COAST UNIFIED SCHOOL DISTRICT
Certificated Substitute Teacher Hourly Rate – Short-Term Assignments

Hourly Rate: $35.00 per hour

Purpose:
This rate applies to certificated substitute teachers performing **short-term assignments of two hours or less per day**. Such assignments may include:

- Homework club supervision
- Short-term classroom coverage
- Other limited-duration instructional or supervision needs

Notes:

- This rate applies **only to individuals employed solely as certificated substitutes**.
- It **does not apply to current regular certificated staff**.
- It **does not replace or modify any existing negotiated hourly rates** under the District's collective bargaining agreement.

District: Coast Unified School District

Approved: 11·6·2025

COAST UNIFIED SCHOOL DISTRICT
BOARD AGENDA BACKUP
Regular Board Meeting
November 6, 2025

ACTION

TITLE: Approval of Hourly Rate for Certificated Substitute Teachers (Short-Term Assignments)

EXHIBIT: See Attached CUSD Certificated Substitute Hourly Pay Document

EXPLANATION: This item recommends establishing an hourly rate for certificated substitute teachers performing short-term assignments of **two hours or less per day**. The rate will be **$35.00 per hour**.

This hourly rate applies only to individuals employed solely as certificated substitute teachers who provide limited-duration instructional or supervision coverage, such as homework club, short-term classroom coverage, or other small-scale needs.

This rate does not apply to currently employed regular certificated staff and does not replace or modify any existing negotiated hourly rates for certificated employees under the District's collective bargaining agreement.

Fiscal Impact: Minimal. This is anticipated to be used very infrequently. Based on pre-approved short-term certificated substitute usage, paid at $35 per hour for up to two hours per day.

RECOMMENDATION:
Approve.

Submitted by: Jill Southern, CUSD Superintendent