



**Gwinnett County Public Schools
Division of Human Resources**

**Substitute Salary Schedules
2026 – 2027 School Year**

Substitute Teacher	Full Day Rate	Half Day Rate
A minimum requirement of 60 semester or 90 quarter hours from a Professional Standards Commission (PSC) approved college or university	\$130	\$65
10 or more consecutive days in the same classroom	\$150	\$75

Classified Substitutes	Full Day Rate	Half Day Rate
Paraprofessional - ASD Level I (Severe), ASD - Level II (Moderate), EBD, MOID, PID, and OI only.	\$104	\$52
Paraprofessional - ASD Level I (Severe), ASD - Level II (Moderate), EBD, MOID, PID, and OI only. - 10 or more consecutive days in the same classroom	\$118	\$59
Paraprofessional	\$85	\$42.50
Paraprofessional - 10 or more consecutive days in the same classroom	\$100	\$50
Clerical	\$82	\$41
Clinic Worker	\$82	\$41
Custodian	\$82	\$41

Full Day: Assignment Duration is greater than 4.0 hours

Half Day: Assignment Duration is less than or equal to 4.0 hours

Substitute Retention Incentive Guidelines

Semester I Substitute Pay Incentive	January 2027 Payment
Work 45-59 days between July 27, 2026, and December 18, 2026	\$500
Work 60-74 days between July 27, 2026, and December 18, 2026	\$750
Work 75+ days between July 27, 2026, and December 18, 2026	\$1,000

Semester II Substitute Pay Incentive	June 2027 Payment
Work 45-59 days between January 4, 2027, and May 28, 2027	\$500
Work 60-74 days between January 4, 2027, and May 28, 2027	\$750
Work 75+ days between January 4, 2027, and May 28, 2027	\$1,000

The one-time incentive will be calculated based on the total number of days a substitute works, including both full and partial days.

June 2026