

2024-2025

BALDWIN COUNTY BOARD OF EDUCATION
SUBSTITUTE SALARY SCHEDULE

(Substitutes will only be paid for actual days worked)

SUBSTITUTE TEACHERS

FULL-TIME DAILY RATE

High School Diploma or Equivalent.....	\$115.00
4 Year College Degree	\$150.00
“Alabama” Certificated.....	\$180.00
*Certificated for extended period vacancies.....	\$306.00

ADMINISTRATIVE SUBSTITUTES

FULL-TIME DAILY RATE

Administrative Certification.....	\$350.00
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Degrees earned at regionally accredited institutions or Distance Education Accreditation Commission (DEAC) are applicable. An official transcript is required for college credit. A copy of the valid Alabama Teacher Certificate or valid Alabama Administrative Certificate is required for certificated credit.

System Requirements:

- A high school diploma or equivalent excluding CNP, Custodians, Bus Aides & Bus Drivers
- A valid Alabama Substitute Teacher Certificate or valid Alabama Teacher Certificate for those positions requiring valid Alabama certification.
- Principal interview
- Adherence to all policies and procedures relating to substitute teaching.
- Fingerprint submission as required by Alabama State law.
- Valid Alabama Administrative Certification for administrative vacancies and a minimum of one year’s administrative experience.

***Criteria for extended rate:**

- Teacher must hold credentials applicable for specified vacancy according to current published ALSDE *Subject and Personnel Codes* manual (i.e. certification, training, additional coursework, etc.), unless otherwise approved by the Human Resources Department.
- Vacancy must be in the same certificated position for 20 or more consecutive business days and at the principal’s request. Higher rate may be retroactive to 1st day of extended vacancy.
- In cases of vacancies in positions for which a bachelor’s degree is not a prerequisite for certification (i.e. some technical areas such as welding, cosmetology, building construction, etc.), five years of experience within the preceding ten years as a wage-earner in the technical enterprise that is to be taught may be used as basis for the extended period rate of pay.

CLASSIFIED SUBSTITUTES

RATE

Bus Driver Regular Route.....	\$90.65/Day
Bus Driver Supplemental Route.....	\$15.00/Hour
School Bookkeeper & Licensed Practical Nurse (LPN Licensed).....	\$16.00/Hour
Registered Nurse (RN Licensed).....	\$32.00/Hour
Social Worker (Licensed).....	\$36.00/Hour
Occupational & Physical Therapist.....	\$43.00/Hour
All Other Support Substitutes.....	\$15.00/Hour

SUPPORT SUBSTITUTES FOR EXTENDED PERIOD VACANCIES†

Social Worker, OT& PT, Nurse (RN Licensed).....	\$300.00/Day
Nurse (LPN Licensed).....	\$24.00/Hour
**School Bookkeeper.....	\$19.00/Hour
Paraprofessional.....	\$18.00/Hour
Preschool Aide.....	\$17.00/Hour
Bus Driver.....	\$100.00/Day

Substitutes who work 45 days per semester will receive a \$500 supplement. This supplement will be paid following the completion of each semester.

†Vacancy must be in same position for 20 or more consecutive days and at principal’s request unless approved otherwise by Human Resources Director. Higher rate may be retroactive to 1st day of extended vacancy.

**Extended vacancy substitute bookkeepers must be approved by the Chief Financial Officer.