NVUSD
NAPA VALLEY UNIFIED SCHOOL DISTRICT

Human Resources

Dana Page
Assistant Superintendent/EER

Elizabeth Gonzalez
Director III

2025-26 Substitute and Casual Hourly Salary Schedule

CHILD CARE:	Adult Education Babysitter	$17.28
CLERICAL:	Bilingual Translator/Interpreter-District Level	$24.46
	All Clerical Substitutes	$19.44
FOOD SERVICE**:**	All Food Service Substitutes	$17.28
INSTRUCTIONAL SUPPORT:		
	Community and Parent Liaison	$19.44
	Student & Campus Safety Specialist	$20.44
	Crossing Guard	$17.00
	Instructional Support Assistant Substitutes (All)	$17.28
	Instructional Support-Personal Care	$23.00
	Licensed Vocational Nurse	$25.00
	Supervision Assistant	$17.00
	Student Worker	$17.00
	Tutor	$17.00
	Enrichment Instructor	$29.98
	(When the activities/enrichment assignment is not a core subject and the instructor does not possess a credential, they will be required to possess a unique skill set for the assignment)	
MAINTENANCE AND OPERATIONS:		
	All M&O Substitutes	$19.44
TRANSPORTATION:	Bus Driver	$19.71
	Car Driver	$18.39

CalPERS retirees who return to substitute in a vacant position will be compensated at the current Range of the vacant position, Step A through F (determined by Human Resources) of the current Classified Hourly Salary Schedule.

2025-26 Classified Substitute Daily Salary Schedule

INSTRUCTIONAL SUPPORT:	***Instructional Support Personal Care:	Daily Rate	$250 (Requires a Certificated Substitute Permit)
		Daily Rate	$275 (Requires Certificated Credential)
		High Impact	$350 (Determined by Human Resources)
INSTRUCTIONAL SUPPORT	****Instructional Support Assistant-TK	Daily Rate	$150.00 (6 hours per day)

***** Must hold a certificated sub permit issued by Napa County Office of Education. These assignments are not STRS credible. Retired certificated CalSTRS teachers are not eligible.

****** This applies to classified employees who cover a Transitional Kindergarten Classroom. This assignment is not PERS credible.

EFFECTIVE: 01/01/2026
BOARD APPROVED: 11/13/2025