



## SUBSTITUTE TEACHER LOYALTY PROGRAM

In recognition of your loyalty and service to the Cajon Valley Union School District (CVUSD), we are excited to announce our **NEW CVUSD Substitute Teacher Loyalty Program Rates** effective September 1, 2019.

We want your teaching experience with CVUSD to be rewarding while enhancing the academic program for our students. It is our sincere hope this program will encourage you to continue to be an essential part of our team.

Substitute teachers have access to incremental pay increases based on the number of days worked during the current school year. Both full- and half-day assignments for both General Education and Special Education assignments are eligible. A full-day or half-day assignment count as one (1) day worked. Two half-day assignments within one day will also count as one (1) day worked. Please refer to the matrix below for an overview of days worked and the respective pay rates.

Classroom Teaching Assignments - Day to Day								
Days Worked	Full Day				Half Day			
	Elementary	Elem. SpEd	Middle School	MS SpEd	Elementary	Elem. SpEd	Middle School	MS SpEd
1-40	\$120	\$130	\$130	\$140	\$60	\$65	\$65	\$70
41-70	\$130	\$140	\$140	\$150	\$65	\$70	\$70	\$75
71-120	\$140	\$150	\$150	\$160	\$70	\$75	\$75	\$80
121 - 180	\$165	\$165	\$165	\$165	\$83	\$83	\$83	\$83
Retirees	\$165	\$165	\$165	\$165	\$83	\$83	\$83	\$83

Classroom Teaching Assignments - Long Term - Starting on Day 11								
Days Worked	Full Day				Half Day			
	Elementary	Elem. SpEd	Middle School	MS SpEd	Elementary	Elem. SpEd	Middle School	MS SpEd
11-40	\$130	\$140	\$140	\$150	\$60	\$65	\$65	\$70
41-70	\$140	\$150	\$150	\$160	\$65	\$70	\$70	\$75
71-120	\$150	\$160	\$160	\$165	\$70	\$75	\$75	\$80
121 - 180	\$165	\$165	\$165	\$165	\$83	\$83	\$83	\$83
Retirees	\$165	\$165	\$165	\$165	\$83	\$83	\$83	\$83

**Please note:** The maximum daily pay rate shall not exceed \$165 full day/\$83 half-day for both General and Special Education assignments. Incremental pay increases are based on the number of days worked during the current school year and will reset at the beginning of each new school year.

## RELATED SERVICE PROVIDER RATES

Related Services Providers - Day to Day							
Daily Rate				Half Day			
School Nurse	Psychologist	SLP	Adapted PE	School Nurse	Psychologist	SLP	Adapted PE
\$238	\$238	\$238	\$238	\$119	\$119	\$119	\$119

Related Services Providers - Long Term - Starting on Day 11									
Daily Rate					Half Day				
School Nurse	Psychologist	SLP	Counselor	Adapted PE	School Nurse	Psychologist	SLP	Counselor	Adapted PE
\$275	\$275	\$275	\$275	\$275	\$138	\$138	\$138	\$138	\$138