CAPE HENLOPEN SCHOOL DISTRICT

Daily and Hourly Compensation Rates

2026 – 2027

12-Month Subs — Effective 7/12/2026 | 10-Month Subs — Effective 8/23/2026

- Class A, B, C, Paraprofessional, and Service Aide sub rates are driven by the State, Cumulative, and Long-Term sub rates based on Board Policy 405.
- Rates for substitute custodians, drivers, and monitors are 2% below 0 years experience.
- Administrative Assistant sub rate is the same as the Class B rate, which is driven by the State.
- Cafeteria sub rate is reviewed annually.

Position	Daily	Hours	Hourly
Class A Substitute (Maximum State Rate)	$196.90	7.5	$26.25
Class B Substitute (Maximum State Rate)	$157.30	7.5	$20.97
Class C Substitute (Maximum State Rate)	$124.30	7.5	$16.57
Long-Term Substitute Rate *Beginning on 21st day / not retroactive*	$296.29	7.5	$39.51
Cumulative-Term Substitute Rate (Class A × 1.3) *Beginning on 21st day / not retroactive*	$255.97	7.5	$34.13
Cumulative-Term Substitute Rate (Class B × 1.3) *Beginning on 21st day / not retroactive*	$204.49	7.5	$27.27
Cumulative-Term Substitute Rate (Class C × 1.3) *Beginning on 21st day / not retroactive*	$161.59	7.5	$21.55
Paraprofessional (Maximum State Rate)	$149.62	7.5	$19.95
Service Aide (Maximum State Rate) — Actual Work Hours May Be Less	$132.93	7.5	$17.72
Supported Employment — Actual Work Hours May Be Less	$132.93	7.5	$17.72
Custodian	$145.89	8	$18.24
Technology	$202.72	8	$25.34
Bus Driver	$183.57	6	$30.60
Bus Monitor	$138.41	6	$23.07
Administrative Assistant	$157.30	7.5	$20.97
Nurse	$296.29	7.5	$39.51
Cafeteria	—	—	$16.50

Athletic Game Personnel

Role	Staff Type	Rate
Athletic Game Personnel	Professional Staff	$50.00 flat stipend per event
Athletic Game Personnel	Support Staff	Per FLSA / CHSSA Guidelines
State / Conference Games	All	Reimbursed Rate paid via FSF

State Inservice Rates

Position	Product	Non-Product (60%)
Inservice Administrator (Maximum State Rate)	$46.62	$27.97
Inservice Teacher (Maximum State Rate)	$45.68	$27.41
Inservice Para (Maximum State Rate)	$25.34	$15.20
Inservice Nurse (Maximum State Rate)	$45.68	$27.41
Inservice Administrative Assistant (Maximum State Rate)	$20.79	$12.47
Inservice Custodian (Maximum State Rate)	$16.42	$9.85

*** 10-month staff should not begin receiving the new in-service rate until the start of the school year. ****

Fringe Benefit Rates

Effective 7/1/26

FY27 Fringe Rates	Rate
Pension	24.81%
Paid Family Caregiving Leave	0.04%
FICA	6.20%
Medicare	1.45%
Workers Comp	1.25%
Unemployment	0.11%
Total (Regular Employees)	33.86%
Total (Substitute Employees)	9.20%