

# RANTOUL CITY SCHOOLS #137

## BUILDING COMMUNITY. EDUCATING STUDENTS.

Rantoul City Schools exists to  
build a stronger community by  
educating our students.



www.rcs137.org  
@RantoulCitySchools137

400 East Wabash Avenue  
Rantoul, IL 61866



# WHO WE ARE EDUCATING STUDENTS



Looking for educators who are excited to take on the challenge of making a positive change in our wonderfully diverse schools. Why choose RCS?

1. Our Students. Once you meet them, you will love them!
2. Small Classes. We pride ourselves on our very small class sizes (15-20 per class).
3. Professional Support. Our schools have Instructional Coaches, Tech Integration Specialists, Reading and Math Specialists, Counselors and Social Workers--all to support you and your students.

## **Our Mission**

Rantoul City Schools exists to build a stronger community by educating our students.

## **Guiding Principles**

- To fulfill our mission, RCS will:
- Collaborate with the community, families, and other stakeholders.
- Encourage students who are critical thinkers, leaders, and global navigators, grounded in equity and cultural understanding,
- Provide a school environment where all learners feel free to embrace challenges and practice resilience,
- Ensure students' individual needs are met,
- Combat social and racial inequities, and
- Expect excellence from all learners and stakeholders both in the classroom and throughout our school community.

“  
**KIDS ARE  
OUR  
PASSION**  
”

# ABOUT US

## BUILDING COMMUNITY

**Location:** Champaign County ten miles north of Champaign-Urbana and 120 miles south of Chicago, on Interstate 57.

**District Enrollment:**  
Early Childhood (PreK)-8th Grade of approximately 1,800 students.

### **Schools:**

- Broadmeadow Elementary; K-5
- Eastlawn Elementary; K-5
- Northview Elementary; K-5
- Pleasant Acres Elementary; PK-5
- JW Eater Junior High; 6-8

### **Village of Rantoul and Surrounding Community**

- Colleges - Champaign-Urbana: Parkland College and University of Illinois
- Retail - Rantoul: Wal-Mart, Rantoul Downtown area, including a variety of shops and eateries; Champaign: Market Place Mall along with many other large retail stores - Best Buy, Meijer, Menards, Costco, and Target.
- Recreation - Rantoul Family Sports Complex, Rantoul Forum Fitness Center, Rantoul Park District, Willow Pond Golf Course, Brook Hill Golf Course.
- Industry - Conair, Vista Outdoors, Jeld-Wen Windows and Doors, Rantoul Airport, Rantoul Business Incubator, Rantoul Foods, and Taylor Studios
- Mass Transit - C-CARTS/Eagle Express: A fixed rate Public Mass Transit system serving Rantoul and into Champaign



### **Benefits:**

- Sick and Personal Leave: Teachers/Licensed Staff/ Teaching Assistants and Custodians: 12 sick days, 3 personal days, and 3 bereavement days per year. Personal leave can accumulate up to 6 days, but no more than 3 consecutive days can be used at a time. The personal days rollover into sick leave the following year.
- Life Insurance: The district carries a \$25,000 life insurance policy on each employee and additional coverage may be picked up at the employee's expense. TAX SHELTERED ANNUITIES: Employees may choose to have funds deducted from their payroll and be paid towards a 403(b) or similar account. RCS is partnered with The Omni Group to provide 403(b) information and participation
- Cancer Indemnity and Hospital Intensive Care: Employees may choose to purchase supplemental insurance through AFLAC.
- TRS (Licensed Staff Only): 9% TRS is paid by the employee and is deducted from his/her payroll.
- IMRF (All Education Support Personnel - ESP): 4.5% IMRF paid by employee and the employer cost is paid by district.
- Payroll: Direct deposit is mandatory for all employees covered by the Collective Bargaining Agreement (Teachers/ Licensed Employees, Teaching Assistants and Custodians). For 24 pays the first paycheck is the first payroll in September.

