

Substitute Pay Rates July 2025 to June 2026

Daily Rates			
Position	Four Hours and Less	Over Four Hours	Long-Term Rate ^(A)
Para Educator Level A ^(A)	\$66.00	\$132.00	N/A
Harlem Retired Para Educator Level A	\$77.00	\$154.00	N/A
Para Educator Level B ^(B)	\$70.00	\$140.00	N/A
Harlem Retired Para Educator Level B	\$80.00	\$160.00	N/A
Harlem Retired Teacher	\$90.50	\$181.00	\$200.00
Teacher/Retired Teacher	\$78.00	\$156.00	\$175.00
Hourly Rate for Support Staff Substitutes			
Assistants: Bus, Classroom Facilitator, Crossing Guard, Food Service, General Program Aide, Learning Center, Resource, and Supervisory Aide			Starting at \$15.40
Custodian			\$16.75
Registered Nurse			\$29.50
Secretary			Starting at \$16.45
Pay Incentives			
Support Staff Mobility Incentive ^(C)			\$100.00
Teacher's Mobility Incentive ^(D)			\$200.00

^(A) **The Long-Term Substitute Teacher Rate** applies to substitute teachers that work in the same teaching position that is 15 consecutive days or more. The Long-Term Sub Rate will be effective on day 15 and will be retroactive to the first day of the assignment. Any break in consecutive days worked will end the Long-Term Sub Rate and 15 days must be reached again to qualify.

^(B) **Para Educator Level B** are Para Educators who spend two or more hours or more of their work day assisting students with more involved needs such as feeding, diapering, toileting, lifting/positioning, and/or assisting students in the Learning Lab program.

^(C) **Harlem Retired Support Staff** earn \$2.50 more per hour.

^(D) **The Support Staff Mobility Incentive** applies to those working as a substitute in support staff positions, including Para Educator positions. This incentive is payable on a monthly basis, if the substitute is assigned in Frontline on every student attendance day, and is willing to be re-assigned, as needed. This bonus is available during months of the school year which have a minimum of 15 student attendance days.

^(E) **The Teacher's Mobility Incentive** is offered to those working as a substitute in teaching positions (you may work as a Para Educator substitute, but at least one day in the month you must sub as a teacher). This incentive is payable to our substitutes on a monthly basis, if the substitute is assigned in Frontline on every student attendance day of the month, and is willing to be re-assigned, as needed. This bonus is available during months of the school year which have a minimum of 15 student attendance days.