

NEWTON COUNTY SCHOOLS
2019-2020 SUBSTITUTE
QUALIFICATIONS AND PAYRATES

RANK		Daily Rate	PAY
1.	Possession of a valid or expired professional teaching certificate AND Retired from NCSS;	Daily Rate	\$110
1a.	Possession of a valid or expired professional teaching certificate (or letter of eligibility for same) based on a baccalaureate degree or higher;	Daily Rate	\$75
2.	Completion of a baccalaureate degree or higher;	Daily Rate	\$70
3.	Completion of at least one or more years of postsecondary training beyond a high school diploma ranked in order of number of years completed;	Daily Rate	\$65
4.	Possession of a high school diploma;	Daily Rate	\$65
5.	Possession of a GED certificate	Daily Rate	\$65

<u>Long Term Certified Substitute Teacher</u> Daily Rate of Pay:		\$110.00
<u>Substitute Paraprofessional</u> Daily Rate of Pay:	8 hr position	\$65.00 - \$75.00 <i>(depending on rank)</i>
<u>Administrative Substitute</u> Daily Rate of Pay:		\$250.00
<u>Custodian/Nutrition Substitute</u> Hourly Rate of Pay:	Grade 4 (Step 0)	\$9.77/hr
<u>Clerical Substitute</u> Hourly Rate of Pay:	Grade 6 (Step 0)	\$11.83/hr
<u>Nurse Substitute</u> Hourly Rate of Pay:	Grade 9 (Step 0)	\$15.69/hr
<u>SRO (After Hours Security)</u> Hourly Rate of Pay:		\$20.00/hr

SPECIAL NOTES

- * A substitute teacher having qualifications lower on the priority list may be employed if that person has performed effectively on previous occasions and/or has the appropriate in-field expertise.
- * As a minimum, each substitute teacher shall hold a high school diploma or its equivalent (GED certificate) and have participated in the initial substitute teacher training provided by Griffin RESA and/or Newton County Board of Education.
- * Any Classroom-teacher absence or vacancy that lasts 46 or more consecutive days in a school year shall be filled with a certified in-field teacher, except in situations where longer periods of time are required by state or federal law.
- * Substitute teachers who hold only a high school diploma or GED certificate shall not work in any one classroom more than 10 consecutive days.

An Equal Opportunity Employer

The Newton County School System does not discriminate on the basis of race, sex, color, religion, national origin, age, or handicap in its educational programs, activities, or employment practices.