

Substitutes –per diem and hourly rates effective 9/1/2022

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	\$110.00 <del>\$100.00</del>	\$100.00	\$181.34 <del>\$176.48</del> (80% BA-0)	\$100.00	125.00/150.00	<b>1<sup>st</sup> Shift:</b> Experience = \$18.94 No Experience = \$17.60  <b>2<sup>nd</sup> Shift:</b> Experience = \$19.29 No Experience = \$18.12  <b>3<sup>rd</sup> Shift:</b> Experience = \$19.74 No Experience = \$18.55	Experience (60 days in Sanford School District Food Service) = \$15.60  No Experience = \$14.60	Experience = \$18.00 <i>(Administrative Assistant. experience in Sanford schools)</i>  No experience (Wage Scale 0 years experience) = \$15.56	Experience = \$20.00  No experience = \$18.00
No active teaching certificate with a BS,BA,MA	\$110.00 <del>\$100.00</del>	\$100.00	\$204.01 <del>\$198.55</del> (90% BA-0)	\$100.00		<b>Prior Amounts:</b> <b>1<sup>st</sup> Shift:</b> Experience = \$17.00 No Experience = \$15.00  <b>2<sup>nd</sup> Shift:</b> Experience = \$17.30 No Experience = \$15.30	<b>Prior Amounts:</b> Experience + current qual. = \$13.00  No Experience = \$12.15	<b>Prior Amounts:</b> Experience = \$16.00 <i>(Administrative Assistant. experience in Sanford schools)</i>  No experience = \$14.00	<b>Prior Amounts:</b> Experience = \$20.00  No experience = \$16.00
Current active teaching certificate +BS,BA,MA	\$125.00 <del>\$120.00</del>	\$105.00 <del>\$120.00</del>	\$226.68 <del>\$220.61</del> (100% BA-0)	\$105.00 <del>\$120.00</del>					
Retired teacher	\$130.00 <del>\$120.00</del>	\$105.00 <del>\$120.00</del>	\$226.68 <del>\$220.61</del> (100% BA-0)	\$105.00 <del>\$120.00</del>					

\*Daily rate is subject to ½ day