

## NORTH SANPETE SCHOOL DISTRICT

### 2025-26 Substitute Rates

<b>Teachers*</b>	<b>Hourly Rate</b>
Non-Certificated Substitute Pay	\$15.34
Certificated Substitute Pay	\$18.69
Long-Term Substitute Pay	\$27.84
<b>Teacher Assistants*</b>	<b>Hourly Rate</b>
Substitute Pay	\$12.57
Long-Term Substitute Pay	\$16.37
<b>Food Service*</b>	<b>Hourly Rate</b>
Substitute Pay	\$12.57
Long-Term Substitute Pay	\$18.69
<b>Secretarial</b>	<b>Hourly Rate</b>
Substitute Pay	\$12.57
<b>Custodial</b>	<b>Hourly Rate</b>
Substitute Pay	\$16.13
Long-Term Substitute Pay	\$23.11
<b>Transportation</b>	<b>Hourly Rate</b>
Substitute Bus Driver Pay	\$26.41
Substitute Activity Bus Driver Pay	\$17.57

### \*Substitute Longevity Application

In an effort to compensate and recognize longevity for our Substitute Teachers and Substitute Instructional Aides (TAs) we will offer the following.

Longevity:

1. Complete 180 hours of substitute teacher, instructional aide (TA), or food service hours in the current school year.
2. Fill out and submit a Substitute Longevity Application to NSSD Human Resource Department.
3. Upon approval, that employee will receive a \$2.00 an hour increase for the remainder of the year (exception: they go for more than 1 pay period without working unless approved by the HR Director because of extenuating circumstances at which time they will go back down to normal pay).
4. If they complete 360 hours in a given year and submit an application, they will then automatically get that \$2.00 increase per hour starting out the following school year. 360 hours must be completed each year to be qualified for the increase the following school year. An application for this is required as well.

### Long-Term Substitute Definition

Substitutes will be considered long-term when they have filled in for the same, contracted employee for six or more consecutive weeks. Long-term substitute pay for teachers will be set by the district. In the case of a long-term substitute filling in for a classified employee, the substitute's hourly pay will be the first step on the classified employee's lane on the salary schedule. The rate for a long-term substitute will be paid retroactively, with the difference made-up for the first six weeks in the pay period the sixth week is worked.