

Pay Rates for Substitutes

Effective 8/7/2019

Qualifications	Daily Rate	Long-term Rate (1)	Long-term Rate (2)
Certified teacher	\$90	\$100	\$130
Bachelor's Degree	\$80	\$90	
Associates Degree or 60+college hours but no Bachelor's Degree	\$75	\$85	
High School Diploma, GED or 0-59 college hours, no degree	\$70	\$80	
Work hours are 7:30 - 4:00 for Teachers and 7:15 to 3:45 for Aides			

(1) - over two weeks (10+ instructional days)

(2) - over four weeks (20+ instructional days)

Classification of "long-term" must be made at the start of the assignment, or close to the start. The purpose is to reward the substitute for the responsibility of more planning, preparation, and for making a commitment to be at the assignment for an extended period of time.

Hours per day 7.5

Unless otherwise agreed upon, a sub will receive 1/2 the rate for working 4 hours or less, and the sub will be paid by the hour up to an 8 hour day for hours worked over 4.