

## Monthly Salary Ranges and Daily Rates of Substitute Staff for the 2025/26 School Year

### Substitute Staff Whose Employment Period is 90 Consecutive Calendar Days or More

Kindergartens (KGs) should employ the substitute staff concerned on a monthly-rated basis. In any cases, the salary of the substitute staff must not be higher than that of the original staff or the ceiling of the salary ranges listed below (whichever is the lower).

<b>Supply Teacher</b>	<b>Salary Ranges (\$)</b>
Possessing Certificate in Early Childhood Education [C(ECE)] or above qualifications	25,060 – 44,570
Possessing other qualifications	Determine the salary by making reference to the salary ranges for supporting staff
<b>Supporting Staff</b>	<b>Salary Ranges (\$)</b>
Clerk	13,050 – 23,470
Janitor	13,050 – 16,970
Cook	15,650 – 18,280
Others (e.g. Teaching Assistant)	Determine the salary by making reference to the salary ranges for supporting staff

### Substitute Staff Whose Employment Period is Less Than 90 Calendar Days

KGs should employ the substitute staff concerned on a daily-rated basis and **must** apply the following daily rates when calculating their salary.

<b>Supply Teacher</b>	<b>Daily Rate (\$)</b>
Possessing Certificate in Early Childhood Education [C(ECE)] or above qualifications	1,090
Possessing other qualifications	397
<b>Supporting Staff</b>	<b>Daily Rate (\$)</b>
Clerk / Janitor / Others (e.g. Teaching Assistant)	567
Cook	680