



**\* Implementation Procedures \***

**2020-21 CERTIFICATED  
 HOURLY AND SUBSTITUTE RATES**

For your convenience, I am distributing the attached rates for 2020-21 with benefit cost calculations. These rates **will be effective beginning September 1, 2020** and will continue unchanged through the remainder of the 2020-21 work year. Please note that the hourly rates, the hourly timesheet rate, and extra duty stipends are the only approved pay rates for EEA bargaining unit employees.

A flat hourly rate of \$48.56 is available for required meetings beyond the base contract. If this rate is not paid, the pay rate would be one of the following rates and the work must be consistent with the definition of the work for that rate.

Please call Roger Jordan (7029) if you have any questions.

<b>2020-21 Hourly Rates</b>	<b>Hourly Rate</b>	<b>Hourly Rate With Benefits *</b>
<b><u>Instructing Teachers</u></b> <i>(Used for compensating employees for each hour they instruct certificated employees. No additional pay is provided for planning.)</i>	\$41.64	\$52.11
<b><u>Hourly Timesheet Rate</u></b> <i>(Used for building or department-funded work and pays each employee the same rate.)</i>	\$48.56	\$60.66
<b><u>Classroom Instruction</u></b> <i>(Used for compensating teachers for instruction not included in their base contracts such as summer school or intersession.)</i> <b><u>Summer School Teaching</u></b>	\$30.20	\$37.97
<b><u>Curriculum Work</u></b> <i>(Used for hourly time beyond the base contract when something tangible is being produced, e.g., curriculum development, interview teams, parent education activities, etc.)</i>	\$26.24	\$33.08
<b><u>Moving Rate</u></b> <i>(Used for relocating from one site to another - primarily used for capital projects moves and for transfers.)</i>	\$22.16	\$28.03
<b><u>Attendance at District-Approved Inservice</u></b> <i>(Used for those attending professional training.)</i>	\$20.83	\$26.39

**► NOTE ◀**

1. Work compensated at hourly rates must be done **outside** the contracted workday or work year.
2. Rates for instructional activities are paid on a contact-hour basis. A factor for planning has been included in the rates.

*(Substitute Rates on Page2)*

2020-21 Substitute Rates	Daily Rate	Daily Rate With Benefits
Regular Daily Sub Rate (1-30 days)	\$190.24	\$209.71
Regular Half-Day Sub Rate @60% of Daily Sub Rate	\$114.14	\$125.37
Intermediate Daily Sub Rate (31 days or more)	\$209.30	\$230.26
Intermediate Half-Day Sub Rate (31 days or more) @60% of Intermediate Sub Rate	\$125.58	\$137.70
75-day Sub (75 or more <b>assignments</b> during PREVIOUS year)	\$234.27	\$257.20
75-day Half-Day Sub Rate (75 or more <b>assignments</b> during PREVIOUS year) @60% of 75-day Sub Rate	\$140.56	\$153.87
Long-Term Sub ( 30 or more days, same assignment, current year)	Placement on Cert Employees Salary Schedule	
Sub Unavailability Rate (1/5 regular daily rate)	\$38.05	\$47.67
Rate for 6-period instructional day or when sub assigned additional duties during the planning period of a full-day assignment	Applicable daily rate plus 20%	

Retired teachers from Edmonds earn the highest rate of substitute pay (75-day rate) only during their first year of substitute teaching, provided they work 45 days during that first year of substitute teaching. The difference in pay would be retroactive back to the first day of substitute teaching.

*\* (Section 11.2.D) The maximum full-day sub daily rate is \$230.58 However, the rate of pay for substituting in the full assignment of a teacher with a 6<sup>th</sup> period teaching assignment or when additional teaching duties are accepted by a substitute during the planning period of a full-day assignment shall be the applicable daily substitute rate plus 20% of that rate.*

**► NOTE ◀**

Certificated subs who take assignments on designated “high usage” days will receive an addition \$20 over and above his/her regular substitute pay for that day. Payment will be twice per year, March and July. See Implementation Memo for designated high usage days.