



## Formula for Replacement Pay:

This is the formula for calculating Replacement Pay for Elementary Schools:

$$\begin{aligned} \text{Number of Pupils X 5 hours*} &= \text{Number of Pupil Hours} \\ \text{Number of Pupil – hours} \div 30 &= \text{Number of Hours of Replacement Pay} \end{aligned}$$

5 hours is a constant number per Personnel Policy Guide:

For Example:

$$6 \text{ pupils X 5 hours} = 30 \text{ pupil-hours} \div 30 = 1.0 \text{ hour Replacement Pay}$$

(1.1 hour in Concept 6 Schools)

---

This is the formula for calculating Replacement Pay for Elementary Special Education:

$$\begin{aligned} \text{Number of Pupils X 5 hours*} &= \text{Number of Pupil Hours} \\ \text{Number of Pupil – hours} \div 15 &= \text{Number of Hours of Replacement Pay} \end{aligned}$$

5 hours is a constant number per Personnel Policy Guide:

For Example:

$$6 \text{ pupils X 5 hours} = 15 \text{ pupil-hours} \div 15 = 2.0 \text{ hour Replacement Pay}$$

(2.2 hours in Concept 6 Schools)

For those of you on secondary schools – teachers are compensated period by period, and those of you on block schedules, the teachers get compensated by block schedule.