

FORSYTH COUNTY SCHOOLS

Substitute Pay Scale 2012-2013

Substitute Pay for Teacher and Paraprofessional Absences*

	<u>1-9 DAYS</u>	<u>Code</u>	<u>10 OR MORE</u>
Not Professionally Certified	\$65	(990N)	\$75
Professionally-Certified (Any state; expired or valid)	\$75	(990C)	\$105

HiQ Substitute Pay for Teacher Absences Only**

Georgia, Clear Renewable, Professionally Certified, Valid and In-field (Hi Q)	\$75	(990Q)	\$140
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*If serving as a substitute 10 or more consecutive days in the same classroom/assignment as a paraprofessional or a teacher, the substitute will be paid, from Day One, \$75 per day (if **not** professionally-certified) or \$105 per day (if professionally-certified, whether valid or expired and regardless of field).

**If serving 10 or more consecutive days in the same classroom/assignment during a professional educator's absence, the substitute teacher will be paid \$140 per day, if they are Highly Qualified (holding valid Georgia, Clear Renewable, professional certification and assigned in-field) for all days of service in that classroom/assignment.

NOTE: "Daily" rates are based on working a full day. Rates for less than a full day are *prorated*.

Substitute teacher considerations:

1. Professional Standards Commission Rule: Substitute teachers who hold only a high school diploma or GED shall not work in any one classroom as a teacher more than 10 consecutive days; after the 10th consecutive day, it is not permissible to miss one day and begin the cycle again in the same classroom. A teacher absence or vacancy that lasts 46 or more consecutive days in a school year shall be filled with a certified in-field teacher, except in situations where longer periods of time are required by state or federal law (e.g. FMLA).
2. No Child Left Behind Federal Regulations: A teacher absence or vacancy that lasts 20 or more consecutive days (in selected fields) shall be filled with a valid Georgia professionally certified in-field teacher. All schools are required to notify parents if their child has been taught by a teacher or substitute who is not highly qualified.

Revised 07/1/12

Hourly Rate for other Substitute Personnel

Secretary (SUP-S/0)	\$12.41
Custodian (MAT-X/0)	\$11.69
Bus Driver (MAT-U/0)	\$14.61
Bus Monitor (MAT-W/0)	\$12.51
Food Service Asst. (SFS-X/0)	\$9.78
Nurse (RN)	\$21.17
Nurse (LPN)	\$18.67
Student Worker	\$9.72

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