



Francis Howell School District

801 Corporate Centre Dr.

O'Fallon MO 63368

Phone: 636-851-4000

2022-23 Substitute Pay Rates

Certified Positions

Substitute Level	Pay Rate	Requirements
Regular Substitute - Level 1	\$110.00	Beginning rate
Regular Substitute - Level 2	\$115.00	After 30 days, beginning day 31
Regular Substitute - Level 3	\$120.00	After 60 days, beginning day 61
Regular Substitute - Level 4	\$125.00	After 90 days, beginning day 91
Regular Substitute in Long-Term Position	\$125.00	11+ Consecutive days in same assignment
FHSD Retiree Substitute	\$125.00	Receive increased rate
FHSD Retiree Substitute in Long-Term Position	\$145.00	11+ Consecutive days in same assignment

All substitutes will work a 7-hour school day, which will include a lunch break according to the teacher's schedule. Substitutes are expected to work through the teacher's plan period preparing for the remainder of the school day, writing notes to the teacher, completing tasks assigned by the office, or covering in a position that went unfilled that day. All substitutes will start the year on level 1.

Non-Certified Positions

Substitute Position	Pay Rate	FHSD Retiree
Cafeteria Aide	13.00	13.00
Custodian	14.25	15.00
Administrative Assistant	14.76	15.54
Para, Personal Assistant, Classroom Assistant	15.34	16.15
Nurse	26.67	28.07