



NEW SUBSTITUTE WORK DAYS INCENTIVES

Substitutes who work 30 Days and 150 Days in a fiscal year will qualify for a lump sum payment, in recognition of their continued service to Mat-Su Schools, of the below amounts. The District still has substitute jobs that go unfilled and these payments are designed to create an incentive for any interested substitute to continue their service.

New Rates

30 Day Incentive	\$150.00
100 Day Incentive	\$300.00

- This incentive is retroactive to August 15, 2019, any dates worked thus far in the 2019-2020 School Year will be considered.
- Eligibility is tracked by fiscal year and service in all substitute types and jobs are eligible with the exception of Permanent Employees, Building Substitutes, Long-Term Substitutes, or any Pool Substitute Positions.

NEW SUBSTITUTE PAY RATES

The School Board also approved an increase in substitute pay rates effective October 1, 2019. This means any days worked from October 1, 2019, on be paid using the below rates of pay for school support positions.

Substitute Positions	Current Rate	New Rate
Classified		
Nutrition Services Positions	\$ 9.75	\$11.00
School Clerical Staff	\$ 11.60	\$12.00
Certified Positions		
Non-Degree	\$ 11.00	\$12.00

WE WANT TO HEAR FROM YOU

The School District will be expanding how we communicate work opportunities for substitutes and ask that you complete a quick [SURVEY](#) to share your preferences.



NEW ONLINE SUBSTITUTE ORIENTATION

If you subbed in the 2018-2019 school year and are subbing this school year, the District is requiring you to complete these trainings by October 31, 2019, in order to remain active this school year. Here is a link that will give you instructions on how to get to the required trainings: [Click Here.](#)

Only substitutes hired after 8/1/18 will be required to take these trainings. Those substitutes hired prior to August of 2018, are welcome to take the courses for additional training in Absence Management under the "Additional Materials" tab.

Substitutes hired for the 2019-2020 school year will be required to complete the new Online Substitute Orientation Courses by March 31, 2020. Here is a link that will give you instructions on how to get to the required trainings: [Click Here.](#)

**HERE IS WHAT SUBSTITUTES ARE SAYING ABOUT
THE NEW ONLINE SUBSTITUTE ORIENTATION**

"The curriculum used as the Districts CEU is amazing. I am even more confident and ready to step back into subbing for the 2019-2020 school year. I feel equipped and strong in the knowledge and materials presented. I especially appreciated the part of the curriculum that reinforced routine in children, and that even if they are informed of a sub it may not register till they get "in the moment" so to speak. Also getting on their level while respecting the "no touch" policy was a great refresher. It can be tempting to "offer a shoulder" to lean on for a distressed student, however in today's world that can become very dangerous very fast."

District Contact

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