

Jefferson School District 251
Substitute Teacher Pay Schedule 2025-2026

Non Degreed	32+ College Credits	4 year degree or higher (add 1.50 to base)	Standard Rate	approx. 7 hour days needed for increase	pay increase
\$12.50	\$13.00	\$14.00	base rate		
\$12.64	\$13.14	\$14.14	rate after 100 hours	14	0.10
\$12.78	\$13.28	\$14.28	rate after 200 hours	29	0.10
\$13.10	\$13.60	\$14.60	rate after 400 hours	57	0.25
\$13.61	\$14.11	\$15.11	rate after 600 hours	86	3.75%
\$14.10	\$14.60	\$15.60	rate after 800 hours	114	3.75%

Long Term Rates

\$3.00	\$3.00	\$3.00	Long term assignments 11-60 days. Standard rate will be paid during assignment, and a lump sum difference will be paid retroactive to day 1 in the month following completion of full assignment. Add \$3.00 to current rate per employee placement.
\$3.00	\$3.00	\$3.00	Long term assignments 61 days and longer. Standard rate will be paid during assignment, and a lump sum difference will be paid retroactive to day 1 in the month following completion of full assignment. Add \$6.00 to current employee placement.

\$100 bonus given for 70 hours worked in one month.

Additional hour is given for any assignment in Roberts, Midway, or Jefferson High School to offset travel.

School Lunch for Subs are free

Para/Library/Secretary sub - \$12.25

Proctor - \$13.95

Cafeteria Full-Time Over 20 Hrs/Wk 2025-2026

	School Lunch	Cafeteria Manager	Food Service Secretary
[Year 1]	\$14.02	\$16.97	\$18.01
[Year 2]	\$14.24	\$17.15	\$18.26
[Year 3]	\$14.46	\$17.34	\$18.53
[Year 4]	\$14.67	\$17.54	\$18.72
[Year 5]	\$14.88	\$17.73	\$18.95
[Year 6]	\$15.08	\$17.95	\$19.19
[Year 7]	\$15.28	\$18.17	\$19.43
[Year 8]	\$15.48	\$18.38	\$19.64
[Year 9]	\$15.72	\$18.60	\$19.91
[Year 10]	\$15.90	\$18.81	\$20.16
Year11	\$16.16	\$19.05	\$20.41
Year 12	\$16.38	\$19.25	\$20.66
Year 13	\$16.60	\$19.47	\$20.91
Year14	\$16.81	\$19.71	\$21.18
Year 15	\$17.06	\$19.96	\$21.44
Year 16	\$17.30	\$20.18	\$21.76

School Lunch Sub = \$13.06/hr

Classified/Non-Exempt Full-Time over 20 Hrs/Wk 2025-2026

	Secretary/Clerk	9 Mo Aides	College and Career	Bookkeeper
Year 1	\$16.09	\$12.81	\$22.54	\$18.26
Year 2	\$16.33	\$13.02	\$22.81	\$18.49
Year 3	\$16.57	\$13.24	\$23.09	\$18.74
Year 4	\$16.83	\$13.44	\$23.40	\$19.00
Year 5	\$17.07	\$13.66	\$23.77	\$19.24
Year 6	\$17.33	\$13.85	\$24.10	\$19.50
Year 7	\$17.59	\$14.06	\$24.47	\$19.76
Year 8	\$17.84	\$14.25	\$24.84	\$20.00
Year 9	\$18.12	\$14.49	\$25.21	\$20.29
Year 10	\$18.39	\$14.68	\$25.59	\$20.56
Year 11	\$18.66	\$14.94	\$25.98	\$20.83
Year 12	\$18.94	\$15.15	\$26.37	\$21.11
Year 13	\$19.21	\$15.38	\$26.76	\$21.38
Year 14	\$19.50	\$15.59	\$27.17	\$21.67
Year 15	\$19.80	\$15.84	\$27.58	\$21.97
Year 16	\$20.13	\$16.07	\$27.98	\$22.30

