

HOURLY RATES FOR SPECIAL PROGRAMS OR PROJECTS	FY27
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Position	Hourly Rate
Nurses	\$24.41
Homebound	\$25.00
Secretarial/Clerical	\$13.63
Regular Teaching Assistant Substitutes	\$11.36
Special Education Teacher Assistant Substitutes	\$13.63

SUBSTITUTE TEACHER RATES	FY27
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Experience in Years	0-4	5-9	10+
Retired ORS Certified	\$143	\$149	\$154
Certified	\$132	\$139	\$143
Bachelor's Degree	\$123	\$129	\$132
Associate Degree	\$112	\$118	\$123
Non Degree	\$103	\$109	\$112

Effective FY'26

SPED Teacher Substitutes	\$10.00 Full Day supplement to base
Monday & Friday Incentive	\$20.00 Hard-to-Fill days

TN DEPARTMENT OF EDUCATION STATE SALARY SCHEDULE LICENSED PERSONNEL <i>(Effective date 07/01/2026)</i>
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Experience in Years	0-4	5-9	10+
Bachelor's Degree	\$278	\$297	\$316
Advanced Degree	\$298	\$319	\$341