# WAGE SCALE

Certified/Teaching Staff Salary Schedule

		2022-2023							*							
		BA	BA15	MA	MA15	MA30	MA45	MA60	BA	BA15	MA	MA15	MA30	MA45	MA60	
Base	0	48,500.00	49,500.00	50,500.00	52,000.00	54,500.00	56,000.00	57,000.00	16	55,696.64	56,811.76	58,516.24	60,563.10	62,986.26	65,820.70	69,113.06
TRS		4,365.00	4,455.00	4,545.00	4,680.00	4,905.00	5,040.00	5,130.00		5,012.70	5,113.06	5,266.46	5,450.68	5,668.76	5,923.86	6,220.18
Base-TRS		44,135.00	45,045.00	45,955.00	47,320.00	49,595.00	50,960.00	51,870.00		50,683.94	51,698.70	53,249.78	55,112.42	57,317.50	59,896.84	62,892.88
Base	1	48,621.25	49,623.75	50,626.25	52,130.00	54,636.25	56,140.00	57,142.50	17	56,811.76	57,948.08	59,685.42	61,774.68	64,246.60	67,138.28	70,494.24
TRS		4,375.91	4,466.14	4,556.36	4,691.70	4,917.26	5,052.60	5,142.83		5,113.06	5,215.33	5,371.69	5,559.72	5,782.19	6,042.45	6,344.48
Base-TRS		44,245.34	45,157.61	46,069.89	47,438.30	49,718.99	51,087.40	51,999.68		51,698.70	52,732.75	54,313.73	56,214.96	58,464.41	61,095.83	64,149.76
Base	2	48,742.80	49,747.81	50,752.82	52,260.33	54,772.84	56,280.35	57,285.36	18	57,948.08	59,106.66	60,880.04	63,010.64	65,531.32	68,480.24	71,904.04
TRS		4,386.85	4,477.30	4,567.75	4,703.43	4,929.56	5,065.23	5,155.68		5,215.33	5,319.60	5,479.20	5,670.96	5,897.82	6,163.22	6,471.36
Base-TRS		44,355.95	45,270.51	46,185.06	47,556.90	49,843.28	51,215.12	52,129.67		52,732.75	53,787.06	55,400.84	57,339.68	59,633.50	62,317.02	65,432.68
Base	3	48,864.66	49,872.18	50,879.70	52,390.98	54,909.77	56,421.05	57,428.57	19	59,106.66	60,288.56	62,097.98	64,270.98	66,841.48	69,849.76	73,341.40
TRS		4,397.82	4,488.50	4,579.17	4,715.19	4,941.88	5,077.89	5,168.57		5,319.60	5,425.97	5,588.82	5,784.39	6,015.73	6,286.48	6,600.73
Base-TRS		44,466.84	45,383.68	46,300.52	47,675.79	49,967.89	51,343.16	52,260.00		53,787.06	54,862.59	56,509.16	58,486.59	60,825.75	63,563.28	66,740.67
Base	4	48,986.82	49,996.86	51,006.90	52,521.95	55,047.05	56,562.10	57,572.14	20	60,288.56	61,494.84	63,339.24	65,555.70	68,178.14	71,245.78	74,809.50
TRS		4,408.81	4,499.72	4,590.62	4,726.98	4,954.23	5,090.59	5,181.49		5,425.97	5,534.54	5,700.53	5,900.01	6,136.03	6,412.12	6,732.86
Base-TRS		44,578.01	45,497.14	46,416.28	47,794.98	50,092.81	51,471.51	52,390.65		54,862.59	55,960.30	57,638.71	59,655.69	62,042.11	64,833.66	68,076.65
Base	5	49,109.29	50,121.85	51,134.41	52,653.26	55,184.66	56,703.51	57,716.07	21	61,977.14	63,216.28	65,112.62	67,392.68	70,087.20	73,240.70	76,903.00
