SPS Substitutes Hourly Salary Schedule 2014-15 through 2017-18

Notes:

- (1) The original hourly rates for certificated subs in 2016-17 were incorrect, for steps 2, 3 and 4. They were corrected in July, 2017 and subs were retroactively reimbursed.
- (2) The raise for 2017 incorporates payment for a 20 minute longer school day for certificated subs (20 minutes more student contact on most days).

(<=30 days) 21.08 22.36 23.22 24.82 (31 - 60 days) 22.01 23.35 24.25 25.92 (61 - 90 days) 23.42 24.85 25.80 27.58 (> 90 days) 27.58 27.58 27.58 (> 90 days) 27.58 27.58 27.58 (> 90 days) 27.58 27.58 27.58 (> 90 days) 29.60 21.34 21.34 21.34 21.34 21.34 21.34 22.41 22.41 22.41 22.41 22.41 22.41 22.41 22.41 22.41 22.41 22.41 22.41 22.41 22.41 22.41 22.41 22.42 22.41 22.41 22.41 22.41 22.41 22.41 22.41 22.41 22.41 22.41 22.41 22.41 22.41 22.41 22.41 22.41		2014-15	2015-16	2016-17	2017-18
Cert. step 2 (31 – 60 days) 21.08 22.36 23.22 24.82 Cert. step 3 (51 – 90 days) 22.01 23.35 24.25 25.92 Cert. step 4 (> 90 days) 23.42 24.85 25.80 27.58 Para step 4 (> 90 days) Para step 2 (61 – 90 days) Para step 3 (91 – 120 days) Para step 4 (> 120 days) SAEOP step 1 (<= 60 days)	Cert. step 1	20.17	21.40	22.22	23.75
(31 - 60 days) 22.01 23.35 24.25 25.92 (61 - 90 days) 23.42 24.85 25.80 27.58 Cert. step 4 (> 90 days) 18.12 19.22 19.96 21.34 (≤= 60 days) 18.12 20.18 20.96 22.41 (61 - 90 days) 18.12 21.14 21.96 23.47 Para step 3 (91 - 120 days) 18.12 22.10 22.95 24.54 Para step 4 (> 120 days) 15.87 16,84 17.49 18.70 SAEOP step 1 (<= 60 days)					
Cert. step 3 (61 − 90 days) 22.01 23.35 24.25 25.92 Cert. step 4 (> 90 days) 23.42 24.85 25.80 27.58 Para step 1 (<= 60 days) Para step 2 (61 − 90 days) Para step 3 (91 − 120 days) 18.12 21.14 21.96 23.47 Para step 4 (> 120 days) Para step 4 (> 120 days) 15.87 16,84 17.49 18.70 SAEOP step 1 (<= 60 days) SAEOP step 2 (61 − 90 days) 15.87 17.66 18.36 19.64 SAEOP step 3 (91 − 120 days) SAEOP step 4 (>120 days)		21.08	22.36	23.22	24.82
(61 - 90 days) Cert. step 4 (> 90 days) (> 90 days) Para step 1 (<= 60 days)					
Cert. step 4 (> 90 days) 23.42 24.85 25.80 27.58 Para step 1 (< 60 days) 18.12 19.22 19.96 21.34 Para step 2 (61 − 90 days) 18.12 20.18 20.96 22.41 Para step 3 (91 − 120 days) 18.12 21.14 21.96 23.47 Para step 4 (> 120 days) 18.12 22.10 22.95 24.54 SAEOP step 1 (<= 60 days) 15.87 16,84 17.49 18.70 SAEOP step 2 (61 − 90 days) 15.87 17.66 18.36 19.64 SAEOP step 3 (91 − 120 days) 15.87 18.50 19.24 20.57 SAEOP step 4 (>120 days) 15.87 19.34 20.11 21.51 Cert. Nurses 35.33	-	22.01	23.35	24.25	25.92
(> 90 days) 18.12 19.22 19.96 21.34 (<= 60 days)					
Para step 1 (<= 60 days) 18.12 19.22 19.96 21.34 Para step 2 (61 − 90 days) 18.12 20.18 20.96 22.41 Para step 3 (91 − 120 days) 18.12 21.14 21.96 23.47 Para step 4 (> 120 days) 18.12 22.10 22.95 24.54 SAEOP step 1 (<= 60 days) 15.87 16,84 17.49 18.70 SAEOP step 2 (61 − 90 days) 15.87 17.66 18.36 19.64 SAEOP step 3 (91 − 120 days) 15.87 18.50 19.24 20.57 SAEOP step 4 (>120 days) 15.87 19.34 20.11 21.51 Cert. Nurses 35.33	Cert. step 4	23.42	24.85	25.80	27.58
(<= 60 days)	(> 90 days)				
(<= 60 days)	Dave step 4	40.40	40.00	40.00	24.24
Para step 2 18.12 20.18 20.96 22.41 (61 - 90 days) 18.12 21.14 21.96 23.47 (91 - 120 days) 18.12 22.10 22.95 24.54 Para step 4 18.12 22.10 22.95 24.54 (> 120 days) 15.87 16,84 17.49 18.70 SAEOP step 1 15.87 17.66 18.36 19.64 (61 - 90 days) 15.87 18.50 19.24 20.57 SAEOP step 3 15.87 19.34 20.11 21.51 SAEOP step 4 15.87 19.34 20.11 21.51 Cert. Nurses 35.33	- I	10.12	19.22	19.96	21.34
(61 – 90 days) 18.12 21.14 21.96 23.47 (91 – 120 days) 18.12 22.10 22.95 24.54 (> 120 days) 15.87 16,84 17.49 18.70 (<= 60 days)		18.12	20.18	20.96	22.41
(91 – 120 days) Para step 4 (> 120 days) (> 120 days) SAEOP step 1 (<= 60 days)	(61 – 90 days)				
Para step 4 18.12 22.10 22.95 24.54 (> 120 days) 15.87 16,84 17.49 18.70 (<= 60 days)	Para step 3	18.12	21.14	21.96	23.47
(> 120 days) SAEOP step 1 (<= 60 days)	(91 – 120 days)				
SAEOP step 1 15.87 16,84 17.49 18.70 (<= 60 days)	Para step 4	18.12	22.10	22.95	24.54
(<= 60 days)	(> 120 days)				
(<= 60 days)	SAEOD stop 1	15 97	16.84	17 /0	19.70
SAEOP step 2 15.87 17.66 18.36 19.64 (61 – 90 days) 15.87 18.50 19.24 20.57 (91 – 120 days) 15.87 19.34 20.11 21.51 SAEOP step 4 (>120 days) 15.87 19.34 20.11 21.51 Cert. Nurses 35.33	-	15.07	10,04	17.49	10.70
SAEOP step 3 15.87 18.50 19.24 20.57 (91 – 120 days) 15.87 19.34 20.11 21.51 (>120 days) Cert. Nurses 35.33	SAEOP step 2	15.87	17.66	18.36	19.64
(91 – 120 days) SAEOP step 4	(61 – 90 days)				
SAEOP step 4 (>120 days) 15.87 19.34 20.11 21.51 Cert. Nurses 35.33	SAEOP step 3	15.87	18.50	19.24	20.57
(>120 days)	(91 – 120 days)				
Cert. Nurses 35.33	SAEOP step 4	15.87	19.34	20.11	21.51
	(>120 days)				
	Cert Nurses				35 33
	Classified Nurses				28.27