

<b>HOURLY RATES FOR SPECIAL PROGRAMS OR PROJECTS</b>	<b>FY'25</b>
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Position	Hourly Rate
Nurses	\$22.90
Homebound	\$23.47
Secretarial/Clerical	\$12.79
Regular Teaching Assistant Substitutes	\$10.66
Special Education Teacher Assistant Substitutes	\$12.79

<b>SUBSTITUTE TEACHER RATES</b>	<b>FY'25</b>
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Experience in Years	0-4	5-9	10+
Retired ORS Certified	\$134	\$140	\$145
Certified	\$124	\$130	\$134
Bachelor's Degree	\$115	\$121	\$124
Associate Degree	\$105	\$110	\$115
Non Degree	\$96	\$101	\$105

**Effective FY'24**

SPED Teacher Substitutes \$10.00 Full Day supplement to base

Monday & Friday Incentive \$20.00 Hard-to-Fill days

<b>TN DEPARTMENT OF EDUCATION STATE SALARY SCHEDULE LICENSED PERSONNEL</b> <i>(Effective date 07/01/2024)</i>
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Experience in Years	0-4	5-9	10+
Bachelor's Degree	\$248	\$263	\$283
Advanced Degree	\$264	\$285	\$308