

**HENRY COUNTY PUBLIC SCHOOLS**  
**2025-2026**  
**SUBSTITUTE TEACHER SALARY SCHEDULE**

<b>Rank</b>	<b>Daily Rate</b>
<b>I</b>	150
<b>II</b>	140
<b>III</b>	130
<b>IV</b>	120
<b>V</b>	110

Each substitute must hold regular certification or an emergency certificate from the State Department of Education.

Teachers who once held regular certification in Rank III, II, or I, and who became ineligible for regular certification may qualify for a five-year CERTIFICATE FOR SUBSTITUTE TEACHING instead of the Emergency Certificate requiring annual renewal.

Substitute teachers are paid for the appropriate rank rendered under regular certification, and are paid on this salary schedule with the exception of fulfillment of long-term assignments.

A long-term assignment refers to at least 20 continuous days in the same class. After 20 continuous days, a Rank I, II or III substitute will be paid at his/her daily wage retroactive to day one of the assignment, regardless of prior or current content area certification. A Rank IV or V substitute will be paid at the daily rate of \$145 for a long-term assignment. After 20 continuous days, the substitute will not forfeit long-term assignment status in the event of a single absence.

**Approved: April 21, 2025**