

## **Substitute Teacher Salary**

1. Substitute teachers shall be paid according to the daily rates indicated on Appendix B Miscellaneous Certificated Compensation Rates.
2. If an employee who has a preferred right of employment under Education Code 44956, is hired as a substitute for twenty-one (21) days or more within a period of sixty (60) school days, the daily compensation the employee receives for substitute service in that sixty day (60day) period, including his/her first twenty (20) days of substitute service shall be equal to the amount the employee would have received on a daily basis if the employee had been rehired. If the employee is hired for less than twenty-one (21) days within a period of sixty (60) school days, the employee shall be paid the regular substitute teacher daily rate.
3. Substitute teachers at the secondary level who are pulled from a preparation period to cover another class shall not be compensated for an additional period.
  - Daily \$ 138.00
  - Preferred/Designated \$162.00
  - Long-Term \$210.00

## **Health Benefits**

No health benefits are available for substitute teachers.

## **Deductions**

1. Mandatory deductions from gross earnings are those required by law.
2. Optional deductions are those deductions the unit member may elect to have taken from gross earnings. Such deductions are made for items and services that is, from time to time, made available to the unit members by Board action. Optional deductions must be initiated in writing by the unit members. This authorization shall remain in effect continuously until the District receives from such member written notice withdrawing the authorization for the deduction.
3. Should a unit member's deduction exceed his/her earnings for a given month, the District shall delete one or more of the voluntary deductions so as to reduce the aggregate deductions to a total less than or equal to the gross earnings. The unit member shall be notified as to what change(s) has been made, and it shall be his/her responsibility to make the deleted payment(s) on his/her own.
4. The District shall deduct membership dues for SMMCTA/CTA/NEA as authorized by each unit member, and in accordance with Article IV (Association Rights), Section D.8. of this Agreement.