

2026-2027 Substitute Pay Information

Job Type	Requirement	Amount Per Half Day	Amount Per Full Day
Rate for subbing for an EA or Kid's Club	High School Diploma or GED+	\$52.50	\$105.00
Rate for subbing for a teacher	High School Diploma or GED	\$65.00	\$130.00
Rate for subbing for a teacher	60 or more college credit hours	\$67.50	\$135.00
Rate for subbing for a teacher	Active TN Teaching License	\$72.50	\$145.00
Rate for 30+ day interim, teacher on leave has paid days available	Active TN Teaching License with proper endorsement(s) for courses being taught	\$85.00	\$170.00
Rate for 30+ day interim, teacher on leave has NO paid days available, <i>**This rate does not go into effect until the teacher is out of leave.</i>	Active TN Teaching License with proper endorsement(s) for courses being taught	paid based on their experience and degree on the Wilson County teacher pay scale	paid based on their experience and degree on the Wilson County teacher pay scale

- **An Interim Teaching Position** is defined as a Teacher who will be out of their position for 30 or more consecutive days. Positions must be filled by a licensed substitute who has the proper endorsement for that Teaching position.
- **Long Term Assignments** are defined as a Teacher who will be out of their position for less than 30 consecutive days, but more than 5 consecutive days. Long term assignments receive substitute teacher pay, not interim pay.
- **Long Term Substitutes** are defined as substitute teachers who are not certified or licensed and are being placed in a teaching position for less than 30 consecutive days.

INTERIM AND OPEN POSITION PAY:

- If the teacher who is on leave has paid leave days, that interim will start at a rate of \$170 a day as long as we know in advance (through proper leave of absence paperwork) that the absence will exceed 30+ days and the substitute teacher is certified and licensed to teach in that position.
- If the teacher who is on leave has no available leave left, the interim would be paid based on their experience and degree on the Wilson County teacher pay scale. The interim teacher must be licensed and certified in the position they are filling.
- If a substitute teacher is filling an Open Position for which a new teacher has not been hired and it is known in advance that the interim teacher will be filling that position for more than 30+ days, the interim teacher will be paid based on their experience and degree on the Wilson County teacher pay scale.
- If a substitute teacher is filling an Open Position that is not set to remain open for more than 30+ days, they will be paid a regular substitute rate.
- If a substitute teacher is filling a Long Term Assignment that is not set to be more than 30 days, they will receive regular substitute pay.
 - If the Long Term Assignment is extended past 30 days and the substitute filling the position is licensed and certified in the area they are teaching then one of the following scenarios will apply:
 - On the 31st day the substitute teacher will begin receiving \$150 a day
 - When Human Resources is notified that the leave will be extended, the substitute teacher who is licensed and certified in that position will be paid based upon their experience and degree on the Wilson County teacher pay scale
 - If the Teacher who is out on leave has no remaining sick leave, the substitute will be paid based upon their experience and degree on the Wilson County teacher pay scale. The substitute in the position must be licensed and certified.
- If administration cannot find a certified and licensed substitute to fill an interim position, they may put a long term substitute into that position. The administrator will need to contact The Substitute Staffing Specialist to ensure this absence is put in correctly in Frontline.