

**SALT RIVER PIMA-MARICOPA INDIAN COMMUNITY
EDUCATION DIVISION
SUBSTITUTE SALARY SCHEDULE
2019/2020 SCHOOL YEAR**

1st Year Substitutes with Substitute Teacher Certification only	\$ 125/day	Less than 3 hours worked	\$62.50
Experienced Substitutes with Substitute Teacher Certification only	\$ 130/day	Less than 3 hours worked	\$65.00
Substitutes with Full Arizona Teaching Certification	\$ 140/day	Less than 3 hours worked	\$70.00

Incentives:

Substitutes will receive an additional day of pay at their regular pay rate for every 30 full days worked.

Substitutes who have accepted a long-term assignment will earn an additional \$15/day after their 20th consecutive full day worked.

Determination for designating an assignment as long-term will be identified by the school Principal and requires Human Resources approval prior to the 20th consecutive day. The assignment must be **20 consecutive full days in the same classroom with no absences, to be paid as a long-term substitute.**

In accordance with Arizona Department of Education, Law R7-2-614, a person holding a Substitute Certificate shall be limited to teaching 120 days in the same school each school year.

Education Board Approved: April 15, 2019