

# BRAINTREE PUBLIC SCHOOLS

## **GCG: Substitute Professional Staff Employment**

The Braintree Public Schools will employ substitute teachers, to the extent possible, who meet the requirements for teacher appointments and will assign teachers substitute-teaching positions on the basis of their areas of competence. When the supply of substitutes in a particular subject is too limited to meet school department needs, there will be active recruitment for substitutes in those areas. All substitute teachers will be expected to provide educational services, rather than to assume merely a student-supervisory role. Substitutes will be provided with as much support as possible by building administrators and teachers.

The Braintree School Committee (BSC) will set the daily rate of pay for substitute teachers, including extended-term substitutes. The latter will be granted such additional benefits as approved by the BSC.

*Adopted by School Committee February 13, 2017*

*Revised & Approved by School Committee 1/14/2019*



The following is an amendment to substitute teacher rate of pay as of September 1, 2018:

I. Substitute teacher rate of pay:

<b>SUBSTITUTE TEACHER PAY 2018-2019</b>		
<b>Days</b>	<b>1 – 30</b>	<b>\$90/day</b>
<b>Days</b>	<b>31 – 89</b>	<b>\$125/day</b>
<b>Days</b>	<b>90* – Beyond</b>	<b>\$230/day, licensed teacher</b>
<b>Full year*</b>		<b>Bachelor, Step 1 rate</b>

*\*Teacher substitute must hold a valid teaching license for assignments lasting 90 days or more.*

*\*\*If length of time is known ahead of time, rate is paid starting day one. If length of absence is not known ahead of time, rate is paid on the 31<sup>st</sup> or 90<sup>th</sup> day.*

*Retired Braintree teachers who **were on the substitute list in April 2017**, are eligible to receive the \$230/day rate for an assignment of 31 days or more.*



## Proposed Increase to Substitute Paraeducator Rate of Pay

As of January 2019, we are obligated to raise the minimum wage to \$12/hour. We are then required to raise it \$.75 per year until it reaches \$15.00 in 2023 (see Table A). Our current sub para rate is \$11.60/hour for 6 hours totaling **\$69.60** per day.

<b>Table A</b>	<b>Mandated Increase</b>	<b>Daily Sub Rate Total</b>
<b>Jan. - June 2019</b>	\$12.00	\$72
<b>January 2020</b>	\$12.75	\$75
<b>January 2021</b>	\$13.50	\$81
<b>January 2022</b>	\$14.25	\$85.50
<b>January 2023</b>	\$15.00	\$90

