

Colorado Springs School District 11
Guest Staff Salary Schedule for 2021-2022
Effective August 1, 2021

Guest Staff Position	Rate of Pay
CERTIFIED	
Substitute Teacher/Emergency Substitute	Full Day - \$115.00 Mon.-Thurs.
	Half Day - \$ 57.50 Mon.-Thurs.
	Full Day - \$125.00 (Friday)
	Half Day - \$ 62.50 (Friday)
EMPOWER SCHOOLS-CERTIFIED (13 schools)	
Adams, Carver, Fremont, Henry, McAuliffe, Midland, Monroe, Q. Palmer, Rogers, Twain, West ES, Galileo, Mann, Sabin and Mitchell	Monday – Friday Rates Full Day - \$125.00 Half Day - \$62.50
<ul style="list-style-type: none"> • Empower Schools: schools that have been identified as Priority Improvement or Turnaround from their School Performance Frameworks. 	
Substitute Teacher (Long-Term-All Schools)	Per Diem Full Day - \$180.00 (after 10 consecutive days in the same assignment) Per Diem Half Day - \$90.00 (after 10 consecutive days in the same assignment)
NON-CERTIFIED (ALL SCHOOLS)	
Educational Assistant Substitute (Instructional)	Hourly \$13.24 Long-Term \$13.54 (after 10 consecutive days in the same assignment)
Educational Assistant Substitute-Non Instructional (includes Clerical, School Assistant, Teacher Assistant, Study Hall Supervisor)	Hourly \$12.57 Long-Term \$12.87 (after 10 consecutive days in the same assignment)
<i>Non-certified Guest staff are paid by the hour worked minus lunch time.</i>	
<i>With the exception of clerical substitutes, all other long-term substitute positions require college credits equivalent to 48 semester hours, or must have passed the WorkKeys or Para-Pro test. An official transcript must be on file in the Human Resources Substitute Office.</i>	
For further information and questions, please call the Substitute Office at 520-2182.	