

2023-2024 Substitute Hourly Rates

Classified Substitutes	Slots/Steps	Hourly Rate
Sub Professional Technical	SUBPT01-1	25.400
Sub Professional Technical - TPS Retiree	SUBPT01-2	35.413
Sub Office Professional	SUBOP01-1	19.096
Sub Office Professional - TPS Retiree	SUBOP01-2	26.623
Sub Ed Sup Prof I Sub Bus Monitor	SUBPA01-1	25.369
Sub Ed Sup Prof Headstart Sub Ed Sup Prof Headstart - ECEAP Sub Ed Sup Prof II (Sub SpEd that are not listed as HTF) Sub Ed Sup Prof Werlin	SUBPA01-2	26.369
Sub Ed Sup Prof II Hard-to-fill (Autism, Developmental, TLC, 1:1, PS, CBT)	SUBPA01-6	28.369
Sub Ed Sup Prof-Educator - TPS Retiree	SUBPA01-5	31.369
Sub Ed Sup Prof III Includes: Interpreter with level B skills	SUBPA01-5	31.369
Sub Ed Sup Prof V Includes: SLPA & Interpreter with Level A skills	SUBPA01-4	34.369
Sub Ed Sup Prof IV Includes: LPNs	SUBPA01-3	35.369
Sub Bus Driver	SUBBD01-1	28.079
Sub Custodian - TPS Retiree	SUBCU01-2	24.810
Sub Security	SUBCS01-1	27.590
Sub Food Services	SUBFS01-1	18.000
Sub Food Services - TPS Retiree	SUBFS01-2	20.530
Sub Maintenance		
Certificated Substitutes		
Sub Principal	SUBPR01-1	64.810
Sub Principal, Long-Term (16 Day)	SUBPR01-2	71.290
Sub Teacher/Emer Sub Tcher/Sub Intern Teacher	SUBTE01-1	25.333
Sub Teacher - TPS Retiree	SUBTE01-5	26.667
Sub Teacher, Hard To Fill	SUBTE01-2	27.333
Sub Teacher, Hard To Fill - TPS Retiree	SUBTE01-6	28.667
Sub Teacher, Ext Day	SUBTE01-2	27.333
Sub Teacher, Ext Day - TPS Retiree	SUBTE01-6	28.667
Sub Teacher, Ext Day HTF	SUBTE01-3	27.333
Sub Teacher, Ext Day HTF - TPS Retiree	SUBTE01-6	28.667
Sub Teacher, 16 Day (TPS Retirees ONLY) Sub Nurse, 16 Day (TPS Retirees ONLY) Sub Counselor, 16 Day (TPS Retirees ONLY)	per diem	varies
Sub Nurse/Sub Counselor	SUBTE01-1	25.333
Sub Nurse/Sub Counselor - TPS Retiree	SUBTE01-5	26.667
Workshop/Inservice Rates		
Teacher Attending Workshops (must be contracted cert)	HRLYTE01-1	47.974
Teacher Extra Work, summer school, or other assignments (must be contracted cert)	HRLYTE01-2	61.681
Cert/Classified Inservice Presenter	HRLYTE01-3	75.388

Teacher Substitute Rates **Effective 09/01/2023**

Substitute Position Type	Working less than 4 hours paid at 60% of daily rate	Rate per day effective Sept. 1, 2023	Retired Tacoma Teacher Rate per day effective Sept. 1, 2023
Regular Substitute Assignment			
Substitute daily rate		\$190	\$200
Substitute daily rate	✓	\$114	\$120
Hard-to-Fill Substitute Assignment			
Hard-to-Fill daily rate		\$205	\$215
Hard-to-Fill daily rate	✓	\$123	\$129
Extended Day Facility Assignment			
Extended day facility daily rate		\$205	\$215
Extended day facility daily rate	✓	\$123	\$129
Extended Day Facility Hard-to-Fill Assignment			
Extended day facility Hard-to-Fill daily rate		\$205	\$215
Extended day facility Hard-to-Fill daily rate	✓	\$123	\$129