

2025-2026 Substitute Pay & Bonus Information

Substitute Pay	Full Day 8.5 hours or more	Hourly pay if working less than 8.5 hours
1 Year Authorization (High School Diploma)	\$155.00	\$18.24/hour
1 Year Authorization (enrolled in CSU-P education program)	\$160.00	\$18.82/hour
3 Year Authorization (Bachelor's Degree)	\$175.00	\$20.59/hour
Long Term Assignment (12 consecutive days or more) 3 Year Authorization - HQ	\$190.00	\$22.35/hour
5 Year Authorization (Current / Expired teaching license)	\$215.00	\$25.29./hour
Long Term Assignment (12 consecutive days or more) 5 Year Authorization - HQ	\$260.00	\$30.59/hour
Classified Substitute Pay (ESP)		\$17.00/hour

2025-2026 Bonus Incentive

Substitute Teachers:

Certified substitutes who work **200 hours** in the fall semester (August 8 - December 7) will receive a \$400 bonus in December.

Certified substitutes who work **280 hours** in the spring semester (December 8 - June 7) will receive a \$600 bonus in June.

Classified Substitutes:

Classified substitutes who work **200 hours** in the fall semester (August 8 - December 7) will receive a \$150 bonus in December.

Classified subs who work **280 hours** in the spring semester (December 8 - June 7) will receive a \$200 bonus in June.