



Classified Substitute Salary Schedule 2025-2026

Classification	Hourly Rate Step A to Step E
<i>Clerical Assistant</i>	\$25.39 - \$28.56
<i>Office Assistant</i>	\$29.05 - \$32.67
<i>Paraeducator</i>	\$27.17- \$30.52
<i>Teaching Assistant</i>	\$27.17 - \$30.52
<p><i>Substitutes are usually placed at Step A of the salary range for that classification. Upon approval, substitutes whose education and/or experience exceeds the minimum qualifications for the classification may be placed up to but not higher than Step E.</i></p> <p><i>The Classified Salary Schedule can be found here.</i></p>	

Stipend/Special Pay Rate	Details	Amount
<i>Onboarding Stipend</i>	<ol style="list-style-type: none"> 1. Must be cleared and ready to start as a classified substitute 2. If eligible for a certificated substitute permit (bachelor's degree) and cleared to start as a certificated substitute 	<ol style="list-style-type: none"> 1. \$175 one-time payment 2. \$300 one-time payment
<i>Long-Term Rate</i>	Substitutes 10 + consecutive days and approved/assigned by program manager. Applies to substitutes only, doesn't apply to employees	Maybe up to but not higher than Step F of the Classified Salary Schedule
<i>Current Para/TA Rate</i>	Paraeducators and Teaching Assistants with a substitute permit (bachelor's degree), and onboard as a certificated substitute teacher Special Education and Juvenile Court and Community Schools only	<ol style="list-style-type: none"> 1. \$260 or additional 25% above current daily rate (whichever is higher) 2. \$300 on-time payment
<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 manager
<i>Manager Rate</i>		Closest to or above hourly rate at the time of separation
<i>Former Employee Rate</i>		Closest to or above hourly rate at the time of separation
<i>Retiree Rate</i>		Closest to or above hourly rate at the time of separation

effective 8/21/2025