

**New Hanover County Schools**  
**Substitutes Hourly and Daily Pay Rates**  
**Fiscal Year 2023-2024**

Type	(7.5 hours) Daily Rate	Hourly Rate
<b><i>Instructional Substitutes:</i></b>		
NC Licensed Sub for Teacher	\$ 160.00	
Out of State Licensed Sub for Teacher	\$ 140.00	
Unlicensed Sub for Teacher	\$ 130.00	
Sub for Teacher Assistant	\$ 130.00	
Long Term Licensed Subs*	\$ 177.27	
TA's as Sub for Teacher*	\$ 181.40	
School Specific Subs w/ Full-Time with NC License		\$ 21.00
School Specific Subs w/ Full-Time with expired NC or Out of State License		\$ 19.00
School Specific Subs w/ Full-Time Unlicensed Sub		\$ 17.00
<b><i>Non-Instructional Substitutes:</i></b>		
Bus Driver Sub		\$ 18.00
Bus Aide Sub		\$ 15.45
Child Nutrition Sub		\$ 15.45
Custodial Sub		\$ 15.45
Receptionist Sub		\$ 16.20
<b><i>Certified and Non-Certified Tutoring:</i></b>		
Certified Tutor		\$ 24.00
Non-Certified Tutor		\$ 17.00

*\*Tied to State Certified Pay Rate*



