



## Certificated Substitute Salary Schedule 2024-2025

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	\$250	Day 1-20	\$250
Day 21-40	\$260	Day 21-40	\$260
Day 41+	\$270	Day 41+	\$270
<i>Appropriate credential for assignment*</i>	\$285	<i>Appropriate permit for assignment*</i>	
		Child Care Assistant	\$175
		Associate Teacher Permit	\$200
		Site Supervisor Permit	\$240
		<i>Substitute Trainee*</i>	\$18.63 per hour
		<i>Apprentice</i>	Hourly rate based on permit held
*Rates based on cumulative days All rates effective 7/1/2024		*Rates based on cumulative days **Working toward Child Care Assistant permit All rates effective 7/1/2024	

Stipend/Special Pay Rate	Details	Amount
<i>Onboarding Stipend</i>	<ol style="list-style-type: none"> <li>1. Must be cleared and ready to start as a certificated substitute</li> <li>2. If also on the classified list, paid the hourly rate</li> </ol>	<ol style="list-style-type: none"> <li>1. \$300 one-time payment</li> <li>2. \$175 one-time payment</li> </ol>
<i>Long-Term Rate</i>	Subbing 10 + consecutive days, approved by program manager, applies to substitutes only and not employees Early Care Education – Applies to substitute permit only	\$285/day retro to Day 1
<i>SBCEO Retirees Rate</i>	As determined by the Superintendent designee decision	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>1. \$250 or additional 25% above current daily rate (whichever is higher)</li> <li>2. \$300 one-time payment</li> </ol>
<i>Early Care and Education – Substitute Trainee</i>	No ECE units when onboarded as a substitute: <ol style="list-style-type: none"> <li>1. 3 ECE semester units completed and verified</li> <li>2. Additional 3 ECE semester units completed and verified</li> </ol>	<ol style="list-style-type: none"> <li>1. \$200 one-time payment</li> <li>2. \$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	\$285/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>		First step/column of salary schedule or higher determined by the Superintendent
<i>Manager Rate</i>		First step/column of salary schedule or higher determined by the Superintendent
<i>Former Employee</i>		Closest to or above hourly rate at time of separation