

		<b>SOUTHGATE INDEPENDENT SCHOOLS</b>										
		<b>SALARY SCHEDULE - SUBSTITUTE TEACHERS</b>										
			<b>2015-2016</b>									
			<b>Effective 9/11/2015</b>									
		<b>RANK</b>	<b>DAILY RATES</b>									
			<b>Initial 10 Days</b>	<b>*Days 11-90</b>	<b>*Days 91+</b>							
					<b>Percent</b>							
		<b>1</b>	<b>110.00</b>	<b>145.00</b>	<b>24%</b>	<b>Rank &amp; Experience on Board</b>						
						<b>approved Salary Schedule</b>						
		<b>2</b>	<b>110.00</b>	<b>145.00</b>	<b>24%</b>	<b>Rank &amp; Experience on Board</b>						
						<b>approved Salary Schedule</b>						
		<b>3</b>	<b>105.00</b>	<b>140.00</b>	<b>25%</b>	<b>Rank &amp; Experience on Board</b>						
						<b>approved Salary Schedule</b>						
		<b>4</b>	<b>100.00</b>	<b>110.00</b>	<b>9%</b>	<b>Rank &amp; Experience on Board</b>						
						<b>approved Salary Schedule</b>						
		<b>5</b>	<b>95.00</b>	<b>105.00</b>	<b>10%</b>	<b>Rank &amp; Experience on Board</b>						
						<b>approved Salary Schedule</b>						
		*Applies to a long-term substitute teaching for the same teacher's absence										
		A teacher must have taught 140 days in a school year to receive credit for one year of teaching experience.										
		Amended 12/8/2016										