

2025-2026 Substitute Salary Schedule

NON-INSTRUCTIONAL SUBSTITUTES - hourly rate

Food & Nutrition Substitute	\$15.00
Bus Operator Substitute	\$15.00
Wellness Substitute	\$15.00
Custodial Substitute	\$15.00
Bus Attendant Substitute	\$15.00
Clinic Substitute	\$15.00
Clerical Substitute	\$15.00
Intern Substitute	\$15.00

• In the event that a Bargaining Unit Member of HUSW substitutes for an absent teacher, the Bargaining Unit Member shall be paid, while covering for the absent teacher, at their base rate of pay plus \$5.50 for the first complete hour. Time worked beyond one hour will be paid in increments of fifteen (15) minutes (or ¼ hour) based on an hourly rate of their base pay plus \$5.50.

INSTRUCTIONAL SUBSTITUTES - hourly rate

Associate Teacher Substitute Year One	\$20.00
Associate Teacher Substitute Year Two and Beyond	\$21.00
Substitute – ESE Therapy Provider	\$40.39

Board Approved: