Santa Barbara County Education Office
Susan C. Salcido, Superintendent

Certificated Substitute Salary Schedule 2025-2026

Juvenile Court and Community Schools and Special Education	Daily Rate
*Substitute Permit**	
Day 1-20	$260
Day 21-40	$270
Day 41+	$280
*Appropriate credential for assignment**	$295

*Rates based on cumulative days
All rates effective 7/1/2025

Early Care and Education	Daily Rate
*Substitute Permit**	
Day 1-20	$260
Day 21-40	$270
Day 41+	$280
*Appropriate permit for assignment**	
Child Care Assistant	$180
Associate Teacher Permit	$200
Site Supervisor Permit	$250
Substitute Trainee (pending)*	$18.63 per hour
Apprentice	Hourly rate based on permit held

*Rates based on cumulative days
**Working toward Child Care Assistant permit
All rates effective 7/1/2025

Stipend/Special Pay Rate	Details	Amount
Onboarding Stipend	1. Must be cleared and ready to start as a certificated substitute 2. If also on the classified list, paid the hourly rate	1. $300 one-time payment 2. $175 one-time payment
Long-Term Rate	Subbing 10 + consecutive days, approved by program manager, applies to substitutes only and not employees Early Care Education – Applies to substitute permit holders only	$295/day retro to Day 1
SBCEO Retirees Rate	As determined by the Superintendent designee	Closest to or above their hourly rate at the time of separation
Current Para/TA Rate	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	1. $260 or additional 25% above current daily rate (whichever is higher) 2. $300 one-time payment
Early Care and Education – Substitute Trainee Stipend	No ECE units when onboarded as a substitute: 1. 3 ECE semester units completed and verified 2. Additional 3 ECE semester units completed and verified	1. $200 one-time payment 2. $200 one-time payment
Cuyama or Other Area Rate	Substitutes that are willing to work in remote areas or difficult to fill positions Early Care Education – Applies to substitute permit holders only	$295/day
Nurse and Psych Rate	Non-SBCEO employee or former employee Special Education only	Hourly rate equivalent to top column/step of salary schedule on which position falls
SLP In-Person Services Stipend	$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 PERS/STRS retirees not eligible	Hourly rate equivalent to top column/step of salary schedule on which position falls
Mileage Reimbursement	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
Non-SBCEO Retiree Rate		First step/column of salary schedule or higher determined by the Superintendent
Manager Rate		First step/column of salary schedule or higher determined by the Superintendent
Former Employee Rate		Closest to or above hourly rate at time of separation