Rates for Substitutes/Hourly Employees

Department	FY 2026 Adopted	FY 2027 Adopted	Position	Pay Type
Instruction				
	$ 30.75	$ 31.73	Adult Education Teacher	Hourly
	$ 30.75	$ 31.73	Homebound Teacher	Hourly
	$ 20.50	$ 21.16	Extra/Co Curriculum Interpreting (Level I & Level II Skilled)	Hourly
	$ 30.75	$ 31.73	Extra/Co Curriculum Interpreting (Level III Skilled)	Hourly
	$ 24.02	$ 24.79	Substitute Fiscal Services Bookkeeper	Hourly
	$ 22.86	$ 23.59	Substitute Bookkeeper	Hourly
	$ 21.82	$ 22.52	Substitute Bookkeeper/Secretary	Hourly
	$ 235.25	$ 242.78	Substitute Nurse, Non-Bachelor's Degree	Daily
	$ 265.02	$ 273.51	Substitute Nurse, Bachelor's Degree	Daily
	$ 30.75	$ 31.73	School Nurse	Hourly
	$ 19.86	$ 20.49	Substitute Secretary	Hourly
	$ 107.63	$ 111.07	Online Blended Facilitator	Daily
	$ 92.25	$ 95.20	Substitute Paraeducator	Daily
	$ 112.75	$ 116.36	Substitute Teacher, Degreed	Daily
	$ 102.50	$ 105.78	Substitute Teacher, Non-degreed	Daily
	$ 199.88	$ 206.27	Substitute Teacher, Long-term, endorsed	Daily
	$ 153.75	$ 158.67	Substitute Teacher, Long-term, non-endorsed	Daily
	$ 138.38	$ 142.80	Substitute Teacher, Permanent Building Sub	Daily
	$ 30.75	$ 31.73	Summer School Teacher, Librarian, Sub/ Hourly Teacher	Hourly
	$ 15.38	$ 15.87	Summer School Paraeducator/Hourly Paraeducator	Hourly
	$ 30.75	$ 31.73	SOL Remediation Teacher	Hourly
	$ 25.63	$ 26.45	Light & Sound Technician	Hourly
	$ 30.75	$ 31.73	Athletic Trainer	Hourly
	$ 15.84	$ 16.34	Hourly Paraeducator	Hourly
Administration				
	$ 13.58	$ 14.02	High School Clinic Assistants	Hourly
Transportation				
	Employee's Hourly	Employee's Hourly	Activity Route	Hourly
	Employee's Hourly	Employee's Hourly	Field Trips	Hourly
	Employee's Hourly	Employee's Hourly	First Aid/CPR Training	Hourly
	Employee's Hourly	Employee's Hourly	Governor's School Route	Hourly
	$ 13.58	$ 14.78	Non-contracted Bus Aide	Hourly
	$ 23.72	$ 23.95	Non-contracted Bus Driver*	Hourly
	Employee's Hourly	Employee's Hourly	Training Classes	Hourly
	Employee's Hourly	Employee's Hourly	Vocational Route	Hourly
	Employee's Hourly	Employee's Hourly	Summer School Driver (Contracted during year)	Hourly
	Employee's Hourly	Employee's Hourly	Summer School Driver Assistant (Contracted during year)	Hourly
	Employee's Hourly	Employee's Hourly	Transportation Hotline	Hourly
	$ 12.72	$ 13.18	Bus Driver Training*	Hourly
	$ 12.72	$ 13.18	Bus Aide Training*	Hourly
Maintenance				
	$ 13.33	$ 13.75	Maintenance, Part-time grounds keepers	Hourly
	$ 15.38	$ 15.87	Substitute Custodian	Hourly
	$ 15.84	$ 16.34	Hourly Custodian	Hourly
Food Service				
	$ 12.77	$ 13.18	Café Monitors*	Hourly

Notes: All hourly rates have been adjusted by 3.2% COLA increases.

* Minimum wage adjusted to $12.77 on Jan 1, 2026

** Hourly Bus Aide was adjusted with Bus Aide Scale Modernization

* Bus Driver Rate was adjusted by 1% COLA in FY27