



Substitute Pay Rates 2025-2026

LEVEL OF EDUCATION	DAYS WORKED	DAILY RATE OF PAY
CERTIFIED	1 – 10 days	\$110.00/day
DEGREED	1 – 10 days	\$100.00/day
NON-DEGREED	1 – 10 days	\$90.00/day
CERTIFIED	11 + days in one consecutive assignment	\$140.00/day
DEGREED	11 + days in one consecutive assignment	\$125.00/day
NON-DEGREED	11 + days in one consecutive assignment	\$115.00/day
REGISTERED NURSE		\$200.00/day

DAILY RATES OF PAY ARE BASED ON YOUR LEVEL OF EDUCATION
(*example: You make the same daily rate substituting for a Teacher, Instructional Assistant or Secretary*).

FRIDAYS = DAILY RATE + \$10.00*

*Applies to all Fridays unless you are filling a long term substitute assignment of 10+ days, in which case daily rate + \$10.00 only applies to the first 10 days of the long term assignment.

*All rates of pay are based on an eight (8) hour day.
Half day jobs that extend past 4 ½ hours will qualify for a full day's pay.*

Please be prepared to work the remainder of the day if asked.