

Substitute Pay Rates

2019 - 2020

Daily Rates			
**Please, note: If you work two separate jobs on the same day, that are each four hours and less, the hours will be combined and you will be paid the full-day rate and not two half-day rates.			
Position	Four Hours and Less	Over Four Hours	Long-Term Rate ^(A)
Para Educator Level A	\$40.40	\$80.80	N/A
Para Educator Level B ^(B)	\$43.20	\$86.40	N/A
Harlem Retired Teacher	\$75.00	\$115.00	\$135.00
Teacher/Retired Teacher	\$60.00	\$100.00	\$120.00
Hourly Rate for Support Staff Substitutes			
Assistants: Bus, Classroom Facilitator, Crossing Guard, Food Service, General Program Aide, Learning Center, Resource, and Supervisory Aide			\$ 9.25
Custodian			\$11.35
Registered Nurse			\$24.00
Secretary			Starting at \$9.90
Pay Incentives			
Support Staff Mobility Incentive ^(C)			\$100.00
Teacher's Mobility Incentive ^(D)			\$200.00

(A) **The Long-Term Substitute Teacher Rate** applies to substitute teachers that work in the same teaching position that is 15 consecutive days or more. The Long-Term Sub Rate will be effective on day 15, and will be retroactive to the first day of the assignment. Any break in consecutive days worked will end the Long-Term Sub Rate and 15 days must be reached again to qualify.

(B) **Para Educator Level B** shall be those ParaEducators who spend three-and-one-half hours or more of their work day assisting students with more involved needs such as feeding, diapering, toileting, lifting/positioning, and/or assisting students in the Learning Lab program.

(C) **The Support Staff Mobility Incentive** of \$100 is offered to those working as a substitute in support staff positions (positions are listed under the Hourly Rate section and also includes Para Educator positions). This incentive is payable to our substitutes on a monthly basis, if the substitute is assigned in Aesop on every student attendance day, and is willing to be re-assigned, as needed. This bonus is only available during months of the school year which have a minimum of 15 student attendance days.

(D) **The Teacher's Mobility Incentive** of \$200 is offered to those working as a substitute in teaching positions (you may work as a Para Educator substitute, but at least one day in the month you must sub as a teacher). This incentive is payable to our substitutes on a monthly basis, if the substitute is assigned in Aesop on every student attendance day of the month, and is willing to be re-assigned, as needed. This bonus is only available during months of the school year which have a minimum of 15 student attendance days.