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SUBSTITUTE SALARY SCHEDULES 2026-27

Board Adopted: August 11, 2026

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Substitute Certificated Teacher Daily Rates

Grade Level	Position	Period Measurement	Short-Term Daily Rate	Long-Term Daily Rate [1]
Elementary (Pre-K, TK, K-6)	General Education Teacher	Full Day (7 hours)	$ 180.00	$ 230.00
		1/2 Day (3.5 hours)	$ 90.00	$ 115.00
	Intensive Intervention Center (IIC) Teacher	Full Day (7 hours)	$ 180.00	$ 230.00
		1/2 Day (3.5 hours)	$ 90.00	$ 115.00
	Special Day Class (SDC) Teacher	Full Day (7 hours)	$ 180.00	$ 230.00
		1/2 Day (3.5 hours)	$ 90.00	$ 115.00
	PBV Retiree	Full Day (7 hours)	$ 180.00	$ 230.00
		1/2 Day (3.5 hours)	$ 90.00	$ 115.00
	All Positions	Hourly Rate	$ 25.71	$ 32.86

Grade Level	Position	Period Measurement	Short-Term Daily Rate	Long-Term Daily Rate [1]
Junior High (7-8)	General Education Teacher	Full Day (8 periods)	$ 180.00	$ 230.00
		1/2 Day (4 periods)	$ 90.00	$ 115.00
	Intensive Intervention Center (IIC) Teacher	Full Day (8 periods)	$ 180.00	$ 230.00
		1/2 Day (4 periods)	$ 90.00	$ 115.00
	Special Day Class (SDC) Teacher	Full Day (8 periods)	$ 180.00	$ 230.00
		1/2 Day (4 periods)	$ 90.00	$ 115.00
	PBV Retiree	Full Day (8 periods)	$ 180.00	$ 230.00
		1/2 Day (4 periods)	$ 90.00	$ 115.00
	All Positions	Hourly Rate	$ 25.71	$ 32.86

[1] Long-Term Daily Rate begins on 11th consecutive day
$500 quarterly bonus effective 11th consecutive day worked

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Other Certificated Positions

Substitute Salary Schedule

Job Title	Job Class	Daily Rate
Academic Coach	2025	$ 362.13
Assistant Director		$ 560.48
Audiologist	1216	$ 502.92
Board Certified Behavior Analyst	4752	$ 512.51
Coordinator of Extended Learning	1217	$ 486.62
Coordinator of Instructional Services	1213	$ 486.62
Director I		$ 494.15
Director II		$ 526.27
Director III		$ 567.06
Director IV		$ 603.92
EL Program Specialist	2132	$ 545.17
Elementary Assistant Principal	1182	$ 573.03
Instructional Specialist	1202	$ 545.17
Intervention Counselor	1206	$ 493.94
Junior High Assistant Principal	1184	$ 588.05
Junior High Counselor	1207	$ 532.41
Principal		$ 673.32
Program Specialist	1200	$ 545.17
School Nurse	2206	$ 446.71
School Psychologist	1205	$ 537.91
Social Worker	1215	$ 511.53
Speech Language Pathologist	2220	$ 517.03
Speech Specialist	2223	$ 473.60
TK-8 Assistant Principal	1187	$ 573.03
Visual & Performing Arts Administrator	1132	$ 673.32

Position	Rate	Unit of Measurement
Certificated Teacher Extra Duty	$ 71.81	Hour

Classified Salary Exempt

Substitute Salary Schedule

Job Title	Job Class	Grade	Daily Rate
Accounting Manager	3133	7	$ 370.94
Database Administrator	3376	7	$ 370.94
Executive Assistant	3451	5	$ 319.05
Facilities Planning & Construction Supervisor	3146	4	$ 295.80
Facilities Project Manager	3161	8	$ 399.82
Facility Operations Supervisor	3153	4	$ 295.80
Fiscal Coordinator	3140	9	$ 430.88
Fleet Supervisor	3156	4	$ 295.80
HSW Safety Manager	3138	7	$ 370.94
Human Resource Coordinator	3142	9	$ 430.88
IST Manager	3132	8	$ 399.82
Landscape & Grounds Supervisor	3159	4	$ 295.80
Maintenance Supervisor	3147	4	$ 295.80
Maintenance, Operations, & Grounds Manager	3137	8	$ 399.82
Mental Health Clinician	4771	8	$ 399.82
Network Analyst Senior	3377	6	$ 354.37
Nutrition Services Manager	3151	7	$ 370.94
Nutrition Services Supervisor	3166	4	$ 295.80
Occupational Therapist	4750	N/A	$ 472.79
Payroll Coordinator	3141	9	$ 430.88
Payroll Manager	3139	7	$ 370.94
Purchasing Supervisor	3150	4	$ 295.80
Systems & Applications Analyst Senior	3373	7	$ 370.94
Systems Analyst	3375	5	$ 319.05
Transportation Supervisor	3148	4	$ 295.80
Warehouse & Logistics Supervisor	3165	4	$ 295.80

