

Substitutes Pay Scales – 2024-2025

ASSIGNMENT	RATE OF PAY
Substitute (day-to-day) – To replace absent regular employees on a day-to-day basis.	\$78.00 (High School Diploma) \$88.00 (Bachelor Degree) \$103.00 (TN licensed teacher)
Half-Day Assignment	\$39.00 (High School Diploma) \$44.00 (Bachelor Degree) \$51.50 (TN licensed teacher)
Certified Subs/Interims greater than 20 days	Teacher Rate on New Scale
<p>MJHS/MHS and SpED Incentives:</p> <p>1st Incentive: An additional \$10.00 per day added to the regular rate of a substitute who fills an assignment at MJHS or MHS</p> <p>2nd Incentive: An additional \$10.00 per day added to the regular rate of a substitute who fills a Special Education assignment at any school</p>	<p>\$10.00/day</p> <p>**The incentives will be combined for a total additional daily rate of \$20.00 for any sub who fills a Special Education assignment at MJHS or MHS**</p>
<p>40% or Greater 1.5 Pay Incentives:</p> <p>Eligible employees are substitutes who complete more than 40% of available days in a pay period. The days beyond 40% would be paid at 1.5 times their regular daily rate.</p>	<p><u>Schedule for School Year 24-25:</u></p> <ul style="list-style-type: none"> ○ September: 9 available days (3.5 is the 40% mark) ○ October: 20 available days (8 is the 40% mark) ○ November: 15 available days (6 is the 40% mark) ○ December: 22 available days (9 is the 40% mark) ○ January: 17 available days (7 is the 40% mark) ○ February: 11 available days (4.5 is the 40% mark) ○ March: 21 available days (8.5 is the 40% mark) ○ April: 14 available days (5.5 is the 40% mark) ○ May: 20 available days (8 is the 40% mark) ○ June: 21 available days (8.5 is the 40% mark) ○ July: 5 available days (2 is the 40% mark)

NOTES:

- **Certified Subs on board as of 1 July 2019 will be grandfathered. All new Certified subs must have a TN License within the last 5 years**
- **Nurse Subs: Substitute nurses receive \$150/day. MCS nurses who sub for another MCS nurse receive their regular hourly pay.**
- **TA's who Sub: Paid at their regular hourly rate at their assigned school.**