To: Substitute Teachers for Yelm Community Schools  
From: Human Resources  
Date: November 2, 2010  
Re: Compensation – 2010/2011  

As you know, pay for work done in September is compensated at the Public Schools Personnel Cooperative (PSPC) substitute rate of $114 per day. For those of you who exceeded either 20 consecutive days or 30 days total days will be paid at the new rate listed below.

Article I Recognition reads:

Substitute teachers shall be excluded from the unit except as described below:

   a. On the thirty-first (31) and subsequent days of continuous or intermittent employment, the substitute shall be paid shall be paid $50.00 (fifty dollars) per 7.5 hours day above the substitute rate designated by the Public Schools Personnel Cooperative. Prorated for ½ days worked.

   b. On the twenty-first (21) and subsequent consecutive days of employment in a long-term substitute position, substitutes shall be placed on the first step of the state salary schedule, BA experience step zero, credit column 1 (BA+0). This comes to $189.15 a day. Long term substitutes are ineligible to receive contractual benefits except noted herein: a long-term substitute may be eligible to receive the equivalent of one/half of an additional day for participating in either fall and/or spring parent conferences. However, all other Articles of this agreement shall be inapplicable to such substitutes.

When you have a question concerning your pay or pay stub, please contact Kristine Voight at (360) 458-2407 or Debra McAllister at (360) 458-6136.

If you have any question concerning the above language, you can contract Christine Diklich at (360) 458-6118 or Marilynn Pethick at (360) 458-6105.