

**Oyster River Cooperative School District  
OFFICE OF THE SUPERINTENDENT**

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**SUBSTITUTE PAY SCALE**

**SUBSTITUTE TEACHERS**

**\$80 per day** – Daily Coverage

**\$100 per day** – 11 to 30 consecutive days covering for the same teacher (pre-approval required by the Superintendent or designee)

**BA Step 1** - Long-term assignments that will be 31 or more consecutive days covering for the same teacher (pre-approval required by the Superintendent or designee)

If a substitute teacher works longer than initially expected, the additional pay per day will increase on the 11<sup>th</sup> day and the 31<sup>st</sup> day of employment; however, the increase will not be retroactive back to the hire date. BA Step1 is the highest daily rate that a substitute can earn.

Substitute teachers working longer than 20 consecutive days are required to be certified by the State of NH. If a certified teacher is unavailable, and it is necessary to hire a non-certified person, an emergency permission to employ must be obtained from the DoE. The substitute may be required to pay the fee for the submission of the required paperwork.

**LONG-TERM SUBSTITUTES** Long-term substitutes are defined as those who assume full responsibility for a teaching or nursing assignment (i.e., grading, planning, etc.) for a minimum of six (6) weeks. Long-term substitute teachers must be certified in the State of NH and nurses must be RN's in the State of NH. Long-term substitutes will be paid at a per diem rate equal to either the BA or RN Step 1 of the current teacher's salary scale, and only a single medical benefit will be offered. Long-term substitutes are not contracted with the District.

**SHADOWING/TRANSITION TIME** Up to three days may be allowed for shadowing/transition time with the teacher. The purpose of the shadowing/transition time is to review curriculum and units of instruction, and to get to know the students. This time will be compensated at the current sub rate of \$80.00 per day.

**SUBSTITUTE NURSES**

\$135 per day, must be licensed RN.

**PARAPROFESSIONALS**

\$80 per day. Rate does not increase with long-term assignments.

**ONE-YEAR TEACHERS** Substitute teachers who assume full-year assignments will receive a 1-year teacher's contract and will be entitled to all Teacher Guild benefits.