



Francis Howell School District

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2024-25 Substitute Pay Rates

Certified Positions

Substitute Level	Daily Pay Rate
Regular Substitute Teacher	\$125.00
Long-Term Teacher Substitutes (11+ Consecutive Days in the same assignment)	\$150.00 per day (Retroactive to Day 1 of assignment)
Retired FHSD Teacher Substitute	\$220.00

All substitutes will work a 7-hour school day, which will include a lunch break according to the teacher's schedule. Substitutes are expected to work through the teacher's plan period preparing for the remainder of the school day, writing notes to the teacher, completing tasks assigned by the office, or covering a position that went unfilled that day.

Non-Certified Positions

Substitute Position	Hourly Pay Rate	FHSD Retirees
Cafeteria Aide	\$14.99	When subbing in their former non-certified position: paid their hourly rate upon retirement.
Custodian	\$15.06	
Administrative Assistant	\$15.60	
Para, Personal Assistant, Classroom Assistant	\$16.21	When subbing in a position from which they did not retire: paid according to the rates listed.
Nurse	\$27.98	