

**SUBSTITUTE PAY RATES**

Effective 1/1/2026

**HOURLY PAY RATES – CLASSIFIED SUBSTITUTES** (with the exception of Early Childhood Education)

Substitutes are paid at an hourly rate as follows:

Administrative Secretary	\$22.72
Custodian	\$18.61
Food Services Assistant	\$16.90
Maintenance Technician	\$22.16
Paraeducator	\$20.05
Secretary	\$19.56

\*All other classified substitute positions are paid at Step 1 less \$0.20 of the respective salary range effective the date of this salary schedule above.

**HOURLY PAY RATES – CLASSIFIED SUBSTITUTES FOR EARLY CHILDHOOD EDUCATION (ECE)**

Substitutes are paid at an hourly rate as follows:

Administrative Secretary	\$21.74
Secretary	\$18.72

\* All other classified substitute positions are paid at Step 1 less \$0.20 of the respective salary range effective the date of this salary schedule above.

**HOURLY PAY RATES – CERTIFICATED SUBSTITUTES FOR EARLY CHILDHOOD EDUCATION (ECE)**

Teacher	\$21.92
Teacher (Associate Teacher Subbing)	\$21.92 or 5% increase (whichever is greater)
Associate Teacher	\$18.44

**DAILY PAY RATES – CERTIFICATED SUBSTITUTE TEACHERS** (with the exception of ECE)

Substitute teachers are paid at a daily rate as follows:

Teacher	
½ Day (3.5 hours or less per day)	\$120.00
Full Day (3.5 hours or more per day)	\$240.00
Teacher with Full Credential	\$260.00

Fully credentialed teachers who work in the same assignment for a period of more than 20 consecutive days, will be placed on the teachers' salary schedule, beginning on the 21<sup>st</sup> day. Placement will be based on official transcripts with graduate units and past verified teaching experience currently on file with the Human Resources Department.

Approved by Superintendent

*Barton Lewis*

Date

*January 12, 2026*