

CMCSS Substitute Pay Schedule 2016-2017

Educational Assistant	Tier I Substitute Teacher	Tier II Substitute Teacher	Tier III Substitute Teacher	Tier IV Substitute Teacher	Tier V Substitute Teacher
\$8.00 hourly	\$9.00 hourly	\$9.50 hourly	\$9.75 hourly	\$12.70 hourly	\$14.00 hourly
<ul style="list-style-type: none"> • High School Diploma or equivalent 	<ul style="list-style-type: none"> • High School Diploma or equivalent • No previous CMCSS substitute experience • Previous year Tier I 	<ul style="list-style-type: none"> • Active Student Teacher • Tier II Advanced Substitute* • Previous year Tier II 	<ul style="list-style-type: none"> • Out of state Certification • Expired TN Certification • Out of state retiree • Tier III Advanced Substitute* 	<ul style="list-style-type: none"> • Active TN Certified Teacher • CMCSS Teacher Retiree prior to August 2013 with no CMCSS subbing experience within the past 3 years. • Out of county TN Teacher Retiree 	<ul style="list-style-type: none"> • CMCSS Teacher Retiree since August 2013. • CMCSS Teacher Retiree prior to August 2013 with verification of CMCSS subbing experience within the past 3 years.

***Substitute has advanced from previous tier based on criteria below.**

Tier II Advanced Substitute	Tier III Advanced Substitute
<ul style="list-style-type: none"> • Previous Tier I • 600 Hours • 90% Overall Quality Ratings 	<ul style="list-style-type: none"> • Previous Tier II • 600 Hours • 90% Overall Quality Ratings

*Tier advancement is reviewed annually and is based on the time frame of July 1st -June 30th. Ratings and hours are not cumulative from year to year for purposes of tier advancement.

*If at anytime it is determined a substitute has been placed in an incorrect Tier, the corrections will be made accordingly and made effective moving forward.