Special Services Salary Schedule 2025-2026

	Interpreter Prov	LPN/ Interpreter	BI Special	SLPA/ BI Tech	HQ Unit Para	BA Unit Para	Behavior Para
[Year 1]	\$18.00	\$25.21	\$23.78	\$20.44	\$15.19	\$17.09	\$18.26
[Year 2]	\$18.28	\$25.59	\$24.13	\$20.75	\$15.41	\$17.36	\$18.53
[Year 3]	\$18.56	\$25.98	\$24.50	\$21.06	\$15.64	\$17.64	\$18.80
[Year 4]	\$18.83	\$26.37	\$24.83	\$21.38	\$15.87	\$17.90	\$19.02
[Year 5]	\$19.11	\$26.76	\$25.25	\$21.69	\$16.10	\$18.15	\$19.22
[Year 6]	\$19.41	\$27.16	\$25.62	\$22.03	\$16.33	\$18.40	\$19.47
[Year 7]	\$19.67	\$27.54	\$26.00	\$22.35	\$16.53	\$18.62	\$19.67
[Year 8]	\$19.95	\$27.92	\$26.39	\$22.69	\$16.78	\$18.90	\$19.87
[Year 9]	\$20.24	\$28.31	\$26.81	\$23.02	\$17.00	\$19.20	\$20.11
[Year 10]	\$20.52	\$28.71	\$27.19	\$23.37	\$17.25	\$19.47	\$20.34
[Year 11]	\$20.79	\$29.09	\$27.58	\$23.71	\$17.50	\$19.86	\$20.55
[Year 12]	\$21.07	\$29.48	\$28.01	\$24.07	\$17.74	\$20.02	\$20.80
[Year 13]	\$21.37	\$29.87	\$28.45	\$24.44	\$18.05	\$20.28	\$21.04
[Year 14]	\$21.64	\$30.27	\$28.85	\$24.81	\$18.24	\$20.55	\$21.34
[Year 15]	\$21.92	\$30.65	\$29.28	\$25.18	\$18.49	\$20.87	\$21.52
[Year 16]	\$22.21	\$31.03	\$28.78	\$25.55	\$18.71	\$21.15	\$21.76

>Behavior Para - Has 32 college credits or has passed the para test. Will be 1 on 1 with student

>Behavior Tech - Enrolled to complete Cert in Human Services Field/or BA in Human Services

>Behavior Specialist - ID Cert or Hab Intervent Cert/ or BA in HS Field/
or BA w/ min 24 credits in HS field and 1040 hrs

>SLPA - licensed Speech Language Pathology Assistant

>Interpreter Povisional - sign language interpreter that is not licensed.

>LPN/Interpreter - Licensed LPN or Licensed interpreter

>HC Unit Para - Highly qualified para via credits or para test working in DAC/ERR

>BA Unit Para - Para with BA degree working in DAC/ERR

Paraprofessional Pay Scale 2025-2026

	HQ	HQ with BA	Supervisor Specialist	Specialist/Sa fety
Year 1	\$14.09	\$16.03	\$24.39	\$19.71
Year 2	\$14.32	\$16.28	\$24.77	\$20.02
Year 3	\$14.56	\$16.55	\$25.14	\$20.33
Year 4	\$14.79	\$16.81	\$25.52	\$20.63
Year 5	\$15.01	\$17.06	\$25.93	\$20.94
Year 6	\$15.24	\$17.32	\$26.32	\$21.25
Year 7	\$15.45	\$17.54	\$26.70	\$21.57
Year 8	\$15.70	\$17.81	\$27.06	\$21.90
Year 9	\$15.91	\$18.11	\$27.52	\$22.22
Year 10	\$16.16	\$18.38	\$27.94	\$22.56
Year 11	\$16.42	\$18.78	\$28.34	\$22.89
Year 12	\$16.66	\$18.93	\$28.77	\$23.23
Year 13	\$16.97	\$19.20	\$29.19	\$23.57
Year 14	\$17.15	\$19.47	\$29.65	\$23.93
Year 15	\$17.40	\$19.80	\$30.10	\$24.29
Year 16	\$17.64	\$20.07	\$30.49	\$24.67
Year 17	\$17.64	\$20.07	\$30.49	\$25.03

