

Article 7 Salaries

A. Rates of pay for substitutes for the term of this contract will increase annually on July 1 according to the following schedule:

1. Year 1 (July 1, 2023): ~~10%~~ 3.35% increase for those with a Bachelor’s Degree or Higher

2. Year 2 (July 1, 2024): 4.5% 2.0% increase for all substitute categories

~~3. Year 3: 4.35% increase for all substitute categories~~

The daily and hourly rates of pay for substitute teachers are:

Effective July 1, 2022 2023						
	<u>Certificated with a Bachelor’s Degree or Higher</u>		<u>Non-certificated with a Bachelor’s Degree or Higher</u>		<u>Associate Degree or Equivalent Number of Credit Hours</u>	
	Daily Rate	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate	Hourly Rate
Short-Term	\$141.90 \$156.09 \$146.65	\$20.27 \$22.29 \$20.95	\$133.42 \$146.76 \$137.89	\$19.06 \$20.96 \$19.70	\$133.42	\$19.06
Long-Term	\$202.12 \$222.33 \$208.89	\$28.87 \$31.76 \$29.84	\$190.46 \$209.51 \$196.84	\$27.21 \$29.93 \$28.12	\$190.56	\$27.21
Long-Term >45 days in single assignment	\$222.33 \$244.56 \$229.78	\$31.76 \$34.94 \$32.83	\$209.51 \$230.46 \$216.53	\$29.93 \$32.92 \$30.93	\$209.51	\$29.93

Effective December 17, 2022 July 1, 2023						
	<u>Certificated with a Bachelor’s Degree or Higher</u>		<u>Non-certificated with a Bachelor’s Degree or Higher</u>		<u>Associate Degree or Equivalent Number of Credit Hours</u>	
	Daily Rate	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate	Hourly Rate
Short-Term	\$146.65 \$151.56	\$20.95 \$21.65	\$137.89 \$142.51	\$19.70 \$20.36	\$137.89	\$19.70
Long-Term	\$208.89 \$215.89	\$29.84 \$30.84	\$196.85 \$203.44	\$28.12 \$29.06	\$196.85	\$28.12
Long-Term >45 days in single assignment	\$229.78 \$237.48	\$32.83 \$33.93	\$216.53 \$223.78	\$30.93 \$31.97	\$216.53	\$30.93

Effective July 1, 2024						
	<u>Certificated with a Bachelor’s Degree or Higher</u>		<u>Non-certificated with a Bachelor’s Degree or Higher</u>		<u>Associate Degree or Equivalent Number of Credit Hours</u>	
	Daily Rate	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate	Hourly Rate

	<u>Daily Rate</u>	<u>Hourly Rate</u>	<u>Daily Rate</u>	<u>Hourly Rate</u>	<u>Daily Rate</u>	<u>Hourly Rate</u>
<u>Short-Term</u>	<u>\$154.59</u>	<u>\$22.08</u>	<u>\$145.36</u>	<u>\$20.77</u>	<u>\$140.65</u>	<u>\$20.09</u>
<u>Long-Term</u>	<u>\$220.21</u>	<u>\$31.46</u>	<u>\$207.51</u>	<u>\$29.64</u>	<u>\$200.79</u>	<u>\$28.68</u>
<u>Long-Term >45 days in single assignment</u>	<u>\$242.23</u>	<u>\$34.61</u>	<u>\$228.26</u>	<u>\$32.61</u>	<u>\$220.86</u>	<u>\$31.55</u>