TRS		4,419.84	4,510.97	4,602.10	4,738.79	4,966.62	5,103.32	5,194.45		5,577.94	5,689.47	5,860.14	6,065.34	6,307.85	6,591.66	6,921.27
Base-TRS		44,689.45	45,610.88	46,532.32	47,914.46	50,218.04	51,600.19	52,521.62		56,399.20	57,526.81	59,252.48	61,327.34	63,779.35	66,649.04	69,981.73
Base	6	49,232.06	50,247.16	51,262.25	52,784.89	55,322.63	56,845.27	57,860.36	22	63,712.36	64,986.48	66,415.36	68,739.94	71,489.58	74,706.68	78,441.06
TRS		4,430.89	4,522.24	4,613.60	4,750.64	4,979.04	5,116.07	5,207.43		5,734.11	5,848.78	5,977.38	6,186.59	6,434.06	6,723.60	7,059.70
Base-TRS		44,801.18	45,724.91	46,648.65	48,034.25	50,343.59	51,729.19	52,652.93		57,978.25	59,137.70	60,437.98	62,553.35	65,055.52	67,983.08	71,381.36
Base	7	49,355.14	50,372.77	51,390.41	52,916.85	55,460.93	56,987.38	58,005.01	23	63,712.36	64,986.48	66,415.36	68,739.94	72,918.46	76,200.22	80,010.92
TRS		4,441.96	4,533.55	4,625.14	4,762.52	4,991.48	5,128.86	5,220.45		5,734.11	5,848.78	5,977.38	6,186.59	6,562.66	6,858.02	7,200.98
Base-TRS		44,913.18	45,839.22	46,765.27	48,154.34	50,469.45	51,858.52	52,784.56		57,978.25	59,137.70	60,437.98	62,553.35	66,355.80	69,342.20	72,809.94
Base	8	49,478.53	50,498.71	51,518.88	53,049.15	55,599.59	57,129.85	58,409.18	24	63,712.36	64,986.48	66,415.36	68,739.94	74,377.02	77,724.50	81,611.52
TRS		4,453.07	4,544.88	4,636.70	4,774.42	5,003.96	5,141.69	5,256.83		5,734.11	5,848.78	5,977.38	6,186.59	6,693.93	6,995.21	7,345.04
Base-TRS		45,025.46	45,953.82	46,882.18	48,274.72	50,595.62	51,988.16	53,152.35		57,978.25	59,137.70	60,437.98	62,553.35	67,683.09	70,729.30	74,266.48
Base	9	49,602.23	50,624.95	51,647.68	53,181.77	55,738.58	57,272.67	58,992.18	25	63,712.36	64,986.48	66,415.36	68,739.94	75,865.26	79,278.46	83,243.92
TRS		4,464.20	4,556.25	4,648.29	4,786.36	5,016.47	5,154.54	5,309.30		5,734.11	5,848.78	5,977.38	6,186.59	6,827.87	7,135.06	7,491.95
Base-TRS		45,138.03	46,068.71	46,999.39	48,395.41	50,722.11	52,118.13	53,682.88		57,978.25	59,137.70	60,437.98	62,553.35	69,037.39	72,143.40	75,751.97
Base	10	49,726.23	50,751.52	51,776.80	53,314.72	55,877.93	57,415.86	59,581.54	26	63,712.36	64,986.48	66,415.36	68,739.94	77,989.50	81,499.16	85,573.80
TRS		4,475.36	4,567.64	4,659.91	4,798.33	5,029.01	5,167.43	5,362.34		5,734.11	5,848.78	5,977.38	6,186.59	7,019.06	7,334.92	7,701.64
Base-TRS		45,250.87	46,183.88	47,116.89	48,516.40	50,848.92	52,248.43	54,219.20		57,978.25	59,137.70	60,437.98	62,553.35	70,970.45	74,164.24	77,872.16
Base	11	50,055.32	51,126.98	52,587.66	54,427.82	56,605.06	59,152.24	62,110.70	27	63,712.36	64,986.48	66,415.36	68,739.94	79,627.20	83,211.06	87,370.50
