

**WICOMICO COUNTY BOARD OF EDUCATION
SUBSTITUTE SALARY SCALE**

2020-2021 (effective 1/1/2021)

	RATE PER DAY	RATE PER DAY with Completed Training
TEACHER/ASSISTANT		
With minimum of 30 credit hours but less than a bachelor's degree	\$ 83	\$ 90
With bachelor's degree or more	\$ 89	\$ 96
Retired teachers	\$ 99	\$106
LONG-TERM SUBSTITUTE TEACHER ASSIGNMENT (Minimum of 4 consecutive weeks)		
Bachelor's degree *required **certifiable in field assigned	\$120	\$126
Bachelor's degree *required **certifiable but not in field assigned	\$110	\$116
Bachelor's degree *required but not **certifiable	\$ 105	\$111
LONG-TERM SUBSTITUTE ASSISTANT ASSIGNMENT (Minimum of 4 consecutive weeks)		
With minimum of 30 credit hours but less than a bachelor's degree	\$ 89	\$ 96
With bachelor's degree or more	\$ 99	\$106

* Any exceptions to this rule must be approved by the Director of Human Resources

** Certifiable = Graduate of an approved teacher education program

All rates will be paid based on current information on file with Human Resources. Any changes in pay rate will be adjusted forward from date appropriate documentation is received, i.e. transcripts, verification of experience, etc.