

**SCHOOL YEAR '15-'16**

| <b>GW SUBSTITUTE</b>   |          |                |
|------------------------|----------|----------------|
| Step 1                 | Local    | 0.00           |
|                        | State    | 11.34          |
|                        | less 10% | -1.13          |
| <b>Total Hrly Rate</b> |          | <b>\$10.21</b> |

| <b>GW SUBSTITUTE</b>               |       |                |
|------------------------------------|-------|----------------|
| After completion of 60 days worked |       |                |
| Step 2                             | Local | 0.00           |
|                                    | State | 10.61          |
| <b>Total Hrly Rate</b>             |       | <b>\$10.61</b> |

| <b>RETIRED GW SUBSTITUTE</b> |       |                 |
|------------------------------|-------|-----------------|
| Step 1                       | Local | 0.00            |
|                              | State | 10.94           |
| <b>Total Hrly Rate</b>       |       | <b>\$ 10.94</b> |

Eliminated FY'14  
Current subs will be  
grandfathered

| <b>SUBSTITUTE DRIVER</b> |            |                 |
|--------------------------|------------|-----------------|
| Step 1                   | Local      | 0.00            |
|                          | State      | 12.19           |
|                          | Add'l Lead | 2.25            |
| <b>Total Hrly Rate</b>   |            | <b>\$ 14.44</b> |