

SUBSTITUTES

Definition: A substitute shall be an individual

The following policies shall apply to substitutes:

Salary: Substitutes are to be paid on the adjunct salary scale, i.e., the per contact hour rate divided by

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NOTE: If a faculty member receives more than two sections on a substitute basis before the mid-semester point,

it should be understood that the faculty member who is

name of the substitute, the sections covered, and the per hour rate.

SUBSTITUTE PAY SCHEDULE

NOTE: All substitute pay is calculated by the day of absence. The rate of pay is based on the faculty member's regular pay rate. The rate of pay is based on the faculty member's regular pay rate.

REGULAR PAY - 2001 - 2002

Instructor	\$18.77
Assistant Professor	24.73
Associate Professor	27.40
Professor	31.00

SEMI-PROFESSOR PAY

Department	\$21.45
Assistant Professor	24.07
Associate Professor	27.73
Professor	31.33

BY: [Signature]