

**Memorandum of Understanding  
Between the San Juan Island School District  
And the San Juan Education Association**

**Certificated Substitute Pay**

As the District and Association have reached agreement on the 2022-25 salary increases, it is incumbent upon and mutually beneficial to both parties to provide an appropriate increase to certificated substitutes' compensation. Furthermore, the parties agree that the challenges of recruiting and retaining active and engaged substitute teachers have increased substantially and that the shortage of available substitute teachers has become at times deleterious to instruction and morale.

Therefore, beginning in the 2022-23 school year, the parties agree to increase the rate of pay for casual certificated substitutes to \$200.65 per full 7.5-hour day, or \$26.75 per hour. This rate is equivalent to .64% of the entry point on the 2022-23 Certificated Salary Schedule.

To ensure that the annual negotiated salary increase applies to substitute teacher pay on an ongoing basis, the parties further agree to continue to increase the substitute teacher rate annually by .64% of the entry point on the Certificated Salary Schedule.

The supplementary rate commencing on the sixty-first (61st) day of service for that year, shall be increased by 10% over the current annual rate. For the 2022-23 school year, that rate will be \$220.72 per 7.5 hour day or \$29.43 per hour.

San Juan Island School District #149

By: \_\_\_\_\_



Date: 6-14-22

San Juan Education Association

By: \_\_\_\_\_



Date: 6/14/22