

Substitute and Hourly Rates Revised 06/17/26			
Red Clay Consolidated School District		Fiscal Year 2027	
		Effective 8/24/26 unless noted	
		OECs*	
Reported Time/Substitute	Employee Hourly Rate	9.01%	Total Cost
SUBSTITUTE TEACHERS & NURSES			
Long Term Substitute Teacher	26.05	2.35	28.40
Substitute Nurse	38.01	3.42	41.43
Substitute Athletic Trainer	38.01	3.42	41.43
Retired Substitute teacher - from Red Clay or any State of DE school	Step/Grade at Retirement, at Red Clay Scale		
SPECIAL TEACHER RATES			
Instructional EPER (including substitute grant related)	33.00	2.97	35.97
Student Supervision	22.50	2.03	24.53
Non-Instructional EPER	15.00	1.35	16.35
Homebound Instructor	33.00	2.97	35.97
OTHER SUBSTITUE/REPORTED TIME GROUPS			
Office Support	17.31	1.56	18.87
Retired Office Support/Specialist - Retired from Red Clay	Hrly rate at retirement of positon accepted		
Co-Op & Students	15.84	1.43	17.27
Custodians - effective 7/12/26	16.35	1.47	17.82
Child Find Tester	17.31	1.56	18.87
Lunch/Recess Monitor	15.84	1.43	17.27
Casual Seasonal Paraprofessionals	17.51	1.58	19.09
Stage Technician	15.84	1.43	17.27
Lifeguard	15.84	1.43	17.27
Tutor	21.64	1.95	23.59
Interpreter	27.06	2.44	29.50
Print Shop Specialist - effecitve 7/12/26	32.20	2.90	35.10
Print Shop Assistant - effecitve 7/12/26	29.40	2.65	32.04
DHS Auditorium Manager	21.64	1.95	23.59
GROVES			
Adult Education Site Coordinator	34.00	3.06	37.06
Adult Education Instructor	33.00	2.97	35.97
Adult Education Admin Assistant I	18.10	1.63	19.73
Adult Education Admin. Assistant II	20.00	1.80	21.80
SUMMER RATES - based on FY26 Scales		OECsRT 9.24% FT 33.43%	
Full Time Para	current per diem		
Full Time Teacher	RCEA Negotiated Hourly Rate		
Full Time Teacher of entitlement program	current per diem		
Full Time Para working as Teacher	36.71 or para per diem if >		
Reported Time Teacher - Non-District, full time at another DE school	existing grade/step at Red Clay Scales		
Reported Time Teacher - Full Time in fall with Red Clay	36.71 or existing grade per Deeds/Transcripts / step 1 - must be approved by HR prior to frist day of summer school		
Reported Time Teacher - Non-District, Full Time outside of a DE school	36.71 or grade per documentation/step 1 - must be approved by HR prior to first day of summer school		
Reported Time Teacher - Summer hire (Bachelor step 1 scale)	36.71		
Reported Time Para - Summer hire (Para, step 1 scale)	25.18		

* OEC rates are set by the Office of Management and Budget and may be modified as necessary