

BALTIMORE COUNTY PUBLIC SCHOOLS

Miscellaneous Pay Rates for School-Based Substitute & Temporary Positions, 2019-2020

Effective July 1, 2019

The Department of Human Resources is responsible for establishing the pay rates for ALL substitutes, temporary, and contractual employees regardless of the funding source. School and office administrators MUST contact either the Office of Temporary Services or the Office of Staffing to determine the appropriate rate of pay PRIOR to making any salary commitment to a perspective employee.

OFFICE OF TEMPORARY SERVICES

(443) 809-8954 - substitute teacher inquiries

(443) 809-8952 - temporary employee inquiries

Temporary Services requires the following documentation prior to hiring an employee:

- 1) Completed application.
- 2) Proof of BCPS background check.
- 3) Proof of appropriate education.
- 4) Completion of orientation, if applicable.

Substitute and temporary employees may not begin work until the supervisor receives notice from the Office of Temporary Services that a candidate is cleared to begin work.

Substitute Positions	Hourly Rate
Daily Degreed Substitute Teacher, Guidance Counselor	\$15.39
Daily Non-degreed Substitute Teacher	\$11.00
Long-term Substitute Teacher, Guidance Counselor	\$21.43
Long-term Critical Need Assignment	\$35.28
Substitute Nurse	\$30.16
Long-term Related Services Substitutes	\$35.28
Long-term Substitute Paraeducator	\$11.61

Temporary Employee Positions	Hourly Rate
Additional Assistant	\$11.00
Lunchroom Assistant - Elementary level only	\$10.10
Kindergarten Assistant - Elementary level only	\$10.10
Pre-K Paid Helper - Elementary level only	\$10.10