



SAUGUS
Union School District
Excellence in Elementary Education

Certificated Substitute Pay Rates			
	Half Day*	Full Day	Long-Term**
Regular Education	\$100	\$180	\$230
Special Day Class	\$115	\$190	\$250
Retiree Rate	\$150	\$300	\$300

Board Approved: August 16, 2022

"Loyalty Substitute Rate" - Substitute full-day sub rate will increase to \$190 after serving as a substitute for 108 days in a school year (60% of school year).

* 4 Hours or Less

** 21 Days or more in the same assignment