

# NORTH THURSTON PUBLIC SCHOOLS

## SUBSTITUTE PAY RATES

### Certificated Substitute Employee Rates:

Full Day:	\$200.00/day
Half Day:	\$110.00/day
Long Term Full Day:	\$220.00/day
Long Term Half Day:	\$115.00/day

**Principals:** \$653.15/day

### Classified Substitute Employee Rates:

Cooks Helper	\$ 18.67/hour
Custodians	\$ 23.81/hour
Interpreters	\$ 34.95/hour
Certified Interpreter	\$ 38.11/hour
Office Professionals III	\$ 23.94/hour
Office Professionals IV	\$ 25.84/hour
Office Professionals V	\$ 27.91/hour
Office Professionals VI	\$ 30.14/hour
Paraeducator	\$ 23.78/hour
Paraeducator (long-term) *	\$ 26.42/hour
Transportation Specialists	\$ 26.20/hour
Warehouse Delivery	\$ 28.34/hour

**\*Teacher Long-Term Pay:** Applicable in an assignment for a period of 20+ consecutive days in the same job.  
*Reference: NTEA CBA Article I – Section 2.*

**\*Paraeducator Long-Term Pay:** Applicable for an assignment for a period of 21+ consecutive days in the same job. *Reference: NTPA CBA Article I – Section 1.2*