



SUBSTITUTE TEACHER LOYALTY PROGRAM

In recognition of your loyalty and service to the Cajon Valley Union School District (CVUSD), we are excited to announce the adoption of the **CVUSD Substitute Teacher Loyalty Program**. Effective August 16, 2017, all certificated substitutes are eligible for the program.

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.

Days Worked During Current School Year	General Education Full-Day Rate	General Education Half-Day Rate	Special Education Full-Day Rate	Special Education Half-Day Rate
Days 1-40	\$115	\$60	\$125	\$65
Days 41-70	\$125	\$65	\$135	\$70
Days 71-120	\$135	\$70	\$145	\$75
Days 121-180	\$155	\$80	\$155	\$80
Retired CVUSD Teachers Days 1 - 180	\$155	\$80	\$155	\$80

***Please note:** The maximum daily pay rate shall not exceed \$155 full day/\$80 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.*

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.