

**NOGALES UNIFIED SCHOOL DISTRICT NO. 1  
SUBSTITUTE/ON-CALL PAY RATES  
2024-2025**

Substitute Teaching Rates (all classes)	Hourly Rate
Emergency Substitute Certificate	\$ 21.00
Standard Substitute Certificate	\$ 22.75
Certificated Educator	\$ 23.75
Certificated Educator NUSD Retiree	\$ 25.00
Long Term Substitutes (20+ consecutive days)	\$ 25.00
Other Rates:	Hourly Rate
Special Education Aide Substitute	\$ 21.00
On-Call Custodian/On-Call C.N.A.	\$ 15.00
On-Call Physical and Occupational Therapist	\$ 99.00