TRS		4,504.98	4,601.43	4,732.89	4,898.50	5,094.46	5,323.70	5,589.96		5,734.11	5,848.78	5,977.38	6,186.59	7,166.45	7,489.00	7,863.35
Base-TRS		45,550.34	46,525.55	47,854.77	49,529.32	51,510.60	53,828.54	56,520.74		57,978.25	59,137.70	60,437.98	62,553.35	72,460.75	75,722.06	79,507.16
Base	12	51,055.96	52,076.74	53,639.18	55,515.38	57,737.14	60,335.20	63,351.96	28	63,712.36	64,986.48	66,415.36	68,739.94	81,379.38	85,040.62	89,292.28
TRS		4,595.04	4,686.91	4,827.53	4,996.38	5,196.34	5,430.17	5,701.68		5,734.11	5,848.78	5,977.38	6,186.59	7,324.14	7,653.66	8,036.31
Base-TRS		46,460.92	47,389.83	48,811.65	50,519.00	52,540.80	54,905.03	57,650.28		57,978.25	59,137.70	60,437.98	62,553.35	74,055.24	77,386.96	81,255.97
Base	13	52,076.74	53,117.66	54,711.90	56,626.26	58,892.54	61,542.54	64,618.66	29	63,712.36	64,986.48	66,415.36	68,739.94	83,251.34	86,996.32	91,346.56
TRS		4,686.91	4,780.59	4,924.07	5,096.36	5,300.33	5,538.83	5,815.68		5,734.11	5,848.78	5,977.38	6,186.59	7,492.62	7,829.67	8,221.19
Base-TRS		47,389.83	48,337.07	49,787.83	51,529.90	53,592.21	56,003.71	58,802.98		57,978.25	59,137.70	60,437.98	62,553.35	75,758.72	79,166.65	83,125.37
Base	14	53,117.66	54,180.84	55,805.82	57,758.34	60,070.20	62,772.14	65,910.80								
TRS		4,780.59	4,876.28	5,022.52	5,198.25	5,406.32	5,649.49	5,931.97								
Base-TRS		48,337.07	49,304.56	50,783.30	52,560.09	54,663.88	57,122.65	59,978.83								
Base	15	54,180.84	55,264.16	56,923.06	58,914.80	61,271.18	64,028.24	67,229.44								
TRS		4,876.28	4,973.77	5,123.08	5,302.33	5,514.41	5,762.54	6,050.65								
Base-TRS		49,304.56	50,290.39	51,799.98	53,612.47	55,756.77	58,265.70	61,178.79								
<b>Specialized Position Stipends (See CBA, 9.10):</b>																
<b>Lanes BA, BA15, MA, MA15 (combinations of "a" and "b" may not exceed \$3,000)</b>																
a. \$1,500 for ESL, Middle Grades Math, or Literacy/Reading Specialist																
b. \$2,500 for Bilingual Teacher, Special Education Teacher, Early Childhood with Special Education, Vision Impaired, or Hearing Impaired																
<b>Lanes MA30, MA45, MA60 (combinations of "a" and "b" may not exceed \$4,000)</b>																
a. \$2,000 for ESL, Middle Grades Math, or Literacy/Reading Specialist																
b. \$3,000 for Bilingual Teacher, Special Education Teacher, Early Childhood with Special Education, Social Worker, Psychologist, Speech Language Therapist, Vision Impaired, or Hearing Impaired																

