

Substitute Teacher Salary Survey 2022

District	Subs	Daily	Max	Compensation or cash incentives for recruitment/retention	Non-compensation strategies to enhance recruitment/retention	Notes
Ballard	3	\$175	\$175	none	none	long-term \$175 same as day to day sub
Blochman	3	\$150	\$160	pay credential renewals	none	long-term \$160 10+ days
Buellton	12	\$175	\$200	none	none	long-term \$200 11+ consecutive days
Carpinteria	8	\$150	\$200	none	none	long-term \$200 21+ days retro to day 1
Cold Spring	14	\$130	\$175	any employee offered \$150/day to sub instead of \$130	none	long-term \$175 21 consecutive days, same classroom
College	7	\$120	\$130	none	none	long-term \$130 11+ days
Cuyama	2	\$170	\$170	may hire site sub 22-23 school year, laid off teacher, will be paid regular salary	edjoin, flyers around town	district reimburses for live scan, TB, CTC permit fees
Goleta	37	\$210	\$299	\$210 instead of \$180	site subs - one site only	long-term \$299 21+ days retro to day 1
Guadalupe	6	\$160	\$190	none	none	\$160 1-10 days, long -term \$190 10+ consecutive days
Hope	20	\$185	\$200	none	none	\$185 general ed, \$195 special ed, \$190 21+ days, long-term \$200 21+ days same assignment
Lompoc	94	\$170	\$240	as of 7/1/2019 rate increased from \$105 to \$120 general ed and \$145 to \$160 special ed	none	\$170 general ed, \$200 special ed, long-term \$200 general ed and \$240 special ed - 20 consecutive days, same teacher retro to day 1
Los Olivos	9	\$155	\$175	none	trying to get classified employees to get sub permits	long-term \$175 21+ consecutive days, same classroom
Montecito	15	\$195	\$325	none	treat them kindly, reach out individually, thank them for their service, include in employee recognition luncheon	long-term \$325 10 consecutive days in assignment, retro to day 1, if in classroom 6 months or more -placed on salary schedule as a temporary teacher
Orcutt	95	\$140	\$200	none	none	long-term \$200 30+ days, statutory leaves coverage \$200 at day 61 placed at step 1 of salary schedule based on education paid at that step
SBCEO	50	\$175	\$200	certificated - \$200 incentive payment after 20 full days worked; another \$200 upon 60 full days worked; another \$200 upon 120 full days worked; another \$100 upon 360 hours worked paraeducator subs - one-time \$200 incentive payment when acquired substitute permit for substitute teaching mileage payment - case by case basis based on the need, hard to fill assignments, distances between major locations	edjoin, job fairs, college website advertising, craigslist, substitute video, flyer with QR codes referencing substitute webpage and substitute video	\$175 1- 20 days, \$185 21-40 days, \$195 41+ days, long-term \$200 10+ consecutive days same assignment, ESY \$210
Santa Barbara	200	\$190	\$290	designated site sub \$210 - assigned to specific site each day to cover needs	none	long-term \$290 10 consecutive days
Santa Maria	113	\$150	\$200	increased pay rate from \$125 to \$150	none	\$150 1-10 days, \$175 11-20 days, \$200 21+ days
Santa Maria-Bonita	95	\$150	\$195	\$750 stipend triggered after 50, 75, 100, 125, 150, 175 cumulative days (total of \$4500 in service stipend over course of 21-22 school year)	job fairs, hosting job fairs, posting on job websites, advertisement on school sites and district vehicles	long-term \$185 11+ consecutive days in same class, \$195 11+ consecutive days in special ed
Santa Ynez	9	\$170	\$170	hired 1 site sub	none	COVID salary schedule from \$120/day
Solvang	4	\$175	\$175	increased rate from \$120 to \$175, pay for CBEST, live scan, credential fees	engage in social gatherings, care about them, doughnuts	district pays for CBEST, live scan, credential fees
Vista Del Mar	2	\$115	\$115	none	none	long-term \$184.50 11+ days

Subs - active subs

Max = some cases is highest daily rate; not a special rate

Revised 5/24/2022

