

**SUBSTITUTE PERSONNEL PAY RATES**

A. State Law: Substitute teachers with four (4) years of study beyond the high school and with a bachelor’s degree and in possession of a standard teacher’s certificate and substitute teachers who have retired after a minimum of fifteen (15) years of teaching will be compensated at the rate of not less than \$30.00 for each day of service. Title 20A, MRSA Section 13402

B. Substitute teachers for RSU No. 5 will be paid at the following rates:

**Daily Pay Rate:**

High School Diploma	\$130.00
2 Years of College	\$130.00
4 Year Degree	\$130.00
Certified Teacher	\$130.00
Nurses	\$140.00

**Long Term Pay Rate:**

\$130/\$140 first 14 consecutive work days  
 After 14 consecutive work days in the same assignment, 1/180  
 of base pay on teacher scale

C. Substitute Education Technicians for RSU No. 5 will be paid at the following rates:

**Daily Pay Rate:**

High School Diploma	\$100.00
2 Years of College	\$100.00
4 Year Degree/Certified Teacher	\$100.00

**Long Term Pay Rate:**

No adjustments will be made in the rate of pay.

D. Pay will be pro-rated to portion of day worked

- Adopted: October 28, 2009
- Revised: March 28, 2012
- Revised: September 24, 2014
- Revised: October 26, 2016
- Changed to Administrative Procedure: January 22, 2020
- Revised: December 31, 2021