

ESS PAY CHART



| Position | Pay Rate | Rate Type |
|---|----------|-----------|
| Daily Uncertified Substitute Teachers, Librarians, Classroom Monitors | \$126.76 | Daily |
| Daily Certified Substitute Teachers, Librarians, Counselors | \$160.10 | Daily |
| Daily Certified Substitute Teachers, Librarians, Counselors (Retired) | \$224.06 | Daily |
| Long-Term Substitute Teachers, Librarians, Counselors | \$200.00 | Daily |
| Long-Term Substitute Teachers, Librarians, Counselors (Retired) | \$229.92 | Daily |
| Substitute Nurses | \$ 50.00 | Hourly |
| Substitute Nurses (Retired) | \$ 55.00 | Hourly |
| Substitute Secretaries | \$ 15.00 | Hourly |
| Substitute Classroom Assistants | \$ 15.00 | Hourly |
| Substitute Pre-K Assistant Teachers | \$ 15.00 | Hourly |
| Substitute Climate Staff | \$ 14.00 | Hourly |
| Substitute Support Service Assistants | \$ 15.00 | Hourly |
| Substitute Food Service Assistants | \$ 14.00 | Hourly |

* We're pleased to share that daily bonuses for Philadelphia substitutes will be carrying over to the first half of next school year as the District switches its services to ESS. Next school year (August - December), all positions will receive a \$25 per day bonus.