



**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 - 29.9	Up to 209.9 hours worked	\$31.99	\$223.93
CH1	2	30 - 59.9 days	At least 210 hours worked	\$33.45	\$234.15
CH1	3	60.0 - 89.9 days	At least 420 hours worked	\$34.92	\$244.44
CH1	4	90 or more	At least 630 hours worked	\$37.17	\$260.19
CH1	5	Senior Subs	Senior Subs	\$38.60	\$270.19

CERTIFICATED SUBSTITUTES - NURSES

Salary Schedule	Grade	Position	Hourly Rate	Daily Rate
CH5	1	Certificated Substitute Nurse	\$47.60	\$333.20

CLASSIFIED

PARAPROFESSIONAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU1		1-59 Days	\$X	\$176.12
SU1		60-90 Days	\$X*1.05	\$184.87
SU1		91-120 Days	\$X*1.10	\$193.69
SU1		121+ Days	\$X*1.15	\$202.51
SU1		Senior Subs	Senior Subs	\$212.51

CLERICAL SUBSTITUTES

Salary Schedule	Position	Days Worked	Hourly Rate	Daily Rate
SU2		1-59 Days	\$X	\$176.32
SU2		60-90 Days	\$X*1.05	\$185.04
SU2		91-120 Days	\$X*1.10	\$193.92
SU2		121+ Days	\$X*1.15	\$202.80
SU2		Senior Subs	Senior Subs	\$212.80

CLASSIFIED SUBSTITUTES - NURSES

Salary Schedule	Position	Hourly Rate	Daily Rate
SU3	Classified Nurse Substitutes	\$33.32	\$266.56

Note: Senior Subs receive an additional \$10/day (added to daily rate)

2020-2021 rates effective 9/1/2020 with a 1.6% 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