

Education Bureau Circular No. 17/2018
Kindergarten Education Scheme
Staff Relief Grant for Staff Taking Paid Maternity Leave

Monthly Salary Ranges and Daily Rates for the 2020/21 School Year

Substitute Staff Whose Employment Period is 90 Consecutive Calendar Days or More

Kindergartens (KGs) should employ the substitute staff concerned on a monthly-rated basis. In any cases, the salary of the substitute staff must not be higher than that of the original staff or the ceiling of the salary ranges listed below (whichever is the lower).

Supply Teacher	Salary Ranges (\$)
Possessing Certificate in Early Childhood Education [C(ECE)] or above qualifications	22,790 – 40,530
Possessing other qualifications	Determine the salary by making reference to the salary ranges for supporting staff
Supporting Staff	Salary Ranges (\$)
Clerk	12,310 – 22,140
Janitor	12,310 – 16,000
Cook	14,760 – 17,240
Others (e.g. Teaching Assistant)	Determine the salary by making reference to the salary ranges for supporting staff

Substitute Staff Whose Employment Period is Less Than 90 Calendar Days

KGs should employ the substitute staff concerned on a daily-rated basis and **must** apply the following daily rates when calculating their salary.

Supply Teacher	Daily Rate (\$)
Possessing Certificate in Early Childhood Education [C(ECE)] or above qualifications	991
Possessing other qualifications	375
Supporting Staff	Daily Rate (\$)
Clerk / Janitor / Others (e.g. Teaching Assistant)	535
Cook	642