

## School of Excellence 2016-2017 Exempt Compensation Plan

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### Substitute Teacher Rates:

(Extended 10+ Consecutive Days/Same Class)

Texas Certified & Degreed	\$100	Texas Certified & Degreed	\$130
Degreed (Not Texas Certified)	\$ 90	Degreed (Not Texas Certified)	\$100
Non-Degreed	\$ 80	Non-Degreed	\$ 85

Non-Degreed, Degreed/Certified Substitutes are considered exempt while working in an exempt position (i.e. Teacher), but are required to record all actual time worked through the timekeeping system for Affordable Care Act purposes.

**Texas Certified & Degreed** substitutes must have a valid teaching certificate and official transcript on file in the SSE District Human Resources office prior to being paid the “degreed” or “certified rate”. Rates are not retroactive.

\*Permanent Substitute must have a valid teaching certificate in (Math or Science) \$150

Substitute Teachers pay for existing staff will only be  $\frac{1}{4}$  or  $\frac{1}{2}$  of substitute pay if worked 10+ consecutive days/same class depending on duty performed.

### Substitutes for Non-Exempt Staff Rates:

All substitutes for non-exempt positions, such as custodian, maintenance, food service and transportation will be paid on a hourly basis per District stipend and extra-duty payout assignment schedule.

<b>10 Months</b> = 197 Days	<b>Start Date:</b> August 12, 2016	<b>End Date:</b> June 19, 2017
<b>11 Months</b> = 215 Days	<b>Start Date:</b> August 12, 2016	<b>End Date:</b> July 31, 2017
<b>12 Months</b> = 225 Days	<b>Start Date:</b> August 12, 2016	<b>End Date:</b> July 31, 2017