

Substitutes –per diem and hourly rates effective 11.15.21

Education level	Teacher Daily*	Ed Tech Daily*	Long Term Teacher Daily* (20+ consecutive work days)	Long Term Ed Tech Daily*	Nurse Daily* rate LPN/RN	Custodian Hourly rate	Foodservice Hourly rate	Admin. Assistant Hourly rate	Maintenance/ Grounds Hourly rate
No active teaching certificate, no 4 year degree	\$100.00	\$100.00	\$176.50 (80% BA-0)	\$100.00	125.00/150.00	1st Shift: Experience = \$17.00 No Experience = \$15.00 2nd Shift: Experience = \$17.30 No Experience = \$15.30	Experience + current qual. = \$15.00 No Experience = \$14.50	Experience = \$16.00 <i>(Administrative Assistant. experience in Sanford schools)</i> No experience = \$15.00	Experience = \$20.00 No experience = \$16.00
No active teaching certificate with a BS,BA,MA	\$100.00	\$100.00	\$198.55 (90% BA-0)	\$100.00			Prior Amounts: Experience + current qual. = \$13.00 No Experience = \$12.15	Prior Amounts: Experience = \$16.00 <i>(Administrative Assistant. experience in Sanford schools)</i> No experience = \$14.00	
Current active teaching certificate +BS,BA,MA	\$120.00	\$120.00	\$220.62 (100% BA-0)	\$120.00					
Retired teacher	\$120.00	\$120.00	\$220.62 (100% BA-0)	\$120.00					

*Daily rate is subject to ½ day