



SCHOOL DISTRICT

Preparing children for an ever changing world

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www.nknsd.org

Date: Tuesday, August 1, 2024

To: Neah-Kah-Nie School Board

From: Mark Sybouts, Business Manager 

RE: Substitute and reimbursement rates for 2024-2025

Please approve the following rates for the 2024-2025 fiscal year

Licensed Substitutes	\$211.92 per day or \$26.49 per hour
Long term Licensed Substitutes	\$249.32 per day or \$31.17 per hour

Classified Substitutes:

Custodians	\$22.75
Secretaries	\$19.25
Instructional assistants/elementary library assistants	\$18.75
Food Service	\$18.25
Students – minimum wage	

Current IRS Mileage rate \$0.67 (sixty seven cents per mile) or as changed by IRS

Maximum Meal Reimbursement (including tip at a maximum of 15%):

Breakfast	\$13.00
Lunch	\$15.00
Dinner	\$26.00