

Sanford School Department

Substitutes –per diem and hourly rates effective 9/1/2023 (School Committee Passed 8/21/2023)

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	\$115.00	\$100.00	\$186.32 (80% BA-0)	\$100.00	125.00/ 150.00	1st Shift: Experience = \$18.94 No Experience = \$17.60 2nd Shift: Experience = \$19.29 No Experience = \$18.12 3rd Shift: 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	\$115.00	\$100.00	\$209.62 (90% BA-0)	\$100.00					
Current active teaching certificate +BS,BA,MA	\$125.00	\$105.00	\$232.91 (100% BA-0)	\$105.00					
Retired teacher	\$130.00	\$105.00	\$232.91 (100% BA-0)	\$105.00					

*Daily rate is subject to ½ day