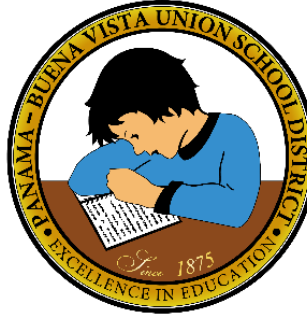


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BOARD OF TRUSTEES  
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# SUBSTITUTE SALARY SCHEDULES 2024-25

Board Adopted: October 9, 2024

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## Substitute Certificated Teacher Daily Rates

Grade Level	Position	Period Measurement	Short-Term Daily Rate	Long-Term Daily Rate <sup>(1)</sup>
Elementary (Pre-K, TK, K-6)	General Education Teacher	Full Day (51-100%)	\$ 180.00	\$ 230.00
		1/2 Day (1-50%)	\$ 90.00	\$ 115.00
	Intensive Intervention Center (IIC) Teacher	Full Day (51-100%)	\$ 180.00	\$ 230.00
		1/2 Day (1-50%)	\$ 90.00	\$ 115.00
	Special Day Class (SDC) Teacher	Full Day (51-100%)	\$ 180.00	\$ 230.00
		1/2 Day (1-50%)	\$ 90.00	\$ 115.00
	PBV Retiree	Full Day (51-100%)	\$ 180.00	\$ 230.00
		1/2 Day (1-50%)	\$ 90.00	\$ 115.00

Grade Level	Position	Period Measurement	Short-Term Daily Rate	Long-Term Daily Rate <sup>(1)</sup>
Junior High (7-8)	General Education Teacher	Full Day (8 periods)	\$ 180.00	\$ 230.00
		1/2 Day (4 periods)	\$ 90.00	\$ 115.00
	Intensive Intervention Center (IIC) Teacher	Full Day (8 periods)	\$ 180.00	\$ 230.00
		1/2 Day (4 periods)	\$ 90.00	\$ 115.00
	Special Day Class (SDC) Teacher	Full Day (8 periods)	\$ 180.00	\$ 230.00
		1/2 Day (4 periods)	\$ 90.00	\$ 115.00
	PBV Retiree	Full Day (8 periods)	\$ 180.00	\$ 230.00
		1/2 Day (4 periods)	\$ 90.00	\$ 115.00

<sup>(1)</sup> Long-Term Daily Rate begins on 11<sup>th</sup> consecutive day  
 \$500 quarterly bonus effective 11<sup>th</sup> consecutive day worked

<p><b>Other Certificated Positions</b></p> <p><b>Substitute Salary Schedule</b></p>
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Job Title	Job Class	Daily Rate
Academic Coach	2025	\$ 349.80
Alternative Education Program Administrator	1133	\$ 650.39
Assistant Director		\$ 543.48
Audiologist	1216	\$ 485.79
Coordinator of Extended Learning	1217	\$ 471.86
Coordinator of Instructional Services	1213	\$ 471.86
Director I		\$ 479.16
Director II		\$ 510.31
Director III		\$ 549.86
Director IV		\$ 585.60
EL Program Specialist	2132	\$ 526.61
Elementary Assistant Principal	1182	\$ 553.52
Instructional Specialist	1202	\$ 526.61
Intervention Counselor	1206	\$ 477.13
Junior High Assistant Principal	1184	\$ 568.03
Junior High Counselor	1207	\$ 514.29
Principal		\$ 650.39
Program Specialist	1200	\$ 526.61
School Nurse	2206	\$ 431.49
School Psychologist	1205	\$ 519.59
Social Worker I	1215	\$ 494.12
Social Worker II	1214	\$ 526.61
Speech Language Pathologist	2220	\$ 499.42
Speech Specialist	2223	\$ 457.48
Title I Program Specialist	2130	\$ 526.61
TK-8 Assistant Principal	1187	\$ 553.52
Visual & Performing Arts Administrator	1132	\$ 650.39

Position	Rate	Unit of Measurement
Certificated Teacher Extra Duty	\$ 69.37	Hour

**Classified Salary Exempt  
Substitute Salary Schedule**

<b>Job Title</b>	<b>Job Class</b>	<b>Grade</b>	<b>Daily Rate</b>
Accounting Manager	3133	7	\$ 359.68
Database Administrator	3376	7	\$ 359.68
Executive Assistant	3451	5	\$ 309.38
Facilities Planning & Construction Supervisor	3146	4	\$ 286.83
Facilities Project Manager	3161	8	\$ 387.69
Facility Operations Supervisor	3153	4	\$ 286.83
Fiscal Coordinator	3140	9	\$ 417.81
Fleet Supervisor	3156	4	\$ 286.83
HSW Safety Manager	3138	7	\$ 359.68
Human Resource Coordinator	3142	9	\$ 417.81
IST Manager	3132	8	\$ 387.69
Landscape & Grounds Supervisor	3159	4	\$ 286.83
Maintenance, Operations, & Grounds Manager	3137	8	\$ 387.69
Maintenance Supervisor	3147	4	\$ 286.83
Mental Health Clinician	4771	8	\$ 387.69
Network Analyst Senior	3377	6	\$ 343.62
Nutrition Services Manager	3151	7	\$ 359.68
Occupational Therapist	4750	N/A	\$ 456.69
Payroll Coordinator	3141	9	\$ 417.81
Payroll Manager	3139	7	\$ 359.68
Purchasing Supervisor	3150	4	\$ 286.83
Systems & Applications Analyst Senior	3373	7	\$ 359.68
Systems Analyst	3375	5	\$ 309.38
Transportation Supervisor	3148	4	\$ 286.83
Warehouse & Logistics Supervisor	3165	4	\$ 286.83

