



Substitute Teacher Annual Agreement

This agreement is made between Regis Catholic Schools (RCS) and _____
(SUBSTITUTE TEACHER) to employ the teacher as a substitute teacher for Regis Catholic Schools for the **2021-2022**
school year.

SUBSTITUTE TEACHER is employed as a Substitute Teacher under the following terms and conditions:

1. SUBSTITUTE TEACHER is employed by RCS for one school year. This agreement terminates at the close of the school year.
2. SUBSTITUTE TEACHER is on-call from time-to-time during the school year on a day-to-day and as needed basis.
3. SUBSTITUTE TEACHER'S building principal has final discretion to determine the need for SUBSTITUTE TEACHER'S services and the length of each assignment of SUBSTITUTE TEACHER.
4. SUBSTITUTE TEACHER shall not earn credit for years of service for determining the position of regular teacher on RCS's salary scale unless SUBSTITUTE TEACHER is employed for more than 120 full teaching days under this agreement.
5. SUBSTITUTE TEACHER'S rate of pay is **\$100** per full day of substitute teaching and **\$55** per half day. If SUBSTITUTE TEACHER works four (4) hours or more, that will be considered a full day of teaching and SUBSTITUTE TEACHER will be paid full day rate of pay. If SUBSTITUTE TEACHER works less than four (4) hours, that will be considered a half day of teaching and SUBSTITUTE TEACHER will be paid at the half day rate of pay.
6. SUBSTITUTE TEACHER shall be compensated as a substitute at the rate of pay set forth in paragraph 5 above and shall not be entitled to fringe benefits or other compensation granted to regular teachers.
7. If SUBSTITUTE TEACHER is assigned to one specific teaching position for more than 10 consecutive work days, SUBSTITUTE TEACHER shall be compensated as a long term substitute at a daily rate of pay of **\$150** per day and shall not be entitled to fringe benefits or other compensation granted to regular teachers.
8. If SUBSTITUTE TEACHER works in one specific teaching position for more than 10 consecutive work days, on the 11th day the SUBSTITUTE TEACHER shall be compensated as a long term substitute at a daily rate of pay of **\$150** per day and shall not be entitled to fringe benefits or other compensation granted to regular teachers.
9. This is not an exclusive agreement for SUBSTITUTE TEACHER'S services and RCS acknowledges the SUBSTITUTE TEACHER'S right to employment in addition to that which may be provided under this agreement.

ADDENDUM:

I agree to be contacted for substitute School Paraprofessional/Aide hourly positions: Yes / No (circle one)

I agree to be contacted for substitute Administrative Assistant hourly positions: Yes / No (circle one)

If I accept such hourly position, I agree to be paid at an hourly rate of **\$10.00** per hour and not at the higher SUBSTITUTE TEACHER rate of pay.

SUBSTITUTE TEACHER'S Signature Date _____

Administrator's Signature Date _____