

SUBSTITUTE SALARY SCHEDULE

GUEST TEACHERS / SUBSTITUTE TEACHING

Guest Teacher Level I	\$157.50 per teacher day (7.5 hrs.) or \$21.00 per hour. ** Degree (Associate's or equivalent)
Guest Teacher Level I	\$165.00 per teacher day (7.5 hrs.) or \$22.00 per hour. ** Degree (Bachelor's or above)
Guest Teacher Level I	\$172.50 per teacher day (7.5 hrs.) or \$23.00 per hour. ** Degree (Master's)
Guest Teacher Level II (Same Location / "Site Assigned")	\$180.00 per teacher day (7.5 hrs.) or \$24.00 per hour. **
Guest Teacher Level III (District Assigned)	\$202.50 per teacher day (7.5 hrs.) or \$27.00 per hour. **
Driver's Education Instructional Support Personnel	\$180.00 per teacher day (7.5 hrs.) or \$24.00 per hour. **
Guest School Psychologist	\$291.38 per day (7.5 hrs.) or \$38.85 per hour. **
Guest Behavior Analyst/ Management Specialist	\$291.38 per day (7.5 hrs.) or \$38.85 per hour. **
Long-Term Teaching	\$251.25 per teacher day (7.5 hrs.) or \$33.50 per hour. ** <i>Long-term Guest Teacher assignments are ten (10) or more consecutive work days in the same teaching assignment.</i> When accepting a subsequent long-term teaching assignment during the same school year, the long-term guest teacher will also receive the long-term pay. Pending approval from HR/Staffing, if a guest teacher is assigned to a long-term assignment that spans from one school year to another, they will continue with their long-term pay rate. <i>Current CCPS interns and soon to be college graduates (graduating with DOE certification eligible degrees pre-approved by Certification) are welcome to apply for a long-term guest teaching assignment. Applicants will need to provide an official letter to Staffing from their college or university prior to their start date that confirms they have completed all of the degree requirements for a Bachelor's degree.</i>
Non-Degree	\$135.00 per teacher day (7.5 hrs.) or \$18.00 per hour. **
LWTC / ITECH Substitutes (CTE: specialized expert in field)	\$32.00 per hour (Exceptions to be paid at the substitute teaching rates listed above: Business Education, Work Evaluation). **
Guest Interventionist	\$225.00 per teacher day (7.5 hrs.) or \$30.00 per hour.
Guest Academic Support Assistant	\$17.65 per hour (entry level pay for E-level OCAP). **

****These rates are effective Monday, January 27, 2025.**

SUBSTITUTE SALARY SCHEDULE

CCAEOCAP

SECRETARIAL / CLERICAL / ASSISTANT / PARAPROFESSIONAL

SUBSTITUTE SALARY SCHEDULE

Classification/Hourly Rate*

Substitute	C	D	E
	\$17.70	\$18.70	\$19.15

****These rates are effective Monday, January 27, 2025.**

**Please refer to the appropriate salary schedule for a listing of all classifications.*

CCAEOCAP Guest Assistants that are Daily Assigned by Human Resources, receive E-level pay.

Degree or Certificate Pay: The following list of degrees, certificates and/or courses will be paid to all for any position. Will be paid the highest earned ONLY:

- \$.50** ParaPro Exam Certificate
- \$.75** Sixty (60) credits earned from an accredited institution.
- \$1.00** Associate's degree from an accredited institution
- \$1.50** Bachelor's degree from an accredited institution

TEAMSTERS

SUBSTITUTE SALARY SCHEDULE

Classification/Hourly Rate*

Substitute	III	IV	V	VI
	\$19.36	\$20.95	\$22.43	\$23.93

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All levels will receive \$1.25 for verified bachelor's degree or higher; or \$.75 for verified associate's degree.

NON-COLLECTIVE BARGAINING UNIT

Substitute Non-Collective Bargaining Unit Substitutes will be paid the minimum rate of the range they are assigned to.

Previous CCPS employees shall be placed on at the appropriate salary for the non-collective bargaining unit classification based on CCPS experience while still maintaining internal equity.

Non-Collective Bargaining Unit Substitutes – Non-Exempt - Hourly

Range 1 - 9:

- \$1.50 per hour Four-year degree from an accredited college
- \$1.00 per hour Two-year degree from an accredited college

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