

2025-26 Combined Substitute Salary Schedule

CERTIFICATED

CERTIFICATED SUBSTITUTES - TEACHING

Salary Schedule	Step	Days Worked	Hours Worked	Hourly Rate	Daily Rate
CH1	1	0.5 - 29.5	Up to 209.9 hours worked	\$39.35	\$275.45
CH1	2	30 - 59.9 days	At least 210 hours worked	\$41.15	\$288.05
CH1	3	60.0 - 89.9 days	At least 420 hours worked	\$42.96	\$300.72
CH1	4	90 or more	At least 630 hours worked	\$45.73	\$320.11
CH1	5	Senior Subs	Senior Subs	\$47.16	\$330.11

CERTIFICATED SUBSTITUTES - NURSES

Salary Schedule	Step	Position	Hourly Rate	Daily Rate
CH5	1	Certificated Substitute Nurse	\$58.56	\$409.92

CLASSIFIED

PARAPROFESSIONAL SUBSTITUTES

Salary Schedule	Step	Days Worked	Hourly Rate	Daily Rate
SU1	1	1-59 Days	\$X	\$218.75
SU1	2	60-90 Days	\$X*1.05	\$229.60
SU1	3	91-120 Days	\$X*1.10	\$240.52
SU1	4	121+ Days	\$X*1.15	\$251.58
SU1	5	Senior Subs	Senior Subs	\$261.58

CLERICAL SUBSTITUTES

Salary Schedule	Step	Days Worked	Hourly Rate	Daily Rate
SU2	1	1-59 Days	\$X	\$218.96
SU2	2	60-90 Days	\$X*1.05	\$229.84
SU2	3	91-120 Days	\$X*1.10	\$240.80
SU2	4	121+ Days	\$X*1.15	\$251.92
SU2	5	Senior Subs	Senior Subs	\$261.92

CLASSIFIED SUBSTITUTES - NURSES

Salary Schedule	Step	Position	Hourly Rate	Daily Rate
SU3	1	Classified Nurse Substitutes	\$41.39	\$331.12

2025-2026 rates effective 9/1/2025 with a 2.5% increase

Cert and PARA daily rates based on 7 hours; Clerical and Classified Nurse Sub daily rate based on 8 hours

Senior Sub rates add \$10 to daily rate