

# Rate of Pay

Carmel Clay Schools is proud of our dedicated staff of substitute teachers and instructional assistants! We offer our substitutes an incentive to work even more positions on a regular basis.

- The regular rate for substitute teachers and instructional assistants = \$75.00 per day.
- The regular rate for specific Special Education positions as outlined below = \$85.00 per day.

The following Special Education Teaching and Instructional Aide positions pay \$85/day\*\*:

Emotional Disabilities  
Life Skills  
Intense Communications

\*\* All other special education assignments are paid at the regular rate of \$75 per day.



Carmel Clay Schools offers an incentive program for general substitute teachers and instructional assistants. Bonus pay\* will be issued following the end of each semester as follows:

\$500 will be issued if gross earnings total \$4,900 or above  
\$350 will be issued if gross earnings total between \$3,900 and \$4,899.99  
\$150 will be issued if gross earnings total between \$1,900 and \$3,899.99

\*Earnings do not transfer from one semester to another. Short term and long term assignment earnings are not included in this program. Incentives are paid the first pay of February and the first pay of August.

If you have any questions, please contact Kelli Hackett at 317-844-9961 or [khackett@ccs.k12.in.us](mailto:khackett@ccs.k12.in.us).