

2021-2022 Substitute Hourly Rates

Classified Substitutes	Salary Schedule	Grade	Step	Hourly Rate
Sub Professional Technical	SUB	PT	01	23.2168
Sub Professional Technical - TPS Retiree	SUB	PT	02	32.3688
Sub Office Professional	SUB	OP	01	17.4549
Sub Office Professional - TPS Retiree	SUB	OP	02	24.3350
Sub Para I Sub Bus Monitor Sub Para Headstart	SUB	PA	01	22.23
Sub Para Headstart - ECEAP Sub Para II (Sub SpEd that are not listed as HTF) Sub Para Werlin	SUB	PA	02	23.23
Sub Para II Hard-to-fill (Autism, Developmental, TLC, 1:1, PS, CBT)	SUB	PA	07	25.23
Sub Para-Educator - TPS Retiree	SUB	PA	05	28.23
Sub Para III Includes: Interpreter with level B skills	SUB	PA	05	28.23
Sub Para V Includes: SLPA & Interpreter with Level A skills	SUB	PA	04	31.23
Sub Para IV Includes: LPNs	SUB	PA	03	32.23
Sub Bus Driver	SUB	BD	01	22.2255
Sub Custodian - TPS Retiree	SUB	CU	02	21.7300
Sub Security (Less than 31 days)	SUB	SE	01	16.5600
Sub Security (Completing 31 work days)	SUB	SE	02	23.1600
Sub Food Services	SUB	FS	01	15.0000
Sub Food Services - TPS Retiree	SUB	FS	02	16.8100
Sub Maintenance	SUB	MW		varies by craft
Certificated Substitutes	Salary Schedule	Grade	Step	Hourly Rate
Sub Principal	SUB	PR	01	62.5000
Sub Principal, Long-Term (16 Day)	SUB	PR	02	68.7500
Sub Teacher/Emer Sub Tcher/Sub Intern Teacher	SUB	TE	01	26.6667
Sub Teacher/Emer Sub Tcher/Sub Intern Teacher 450 Hrs	SUB	TE	02	28.6667
Sub Teacher - TPS Retiree	SUB	TE	08	28.0000
Sub Teacher 450 Hrs - TPS Retiree	SUB	TE	09	30.0000
Sub Teacher, Hard To Fill	SUB	TE	01	26.6667
Sub Teacher, Hard To Fill - TPS Retiree	SUB	TE	08	28.0000
Sub Teacher, Hard To Fill 450 Hours	SUB	TE	04	28.6667
Sub Teacher, Hard To Fill 450 Hours - TPS Retiree	SUB	TE	09	30.0000
Sub Teacher, Ext Day	SUB	TE	02	28.6667
Sub Teacher, Ext Day - TPS Retiree	SUB	TE	09	30.0000
Sub Teacher, Ext Day 450 Hours	SUB	TE	06	30.6667
Sub Teacher, Ext Day 450 Hours - TPS Retiree	SUB	TE	10	32.0000
Sub Teacher, Ext Day HTF	SUB	TE	04	28.6667
Sub Teacher, Ext Day HTF - TPS Retiree	SUB	TE	09	30.0000
Sub Teacher, Ext Day HTF 450 Hours	SUB	TE	06	30.6667
Sub Teacher, Ext Day HTF 450 Hours - TPS Retiree	SUB	TE	10	32.0000
Sub Teacher, 16 Day (TPS Retirees ONLY) Sub Nurse, 16 Day (TPS Retirees ONLY) Sub Counselor, 16 Day (TPS Retirees ONLY)	TNBASE	Per individual Placement	Per Individual Placement	Daily rate = Placement on TNBASE salary schedule
Sub Nurse/Sub Counselor	SUB	TE	01	26.6667
Sub Nurse/Sub Counselor - TPS Retiree	SUB	TE	08	28.0000
Sub Nurse/Sub Counselor 450 Hours	SUB	TE	04	28.6667
Sub Nurse/Sub Counselor 450 Hours - TPS Retiree	SUB	TE	09	30.0000
Workshop/Inservice Rates	Salary Schedule	Grade	Step	Hourly Rate
Teacher Attending Workshops (must be contracted cert)	HRLY	TE	01	42.2198
Teacher Extra Work, summer school, or other assignments (must be contracted cert)	HRLY	TE	02	54.2826
Cert/Classified Inservice Presenter	HRLY	TE	03	66.3454

Teacher Substitute Rates Effective 10/04/2021

**The rates are in effective for the 2021-22 school year only.

Substitute Position Type	Working less than 4 hours paid at 60% of daily rate	Working more than 450 hours in a contract year	Rate per day effective October 4, 2021**	Retired Tacoma Teacher Rate per day effective October 4, 2021**
Regular Substitute Assignment				
Substitute daily rate			\$200	\$210
Substitute daily rate	✓		\$120	\$126
Substitute daily rate		✓	\$215	\$225
Substitute daily rate	✓	✓	\$129	\$135
Hard-to-Fill Substitute Assignment				
Hard-to-Fill daily rate			\$200	\$210
Hard-to-Fill daily rate	✓		\$120	\$126
Hard-to-Fill daily rate		✓	\$215	\$225
Hard-to-Fill daily rate	✓	✓	\$129	\$135
Extended Day Facility Assignment				
Extended day facility daily rate			\$215	\$225
Extended day facility daily rate	✓		\$129	\$135
Extended day facility daily rate		✓	\$230	\$240
Extended day facility daily rate	✓	✓	\$138	\$144
Extended Day Facility Hard-to-Fill Assignment				
Extended day facility Hard-to-Fill daily rate			\$215	\$225
Extended day facility Hard-to-Fill daily rate	✓		\$129	\$135
Extended day facility Hard-to-Fill daily rate		✓	\$230	\$240
Extended day facility Hard-to-Fill daily rate	✓	✓	\$138	\$144
Nurse/Counselor Substitute Assignment				
Hard-to-Fill daily rate			\$200	\$210
Hard-to-Fill daily rate		✓	\$215	\$225