

**INDEPENDENCE SCHOOL DISTRICT  
SUBSTITUTE, LONG-TERM, AND PART-TIME TEACHERS  
SALARY SCHEDULE  
2023-2024**

- A. Substitute Teachers** **\$130.00 per day**  
Persons holding a Missouri Teacher's Certificate who substitute intermittently on a day-to-day basis  
**OR**  
Persons holding a Missouri Substitute Teacher's Certificate who have completed the District's training program
- B. Paraeducator Substitute Assignment** **\$110.00 per day**
- C. Long-term Substitute Assignment**
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| 1. Missouri Teacher's Certificate            | <b>\$165.00 per day</b> |
| 2. Missouri Substitute Teacher's Certificate | <b>\$140.00 per day</b> |

**Related Information:**

- 1 Personnel appointed in any classification listed above will be paid only for the actual service days. Service days will be defined as days when pupils are in attendance, or when appointee is required to attend a workshop or planning session.
- 2 Substitute teachers will report 30 minutes before, and remain 30 minutes after, the regular instruction time schedule.
- 3 Part-day substitute assignments will be on a pupil-contact-basis at the rate of \$16.25 per hour.
- 4 Long-term substitutes are appointed to fill a temporary vacancy and will assume total responsibility of a regular staff member.
- 5 Only full-time, regularly employed personnel are eligible for sick leave, emergency leave, excused leave, or other welfare programs adopted as part of the salary schedule for each classification. A long-term substitute teacher will be allowed one (1) sick leave day per month (20) days of assignment, cumulative during, and applicable to each specific appointment.