

PCS 2025-2026 Substitute General Information and Compensation Rates

Available Substitute Positions and General Information:

1. Substitutes for most support positions, premier sites, and professional substitute assignments have been phased out to streamline scheduling, maintain instructional continuity, and equity across all locations.
2. Emergency substitutes in the absence of a classroom teacher, when no substitute is available, will continue.
3. On site substitute positions will be assigned to seven sites: Calvin Hunsinger Center, Richard L. Sanders Center, Campbell Park ES, Fairmount Park ES, Lakewood ES, Maximo ES, and Melrose ES.
4. Substitutes at schools with an extended student day will work an additional 30 minutes and receive compensation: Midtown Academy, Sandy Lane ES, Campbell Park ES, Fairmount Park ES, Lakewood ES, Maximo ES, and Melrose ES.
5. To better align with instructional priorities, substitute coverage will be focused on classroom-based roles. As a result, support positions such as PE Assistants, Group Leaders, Para ISS/ABC Room, Clerical, and Group Assistants will no longer receive substitute coverage in the event of an absence.
6. Teacher substitutes will continue to support CDA positions, ensuring consistency and quality in early childhood classrooms. CDA's may cover a vacancy in their class if no substitute picks up the teacher or CDA absence.
7. Long-term substitutes will be paid at the daily site rate and starting on the 16th continuous day in the position they will earn an additional \$40 per day retroactive back to the first day in the position.
8. Support substitutes will be provided for two types of positions:
 - a. Daily Paraprofessional or MBA substitute positions for self-contained ESE units only.
 - b. Temporary additional adult assistant (AAA) MBA substitutes who will be assigned from our ESE department for approximately four to six school week increments.
9. Based on the times listed below all instructional and support substitutes will be provided with a paid 30 minute lunch but will be expected to work continuously throughout the remainder of the workday. No instructional planning period during the student day will be provided for substitutes.
10. Depending on the length of the student day, paid substitutes hours extend beyond the student day ranging from 15-60 minutes. School sites will communicate substitute workday arrival and end times. Substitutes will be expected to arrive on time to fully prepare for the daily instructional responsibilities.
11. Daily substitutes should not be assigned duty before school to allow time to prepare for the instructional day.

Instructional (Including CDA Positions) and Support Substitute Compensation Rates:

	Daily Substitutes - Regular School Day Length	Daily Substitutes – Elementary Extended School Day Length	On Site Instructional Sub Positions – Regular School Day Length	On Site Instructional Sub Positions – Elementary Extended School Day Length
Which Schools?	All non-extended day schools	Midtown Academy, Sandy Lane ES, Campbell Park ES, Fairmount Park ES, Lakewood ES, Maximo ES, and Melrose ES	Calvin Hunsinger Center and Richard L. Sanders Center	Campbell Park ES, Fairmount Park ES, Lakewood ES, Maximo ES, and Melrose ES
Instructional Sub. Pay with 60+ Credits:	\$120/day	\$135/day	\$150/day	\$160/day
Instructional Sub. Pay with bachelor's or Higher:	\$125/day		\$155/day	\$165/day
Classroom Assistant Sub (Support Daily Para or MBA for ESE Self- Contained Units, Temp. AAA MBA) Pay:	\$105/day	\$112.50/day		