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Regional School Unit No. 3/RSU3

Rates of pay for Substitutes 2023-24

Rates effective: September 1, 2023-August 31, 2024

The Maine Minimum Wage Rate effective January 1, 2024 is \$14.15 per hour.

Substitute Teacher	\$135.00 day (7½ hrs/day)	Long-Term Substitute Teacher	\$165.00 day (7½ hrs/day)
Substitute Teacher	\$18.00 hr	Long-Term Substitute Teacher	\$22.00 hr
Reference Policy GCGA		Long-Term Substitute Teacher - if Certified :	pay per diem BS Scale Step 0
Substitute Nurse (licensed)	\$25.00 hr		
Sub Cook	\$15.00 hr	LTS Cook	\$15.75 hr
Sub Custodian	\$15.00 hr	LTS Custodian	\$15.75 hr
Sub Maintenance 1	\$15.20 hr	LTS Maintenance 1	\$16.20 hr
Sub Maintenance 2	\$16.90 hr	LTS Maintenance 2	\$17.90 hr
Sub Ed Tech I	\$15.00 hr	LTS Ed Tech I	\$15.75 hr
Sub Ed Tech II	\$15.00 hr	LTS Ed Tech II	\$17.40 hr
Sub Ed Tech III	\$15.00 hr	LTS Ed Tech III	\$19.90 hr
Sub Secretary Level 1	\$16.25 hr	LTS Secretary 1	\$17.25 hr
Sub Secretary Level 2	\$17.00 hr	LTS MS/HS Secretary	\$18.00 hr
Sub Bus Monitor	\$15.00 hr	LTS Bus Monitor	\$15.20 hr
Sub Van Driver	\$17.00 hr	LTS Van Driver	\$18.00 hr
Sub Bus Driver	\$18.40 – \$18.90 hr	(Prev Yr Scale up to 5 yrs experience)	
Sub Mechanic	\$20.00 hr	LTS Mechanic	\$21.00 hr

Long Term Subs (LTS): LTS rate applies after a substitute fills in for the same employee/teacher for 10 consecutive work days.

Updated and Approved by Lisa Roux: September 12, 2023