



Monument Academy

West Campus

1150 Village Ridge Point
Monument, Colorado 80132

East Campus

4303 Pinehurst Cir
Colorado Springs, Colorado 80908

Monument Academy Substitute Pay Information

As a result of an increase in half-day, full-day, and long-term substitute pay for teachers and paraprofessionals, Monument Academy will now be paying substitutes on the following flat rate scale:

Full-Day Teacher Substitute Pay: \$120/day

Full-Day Para Substitute Pay: \$120/day

Half-Day Teacher Substitute Pay: \$65/day

Half-Day Para Substitute Pay: \$65/day

Full-Day Long-Term Substitute Pay: \$150/day

Half-Day Long-Term Substitute Pay: \$75/day

All jobs assigned for six hours or more will be paid full day pay. All jobs that are assigned for five hours or fewer will be paid half-day pay.

Fridays will be paid out as half-days. This will go into effect March 1, 2023.

Transparently, the school is making efforts to be more financially responsible and strategic. Our substitute pay is higher than many other schools/school districts. We value our substitutes so much, and we could not run this school without substitutes.

Next year, we will no longer be posting for substitute jobs to cover para positions unless it is going to be a long-term leave. The only para positions that will need to be filled on a short-term basis are special education paras who support students who require it and preschool paras due to ratio regulations.

Respectfully,

Krista Pelley
Director of People Operations
Monument Academy
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