

GLENDDORA UNIFIED SCHOOL DISTRICT
ADMINISTRATIVE REGULATION

AR 4121.1

PERSONNEL - CERTIFICATED

Effective August 1, 2017, the salary for substitute personnel is established as follows:

- A. Substitutes employed on a day-to-day basis shall be paid \$120 per day.
- B. Substitutes employed for the same teacher on consecutive school days over an extended period shall be paid the daily rate of \$120 per day for the first ten (10) days.

Beginning the eleventh day of consecutive service, the substitute shall be paid \$140 per day.

If a teacher's absence in excess of ten days is known in advance, the substitute shall be paid \$140 per day, beginning the first day the extended absence is known.

Beginning the twentieth day of consecutive service, the substitute shall be paid at a daily rate based upon his/her placement, as though he/she were being initially employed by the School District, on the certificated salary schedule.

For the purpose of this section, a short-term absence due to illness of a substitute shall not be considered a break in service.

Substitutes serve at the pleasure of the District and may be removed from service at any time with or without cause. This section, however, shall not be used by the District to preclude proper payment of long-term substitutes according the above schedule.

- C. Substitutes who are on a long-term substitute assignment (20 or more consecutive days) shall earn one day of sick leave for each 20 days.
- D. Substitutes do not receive benefit from the District's fringe benefit program.