

**NOGALES UNIFIED SCHOOL DISTRICT NO. 1**  
**SUBSTITUTE/ON-CALL PAY RATES**  
**2019-2020**

Substitute Teaching Rates (all classes)	Hourly Rate
Emergency Substitute Certificate	\$ 12.50
Standard Substitute Certificate	\$ 13.75
Certificated Educator (including retirees)	\$ 15.00
Long Term Substitutes (20+ consecutive days)	\$ 20.00
Other Rates:	Hourly Rate
Special Education Aide Substitute	\$ 12.50
Nurse Instructor	\$ 34.00
On-Call Physical and Occupational Therapist	\$ 99.00