Substitute Pay Schedule 2026-2027

Teacher Substitute	Per Day	Long-term*
Bachelor's Degree	$ 120.00	$ 180.00
No Bachelor's Degree	$ 105.00	$ 115.00
Nurse Substitute (LVN or RN)	**Per Day**	**Long-term***
LVN or RN Certification	$ 120.00	$ 180.00
Teacher Aide/Clerical Substitute ***Clerical refers to campus paraprofessional staff*** ***(Instructional aides, receptionist, registrar, clerks, admin assistants)***	**Per Day**	**Long-term***
Paraprofessional	$ 85.00	$ 90.00

The following positions are provided only at administrative request to Human Resources.

Counselor Substitute	Per Day
Certified	$ 150.00
Administrative/Central Office Substitutes	**Per Day**
Professional (PG 1-4)	$ 150.00
Professional (PG 5-11)	$ 250.00
District Paraprofessional Staff	Minimum of Pay Grade up to $15 dollars per hour
Transportation & Auxiliary Substitutes	**Per Day**
Transportation & Auxiliary Substitutes	Minimum of Pay Grade up to $15 dollars per hour

All Other Substitutes

All other substitutes will be paid at the minimum rate of the pay grade for the position in which a substitute has been determined necessary by the Cabinet member responsible for that campus and/or department. Bus drivers and bus monitors will be paid the minimum rate for the position.

***Long-term** defined: At the end of the 20th consecutive day in the same assignment, pay will be retroactive to the first day of the assignment. May be responsible for partial duties expected of a teacher.*