# WAGE SCALE

- Non Certified Staff, Covered by the RCESPA Collective Bargaining Agreement, 2022-2023
- The board may grant up to seven years of wage schedule placement for new hires with relevant public school or other employment experiences.

\*

STEP	Head Custodian	Custodian	TA	TA w/Para	TA w/AS	TA BA
0	\$15.75	\$14.75	\$15.00	\$16.00	\$16.50	\$17.00
1	\$15.78	\$14.80	\$15.10	\$16.10	\$16.60	\$17.10
2	\$15.81	\$14.85	\$15.20	\$16.20	\$16.70	\$17.20
3	\$15.84	\$14.90	\$15.30	\$16.30	\$16.80	\$17.30
4	\$15.87	\$14.95	\$15.40	\$16.40	\$16.90	\$17.40
5	\$15.90	\$15.00	\$15.50	\$16.50	\$17.00	\$17.50
6	\$15.93	\$15.05	\$15.60	\$16.60	\$17.10	\$17.60
7	\$15.96	\$15.10	\$15.70	\$16.70	\$17.20	\$17.70
8	\$15.99	\$15.15	\$15.80	\$16.80	\$17.30	\$17.80
9	\$16.02	\$15.20	\$15.90	\$16.90	\$17.40	\$17.90
10	\$16.05	\$15.35	\$16.10	\$17.10	\$17.60	\$18.10
11	\$16.37	\$15.51	\$16.30	\$17.30	\$17.80	\$18.30
12	\$16.70	\$15.66	\$16.63	\$17.63	\$18.13	\$18.63
13	\$17.03	\$15.82	\$16.96	\$17.96	\$18.46	\$18.96
14	\$17.37	\$15.98	\$17.09	\$18.09	\$18.59	\$19.09
15	\$17.72	\$16.14	\$17.49	\$18.49	\$18.99	\$19.49
16	\$18.07	\$16.30	\$17.84	\$18.84	\$19.34	\$19.84
17	\$18.44	\$16.46	\$18.20	\$19.20	\$19.70	\$20.20
18	\$18.81	\$16.62	\$18.56	\$19.56	\$20.06	\$20.56
19	\$19.18	\$17.00	\$18.93	\$19.93	\$20.43	\$20.93
20	\$19.56	\$17.00	\$19.31	\$20.31	\$20.81	\$21.31
21	\$19.96	\$17.00	\$19.70	\$20.70	\$21.20	\$21.70
22	\$20.36	\$17.00	\$20.09	\$21.09	\$21.59	\$22.09
23	\$20.76	\$17.00	\$20.49	\$21.49	\$21.99	\$22.49
24	\$21.18	\$17.00	\$20.90	\$21.78	\$22.28	\$23.12
25	\$21.60	\$17.00	\$21.32	\$22.32	\$22.82	\$23.32
26	\$22.03	\$17.00	\$21.75	\$22.75	\$23.25	\$23.75
27	\$22.47	\$17.00	\$22.10	\$23.10	\$23.60	\$24.10
28	\$22.92	\$17.00	\$23.58	\$24.58	\$25.08	\$25.58
29	\$23.38	\$17.00	\$23.58	\$24.58	\$25.08	\$25.58
30	\$23.85	\$17.00	\$23.58	\$24.58	\$25.08	\$25.58
31	\$24.33	\$17.00	\$23.58	\$24.58	\$25.08	\$25.58
32	\$24.81	\$17.00	\$23.58	\$24.58	\$25.08	\$25.58
33	\$25.31	\$17.00	\$23.58	\$24.58	\$25.08	\$25.58
34	\$25.38	\$17.00	\$23.58	\$24.58	\$25.08	\$25.58



# COMPREHENSIVE INSURANCE

## Comprehensive Benefits Plan-2022

**VISION:** VSP is an optional coverage that you may choose at the employee's own expense, and paid via payroll deduction. The Board does not cover premiums for vision. The following premiums are per month:

Employee: \$9.96	Employee + Spouse: \$17.04
Employee + Children: \$16.68	Employee + Family: \$26.92

**DENTAL:** The District shall contribute 100% of the single employee dental insurance coverage per month. The employee has the option to add dependents to the plan at their own expense. Premiums for adding dependents will be a payroll deduction. The following premiums are per month:

Employee \$27.04:	(Board covers 100% single premium)
Employee + Spouse \$54.76:	Board contributes \$27.04 so employee portion is \$27.72
Employee + Child(ren) \$66.48:	Board contributes \$27.04 so employee portion is \$39.44
Family \$104.40:	Board contributes \$27.04 so employee portion is \$77.00

**MEDICAL:** Medical Insurance is an optional coverage that you may choose. The Board covers 91% of the individual employee's premium. The employee has the option to add dependents to their plan at their own expense. The premium for employee only coverage and/or dependent coverage is paid via payroll deduction. The following chart lists coverage levels and premiums.

	POS 2500 80%		
Deductible	\$2,500 (Board HRA*)		
Family	\$7,500 (Board HRA*)		
Out Of Pocket Max (OOPM)	\$4,000		
Family	\$12,000		
Coinsurance (after deductible up to OOPM)	20%		
OV /Spec Copay	\$25 / \$50		
Hospitalization	Deductible then 20%	*The HRA will reimburse the last \$250 of deductible expenses. The HRA does not reimburse for any Co-pays or Co-insurance.	
Outpatient Procedure			
MRI / CT			
Urgent Care	\$50	**The employee contribution is paid per pay period. For example, an employee on 24 pays will contribute \$24.80 every two weeks for Employee only coverage.	
Emergency Room	\$200		
ER Transportation	\$100		
Pharmacy	\$10/40/80/50%/50%50%		
	Monthly Premium	Monthly Board Contribution	Monthly Employee Cost**
Employee Only	\$551	501.41	49.59
Employee & Spouse	\$1,678	501.41	656.59
Employee & Child(ren)	\$1,622	501.41	623.59
Family	\$1,805	501.41	750.59
2 Employee Family Coverage	\$1,252	1002.82	249.18

