

**Foster-Glocester Regional School District
Glocester, Rhode Island**

Long and Short Term Substitute Teacher Policy

DAILY SUBSTITUTES

Daily Substitute Rate - \$100.00– Degreed/Certified (Half-Day \$50.00)
\$105.00 – Retired Teachers (Half-Day \$52.50)

SHORT TERM SUBSTITUTES

Teachers who are covering absences for short or extended periods of time who are responsible for planning, testing, grading, and other functions of a practicing teacher shall receive the following daily rate:

A substitute who works for 21-135 consecutive days and is assigned by the Superintendent to do so is considered a Short Term Substitute shall be paid as follows. Short Term Substitutes should submit a time sheet for each pay period.

Short Term Daily Rate – 21-60 days \$125.00
Short Term Daily Rate – 61-135 days \$135.00

136 – 180 DAY SUBSTITUTES

Teachers who are covering absences for an extended period of time who are responsible for planning, testing, grading, and other functions of a practicing teacher shall who have taught at least three quarters of the number of days (here in Foster-Glocester or in combination with other communities) that public schools are required by law to be in session, such substitute teacher shall be given credit for a year of service and paid according to the following schedule. Said teacher must provide documented evidence that he/she has performed such duties elsewhere.

A substitute who has worked 135 days in the current school year shall be placed on the following substitute teaching schedule on the 136th day and for all subsequent days worked in the school year. Credited years of service shall be given for all years of substitute teaching in which the teacher has taught 135 days or more.

Step Annualized Salary Daily Rate

1 year of substitute service	\$24,300 @ \$135.00 / day
2 years of substitute service	\$24,480 @ \$136.00 / day
3 years of substitute service	\$24,660 @ \$137.00 / day
4 years of substitute service	\$24,840 @ \$138.00 / day
5 years of substitute service	\$25,020 @ \$139.00 / day
6 years of substitute service	\$25,200 @ \$140.00 / day
7 years of substitute service	\$25,380 @ \$141.00 / day
8 years of substitute service	\$25,380 @ \$142.00 / day
9 years of substitute service	\$25,740 @ \$143.00 / day
10 years or more years of	\$25,920 @ \$144.00 / day

HARD TO FILL VACANCIES

Recognizing the difficulty in securing qualified substitutes in a daily or extended capacity within some subject areas the Committee authorizes the superintendent to adjust the daily or extended rate of substitutes for specialty areas on those limited occasions when a qualified substitute cannot be obtained at the rates listed above the rates below may be used.

Daily Rate – up to \$225 day

Short Term 21-135 days – up to \$250 day

Long Term 136-180 days - up to \$275 day

First Reading:	October 5, 2010
Second Reading:	November 3, 2010
Adoption:	November 3, 2010
Revised 1 st reading:	May 7, 2014
2 nd Reading & Adoption:	June 3, 2014
Revised 1 st Reading:	July 14, 2016
2 nd Reading & Adoption	August 2, 2016