Supervisor Specialist - 18-21 Program Coordinator or Family Liason
 Safety - RHS Safety Monitor

Technology Over 20 Hours Per Wk
2025 - 2026

	JR Tech	SR Tech	Lead Tech	Intune Specialist
Year 1	\$20.50	\$25.92	\$28.78	\$30.40
Year 2	\$20.77	\$26.19	\$29.07	\$30.70
Year 3	\$21.04	\$26.46	\$29.37	\$31.00
Year 4	\$21.42	\$26.85	\$29.66	\$31.32
Year 5	\$21.76	\$27.19	\$29.96	\$31.64
Year 6	\$22.05	\$27.48	\$30.21	\$31.91
Year 7	\$22.36	\$27.79	\$30.51	\$32.22
Year 8	\$22.71	\$28.14	\$30.79	\$32.52
Year 9	\$23.05	\$28.48	\$31.10	\$32.84
Year 10	\$23.39	\$28.82	\$31.41	\$33.17
Year 11	\$23.78	\$29.20	\$31.67	\$33.51
Year 12	\$24.10	\$29.52	\$31.95	\$33.84
Year 13	\$24.46	\$29.88	\$32.25	\$34.19
Year 14	\$24.85	\$30.28	\$32.55	\$34.53
Year 15	\$25.23	\$30.66	\$32.83	\$34.89
Year 16	\$25.57	\$31.00	\$33.11	\$35.24

Custodial/Maintenance 2025 - 2026

	PT Custodian	FT Custodian	Maintenance	Summer Grounds
[Year 1]	\$14.90	\$17.08	\$20.45	\$13.00
[Year 2]	\$15.15	\$17.32	\$20.76	\$13.00
[Year 3]	\$15.40	\$17.56	\$21.08	\$13.00
[Year 4]	\$15.64	\$17.81	\$21.41	\$13.00
[Year 5]	\$15.87	\$18.11	\$21.76	\$13.00
[Year 6]	\$16.14	\$18.38	\$22.06	\$13.00
[Year 7]	\$16.35	\$18.64	\$22.36	\$13.00
[Year 8]	\$16.60	\$18.93	\$22.72	\$13.00
[Year 9]	\$16.84	\$19.20	\$23.07	\$13.00
[Year 10]	\$17.09	\$19.50	\$23.40	\$13.00
[Year 11]	\$17.37	\$19.77	\$23.77	\$13.00
[Year 12]	\$17.62	\$20.09	\$24.10	\$13.00
[Year 13]	\$17.87	\$20.38	\$24.47	\$13.00
[Year 14]	\$18.16	\$20.68	\$24.84	\$13.00
[Year 15]	\$18.42	\$20.99	\$25.23	\$13.00
[Year16]	\$18.68	\$21.33	\$25.60	\$13.00

Transportation Full-Time Over 20Hrs/Wk 2025-2026

	Bus Aide	Bus Driver	Bus Mechanic
[Year 1]	\$12.82	\$19.74	\$22.82
[Year 2]	\$13.00	\$21.30	\$23.11
[Year 3]	\$13.23	\$21.64	\$23.40
[Year 4]	\$13.47	\$21.99	\$23.74
[Year 5]	\$13.66	\$22.35	\$24.06
[Year 6]	\$13.85	\$22.71	\$24.38
[Year 7]	\$14.05	\$23.03	\$24.69
[Year 8]	\$14.25	\$23.34	\$25.03
[Year 9]	\$14.49	\$23.64	\$25.36
[Year 10]	\$14.68	\$23.95	\$25.69
[Year 11]	\$14.94	\$24.22	\$26.05
[Year 12]	\$15.14	\$24.50	\$26.40
[Year 13]	\$15.38	\$24.82	\$26.76
[Year 14]	\$15.58	\$25.13	\$27.17
[Year 15]	\$15.84	\$25.39	\$27.51
[Year 16]	\$16.07	\$25.69	\$27.88
[Year 17]	\$16.07	\$26.00	\$27.88