

NORTHFIELD PUBLIC SCHOOLS SUBSTITUTE PAY

Administration recommends substitute pay for 2026-2027 as follows

Teachers – Elementary & Secondary	Up to 1.25 hours	\$ 40.00
	Over 1.25 hour up to 4.25 hrs-1/2 day	\$100.00
	Over 4.25 hrs - Full Day	\$200.00
	<i>(maximum - \$200.00/day)</i>	

Short-call substitutes that hold a PhD in a specific content area will be paid based on MA, Step 1 of the teacher salary schedule. The substitute position will follow all requirements of the Professional Educators Licensing & Standards Board (PELSB).

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 \$11.41/hour* (beginning 1/1/26)
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 Step 1 of ADN/LPN Nurse Agreement
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.