



Substitute Pay Rates

Effective 7/1/26-6/30/27

COLLEGE CAREER READINESS and/or JUVENILE COURT & COMMUNITY SCHOOLS

Substitute Permit

Daily Rate: \$250.00

Half Day Rate: \$125.00 (up to 3 hours)

Credentialed Teacher

Daily Rate: \$275.00

Half Day Rate: \$137.50 (up to 3 hours)

CLASSIFIED SUBSTITUTE ASSISTANTS

| POSITION | HOURLY RATE |
|---------------------|--------------------|
| Classroom Assistant | \$20.52 |

PRESCHOOLS-EARLY CHILDHOOD EDUCATION-CHILD DEVELOPMENT

Substitute Permit or Child Development Teacher

Daily Rate: \$211.02 per day for 8-hour day

Hourly Rate: \$26.37 per hour (with a minimum of 2 hours paid)

Associate Teacher Permit

Daily Rate: \$200.98 per day for 8-hour day

Hourly Rate: \$25.12 per hour (with a minimum of 2 hours paid)

CLASSIFIED SUBSTITUTE ASSISTANTS

| POSITION | HOURLY RATE |
|---------------------|--------------------|
| Classroom Assistant | \$20.52 |

BONUS: All NCOE Substitutes (Certificated and Classified) who sub/work in NCOE programs will receive \$50 for every 15 days worked in a Fiscal Year (July-June).

Substitute Teacher Work Expectations

- A substitute teacher is paid for a minimum of 2 hours after arrival
- Assignments that exceed 3 hours, 30 minutes will be considered a full day assignment for CCR and JCCS.
- Substitutes are expected to arrive before the students and remain on campus until after student dismissal.
Substitutes may be assigned to cover classes other than what was originally planned based on the need of the program.
- Certificated Teachers are defined as any teacher holding a valid 30-day sub permit, Child development permit, or any valid credential

Revised: 05/21/2026