ISSAQUAH SCHOOL DISTRICT 411

Effective 08/27/2026

2026-27
Certificated Hourly Rates

		Employee to be paid	Charges to budget 16.79%
In-Service Professional Rate:	Rate paid for attending: a committee meeting, in-service workshop, participating on an interview team, producing curriculum related materials for district use. Either the negotiated pay rate or an individually negotiated rate may be used for conducting an in-service or staff development activity outside the contracted day. All work is done outside the contracted rate.	$45.00	$52.56

2026-27
Substitute Teacher / Administrator Hourly Rates
Elementary / Middle / Gibson Ek / Echo Glen

		Rate per hour	Daily rate	Charges to budget 16.79%
Substitute Teacher Pay Rates:	**Monday/Tuesday/Thursday — Half Day**			
	Half Day - 3.50 hours per day	$34.62	$121.17	$141.52
	Monday/Tuesday/Thursday — Full Day			
	Full Day - 7.00 hours per day	$33.74	$236.18	$275.84
	****Wednesday**			
	**Elementary - 5.00 hours per day	$33.74	$168.70	$197.03
	**Secondary - 6.00 hours per day	$33.74	$202.44	$236.43
	Friday			
	Half Day - 3.50 hours per day	$35.74	$125.09	$146.10
	Full Day - 7.00 hours per day	$35.74	$250.18	$292.19
Substitute Admin Pay Rate:	**Substitute Administrator**			
	*Administrator - 8.00 hours per day	$82.30	$658.40	$768.95

Sub teacher rate per IEA contract -- .0033 x IEA Salary Schedule Base - Col. 1 Step 1.
**Elementary sub paid 5.00 hours per day and Secondary sub paid 6.00 hours per day.
*Sub Admin rate 75% of Step 2 MS principal per diem amount.

2026-27
ISD Retired Substitute Teacher Hourly Rates
Elementary / Middle / Gibson Ek / Echo Glen
(*** "In Good Standing")

		Rate per hour	Daily rate	Charges to budget 16.79%
ISD Retired Substitute Pay Rates: **(In good standing)**	**Monday/Tuesday/Thursday/Friday**			
	Half Day - 3.50 hours per day	$37.74	$132.09	$154.27
	Full Day - 7.00 hours per day	$37.74	$264.18	$308.54
	Wednesday			
	Elementary - 5.00 hours per day	$46.00	$230.00	$268.62
	Secondary - 6.00 hours per day	$38.34	$230.04	$268.67

***Contact the District Substitute Dispatcher for "In Good Standing" eligibility.

ISSAQUAH SCHOOL DISTRICT 411

Effective 08/27/2026

2026-27
Substitute Teacher/Administrator Hourly Rates
Issaquah High School / Liberty High School / Skyline High School ONLY

		Rate per hour	Daily rate	Charges to budget 16.79%
Substitute Teacher Pay Rates:	**Monday/Tuesday/Thursday — Half Day**			
	Half Day - 4.00 hours per day	$34.62	$138.48	$161.74
	Monday/Tuesday/Thursday — Full Day			
	Full Day - 7.00 hours per day	$33.74	$236.18	$275.84
	Wednesday			
	Secondary - 6.00 hours per day	$33.74	$202.44	$236.43
	Friday			
	Half Day - 4.00 hours per day	$35.74	$142.96	$166.97
	Full Day - 7.00 hours per day	$35.74	$250.18	$292.19
Substitute Admin Pay Rate:	**Substitute Administrator**			
	*Administrator - 8.00 hours per day	$82.30	$658.40	$768.95

Sub teacher rate per IEA contract -- .0033 x IEA Salary Schedule Base - Col. 1 Step 1.
*Sub Admin rate 75% of Step 2 MS principal per diem amount.

2026-27
ISD Retired Substitute Teacher Hourly Rates
Issaquah High School / Liberty High School / Skyline High School ONLY
(*** "In Good Standing")

		Rate per hour	Daily rate	Charges to budget 16.79%
ISD Retired Substitute Pay Rates: (in good standing)	**Monday/Tuesday/Thursday/Friday**			
	Half Day - 4.00 hours per day	$37.74	$150.96	$176.31
	Full Day - 7.00 hours per day	$37.74	$264.18	$308.54
	Wednesday			
	Secondary - 6.00 hours per day	$38.34	$230.04	$268.67

***Contact the District Substitute Dispatcher for "In Good Standing" eligibility.