



SAN MATEO  
COUNTY  
OFFICE OF  
EDUCATION

**Excellence and Equity in Education**

Nancy Magee • County Superintendent of Schools

## **Substitute Teacher Pay Rate Increase for 2024-2025**

The San Mateo County Office of Education recognizes the important role substitute teachers have in the classroom when regular classroom teachers are absent from work. In an effort to recognize their contributions and retain effective substitute teachers, the Superintendent will be increasing the rate of pay for substitute teachers.

Effective January 1, 2025, the pay rate increases for substitute teachers will be the following:

Day to Day Substitute Teachers:	\$255.00 per full day
Long Term Substitute Teachers:	\$310.00 per full day
SMCOE Retiree Substitute Teachers	\$310.00 per full day
Paraeducators Working as Substitute Teachers:	\$375.00 per full day

Note: The pay rate for time worked for less than a full day will be prorated based on the full day pay rate.

Sincerely,

Tami Moore  
Associate Superintendent, Human Resources