- B. A substitute who is employed to replace a unit member who is a less than full-time unit member shall be paid the same percentage of the rate of pay for a short-term substitute teacher. A short-term substitute will receive a minimum of one-half (½) of the short-term substitute rate of pay when the unit member substitutes for a teacher whose regular schedule is full time.
- C. A substitute who is employed to replace a unit member who is a less than full-time unit member shall be paid the same percentage of the rate of pay for a long-term substitute teacher. Once a substitute has achieved long term status in an assignment, they shall be entitled to be paid the long-term rate, beginning with the first day of the assignment. If a long-term substitute teacher has a break in service that exceeds the contractual limits and returns to substitute for the same teacher, the rate of pay will revert to the short-term rate of pay.
- D. Long-term substitutes, having worked forty-five (45) days in the same assignment, shall be paid ten ~~fifteen~~ ten percent (~~15~~ 10%) higher than the regular long-term rate for the remainder of the assignment.
- E. Each substitute teacher will be paid on the payday two (2) weeks following the end of the pay period. Substitutes will have direct deposit of their paychecks. Substitute paychecks shall include the dates, school names, and hours worked for that pay period.
- F. If two (2) short-term substitute teachers arrive at school for the same regular classroom teacher, the substitute with the job number assigned by the Substitute Employee Management System (SEMS) will perform the absent educator's duties. The substitute who is not assigned to the absent classroom teacher's duties may opt to accept another open job at that worksite or decide not to work and, therefore, will receive no wages.
- G. ~~A substitute arriving at a worksite with the job number of a specific assignment will have the right to work that assignment if it is still available. If the substitute is offered an alternative assignment, the substitute will have the option to accept or reject it. Should the substitute reject the opportunity to change assignment, the substitute will continue in the original assignment and no adverse personnel recording or action may be taken as a result of that decision. The principal at the school to which a substitute reports after having selected a specific assignment will make every reasonable effort to ensure the substitute fills the selected assignment. If instructional needs require it, however, the principal may change the assignment.~~

- H. **A substitute who is obliged by ill-health or family emergency to cancel one or more assignments through the SEMS or by other means shall not be barred from further service as a substitute.**
- I. ~~G.~~ Substitute teachers shall be eligible for participation in the Outdoor Education program, if selected by the principal.
- J. ~~H.~~ Substitutes in secondary schools will be compensated at the “Class Coverage Rate” (see Article 21, Section I) for each period that they are called upon to provide emergency class coverage during their scheduled planning time. Volunteers will be called upon first.
- K. ~~F.~~ Any substitute teacher who works a minimum of **forty-five (45) days, i.e., three hundred fifteen (315) hours**, during a semester shall receive a bonus of ~~one thousand dollars (\$1000)~~ \$450 **four hundred seventy (\$470)** at the conclusion of the semester. Any substitute teacher who works a minimum of **twenty-five (25) days, i.e., one hundred seventy-five (175) hours**, during a semester shall receive a bonus of ~~five hundred (\$500)~~ \$250 **two hundred seventy dollars (\$270)** at the conclusion of the semester. These bonuses shall not be additive.
- L. ~~J.~~ Priority consideration will be given to qualified substitutes applying for A-D Salary Schedule jobs.

- M. Permanent Substitute Program. MCPS and MCEA acknowledge that there are higher than normal teacher and substitute shortages. The specific terms for substitute teachers selected to participate as a permanent substitute will be:**
- 1. Substitute teachers hired to fill these positions will be guaranteed, in writing, work for a full day for every planned school day. The particular school to which the substitute teacher is assigned will be determined by MCPS based on its assessment of where the need is greatest, which may change from day-to-day. MCPS will make every effort to take into consideration the substitute teacher's preference for school assignment but reserves the discretion to assign the substitute as needed.**
 - 2. Substitute teachers working in these positions will be treated for the duration of their participation as a permanent substitute as if they were “Long term > forty-five (45) days in single assignment” substitutes in all respects, and will be paid at that rate for their relevant salary category (Certificated, Noncertificated Bachelor's Degree or Higher, or Associate Degree) from the date of their first assignment.**
 - 3. A permanent substitute unit member will be compensated as if they had worked the entire day when schools are closed or delayed because of inclement weather or other emergency reasons.**

12/15/22: MCEA Opening Proposal

01/24/23: MCPS Counter Proposal

01/30/23: MCPS Counter Proposal Revised

- ~~4. MCPS and MCEA shall work together to identify professional development opportunities for permanent substitutes beyond the requirements found in Article 4. Professional development taken outside of regular duty hours that is required by MCPS of participants shall be paid at the “Long-term > forty-five (45) days in single assignment” hourly rate for their relevant salary category (Certificated, Noncertificated Bachelor’s Degree or Higher, or Associate Degree). Professional development taken outside of regular duty hours that provides important content or skill enhancement, but is not required by MCPS, shall be paid at the rate of twenty dollars (\$20) per hour.~~
- ~~5. A permanent substitute who wishes to exit the program shall make every effort to notify OHRD at least twenty-four (24) hours in advance of their intended last day in the program. A substitute who exits the program shall no longer be eligible for the provisions identified above.~~