

New Hanover County Schools
Substitutes Hourly and Daily Pay Rates
Fiscal Year 2024-2025

Type	(7.5 hours) Daily Rate	Hourly Rate
<i>Instructional Substitutes:</i>		
NC Licensed Sub for Teacher	\$ 166.00	
Out of State Licensed Sub for Teacher	\$ 146.00	
Unlicensed Sub for Teacher	\$ 136.00	
Sub for Teacher Assistant	\$ 136.00	
Long Term Licensed Subs*	\$ 186.00	
TA's as Sub for Teacher*	\$ 190.70	
School Specific Subs w/ Full-Time with NC License		\$ 22.00
School Specific Subs w/ Full-Time with expired NC or Out of State License		\$ 20.00
School Specific Subs w/ Full-Time Unlicensed Sub		\$ 18.00
<i>Non-Instructional Substitutes:</i>		
Bus Driver Sub		\$ 18.87
Bus Aide Sub		\$ 15.76
Child Nutrition Sub		\$ 15.76
Custodial Sub		\$ 15.76
Receptionist Sub		\$ 16.40
<i>Certified and Non-Certified Tutoring:</i>		
Certified Tutor		\$ 24.00
Non-Certified Tutor		\$ 17.00

**Tied to State Certified Pay Rate*