

Employment of Classified Substitutes

Classified substitutes/temporary employees are not governed by a negotiated collective bargaining agreement.

Classified substitutes/temporary employees will be paid at the beginning rate of the relevant salary schedule. However:

- Employees that have retired or laid off from the AEA will be paid at the same category/range and step of pay when they left employment, provided they are substituting in the same capacity. Otherwise, they will be paid the beginning rate of the relevant salary schedule for the position in which they are substituting.
- Substitutes working more than 60 days in the previous fiscal year will receive an additional step on the salary schedule the following year.
- The chief administrator/designee may increase the rate of pay up to 15% to find qualified candidates for hard to staff substitute positions. Any increase above 15% would require prior board approval.