

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:

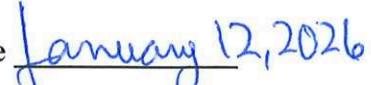
Teacher	\$120.00
½ Day (3.5 hours or less per day)	\$240.00
Full Day (3.5 hours or more per day)	
Teacher with Full Credential	\$260.00

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 21st 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



Date

 January 12, 2026