NEW HAVEN PUBLIC SCHOOLS

2026-2027 SY Substitute Pay Structure

High School Diploma or Associate's Degree Non-Degree Subs		Union Dues
Temporary	Yes	No
Daily Rate	$114.35	No
After 45 days worked in a School Year (SY),	$122.67	Yes
** After a Substitute Teacher works a total of forty-five (45) days in a school year (SY), they are added to the Substitute Teacher's Union.		
*Building Substitutes; Can work in the same school for the entire School Year		
*Able to work Monday through Friday, or on a Fixed Schedule		
***Cannot** perform in one assignment for more than 30 days		

Bachelor's Degree or Higher (Non-Certified) Degree Subs		Union Dues
Temporary	Yes	No
Daily Rate	$114.35	No
After 45 Days worked in a School Year (SY)	$122.67	Yes
** After a Substitute Teacher works a total of forty-five (45) days in a school year (SY), they are added to the Substitute Teacher's Union.		
***After 30 Days worked in a Long –Term Assignment *(Same position/Same teacher)*		
Permanent	Yes	Yes
Daily Rate	$152.11	Yes
*** A Union Substitute Teacher who works thirty (30) days in the same position, covering for the same teacher in the same assignment Will receive retroactive pay, dating back to the first day of the 30-day assignment.		

Bachelor's Degree or Higher (Certified) Degree Subs		Union Dues
Temporary	Yes	No
Daily Rate	$114.35	No
After 45 Days worked in a School Year (SY)	$127.38	Yes
** After a Substitute Teacher works a total of forty-five (45) days in a school year (SY), they are added to the Substitute Teacher's Union.		
***After 30 Days worked in a Long –Term Assignment *(Same position/Same teacher)*		
Permanent	Yes	Yes
Daily Rate	$153.65	Yes
*** A Union Substitute Teacher who works thirty (30) days in the same position, covering for the same teacher in the same assignment Will receive retroactive pay, dating back to the first day of the 30-day assignment.		

Revise: 8/3/26