2026-27 Certified Staff Daily Substitute Rates	
K-12 Teaching/Substitute License (Full Day)	$200.00
K-12 Teaching/Substitute License (Half Day)	$100.00
HSD Certified Staff Retiree (Full Day)	$225.00
HSD Certified Staff Retiree (Half Day)	$112.50
HSD Certified Staff Retiree (Long Term Sub)	$295.00
Long Term Sub (20+ Consecutive Days)*	$270.00
* 1/192 of BA beginning salary per Board Policy	
No extra pay for subbing during assigned teacher's prep period	
Substitute Reward System*	
Fab Friday - Five Friday Vacancies	$100.00 Incentive
Rise and Shine - Five Monday Vacancies	$100.00 Incentive
Special Education Superstar - Five Special Education Vacancies	$100.00 Incentive
*Maximum $1,000 per school year	

2026-27 Support Staff Substitute Rates	
Position	2026-27
Office Administrative Assistant	$19.72
Programs Administrative Assistant	$20.82
Administrative Assistant to the Principal	$22.20
Campus Monitor	$17.96
Crossing Guard	$17.96
Noon Duty Supervisor	$17.96
Mail Delivery	$17.65
Media Assistant	$18.57
Paraprofessional - Regular Education	$18.57
Paraprofessional - Special Education Level 1	$20.12
Paraprofessional - Special Education Level 2	$21.12
Paraprofessional - Special Education Level 3	$23.50
Health Assistant	$20.42
Caregiver	$18.89
Custodian	$21.76