



Substitute Pay Scale

2026-2027

Substitute Pay for Teacher and Paraprofessional Absences	1-9 DAYS	10 OR MORE DAYS If serving as a substitute 10 or more consecutive days in the same classroom/assignment as a paraprofessional or a teacher, rate of pay from Day One:																
Substitutes (High School diploma or equivalent through college degrees)	\$120	\$155																
Substitutes (Holding a Teaching, GaPSC Permit, or Service Certificate)	\$145	\$155 (Paraprofessional assignment)																
		\$220 (Teacher assignment)																
NOTE: “Daily” rates are based on working a full day. Rates for less than a full day are <i>prorated</i> .																		
Hourly Rate for other Substitute Personnel: <table><tr><td>Secretary (SUP-R/0)</td><td>\$18.05</td></tr><tr><td>Custodian (MAT-W/0)</td><td>\$16.71</td></tr><tr><td>Bus Driver (MAT-U/0)</td><td>\$21.02</td></tr><tr><td>Bus Monitor (MAT-W/0)</td><td>\$16.71</td></tr><tr><td>Food Service Asst. (SFS-X/0)</td><td>\$16.71</td></tr><tr><td>Nurse (RN)</td><td>\$33.43</td></tr><tr><td>Nurse (LPN)</td><td>\$28.32</td></tr><tr><td>HS Student Worker</td><td>\$15.00</td></tr></table>			Secretary (SUP-R/0)	\$18.05	Custodian (MAT-W/0)	\$16.71	Bus Driver (MAT-U/0)	\$21.02	Bus Monitor (MAT-W/0)	\$16.71	Food Service Asst. (SFS-X/0)	\$16.71	Nurse (RN)	\$33.43	Nurse (LPN)	\$28.32	HS Student Worker	\$15.00
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Please note, substitute teacher/paraprofessional paychecks will reflect days worked in the time entry payroll period as defined in the district payroll calendar. The payroll calendar may be viewed and downloaded from employee access in the resources section.																		