

SUBSTITUTE PAY RATES

Effective 2026-2027 School Year

EMPLOYEE GROUP	CURRENT RATE	NOTES
Teacher - Sub Permit	\$120.00/day	Day 16: \$175 + retro
Teacher - License	\$125.00/day	Day 16: Year 1 Daily Rate + Retro
Teacher - EVSC Retiree	\$150.00/day	Day 16: Year 1 Daily Rate + Retro
Teacher - Glenwood Sub Initiative	\$175.00/day	Day 16: Year 1 Daily Rate + Retro
Paraprofessionals	Media Center Assistant: \$12.00/hour TA Clerical: \$12.54/hour AEA, Early Childhood Associate: \$13.66/hour Instructional Asst., Special Ed Asst: \$14.79/hour Early Childhood: Instructional Asst, Spec Ed Asst, & Wee Care Asst: \$16.40/hour	
Paraprofessionals - Glenwood Sub Initiative	Year 1 hour rate of the position	
Early Childhood Lead Instructors	Follows teacher substitute rates	
Bus Attendants	\$13.22/hour	Minimum 2 hr AM & PM Route
Bus Drivers	\$19.47/hour	Minimum 2 hr AM & PM Route
Daycare	\$11.25/hour	
Food Service	Regular Sub: \$11.44/hour Retired Assistant: Paid at hourly rate as of their retirement date Retired Cook: Paid at hourly rate as of their retirement date Retired Manager: Paid at hourly rate as of their retirement date	
Healthcare Specialists	RN, LPN, Healthcare Assistant: Current hourly rate of the position	
Secretaries	\$17.16/hour	
EVSC Retired classified employees	Paid at hourly rate as of their retirement date when they sub in the position in which they retired	
Custodian	\$19.27/hour	
EVSC Retired Head Custodian and Custodian	Paid at hourly rate as of their retirement date when they sub in the position in which they retired.	Retired Head Custodians will receive their years of service rate on custodian salary schedule from the year in which they retired.

For specialized, hard-to-fill substitute positions, Human Resources may approve rates beyond the standard amounts to ensure continuity of instruction and student support. These case-by-case exceptions will be reviewed and approved by the CHRO or designee and depend on available budget appropriations.