# IMPORTANT INFO

TEACHERS AND LICENSED STAFF ONLY

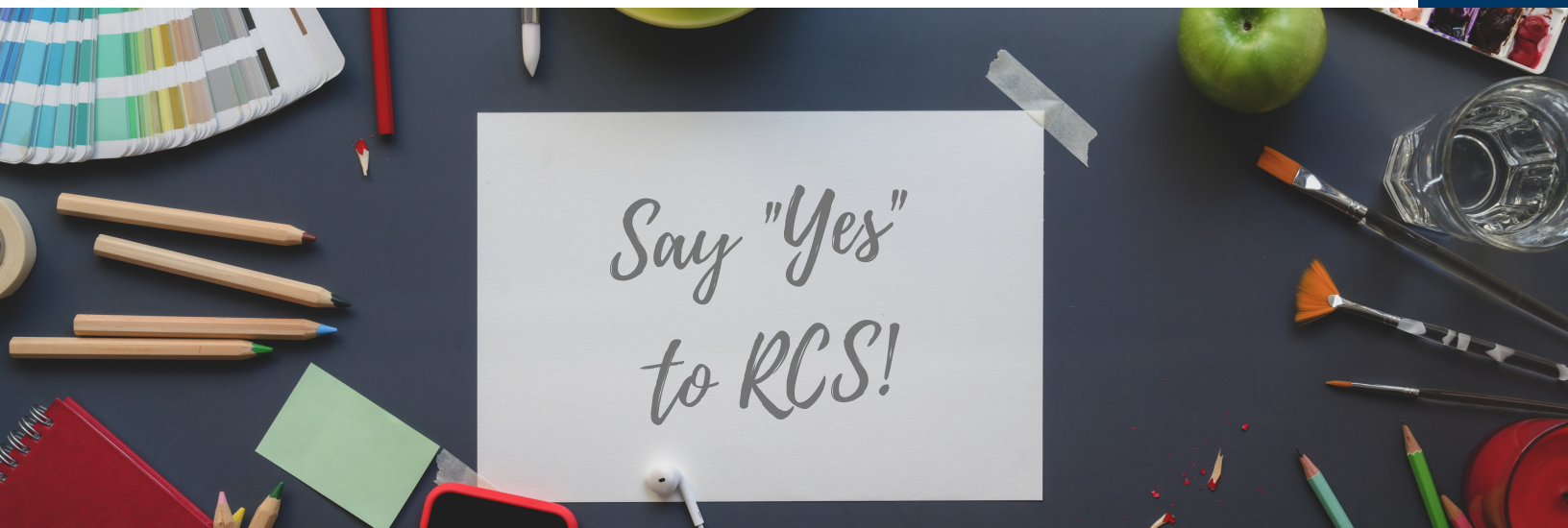
**Transcripts for licenses must be from a regionally accredited institution:** Most transcripts will state their accreditation (if held) on the back of the transcript. Regional Accrediting Bodies include:

- Middle States Association of Colleges and Schools
- New England Association of Schools and Colleges
- Higher Learning Commission (North Central Association of colleges and Schools)
- Northwest Commission on Colleges and Universities
- Southern Association of Colleges and Schools
- Western Association of Colleges and Schools
- Accrediting Commission for Community and Junior Colleges

**Board Credit:** An employee who participates in district-sponsored professional development beyond contractual hours, pre-approved by central office administration, and provided and/or supported by district personnel shall receive Board credit on the salary schedule based on the following parameters:

