



Substitute Pay Scale

2025-2026

Substitute Pay for Teacher and Paraprofessional Absences	1-9 DAYS	10 OR MORE DAYS If serving as a substitute 10 or more consecutive days in the same classroom/assignment as a paraprofessional or a teacher, rate of pay from Day One:																
Substitutes (High School diploma or equivalent through college degrees)	\$120	\$155																
Substitutes (Holding a Teaching, GaPSC Permit, or Service Certificate)	\$145	\$155 (Paraprofessional assignment)																
		\$220 (Teacher assignment)																
NOTE: "Daily" rates are based on working a full day. Rates for less than a full day are <i>prorated</i> .																		
<p style="text-align: center;"><u>Hourly Rate for other Substitute Personnel:</u></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr><td>Secretary (SUP-R/0)</td><td>\$18.05</td></tr> <tr><td>Custodian (MAT-W/0)</td><td>\$16.71</td></tr> <tr><td>Bus Driver (MAT-U/0)</td><td>\$21.02</td></tr> <tr><td>Bus Monitor (MAT-W/0)</td><td>\$16.71</td></tr> <tr><td>Food Service Asst. (SFS-X/0)</td><td>\$16.71</td></tr> <tr><td>Nurse (RN)</td><td>\$28.32</td></tr> <tr><td>Nurse (LPN)</td><td>\$25.16</td></tr> <tr><td>HS Student Worker</td><td>\$13.23</td></tr> </table>			Secretary (SUP-R/0)	\$18.05	Custodian (MAT-W/0)	\$16.71	Bus Driver (MAT-U/0)	\$21.02	Bus Monitor (MAT-W/0)	\$16.71	Food Service Asst. (SFS-X/0)	\$16.71	Nurse (RN)	\$28.32	Nurse (LPN)	\$25.16	HS Student Worker	\$13.23
Secretary (SUP-R/0)	\$18.05																	
Custodian (MAT-W/0)	\$16.71																	
Bus Driver (MAT-U/0)	\$21.02																	
Bus Monitor (MAT-W/0)	\$16.71																	
Food Service Asst. (SFS-X/0)	\$16.71																	
Nurse (RN)	\$28.32																	
Nurse (LPN)	\$25.16																	
HS Student Worker	\$13.23																	
<p>Please note, substitute teacher/paraprofessional paychecks will reflect days submitted as follows:</p> <p>EXAMPLES: Time submitted through 15th of August will be paid in August 31st paycheck Time submitted August 16th through September 15th will be paid in September 30th paycheck Time submitted September 16th through October 15th will be paid in October 31st paycheck</p>																		