



Topic: Substitute Rates of Pay
Presenter(s): Brandon Nelson, Director of Human Resources

Recommendation

I move to approve the substitute rates for 2026-2027 as presented.

Background Information

The following is the recommendation from administration to increase the rates below.

Proposed Substitute Rates 2026-2027

- Bus Driver: Trip Substitute - \$23.00
 - Van Substitute - \$20.50
 - Bus Route Substitute - \$24.71
- Custodian - \$19.00
- Delivery Specialist - \$19.00
- Educational Assistant Lvl II - \$17.00
- Educational Assistant Lvl III - \$19.00
- Educational Assistant Lvl IV - \$19.25
- Health Education Assistant Lvl III - \$19.00
- Licensed Practical Nurse - \$25.94
- Maintenance - \$19.00
- Nutrition Services A11 - \$18.00
- Nutrition Services A13 - \$20.50
- Office Professional - \$20.00
- Preschool Instructor Assistant - \$18.00
- Teacher - Substitute - \$200.00 per day
- Teacher - Building Substitute - \$220.00 per day
- Teacher - Long Term Substitute (30 or more consecutive days in the same assignment) - paid per teacher schedule
- Transporter - \$19.00