GCSS Substitute Pay Rates

Position	Department	Pay Rate	
		Regular Pay	*High Needs Pay
Substitute Teacher • ***Must have valid substitute training certificate***	Academics	$95 per day	$110 per day
Substitute Teacher - Certified • ***Must have valid teaching certification***	Academics	$125 per day	$140 per day
Substitute Teacher - Long term** • **20 or more consecutive days** • ***Must have valid In-field teaching certification***	Academics	$150 per day	$165 per day
Substitute Paraprofessional • ***Must have valid substitute training certificate***	Academics	$95 per day	$110 per day
Substitute Bus Driver • **CDL required**	Transportation	$15 per hour	Not Applicable
Substitute Bus Driver - No CDL • **Drives 14-passenger bus only** • **No CDL required**	Transportation	$12 per hour	Not Applicable
Substitute Bus Monitor	Transportation	$12 per hour	Not Applicable
Substitute School Food Assistant	School Nutrition	$14 per hour	Not Applicable
Substitute Nurse • **LPN license or** • **RN license**	Wraparound Services	$140 per day	Not Applicable
The High Needs pay rate applies to self-contained or 1 on 1 Special Education classrooms only.			
***** Long term substitutes who do not hold In-field teaching certification (based on the required academic content) will be paid based on the regular substitute pay rate or certified substitute pay rate accordingly.***			

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