

Substitute Pay Rates

effective 2026-2027 school year

Employee Group	Daily/Hourly Rate
Substitute Teachers	\$135/day
Long-Term Substitute Teachers	\$250/day
Substitute Teachers - retired from NUEA bargaining unit	\$200/day
Specialized licensed subs <ul style="list-style-type: none"> • Certified school nurse • School Psychologist • School Social Worker • Speech-Language Pathologist • Occupational Therapist • Physical Therapist • Vision Itinerant • Hearing Itinerant • Orientation & Mobility Specialist 	\$135/day
Long-Term Specialized licensed subs	\$350/day
Permanent Building Substitute Teachers	\$180/day
Substitute Special Ed Paraprofessionals	\$20.49/hour (tied to NESPA wage schedule)
Substitute Office Staff	\$16.57 - \$23.63/hour (tied to NESPA wage schedule based on position)
Substitute Health Tech	\$21.07/hour (tied to NESPA wage schedule)
Substitute Custodian	\$18.95/hour (tied to NUMA salary schedule)
Substitute Maintenance	\$29.82/hour (tied to NUMA salary schedule)
Substitute Bus Driver	Tied to NTA salary schedule

Substitute Pay Incentives

Substitute Bonus - applies only to daily and retired D203 substitute teachers and substitute paraprofessionals	\$125 bonus each time a substitute works any 10 calendar days; days do not need to be consecutive and do not need to be full days
Surge pay - applies to substitute teachers earning the daily substitute rate (\$135 for SY27)	When authorized by HR, daily substitute teachers will earn \$150/day on days that additional substitutes are needed; this rate does not apply to retired NUEA subs, PBS, long-term subs, or substitute paraprofessionals.