



NAME: _____

**SUBSTITUTE PAY RATES (eff. 01/01/2024)
Certificated and Classified Substitutes, Specialty & Support Staff**

Substitutes are paid by the hour for assignments. Subs working over 5 hours will have a minimum of half-hour, unpaid meal period.

Long-term assignments are for assignments that last 10 or more days for the same staff member. Increased pay rate shall be paid at the beginning of the 10th day of service, retroactive to the first day of service in the identified assignment. At the conclusion of the assignment, regular substitute rates shall resume. Substitute will have the same work schedule, duties, and responsibilities as the regular teacher of record or staff member, including lesson planning/prep, staff meetings etc.

General Education Certificated Service

Position	Short-Term Pay Rate	Long-Term Pay Rate
Teacher (CTC or 30-day Permit)	\$32.00	\$34.00

Special Education Certificated or Licensed Service

Position	Short-Term Pay Rate	Long-Term Pay Rate
Special Education Teacher (CTC or 30-day Permit)	\$36.00	\$38.00
Board Certified Behavior Analyst (BCBA)	\$53.00	\$55.00
Registered Behavior Technician (RBT)	\$19.00	\$21.00
Occupational Therapist (OT)	\$53.00	\$55.00
Certified Occupational Therapy Assistant (COTA)	\$28.00	\$30.00
Speech & Language Pathologist (SLP)	\$47.00	\$49.00
Speech & Language Pathology Assistant (SLPA)	\$25.00	\$27.00

General Education & Special Education Classified Service

Position	Short-Term Rate HS Diploma	Short-Term Rate AA or 60+ units	Short-Term Rate BA/BS or 120+ units	Long-Term Rate	Certificated working in a Classified Role
Teaching Assistant, Administrative Assistant, Club M, Yard Duty, Meal Duty, Maintenance/Custodial	\$16.00	\$17.00	\$18.00	Add \$1.00	\$23.50
Special Education Teaching Assistant (CAT 1-3)	\$17.00	\$18.00	\$19.00	Add \$1.00	\$23.50
Special Education Teaching Assistant (CAT 4)	\$18.00	\$19.00	\$20.00	Add \$1.00	\$23.50

CAT 1-3: Support staff may help run small groups, assist a student one-on-one at times, can be assigned to multiple students requiring extra support throughout the day as documented in student IEPs, or work with students one-on-one to help manage mild to moderate behaviors. May provide data collection supervised by Credentialed Special Education Teacher or BCBA.

CAT 4: One-to-One Aide to help manage a student with more intensive needs – medically fragile students, students with toileting needs, or more severe behaviors that constitute a safety risk for the student or staff. May provide data collection supervised by Credentialed Special Education Teacher or BCBA.
Assigned to one student as documented in the IEP.

Current 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).

Employee Signature: _____ Date: _____