



## Certificated Substitute Salary Schedule 2023-2024

Juvenile Court and Community Schools and Special Education	Daily Rate	Early Care and Education	Daily Rate
<i>Substitute Permit*</i>		<i>Substitute Permit*</i>	
Day 1-20	\$200	Day 1-20	\$200
Day 21-40	\$210	Day 21-40	\$210
Day 41+	\$220	Day 41+	\$220
<i>Appropriate credential for assignment*</i>	\$225	<i>Appropriate permit for assignment:</i>	
		Child Care Assistant**	\$170
		Associate Teacher Permit	\$200
		Site Supervisor Permit	\$225
		<i>Certificated CCA Substitute Apprentice***</i>	\$138
<i>*Rates based on cumulative days</i>		<i>*Rates based on cumulative days</i>	
		<i>**Pending effective date 1/1/2024</i>	
		<i>***Working toward Child Care Assistant permit</i>	

Stipend/Special Pay Rate	Details	Amount
<i>Onboarding Stipend</i>	<ol style="list-style-type: none"> <li>Must be cleared and ready to start as a certificated substitute</li> <li>If also on the classified list, paid the hourly rate</li> </ol>	<ol style="list-style-type: none"> <li>\$300 one-time payment</li> <li>\$175 one-time payment</li> </ol>
<i>Long-Term Rate</i>	Subbing 10 + consecutive days and approved by program manager  Early Care Education – Applies to substitute permit only	\$225/day
<i>SBCEO Retirees Rate</i>		Closest to or above their hourly rate at the time of separation
<i>Current Para/TA Rate</i>	Paraeducators and Teaching Assistants who have a BA, receive a substitute permit, and are on the substitute teacher list  Special Education and Juvenile Court and Community Schools only	<ol style="list-style-type: none"> <li>\$200 or additional 25% above current daily rate (whichever is higher)</li> <li>\$300 one-time payment</li> </ol>
<i>Early Care and Education – Certificated Substitute Apprentice</i>	No ECE units when onboarded as a substitute: <ol style="list-style-type: none"> <li>3 ECE semester units completed and verified</li> <li>Additional 3 ECE semester units completed and verified</li> </ol>	<ol style="list-style-type: none"> <li>\$200 one-time payment</li> <li>\$200 one-time payment</li> </ol>
<i>Cuyama or Other Area Rate</i>	Substitutes that are willing to work in remote areas or difficult to fill positions  Early Care Education – Applies to substitute permit only	\$225/day
<i>Nurse and Psych</i>	Non-SBCEO employee or former employee  Special Education only	Hourly rate equivalent to top column/step of salary schedule on which position falls
<i>SLP In-Person Services</i>	\$1000 for every 1 month of full-time work (prorated to actual work per month) limited to a total of \$10,000 in one fiscal year	Hourly rate equivalent to top column/step of salary schedule on which position falls
<i>Mileage Reimbursement</i>	Additional compensation for substitutes willing to travel to and/or serve in remote areas, or positions that are difficult to fill	Approved by program director
<i>Non-SBCEO Retiree Rate</i>		Hourly rate equivalent to top column/step of salary schedule on which position falls
<i>Manager Rate</i>		Closest to or above hourly rate at time of separation
<i>Former Employee</i>		Closest to or above hourly rate at time of separation

*effective 11/1/2023*