

**NORTHFIELD PUBLIC SCHOOLS
SUBSTITUTE PAY**

Administration recommends substitute pay as follows, effective September 1, 2023

Teachers – Elementary & Secondary	Up to 1 hour	\$40.00
	Over 1 hour up to ½ Day	\$100.00
	Full Day	\$200.00
	<i>(maximum - \$200.00/day)</i>	
Substitute Educational Support Staff	Step 1 of Educational Support Staff	
Substitute Retired Educational Support Staff	Step at time of retirement	
Substitute Child Nutrition Associates Substitute Student CNA	CNA I Rate of Pay \$10.59* (beginning 1/1/23)	
Substitute Clerical	Step 1 of Class II Pay scale	
Substitute Retired Clerical	Class/Step at time of separation	
Substitute Custodian	Step 1 of Custodian Pay Scale	
Substitute Retired Custodian	Class/Step at time of separation	
Substitute Nurse/RN Substitute Nurse/LPN	Step 1 of ADN/RN Nurse Agreement \$32.88/hour	
Substitute Retired GME	Hourly rate as if employed	
Long-term substitute Clerical, Custodian or Educational Assistant – more than 10 consecutive days for the same employee	Step 1 of Appropriate Agreement	

** Tied to MN Minimum Wage rate of pay.*