

# Becker Public Schools Substitute Teacher Pay Structure

## **Short-Call Substitute:**

**Definition:** A short call substitute teacher is one who teaches on a day-to-day basis, not to exceed 20 consecutive days replacing the same teacher. A short call substitute teacher shall hold a Minnesota license or short call substitute license. These licenses are valid for functioning as a short call substitute teacher at all grade levels in all fields.

**Daily Rate of Pay:** Short call substitutes who work **720+ hours** ~~90+ full days~~ in a school year, will move to the Tier 2 sub rate in the subsequent school year. If that sub does not work **720+ hours** ~~90 full+ days~~ in that subsequent school year, they will move back to Tier 1 rate in the following year.

For example, at the end of each school year, the District will run a report on how many **hours** ~~full days~~ each sub worked. This number will determine which Tier that sub will be paid in the subsequent school year.

- **Tier 1:** \$180/day
  - First year subs
  - Subs who did not work **720+ hours** ~~90+ full days~~ in the previous school year (~~partial days do not count towards the 90 day requirement~~)
  
- **Tier 2:** \$200/day
  - Retired Teachers
    - Teachers who did not retire from Becker Public Schools must provide the HR office with documentation stating the school district they retired from, prior to receiving the Tier 2 pay.
  - Subs who worked **720+ hours** ~~90+ full days~~ in the previous school year (~~partial days do not count towards the 90 day requirement~~)

**Other Benefits:** Will receive 1 hour of Earned Sick and Safe Time time for every 30 hours worked.

## **Long-Call Substitute:**

**Definition:** A long-call substitute teacher is one who replaces the same teacher for 21 or more consecutive days. In most cases, these subs would apply for an open long-call substitute position and be responsible for grading, lesson planning, etc. An exception to the consecutive days would be if the position is for an approved intermittent leave of absence for a single teacher, and will last for more than 21 days. The sub would receive the long-call sub rate only when subbing for the teacher on the intermittent leave of absence.

If the long-call substitute is absent for more than 5% of the days in their assignment, and/or they no longer reach the 21+ days required for the long-call substitute pay, their pay may be adjusted to the short-call sub rate.

Long-call substitute teachers shall hold an entrance or continuing license for each licensure area taught or a variance must be approved by the Department of Education.

### **Daily Rate of Pay:**

- Placed on Salary Schedule at BA + years of experience
  - Assigned to the same teacher for 21+ days

**Other Benefits:** Will receive a prorated amount of paid sick leave and personal leave, based on the BEA agreement terms.

**Long-Term Substitute:**

**Definition:** Subs who are assigned to a single teacher for the entire school year.

**Daily Rate of Pay:**

- Placed on the salary schedule with steps/lanes.

**Other Benefits:**

- Eligible for time-off, insurance benefits, etc., according to the Master Agreement.

*\*If a substitute begins an assignment as a daily sub and the assignment is extended due to a change in an approved leave, or another circumstance, that teacher will receive retro pay back to day 1 for any additional compensation owed to the teacher.*