

# HAVERHILL PUBLIC SCHOOLS

## SUBSTITUTE RATES

EFFECTIVE SEPTEMBER 29, 2025

### TEACHERS - 7 Hours a day

- Non-Certified Teacher, to include those individuals with a minimum of an **Associate Degree** or who have completed two (2) years of college (60 credits) will receive **\$126.00** per day.
- Non-Certified Teacher with a **Bachelor's Degree** will receive **\$140.00** per day.
- **MA DESE Certified** Teacher will receive **\$154.00** per day.
- **Haverhill Public Schools Retired Teacher - MA DESE Certified** will receive **\$175.00**
- **Long-Term\*** substitutes - with an appointment from Human Resources, in the same position on the **31st day** will receive **\$50.00** more a day from the current substitute rate above.

*\*A LTS educator who is employed, on a temporary basis for more than 90 consecutive school days in the same role must either be licensed for the role or working under a hardship waiver.*

### SUBSTITUTE RATES PER HOUR

CAFETERIA                      **\$15.00**

CUSTODIAL                      **\$15.00**

CLERICAL                        **\$15.00**

ESP                                **\$15.00**

### TRANSPORTATION

CDL                                 **\$19.50**

7D                                  **\$15.00**

Monitor                          **\$15.00**

Crossing Guards                **\$17.00**

### OTHER:

Nurse RN                         **\$30.00**

Nurse LPN                        **\$25.00**

Nurse CNA                        **\$18.00**

Noon Supervisors               **\$15.00**

Door/Hall Monitors             **\$15.00**

Maintenance                    **\$18.00**

HPS Interns                      **\$15.00**

Lifeguards                        **\$15.00**