



## HUMAN RESOURCES DEPARTMENT SUBSTITUTE PAY SCHEDULE 2023-2024

Effective July 1, 2023

Substitute Type	Position	Full Day Pay Rate Elementary	*Long Term Pay Rate Elementary	Full Day Pay Rate Secondary	*Long Term Pay Rate Secondary
<b>Teachers</b>	HS Diploma & Non Degreed	\$110.00	\$120.00	\$125.00	\$135.00
	90+ Semester Hours	\$125.00	\$135.00	\$140.00	\$150.00
	Degreed, not Certified	\$140.00	\$150.00	\$155.00	\$165.00
	Certified Teacher	\$155.00	\$165.00	\$170.00	\$180.00
<b>Paraprofessionals</b>	**Instructional Assistant	\$95.00	\$100.00	\$95.00	\$100.00
	**Office & Administrative Support	\$85.00	\$90.00	\$85.00	\$90.00

\* Long term assignments pay rate beginning on the 11th consecutive day of the same position for the same staff member. If the substitute misses more than 2 student attendance days during the grading period, the substitute will be required to start over with 10 days at regular rate before being paid the long term pay rate on the 11th consecutive day.

\*\* Based on need and must have prior approval from Office of School Leadership/Human Resources.