**Confidential Classified Hourly****Substitute Salary Schedule**

<b>Job Title</b>	<b>Job Class</b>	<b>Grade</b>	<b>Hourly Rate</b>
Account Clerk Senior - 12 Month	3337	C7	\$ 26.41
Accounting Clerk	3336	C6	\$ 24.44
Accounting Technician	3338	1	\$ 28.53
Admin Secretary - 12 Month	3454	C6	\$ 24.44
Admin Secretary 2 - 11 Month	3453	C7	\$ 26.41
Admin Secretary 2 - 12 Month	3459	C7	\$ 26.41
Admin Secretary Senior	3461	2	\$ 30.79
Administrative Assistant	3452	1	\$ 28.53
Administrative Clerk - 12 Month	3309	C5	\$ 22.63
Attendance Liaison	3163	3	\$ 33.23
Buyer	3354	1	\$ 28.53
Campus Safety Supervisor	3157	3	\$ 33.23
Certified Driver Instructor	3405	1	\$ 28.53
Dispatcher	3402	C7	\$ 26.41
District Translator	3458	C6	\$ 24.44
Document Publishing Specialist	3355	C5	\$ 22.63
Document Publishing Specialist Senior	3356	C6	\$ 24.44
Facilities Project Specialist	3162	2	\$ 30.79
HR Assistant	3312	C6	\$ 24.44
HR Technician	3318	1	\$ 28.53
IST User Support Technician	3382	1	\$ 28.53
Network Analyst	3383	2	\$ 30.79
Nutrition Services Trainer	3348	C7	\$ 26.41
Nutrition Services Trainer Senior	3164	3	\$ 33.23
Receptionist - District	3311	C5	\$ 22.63
Staff Accountant	3339	3	\$ 33.23
Student Information System Specialist	3380	2	\$ 30.79
Transportation Planner	3406	1	\$ 28.53

## Teamsters Local No. 87 (Unit A)

### Substitute Salary Schedule

Job Title	Job Class	Grade	Hourly Rate
Bus Driver	3411	34	\$ 22.29
Bus Driver - Expanded Services	3415	34	\$ 22.29
Certified Transportation Mechanic	3404	59	\$ 33.22
Computer Technician	3381	47	\$ 27.27
Custodian	3391	26	\$ 19.60
Groundskeeper	3397	30	\$ 20.94
Head Custodian	3390	35	\$ 22.65
Lead Maintenance Technician	3158	61	\$ 34.28
Lead Warehouse & Logistics Specialist	3366	33	\$ 21.96
Maintenance Technician I	3394	33	\$ 21.96
Maintenance Technician II	3395	43	\$ 25.64
Maintenance Technician III	3396	59	\$ 33.22
Service Technician	3401	36	\$ 22.99
Transporter	3412	26	\$ 19.60
Warehouse & Logistics Specialist	3365	31	\$ 21.27

**CSEA Panama-Buena Vista Chapter #649 (Unit B)**

**Substitute Salary Schedule**

<b>Job Title</b>	<b>Job Class</b>	<b>Grade</b>	<b>Hourly Rate</b>
Administrative Support Assistant	3320	33	\$ 22.89
Behavior Intervention Assistant	4704	23	\$ 19.72
Bilingual Site Clerk	3324	24	\$ 20.02
Cafeteria General Helper	3347	15	\$ 17.51
Cafeteria Manager	3345	29	\$ 21.57
Career Specialist - VAPA	4420	66	\$ 37.39
Certified Occupational Therapy Assistant	4751	66	\$ 37.39
Cook Baker	3346	20	\$ 18.86
Curriculum Lab Clerk	3300	17	\$ 18.04
Day Care Manager	3330	17	\$ 18.04
Day Care Supervision Aide	3331	11	\$ 16.50
Early Start Instructional Assistant	4706	24	\$ 20.02
Edible Schoolyard General Assistant	4426	26	\$ 20.62
Educational Materials Clerk	3322	33	\$ 22.89
Educational Sign Language Interpreter	4427	37	\$ 24.29
ELOP/ACES Program Leader	3326	23	\$ 19.72
ELOP/ACES Program Manager	3325	27	\$ 20.93
Ext. Learning Admin Asst/Program Mentor	3317	33	\$ 22.89
Instruction Intervention Aide	4403	15	\$ 17.51
Library Media Clerk	3303	24	\$ 20.02
Licensed Health Services Technician	4411	29	\$ 21.57
Noontime Assistant (2 Hour)	3421	11	\$ 16.50
Paraeducator I	4701	17	\$ 18.04
Paraeducator II	4702	20	\$ 18.86
Paraeducator III	4703	23	\$ 19.72
Pre-K Associate Instructional Aide	3340	17	\$ 18.04
Pre-K Instructor/Site Supervisor	3341	50	\$ 29.46
Pre-Kindergarten Aide	3342	15	\$ 17.51
Roving Cook Baker	3349	21	\$ 19.15
School Aide	4416	15	\$ 17.51
School Secretary	3455	33	\$ 22.89
School/Site Clerk Elementary	3305	24	\$ 20.02
School/Site Clerk Secondary	3306	24	\$ 20.02
Site Clerk - 11 Month	3307	24	\$ 20.02
Site Clerk - 12 Month	3308	24	\$ 20.02
Speech & Language Pathology Assistant	4417	50	\$ 29.46
Student/Community Service Liaison (Bilingual)	4418	18	\$ 18.31
TK Aide	4419	15	\$ 17.51
Transportation Aide	4412	15	\$ 17.51
Yard Aide (5 Hour)	3420	12	\$ 16.75