

SUBSTITUTE SALARY SCHEDULE

Certificated Substitute Teacher (must hold valid teaching credential or permit)					
<u>Day-to-day</u> Full work day	<u>Long-Term</u> 10 consecutive workdays in the same assignment	<u>Extended Pay</u> 20 consecutive workdays in the same assignment	<u>SCOE Retiree</u> Individuals who have retired as SCOE employees (day-to-day)	<u>Extended School Year (ESY)</u> Individual assigned to an ESY classroom assuming the full duties of the assignment	<u>Paraeducator/Interpreter</u> Active regular Paraeducators/Interpreters that are qualified to serve as a substitute teacher
\$230.00 per day \$160.00 per 2/3 day \$80.00 per 1/3 day	\$270.00 per day \$140.00 per ½ day Note: higher rate of pay starts on the 10 th day.	Step 1 Range 2 on teachers' daily salary schedule Note: higher rate of pay starts on the 20 th day.	\$290.00 per day \$150.00 per ½ day	\$200.00 per day	\$90.00 per full day (6 hours) or prorated at \$15.00 per hour.

Additional Information:

- Workdays are defined as: 1/3 day: 2.5 hours or less; 2/3 day: 2.5-5 hours; full day: 5 hours or more
 - If a substitute is called to a school, but is not needed, they shall be paid for 1/3 of a day if not reassigned.
- Substitutes do not earn fringe benefits which include vacation, holiday pay, or health and welfare benefits.
- Retired and former certificated SCOE employees working in a certificated assignment requiring the certificated employee to assume the full duties of the assignment will receive the daily rate of pay based on their placement on the salary schedule at the time of retirement or their separation of the employment. This is not day-to-day retired and regular teacher pay used for the day-to-day sub rate.
- Certificated Substitute Administrators will be paid at Step 1 of the salary range for the classification they are substituting in.

Classified Substitute

Classified substitutes will be paid at Step 1 of the salary range for the classification they are substituting in, based on the Hourly CSEA or PEU Salary Schedule in effect at the time the work is performed.

Regular employees who are qualified to proctor the Paraeducator exam or instruct a fee-based community service class will be compensated at Range 51, Step 1 on the Hourly CSEA Classified Salary Schedule.

Classified substitute pay schedules are not subject to retroactive application of bargaining unit salary increases. When a CSEA negotiated salary increase is implemented, classified substitute pay rates shall be adjusted effectively the first day of the month following the effective date of the CSEA salary increase.

Substitutes do not earn fringe benefits which include vacation, holiday pay, or health and welfare benefits.

Revised July 1, 2026

Approved: _____

Date: _____