

**Highline Public Schools**  
**15675 Ambaum Boulevard Southwest**  
**Burien, Washington 98166**

**2025-26 pay rate information for certificated substitutes.**

		Monday - Friday
A	Daily Substitutes	\$222.50
B	Super Substitute	\$242.49
C	Half-Day	½ of the Daily Rate + \$6.00
D	After 20th Day in Long Term Assignment	*Contractual Rate

Annually, these rates will be increased to reflect the inflationary adjustment to the state's revenue formulas.

Substitutes who (a) work 40 nonconsecutive days in the current school year; (b) work 100 days the previous year and 20 days in the new school year; or (c) are retirees of the Highline School District will be moved to the Row B "Super Substitute" rate.

In addition, when substitutes are asked to use a scheduled planning period to cover a class not part of their originally assigned job, the substitute will be paid for that time at the Extra-Duty Rate identified in Appendix D.

\*The Highline School District pays a contractual rate of pay after the twentieth consecutive day in the same assignment. The contractual rate of pay is taken from the current teacher salary schedule and placement is based upon education and years of experience. Experience verifications from other school districts or educational institutions, along with official transcripts are required in order to calculate placement.

**PAY RATE INFORMATION FOR CERTIFICATED ANNUAL SUBSTITUTES'**

Annual substitutes will be compensated as follows, reflective of a 0.85 FTE contract. Compensation will be a percentage of Base Salary, not to include Professional Learning and Enrichment (PLE).

<b>Experience</b>	<b>BA</b>	<b>BA+45 (MA=45)</b>	<b>BA+90</b>
0-2 years	85% of BA Step 0	85% of BA/45 Step 0	85% of BA/90 Step 0
3-6 years	85% of BA Step 3	85% of BA/45 Step 3	85% of BA/90 Step 3
7+ years	85% of BA Step 7	85% of BA/45 Step 7	85% of BA/90 Step 7