- Ten (10) clock hours is equivalent to one (1) Board Credit.
- One (1) Board Credit is equal to one (1) hour of movement on the salary schedule.
- Board Credit also counts towards CPDUs/continuing education credit on ELIS.
- Board Credit can be used in addition to or in combination with college credit for lane movement.
- Due to the change from 12 to 10 clock hours being equivalent to one board credit, any board credit already submitted for lane movement for the 2018-19 school year and earlier, are already considered submitted and will not be recalculated at a different rate.
- Board credit from another district will not be accepted.
- Teachers are responsible for submitting board credit documentation to the Central Office to substantiate lane movement on the salary schedule by the first day of school for the applicable school year. Lane movement only occurs at the beginning of each school year not mid-year.
- Previously accrued board credit not yet submitted to Central Office for lane movement will be calculated at the new rate of 10 clock hours per 1 board credit.

**Years of Experience and Coursework Verification for New Hire:** Teachers are responsible for ensuring prior years of qualifying teaching and coursework (official transcripts) are submitted to the Central Office by September 1 of year hired or within three weeks of hire date in order to receive credit on the salary schedule. These forms must be completed, signed and submitted by previous employers only. In the event the Sept 1 (or three weeks from hire date) is missed, the employee must contact the superintendent within the first week of school (or 1st week of work) for an approved extension.



# OTHER WAGE SCALES

- Non Certified Staff, not covered by a collective bargaining agreement
- The board may grant up to seven years of wage schedule placement for new hires with relevant public school or other employment experiences.

STEP	Elementary Cook	Elementary Head Cook	Junior High Cook	Junior High Head Cook	Secretary/ Clerical	Secretary/ Bookkeeper	LPN	RN
	180 Days	180 Days	180 Days	180 Days	200 Days	200 Days	190 Days	190 Days
0	13.75	14.50	14.00	15.00	15.75	16.50	21.00	27.30
1	14.00	14.70	14.25	15.30	15.91	16.75	21.53	28.12
2	14.25	14.95	14.50	15.61	16.07	17.00	22.06	28.96
3	14.50	15.10	14.79	15.92	16.23	17.25	22.61	29.83
4	14.75	15.30	15.09	16.24	16.30	17.50	23.18	30.73
5	15.00	15.50	15.39	16.50	16.63	17.75	23.76	31.65
6	15.25	15.75	15.70	16.83	16.96	18.00	24.35	32.60
7	15.50	16.00	16.18	17.17	17.30	18.25	24.96	33.58

# SUBSTITUTE TEACHING

- Substitute Teacher Base=\$145 full day/\$72.50 half day
  - Consistency Incentives.
    - For every five consecutive days worked (when you are called on to substitute) earn a \$100 bonus. If we don't need you to substitute, you won't lose your consecutive days. May be earned up to four times per school year.
      - *Example: You earn \$145/day. If you work five consecutive days, you will earn \$725 for subbing plus a \$100 bonus. You can do this up to four times.*
    - After you have subbed for 25 school days in a school year, your daily rate will increase to by \$5, and you will receive a one-time \$100 bonus.
      - *Example: Once you have worked a total of 25 school days in a year, you will earn a \$100 bonus and your daily rate increases from \$145/day to \$150/day moving forward. You could earn up to \$4,125 in 25 days.*
  - Long-Term Assignment.
    - When a substitute teacher assumes full teacher responsibilities (planning, grading, family communications, participating in teacher and faculty meetings, etc.) for a teacher for five or more school days, typically in cases such as a leave of absence or other family leave, this substitute teacher will earn \$208 per day.
  - PermanentSubstitute Teacher
    - \$162/day plus benefits (and annual increases). Full Time Substitutes are not eligible for other incentives.
    - When a permanent substitute teacher assumes full teacher responsibilities (planning, grading, family communications, participating in teacher and faculty meetings, etc.) for a teacher for five or more school days, this substitute teacher will earn \$208 per day (plus benefits) during the time the substitute is covering the extended teacher's absence. This situation would typically apply to coverage of teacher leaves of absences and when there is an unfilled teacher vacancy. When there is an unfilled teacher vacancy, the district will make every effort to fill the vacancy with a fully qualified teacher.
  - Retired Teacher Substitute
    - \$155/day. Retired Teacher Substitutes are eligible for consistency incentives. After 25 school days in a year, the daily rate would increase to \$160.