

CERTIFICATED SUBSTITUTE TEACHER SALARY COMPENSATION 2025-2026

Board Approved June 11, 2025

Certificated Substitute Teacher Rates

\$220 (5-7 Periods per assignment)

\$165 (3-4 Periods per assignment)

\$90 (1-2 Periods per assignment)

*Substitute employees accepting an assignment at a secondary school may be required to work in a different classroom during the prep period.

*\$40 stipend the day before and/or after a Holiday or Recess period

Long-Term Substitute Teacher Assignment (\$230 per day)

A substitute teacher, who has entered the 20th consecutive day of an assignment substituting for the same teacher, will be considered to serve on a long-term assignment. The Long-Term Substitute Teacher Assignment rate will be paid retroactive to day one of the assignment. At the discretion of the Superintendent, based on program needs, the Long-Term Substitute Teacher may be placed on a Range and Step of the Certificated Compensation Schedule.

Certificated Miscellaneous Hourly Rate of Pay

For site meetings, curriculum meetings, professional development meetings, and other meetings/duties as assigned by the Superintendent's Designee, substitute teachers will be compensated at the rate of \$35 per hour.

Resident Substitutes

Resident Substitute compensation is \$220 per day, regardless of the number of periods covered. A Resident Substitute may be asked to cover multiple assignments in one day at different sites. If the Resident Substitute declines their assignment for the day, there will be no entitlement to compensation for that day.

Certificated Nurse Assistant Substitute Teacher

CNA Substitute teaching rate is \$50 per hour.

Community Classroom Substitute

Range/Step

Effective July 1, 2025