

SUBSTITUTE, INTERIM & FLAT-RATE PAY RATES (eff. 1/1/2022)
Certificated and Classified Substitutes, Specialty & Support Staff

Certificated Service

Substitute Teacher (CTC or 30-day permit): \$180 per day/\$24.00 per hour (8:00 am – 3:30 pm)

Subs are paid by the day for a full day's assignment. For assignments over 5 hours, subs will have a minimum of ½ hour duty-free meal period. Less than full day assignments are paid at \$24.00 per hour.

Long Term Temp Exempt Assignment: \$225 per day/\$28.13 per hour (8:00 am – 4:00 pm)

For full-time exempt assignments expected to last 10+ continuous days for the same teacher, or in a permanent substitute capacity. Substitute will have the same work schedule, duties and responsibilities as the regular teacher of record, for the duration of the long-term temporary exempt assignment including lesson planning/prep, staff meetings etc.

Certificated staff working in classified capacity \$22.50 per hour

Must hold full teaching credential (Preliminary or Clear credential holder). 30-day permit holders working in classified capacity will be paid at the classified rates listed below.

Supplemental Hourly Tutoring programs: \$35 per hour
 (Both certificated and classified status)

Classified Service

Classified Administrative Assistant, Teachers Assistant and	\$15.00/hr with HS Diploma
Classified Club Montessori*	\$16.00/hr with AA or 60+ units
	\$17.00/hr with BA/BS or 120+ units

Classified Special Education Teacher Assistant	\$16.00/hr with HS Diploma
(Includes \$1.00 stipend)	\$17.00/hr with AA or 60+ units
	\$18.00/hr with BA/BS or 120+ units

BCBA (Board Certified Behavior Analyst)	\$35/hr
SLPA (Speech and Language Pathology Assistant)	\$22/hr

Long Term Classified assignments

(10+ days in same work assignment): Add \$1.00 per hour to the above classified substitute rates. Long Term stipend shall be paid beginning on the 10th day of service, retroactive to the first day of service in identified assignment. At the conclusion of assignment, regular substitute rates shall resume.

Classified Lunch & Yard Duty/Traffic Monitor	\$15.00 per hour
(Stand alone assignment, separate from other classified work service assignments such as TA or Club M service)	

Maintenance/Custodial – on-call/substitute service	\$16.00 per hour
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*Note that classified employees who are invited/approved to substitute in alternate work assignments will be paid at the prevailing rate corresponding to their regular work assignment less any special service stipends (i.e. supervisory or departmental work assignments). See Prevailing Wage policy on next page.

Employee Signature: _____

Date: _____