



2023-2024 Substitute Pay Rates

Daily Rates:

Base Pay:

<u>Type of Substitute</u>	<u>20 or less days</u>	<u>21-49 days</u>	<u>50 or more days</u>
Certified Substitute – (Active TN certification)	\$120.00	\$130.00	\$140.00
Uncertified Substitute – (Minimum of HS Diploma)	\$100.00	\$110.00	\$120.00

All substitutes will start the school year earning the base pay. Time spent in long-term sub positions will count towards the days needed to go to the next interval. If the substitute is earning the higher State rate, the pay will not be increased while earning days spent subbing.

If a certified substitute accepts a long-term position (20 consecutive days or more) he/she will earn state rate beginning the 1st workday of the long-term position. Days served in a long-term position will count towards the days needed to go to the next interval.

Additional Incentives

- Special Education positions will increase your base pay by \$10.00 for full day or \$5.00 for ½ day assignments.

*The substitute will revert to the base pay at the beginning of each school year.

2023-2024 Substitute Nurse Pay Rates

<u>Substitute Nurse</u>	<u>Hourly Pay</u>
Substitute Nurse (Active RN License)	\$30.00