



Francis Howell School District

801 Corporate Centre Dr.

O'Fallon, MO 63368

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Phone: 636-851-4003

2026-27 Substitute Pay Rates

Certified Positions

Substitute Level	Daily Pay Rate
Regular Substitute Teacher	\$125.00
Long-Term Teacher Substitutes (11+ Consecutive Days in the same assignment)	150.00 per day (Retoractive to Day 1 of assignment)
Retired FHSD Teacher Substitute	\$227.00

Regular Teacher Substitutes will work a 7-hour school day. All substitutes will receive a lunch break according to the teacher's schedule. Substitutes will work through the teacher's plan period preparing for the remainder of the school day, writing notes to the teacher, completing tasks assigned by the office or covering a position that went unfilled that day. Compensation for this time is included in the daily rates listed above.

Non-Certified Positions

Substitute Position	Sub Hourly Pay Rate	FHSD Retirees
Cafeteria Aide	\$15.59	When subbing in their former non- certified position: paid their hourly rate upon retirement.
Custodian	\$15.67	
Administrative Assistant (Guidance AA, Secretary Site Office, Admin Bldg Front Desk)	\$16.23	
Administrative Assistant (AA-Activites)	\$18.12	
Administrative Assistant (AA-Site Admin)	\$18.83	
Behavior Support Specialist	\$18.14	When subbing in a position from which they did not retire: paid according to the rates listed.
BIS (Early Childhood, Preschool & Elementary)	\$17.43	
BIS (Middle School)	\$18.12	

BIS (High School)	\$18.83	
Hall Monitor	\$16.19	
Interpreter	\$27.21	
Preschool Class Assistant	\$16.19	
Preschool/Vacation Station Facilitator	\$16.83	
Personal Assistant, Para, ECSE Para & Recess Para	\$16.85	
Recess Assistant	\$15.70	
Nurse	\$29.10	

