



New Substitute Teacher/Substitute Registered Nurse Compensation 2026-2027

Congratulations and Welcome to the Cleveland Metropolitan School District!

Per the Agreement between the Cleveland Metropolitan School District and the Cleveland Teachers Union, you will be placed on the Per Diem Rate Schedule for Substitute Teachers. The minimum base daily rate on this pay schedule for a Substitute Teacher without experience is \$167.28 per day. Substitute teachers are paid on a semi-monthly basis following the same payroll schedule as other members of the Cleveland Teachers Union.

Daily Rates for Substitute Teachers

Inexperienced Substitute	2025-2026 School Year	Experienced Substitute*	2025-2026 School Year
A. Per Day	\$167.28	A. Per Day	\$186.52
B. Per day on the 6th day and each succeeding day in the same assignment	\$186.52	B. Per day on the 6th day and each succeeding day in the same assignment	\$216.79
C. Per day on the 61st day and each succeeding day in the same assignment	\$195.85	C. Per day on the 61st day and each succeeding day in the same assignment	\$ 227.61

*** Experienced Substitute**

The experienced Substitute Teacher rate is applied to (1) those who have had two or more years of regular Teaching/Nursing experience; or (2) have had 120 or more days of Substitute Teaching/Nursing service during each of the two school years ***immediately prior to*** reappointment or appointment.

You shall be granted 60 days from your effective date of employment as a substitute teacher to provide the acceptable documentation verifying your previous teaching experience.

The acceptable documentation is:

- An Ohio STRS Annual Defined Benefit Statement (full document – four (4) pages)
- Written verification of years of prior teaching experience on an accredited institution's letterhead with the verifier's name and contact information. Information should include position/s held, part-time or full-time, each school/institution year worked, and the number of days worked in each school/institution year

Please direct all prior teaching experience and verification documentation via email to

Verifications@clevelandmetroschools.org

Note that all references to "Substitute Teacher" include both Substitute Teachers and Substitute Registered Nurses.

Welcome to the District and best wishes for a successful and rewarding career.