

**MISCELLANEOUS SALARIES
SUBSTITUTES**

Compensation for substitute teachers shall be: (All daily rates are rounded to the nearest dollar based on a 7.50 hour work day.)

I. ~~Substitute Teachers~~

~~Substitute teachers shall be paid in accordance with the degree earned, as noted below, from a university or college that has been accredited from one of the five regional accrediting agencies. Substitute teachers will be paid for the hours that they work during the day only, and on the following schedule:~~

- ~~1. The hourly rate for substitute teachers holding at least a Bachelor's degree is \$14.66. Note: This rate is also appropriate for Clay County vocational teachers who held a valid Florida Educator's certificate or a Clay County Vocational certificate.~~
- ~~2. The hourly rate for substitute teachers holding an Associate's degree (or the 60 semester hour equivalent) is \$13.44.~~
- ~~3. The hourly rate for substitute teachers holding only a high school degree is \$11.00.~~
- ~~4. Substitute teachers who have earned six semester hours toward the Associate or Bachelor degree in a given school year will earn an additional \$.50 per hour for the next school year.~~
- ~~5. Teachers who hold a valid Florida Educator's Certificate or who hold a Clay County School System Vocational Certificate will be paid an additional \$1.00 per hour to their hourly rate.~~

I. Substitute Teachers

Compensation for substitute teachers shall be as follows:

High School Diploma \$75.00 for 7.5 hour day or \$10.00 per hour

AA/60+credits \$85.00 for 7.5 hour day or \$11.33 per hour

Bachelor's Degree \$90.00 for 7.5 hour day or \$ 12.00 per hour

Master's Degree or higher \$100.00 for 7.5 hour day or \$13.33 per hour

~~II. Long Term Substitute Teachers~~

~~A substitute teacher who holds at least a Bachelor's degree may be asked to do a long term assignment (eleven to sixty days for the same teacher). The long term substitute teacher is paid by the hour at the following rates:~~

- ~~1. Long term substitute teachers holding a Bachelor's degree or Clay County School System Vocational Certificate will earn 96% of the daily rate of a beginning classroom teacher at the Bachelor's degree level.~~

- ~~2. Long term substitute teachers holding a Master's degree will earn 96% of the daily rate of a beginning classroom teacher at the Master's degree level.~~
- ~~3. Long term substitute teachers holding a Specialist's degree will earn 96% of the daily rate of a beginning classroom teacher at the Specialist's degree level.~~
- ~~4. Long term substitute teachers holding a Doctorate degree will earn 96% of the daily rate of a beginning classroom teacher at the Doctorate level.~~

II. Long Term Substitutes shall be paid \$150.00 for a 7.5 hour day. Long Term Substitutes must hold a minimum of a Bachelor's degree or Clay County School District Vocational Certification. Long Term Substitute teachers are defined as teachers who are employed in a long term assignment of eleven (11) to sixty (60) days for the same teacher.

~~III. Adult and Community Education Substitute Teachers~~

- ~~1. \$11.00 per hour for approved persons not regularly contracted in Clay County employed as adult education substitutes.~~
- ~~2. Regularly contracted teachers in Clay County also employed as adult education substitutes to be paid in accordance with Appendix IVC, Section E of the contract between the C.C.E.A. and School Board.~~
- ~~3. \$18.00 per hour for approved certificated retired Clay County teachers with 10 or more years of Clay County experience.~~

III. Adult and Community Education Substitutes who are also regularly contracted teachers in Clay County will be paid in accordance with Appendix IV-C, Section E of the contract between the CCEA and School Board.

~~IV. Teachers employed in other programs beyond the scheduled day or during the summer in non-summer school positions shall be authorized for such work at the discretion of the Superintendent or his/her designee and in compliance with Appendix IV-D of the CCEA Master Contract.~~

IV. Teachers employed in other programs beyond the scheduled day or during the summer in non-summer school positions shall be authorized for such work at the discretion of the Superintendent and his/her designee and in compliance with Appendix IV-D of the CCEA Master Contract.

Substitute Pay Scales for Surrounding Counties

<u>Alachua County</u>		<u>Clay County</u>	
AA	\$62.00	AA/60+ credits	\$100.80
BA	76.00	BA	\$109.95
Masters	\$76.00	Masters	\$186.75
FRS	\$85.0	Diploma	\$82.50
Long Term:	no change	Long Term	\$186.12

<u>Baker County</u>		<u>Clay County</u>	
Diploma	\$75.00	Diploma	\$82.50
AA	\$85.00	AA/60+credits	\$100.80
BA	\$100.00	BA	\$109.95
Masters	\$125.00	Masters	\$186.75
Long Term:	Same	Long Term	\$186.12

<u>Duval County</u>		<u>Clay County</u>	
AA	\$60.00	AA/60+credits	\$100.80
BA	\$75.00	BA	\$109.95
Masters	\$78.37	Masters	\$186.75
		Diploma	\$82.50
		Long Term	\$186.12

<u>Flagler County</u>		<u>Clay</u>	
AA/60+ credits	\$70.00	AA/60+credits	\$100.80
BA	\$85.00	BA	\$109.95
Masters	\$90.00	Masters	\$186.75
Long Term	\$185.00	Long Term	\$186.12
		Diploma	\$82.00

<u>St. Johns County</u>		<u>Clay</u>	
Must have Bachelors, Masters or higher degree		Diploma	\$82.00
Rate of Pay - \$90.00		AA/60+credits	\$100.80
Long Term: \$150.00		BA	\$109.95
		Masters	\$186.75
		Long Term	\$186.75

Recommendation for 2014-2015

<u>Clay County</u>		<u>Recommend</u>
Diploma	\$82.50	\$75.00
AA/60+ credits	\$100.80	\$85.00
BA	\$109.95	\$90.00
Masters	\$186.75	\$100.00
Long Term	\$186.12	\$150.00

Reduction of 24.9%

Results in \$800,000 reduction in costs.