



Human Resources

**ALL CERTIFICATED SUBSTITUTE SALARY SCHEDULE**

Certificated Leadership

All Other Certificated Substitute Salary Table (Substitute/Extra Help for ACE/CTA Unit Positions)

**Effective January 1, 2023**

<b>Substitute Type</b>	<b>Standard Rate</b>	<b>Half-Day Rate</b> (Special Education Alternative Education)	<b>Long-Term Substitute Rate</b> (after 20 consecutive days)
Teacher, Special Education, Alternative Education & ROP	\$200.00/day	\$105.00	\$250.00/day (No gap of more than 2 months)
Migrant Education	\$40.00/hour \$25.00 (Pre K)	n/a	n/a
Children's Center Permit (Migrant Education)	\$25.00/hour	n/a	n/a
Speech Language Pathologist	\$250.00/day	n/a	n/a
Nurse	\$250.00/day	n/a	n/a
Counselor	\$200.00/day	n/a	n/a
Audiologist	\$250.00/day	n/a	n/a
State Preschool CC Permit Teacher	\$33.00/hour	n/a	\$40.00/hour
Head Start CC Permit Teacher	\$33.00/hour	n/a	\$40.00/hour
Home Teaching	\$40.00/hour	n/a	n/a

**Summer School/ ESY Substitute Rates (Special Education/ Alternative Education/ Migrant Ed):**

1. Substitute **Special Education** Teachers assigned during summer school with a full credential (preliminary or higher- excludes waivers, 30-day emergency, pre-intern & intern) will receive \$250/day or \$130/half day.
2. Substitute AED Teachers assigned during the extended year (non-contract days) with a full credential (preliminary or higher- excludes waivers, 30-day emergency, pre-intern & intern) will receive \$250/day or \$130/half day.
3. Substitute Migrant Education summer programs are \$250/daily or \$130/half day (\$31.50/hourly for teachers with a credential).

**Additional Information:**

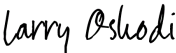
1. Long-term substitute rate qualifications: work for 20 consecutive days in any location or assignment. When the assignment ends, the pay rate is \$200/day. Note: The substitute must have a variable term waiver or higher appropriate for the long-term substitute assignment.
2. Half-day rates apply to Alternative Education and Special Education substitutes assigned to 3hrs or fewer per day.
3. The hourly rate for home teaching only applies to Permanent teachers who accept such extra duty assignments.

**Substitute ACE/CT A Retirees: \*Must have retired from SCCOE**

1. Special Education and Alternative Education Teacher retirees who maintain a credential will receive \$350.00/day.
2. Retired Nurses, and Speech-language Pathologists will receive \$350.00/day.
3. Early Learning Teacher retirees will receive \$40.00/hour, then \$45.00/hour on the 21<sup>st</sup> day.

**Retired Substitute Leadership from the County Office of Education:**

1. Substitute Leadership Retirees, when substituting in a like position, will receive a rate determined by the established scope of the work. The rate will be approved by the appropriate Division Head and the Assistant Superintendent – Personnel Services.
2. Substitute Leadership Retirees will receive \$350.00/day if they are substitute in a teaching position.

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Larry Oshodi, Assistant Superintendent – Personnel Services

12/20/2022 | 8:33 AM PST

Date

cc: Dianne McEntee, Director – Human Resource Programs  
Laurie Susbilla, Manager – Payroll Services  
Mary Olival, Manager – HR/Employment Services