

| PITTSBURG UNIFIED SCHOOL DISTRICT<br>SUBSTITUTE PAY RATES                                                                                                                                                                                             |                         |                                         |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|-----------------------------------------|
| SUB CLASSIFICATION                                                                                                                                                                                                                                    | SUBSTITUTE              | FULLY CREDENTIALIAED CALSTRS<br>RETIREE |
| TEACHER - REGULAR ASSIGNMENT                                                                                                                                                                                                                          |                         |                                         |
| 1-20 DAYS      TK - 12                                                                                                                                                                                                                                | \$240                   | \$265                                   |
| 1-20 DAYS      PRE-K                                                                                                                                                                                                                                  | \$220                   | \$235                                   |
| TEACHER - LONG TERM ASSIGNMENT*                                                                                                                                                                                                                       |                         |                                         |
| DAY 21+ IN THE SAME CLASSROOM   TK-12                                                                                                                                                                                                                 | \$270                   | \$310                                   |
| DAY 21+ IN THE SAME CLASSROOM   PRE-K                                                                                                                                                                                                                 | \$230                   | \$265                                   |
| DUAL IMMERSION;   PAID THE 1st DAY OF A LONG TERM ASSIGNMENT OF MORE THAN 20 DAYS                                                                                                                                                                     | \$310                   | \$410                                   |
| <i>*Long term assignment means greater than 20 days in the same classroom. Long term assignment rate is paid from the first day when the long term assignment starts, on the first day of school in a vacant position, or for a teacher on leave.</i> |                         |                                         |
| TEACHER - DISTRICT EMERGENCY SUBSTITUTE TEAM (DEST)**                                                                                                                                                                                                 |                         |                                         |
| TK-12                                                                                                                                                                                                                                                 | \$275                   | \$320                                   |
| PRE-K                                                                                                                                                                                                                                                 | \$230                   | \$275                                   |
| DUAL IMMERSION                                                                                                                                                                                                                                        | \$310                   | \$420                                   |
| CLASSIFIED - REGULAR ASSIGNMENT                                                                                                                                                                                                                       |                         |                                         |
| ** STEP A OF CSEA SALARY SCHEDULE                                                                                                                                                                                                                     | Dependent upon position |                                         |
| <i>**Includes 1/2 hour additional pay for substitute bus drivers working split shifts in alignment with the CSEA Master Agreement. The 1/2 hour additional pay does not include Retired Annuitants (Government Codes 7522.56 and 21229).</i>          |                         |                                         |
| CLASSIFIED - DISTRICT EMERGENCY SUBSTITUTE TEAM (DEST)**                                                                                                                                                                                              |                         |                                         |
| STEP B OF CSEA SALARY SCHEDULE                                                                                                                                                                                                                        | Dependent upon position |                                         |
| <i>**District Emergency Substitute Team (DEST) are long term assignments assigned for a minimum of 20 consecutive days. A District Emergency Substitute Team Agreement is required for this placement</i>                                             |                         |                                         |
| ADMINISTRATION                                                                                                                                                                                                                                        |                         |                                         |
| CERTIFICATED ADMINISTRATOR                                                                                                                                                                                                                            | \$500                   | \$500                                   |
| Board Approved: October 23, 2024                                                                                                                                                                                                                      |                         |                                         |
| Board Approved: August 27, 2025 (Revised)                                                                                                                                                                                                             |                         |                                         |
| Board Approved: June 17, 2026                                                                                                                                                                                                                         |                         |                                         |