HOURLY RATES FOR SPECIAL PROGRAMS OR PROJECTS *FY'26*

Position	Hourly Rate
Nurses	$24.05
Homebound	$24.64
Secretarial/Clerical	$13.43
Regular Teaching Assistant Substitutes	$11.19
Special Education Teacher Assistant Substitutes	$13.43

SUBSTITUTE TEACHER RATES *FY'26*

Experience in Years	0-4	5-9	10+
Retired ORS Certified	$141	$147	$152
Certified	$127	$133	$138
Bachelor's Degree	$118	$124	$127
Associate Degree	$107	$112	$118
Non Degree	$99	$104	$107

Effective FY'26

SPED Teacher Substitutes	$10.00	Full Day supplement to base
Monday & Friday Incentive	$20.00	Hard-to-Fill days

TN DEPARTMENT OF EDUCATION STATE SALARY SCHEDULE LICENSED PERSONNEL

(Effective date 07/01/2025)

Experience in Years	0-4	5-9	10+
Bachelor's Degree	$265	$280	$299
Advanced Degree	$281	$302	$324