

**JEFFERSON UNION HIGH SCHOOL DISTRICT  
Administrative Offices**

**CERTIFICATED SUBSTITUTE UNIT**

**2026/2027 with 4% increase**

- Per diem substitutes:
  - Half Day Rate: \$132.96  
Full Day Rate: \$265.92  
Retiree Half Day Rate: \$144.03  
Retiree Full Day Rate: \$288.06
  - Half Day- Substitute will be on campus for half of the periods (as requested by the permanent teacher and site administration) and will be paid half rate, according to the current salary schedule.
  - Full Day- Substitute will be on campus for the entire day (all periods) and will be paid full rate, according to the current salary schedule.
  - Per Diem Substitutes may be asked to do work outside of the classroom, such as phone calls, paraprofessional duties, and campus supervising and are not entitled to prep periods.
- Adult school substitutes, that are not regular adult school teachers, shall receive Step 1 of the adult school salary schedule.
- Retiree rate applies to those who retired from JUHSD in good standing.
- Long-term substitutes, hired for at least twenty days of consecutive employment in one assignment, shall be paid at the Step 1, Class 1 100% pro rata of the regular day school schedule.

Ratified:

Board Approved: