

**Gloucester County Public Schools**  
**Substitute/Temporary/Summer Pay Rates**  
**2020-2021**

<u>Instructional/Professional – Daily Rate (Regular School Calendar)</u>	<u>Daily Rate</u>
Substitute Teacher – High School Diploma	\$75
Substitute Teacher – ≥ 60 Semester Hours	\$80
Substitute Teacher – Bachelor’s degree or higher	\$90
Substitute Teacher – Holds current teaching license	\$100
Substitute Teacher – Long Term *	\$125
<b>Substitute Teacher – GCPS Teacher (subbing in an unfilled teacher vacancy during planning period)</b>	<b>\$15/hr</b>
<b>Substitute Teacher – GCPS Paraprofessional (subbing in an unfilled teacher vacancy)</b>	<b>\$3 above contract rate/hr</b>
Substitute Paraprofessional – Regular	\$70
Substitute Paraprofessional – Special Education	\$75
 <u>Instructional/Professional – Hourly Rate/Summer Hourly Rate</u>	 <u>Hourly Rate</u>
Homebound/Adult Education	\$30
Supplemental Rate for Instr. (Cert.) (Student Contact)	\$30
Supplemental Rate for Instr. (Cert.) (No Student Contact)	\$20
Supplemental Rate for Professional Development Leadership	\$50
Supplemental Rate for Staff Mentoring	\$30
<b>Substitute Teacher – GCPS Teacher (subbing in an unfilled teacher vacancy during planning period)</b>	<b>\$15/hr</b>
 <u>Professional</u>	
Substitute Nurse – Degreed/RN/BSN	\$ 95 Daily
Substitute Nurse – Sixty Semester Credit Hours/LPN	\$ 85 Daily
Occupational/Physical Therapy Evaluators	\$125 Per Evaluation
Speech/Developmental Evaluators	\$150 Per Evaluation
 <u>Support Staff – Hourly Rates</u>	
Substitute Bookkeeper	\$15
Substitute Clerical	\$15
Cooperative Office Education (COE) Student	\$8.25
Substitute Custodian	\$10
Substitute Cafeteria Worker	\$9.50
Seasonal Groundskeeper	\$10
Substitute Security	\$15
Summer Technology Helper	\$15
<b>Substitute Teacher – GCPS Paraprofessional (subbing in a teacher position)</b>	<b>\$3 above contract rate/hr</b>
 <u>Transportation – Hourly Rates</u>	
Substitute Bus Assistant	\$10
Substitute Bus Driver	\$13
Substitute Car Driver	\$11.50
 Facilities/Grounds/Custodial Personnel	\$9
(Hourly rate when called into to work on inclement weather days when 12 month employees do not report)	

\* If a substitute teacher works more than 10 consecutive days in the same classroom assignment, the compensation to that substitute teacher is the long-term rate. If the long-term assignment is pre-arranged, the long-term rate will begin with the first day of the assignment