



**SUBSTITUTES  
SALARY SCHEDULES  
FOR 2019-2022**

## 2019-20 Combined Substitute Salary Schedule

### CERTIFICATED

#### CERTIFICATED SUBSTITUTES - TEACHING

Salary Schedule	Grade	Days Worked	Hours Worked	Hourly Rate	Daily Rate
CH1	1	0.5 - 29.5	Below 240 hours worked	\$31.49	\$220.43
CH1	2	30 - 59.9 days	At least 240 hours worked	\$32.92	\$230.44
CH1	3	60.0 - 89.9 days	At least 240 hours worked	\$34.37	\$240.59
CH1	4	90 or more	At least 240 hours worked	\$36.58	\$256.06
CH1	5	Senior Subs	Senior Subs	\$38.01	\$266.06

#### CERTIFICATED SUBSTITUTES - NURSES

Salary Schedule	Grade	Position	Hourly Rate	Daily Rate
CH5	1	Certificated Substitute Nurse	\$46.85	\$327.95

### CLASSIFIED

#### PARAPROFESSIONAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU1		1-59 Days	\$X	\$173.32
SU1		60-90 Days	\$X*1.05	\$181.93
SU1		91-120 Days	\$X*1.10	\$190.61
SU1		121+ Days	\$X*1.15	\$199.29
SU1		Senior Subs	Senior Subs	\$209.29

#### CLERICAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU2		1-59 Days	\$X	\$173.52
SU2		60-90 Days	\$X*1.05	\$182.16
SU2		91-120 Days	\$X*1.10	\$190.88
SU2		121+ Days	\$X*1.15	\$199.60
SU2		Senior Subs	Senior Subs	\$209.60

#### CLASSIFIED SUBSTITUTES - NURSES

Salary Schedule	Position	Hourly Rate	Daily Rate
SU3	Classified Nurse Substitutes	\$32.80	\$262.40

2019-2020 rates effective 9/1/2019 with a 5% contractual increase

## 2020-21 Combined Substitute Salary Schedule

### CERTIFICATED

#### CERTIFICATED SUBSTITUTES - TEACHING

Salary Schedule	Grade	Days Worked	Hours Worked	Hourly Rate	Daily Rate
CH1	1	0.5 - 29.5	Below 240 hours worked	\$32.15	\$225.05
CH1	2	30 - 59.9 days	At least 240 hours worked	\$33.61	\$235.27
CH1	3	60.0 - 89.9 days	At least 240 hours worked	\$35.09	\$245.63
CH1	4	90 or more	At least 240 hours worked	\$37.35	\$261.45
CH1	5	Senior Subs	Senior Subs	\$38.78	\$271.45

#### CERTIFICATED SUBSTITUTES - NURSES

Salary Schedule	Grade	Position	Hourly Rate	Daily Rate
CH5	1	Certificated Substitute Nurse	\$47.83	\$334.81

### CLASSIFIED

#### PARAPROFESSIONAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU1		1-59 Days	\$X	\$176.96
SU1		60-90 Days	\$X*1.05	\$185.78
SU1		91-120 Days	\$X*1.10	\$194.60
SU1		121+ Days	\$X*1.15	\$203.49
SU1		Senior Subs	Senior Subs	\$213.49

#### CLERICAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU2		1-59 Days	\$X	\$177.20
SU2		60-90 Days	\$X*1.05	\$186.00
SU2		91-120 Days	\$X*1.10	\$194.88
SU2		121+ Days	\$X*1.15	\$203.76
SU2		Senior Subs	Senior Subs	\$213.76

#### CLASSIFIED SUBSTITUTES - NURSES

Salary Schedule	Position	Hourly Rate	Daily Rate
SU3	Classified Nurse Substitutes	\$33.49	\$267.92

2020-2021 rates effective 9/1/2020 with a 2.1% contractual increase

## 2021-22 Combined Substitute Salary Schedule

### CERTIFICATED

#### CERTIFICATED SUBSTITUTES - TEACHING

Salary Schedule	Grade	Days Worked	Hours Worked	Hourly Rate	Daily Rate
CH1	1	0.5 - 29.5	Below 240 hours worked	\$33.44	\$234.08
CH1	2	30 - 59.9 days	At least 240 hours worked	\$34.95	\$244.65
CH1	3	60.0 - 89.9 days	At least 240 hours worked	\$36.49	\$255.43
CH1	4	90 or more	At least 240 hours worked	\$38.84	\$271.88
CH1	5	Senior Subs	Senior Subs	\$40.27	\$281.88

#### CERTIFICATED SUBSTITUTES - NURSES

Salary Schedule	Grade	Position	Hourly Rate	Daily Rate
CH5	1	Certificated Substitute Nurse	\$49.74	\$348.18

### CLASSIFIED

#### PARAPROFESSIONAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU1		1-59 Days	\$X	\$185.78
SU1		60-90 Days	\$X*1.05	\$195.09
SU1		91-120 Days	\$X*1.10	\$204.33
SU1		121+ Days	\$X*1.15	\$213.64
SU1		Senior Subs	Senior Subs	\$223.64

#### CLERICAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU2		1-59 Days	\$X	\$186.08
SU2		60-90 Days	\$X*1.05	\$195.28
SU2		91-120 Days	\$X*1.10	\$204.64
SU2		121+ Days	\$X*1.15	\$213.92
SU2		Senior Subs	Senior Subs	\$223.92

#### CLASSIFIED SUBSTITUTES - NURSES

Salary Schedule	Position	Hourly Rate	Daily Rate
SU3	Classified Nurse Substitutes	\$35.16	\$281.28

2021-2022 rates effective 9/1/2021 with a 4% certificated and 5% classified contractual increase