

2025-2026 Substitute Hourly Rates

Classified Substitutes	Slots/Steps	Hourly Rate
Sub Professional Technical	SUBPT01-1	26.999
Sub Professional Technical - TPS Retiree	SUBPT01-2	37.641
Sub Office Professional	SUBOP01-1	20.298
Sub Office Professional - TPS Retiree	SUBOP01-2	28.298
Sub Ed Sup Prof I Sub Bus Monitor	SUBPA01-1	27.754
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	28.754
Sub Ed Sup Prof II Hard-to-fill (Autism, CBT, DHH, 1:1, NEST, PS, RISE, SUCCESS)	SUBPA01-6	30.754
Sub Ed Sup Prof-Educator - TPS Retiree	SUBPA01-5	33.754
Sub Ed Sup Prof III Includes: Interpreter with level B skills	SUBPA01-5	33.754
Sub Ed Sup Prof V Includes: SLPA & Interpreter with Level A skills	SUBPA01-4	36.754
Sub Ed Sup Prof IV Includes: LPNs	SUBPA01-3	37.754
Sub Bus Driver	SUBBD01-1	30.867
Sub Custodian - TPS Retiree	SUBCU01-2	27.140
Sub Security	SUBCS01-1	30.330
Sub Food Services	SUBFS01-1	20.070
Sub Food Services - TPS Retiree	SUBFS01-2	22.900
Certificated Substitutes	Slots/Steps	Hourly Rate
Sub Principal	SUBPR01-1	68.888
Sub Principal, Long-Term (16 Day)	SUBPR01-2	75.776
Substitute Teacher Substitute Teacher, Emergency Substitute Teacher, Intern Substitute Counselor Substitute Nurse	SUBTE01-1	27.200
TPS Retirees ONLY: Substitute Teacher Substitute Counselor Substitute Nurse	SUBTE01-5	28.667
Sub Teacher, Hard To Fill (Autism, CBT, DHH, NEST, PS, RISE, SUCCESS, plus designated locations)	SUBTE01-2	29.333
TPS Retirees ONLY: Sub Teacher, Hard To Fill (Autism, CBT, DHH, NEST, PS, RISE, SUCCESS, plus designated locations)	SUBTE01-6	30.800
TPS Retirees ONLY: Sub Teacher, 16 Day Sub Nurse, 16 Day Sub Counselor, 16 Day		varies
Workshop/Inservice Rates	Slots/Steps	Hourly Rate
Teacher Attending Workshops (must be contracted cert)	HRLYTE01-1	51.485
Teacher Extra Work, summer school, or other assignments (must be contracted cert)	HRLYTE01-2	66.195
Cert/Classified Inservice Presenter	HRLYTE01-3	80.904