. Long-Term Substitute Registered Nurse Daily Rate:**

- Long-term substitutes with ASN, ADN, BSN, or MSN credentials will receive a rate of **\$105.00 per day**, effective from the first day of the long-term assignment.

**3. Licensing Requirements:**

- All substitute RNs must have a current and valid Registered Nurse license issued by the appropriate state nursing board.
- Proof of licensure must be submitted prior to the commencement of substitute duties.
- Failure to maintain an active nursing license will result in immediate removal from substitute nursing assignments.

When it is necessary to utilize a substitute administrator, and that substitute has a valid Mississippi Administrator's license, the rate of pay for that substitute shall be \$ 155.00 per day.

~~Non-Certificated Substitute~~ Substitute bus drivers and bus aides will be paid at the hourly base rate at zero experience. Substitute school secretaries and substitute teacher aides shall be paid at \$7.50 per hour. Substitute maintenance and mechanic personnel shall be paid \$10.63 per hour.

~~Substitute Teacher/Administrator Pay~~

~~A substitute teacher who has less than a Bachelor's Degree shall be paid at the rate of \$65.00 per day. A substitute~~

teacher having a Bachelor's Degree shall be paid at the rate of \$70.00 per day. The substitute teacher shall provide the school with a transcript from the college/university which granted the degree. A substitute teacher having a Master's Degree shall be paid at the rate of \$75.00 per day. The substitute teacher shall provide the school with a transcript from the college/university which granted the degree. Long-term substitutes are required to have a valid endorsement in the area in which he/she will be teaching to the maximum extent possible. Special exceptions to this shall be approved by the Superintendent on a case by case basis. Long-term substitutes will be paid \$105.00 per day beginning the first day of the long-term obligation. When it is necessary to utilize a substitute administrator, and that substitute has a valid Mississippi administrator's license, the rate of pay for that substitute shall be \$155.00 per day.

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