

**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 2021/22 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).

<b>Supply Teacher</b>	<b>Salary Ranges (\$)</b>
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
<b>Supporting Staff</b>	<b>Salary Ranges (\$)</b>
Clerk	12,380 – 22,270
Janitor	12,380 – 16,100
Cook	14,850 – 17,340
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.

<b>Supply Teacher</b>	<b>Daily Rate (\$)</b>
Possessing Certificate in Early Childhood Education [C(ECE)] or above qualifications	991
Possessing other qualifications	377
<b>Supporting Staff</b>	<b>Daily Rate (\$)</b>
Clerk / Janitor / Others (e.g. Teaching Assistant)	538
Cook	646