



Board Action Item: Substitute Staff Pay Rate Adjustment

Effective Date: August 11, 2026

Board Action Date: August 10, 2026

Title	Updated Rate as of 1.3.24	Updated 6.26.25	BOE Recommendation 8.10.26
Daily Sub: Full Day	\$100.00	\$115.00	\$135
Daily Sub: ½ Day	\$50.00	\$57.50	\$67.50
Permanent Sub	\$105.00	NA	\$135
ERS Retiree Sub	\$115.00	NA	NA
Long Term Sub	\$130.00	\$140	\$165
Transportation Sub	\$14.50	\$15.00	Step 1 Hrly Rate
Paraprofessional Sub	\$12.00	\$14.00	Step 1 Hrly Rate
Admin Assistants	NA	\$14.00	Step 1 Hrly Rate

*Full Day Sub is defined as 6.5 hours

*½ Day Sub is defined as 3.25 hours

*Long-term sub is defined as subbing in the same position for a consecutive period.

-Long-term rate applies if the sub works or is scheduled to work 10 consecutive days in the same position.

-If the sub starts the year in a long-term sub position that exceeds 10 days, they will be compensated at the long-term sub rate at the start of the school year.