



Pennsylvania Pay Rates

- Pay rates vary by district, position and level of certification held. Daily positions are listed at full day rate, however half day assignments could be available.
- Note: Rates are subject to change at any time, even if this sheet has not been updated.
- For all questions, please contact Client Relations:

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Districts with Positions	High School Diploma	Associates Degree	Emergency Permit	PDE Certificate
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Chester County

Coatesville Area School District

Full Day Substitute Teacher			\$100.00	\$100.00
Full Day Long Term Substitute Teacher Day 21+				\$130.00
Full Day Substitute Nurse			\$100.00	\$100.00

Downingtown School District

Full Day Substitute 1:1 Aide - Hourly		\$19.75	\$19.75	\$19.75
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West Chester Area School District

Full Day Substitute Teacher			\$100.00	\$100.00
Full Day Long Term Substitute Teacher			\$120.00	\$120.00
Full Day Substitute Instructional Assistant	\$85.00			
Full Day Substitute Secretary Tier 1	\$95.00			
Full Day Substitute Secretary Tier 2	\$101.00			
Full Day Substitute Nurse			\$100.00	\$100.00
Full Day Substitute Psychologist				\$385.00
Full Day Substitute Counselor			\$100.00	\$100.00

Delaware County

Chichester School District

Full Day Substitute Teacher			\$95.00	\$95.00
Full Day Substitute PCA	\$90.00	\$90.00	\$90.00	\$90.00
Full Day Classroom Assistant/PCA - 5 Hour	\$80.50	\$80.50	\$80.50	\$80.50
Full Day Classroom Assistant - 6.5 Hour	\$104.76	\$104.76	\$104.76	\$104.76

Delaware County Intermediate Unit

Full Day Substitute Teacher			\$120.00	\$120.00
Full Day Division Substitute Teacher			\$130.00	\$130.00
Full Day Paraprofessional	\$100.00	\$100.00	\$100.00	\$100.00
Full Day Early Head Start Instructor	\$100.00	\$100.00	\$100.00	\$100.00
Full Day Early Head Start Instructional Assistant	\$80.00	\$80.00	\$80.00	\$80.00

Great Valley School District

Full Day Substitute 1:1 Aide - Hourly		\$19.75	\$19.75	\$19.75
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Districts with Positions	High School Diploma	Emergency Permit	PDE Certificate
Garnet Valley School District			
Full Day Substitute Teacher			\$95.00
Haverford School District			
Full Day Substitute Teacher		\$100.00	\$100.00
Montgomery County			
Montgomery County Intermediate Unit			
Full Day Teacher Assistant	\$105.00	\$105.00	\$105.00
Full Day Job Coach	\$105.00	\$105.00	\$105.00
Upper Dublin School District			
Full Day Substitute Educational Assistant	\$96.00	\$96.00	\$96.00
Full Day Substitute Teacher (Days 1-30)		\$110.00	\$110.00
Full Day Substitute Teacher (Days 31+)		\$120.00	\$120.00