Confidential Classified Hourly

Substitute Salary Schedule

Job Title	Job Class	Grade	Hourly Rate
Account Clerk Senior - 12 Month	3337	C7	$ 27.34
Accounting Clerk	3336	C6	$ 25.30
Accounting Technician	3338	1	$ 29.54
Admin Secretary - 12 Month	3454	C6	$ 25.30
Admin Secretary 2 - 11 Month	3453	C7	$ 27.34
Admin Secretary 2 - 12 Month	3459	C7	$ 27.34
Admin Secretary Senior	3461	2	$ 31.88
Administrative Assistant	3452	1	$ 29.54
Administrative Clerk - 12 Month	3309	C5	$ 23.43
Attendance Liaison	3163	3	$ 34.40
Campus Safety Supervisor	3157	3	$ 34.40
Certified Driver Instructor	3405	1	$ 29.54
Dispatcher	3402	C7	$ 27.34
District Translator	3458	C6	$ 25.30
Document Publishing Specialist	3355	C5	$ 23.43
Document Publishing Specialist Senior	3356	C6	$ 25.30
Facilities Project Specialist	3162	2	$ 31.88
HR Assistant	3312	C6	$ 25.30
HR Technician	3318	1	$ 29.54
IST User Support Technician	3382	1	$ 29.54
Network Analyst	3383	2	$ 31.88
Nutrition Services Trainer Senior	3164	3	$ 34.40
Receptionist - District	3311	C5	$ 23.43
Staff Accountant	3339	3	$ 34.40
Student Information System Specialist	3380	2	$ 31.88
Transportation Planner	3406	1	$ 29.54

Teamsters Local No. 87 (Unit A)

Substitute Salary Schedule

Job Title	Job Class	Grade	Hourly Rate
Bus Driver	3411	34	$ 23.07
Bus Driver - Expanded Services	3415	34	$ 23.07
Certified Transportation Mechanic	3404	59	$ 34.39
Computer Technician	3381	47	$ 28.23
Custodian	3391	26	$ 20.30
Groundskeeper	3397	30	$ 21.68
Head Custodian	3390	35	$ 23.45
Lead Maintenance Technician	3158	61	$ 35.49
Lead Warehouse & Logistics Specialist	3366	33	$ 22.73
Maintenance Technician I	3394	33	$ 22.73
Maintenance Technician II	3395	43	$ 26.55
Maintenance Technician III - All Trades	3396	59	$ 34.39
Service Technician	3401	36	$ 23.80
Transporter	3412	26	$ 20.30
Warehouse & Logistics Specialist	3365	31	$ 22.02

CSEA Panama-Buena Vista Chapter #649 (Unit B)

Substitute Salary Schedule

Job Title	Job Class	Grade	Hourly Rate
Administrative Support Assistant	3320	33	$ 23.70
Behavior Intervention Assistant	4704	23	$ 20.42
Bilingual Site Clerk	3324	24	$ 20.73
Cafeteria General Helper	3347	15	$ 18.13
Cafeteria Manager	3345	29	$ 22.33
Career Specialist - VAPA	4420	66	$ 38.70
Certified Occupational Therapy Assistant	4751	66	$ 38.70
Community & Family Engagement Specialist	4428	50	$ 30.49
Community School Liaison	4429	41	$ 26.68
Cook Baker	3346	20	$ 19.53
Curriculum Lab Clerk	3300	17	$ 18.68
Early Start Instructional Assistant	4706	24	$ 20.73
Edible Schoolyard General Assistant	4426	26	$ 21.35
Educational Materials Clerk	3322	33	$ 23.70
Educational Sign Language Interpreter	4427	37	$ 25.14
ELOP/ACES Program Leader	3326	23	$ 20.42
ELOP/ACES Program Manager	3325	27	$ 21.67
Ext. Learning Admin Asst/Program Mentor	3317	33	$ 23.70
Instruction Intervention Aide	4403	15	$ 18.13
Library Media Clerk	3303	24	$ 20.73
Licensed Health Services Technician	4411	29	$ 22.33
Noontime Assistant	3421	12	$ 17.34
Paraeducator I	4701	17	$ 18.68
Paraeducator II	4702	20	$ 19.53
Paraeducator III	4703	23	$ 20.42
Pre-K Associate Instructional Aide	3340	17	$ 18.68
Pre-K Instructor/Site Supervisor	3341	50	$ 30.49
Pre-Kindergarten Aide	3342	15	$ 18.13
Roving Cook Baker	3349	21	$ 19.82
School Aide	4416	15	$ 18.13
School Secretary	3455	33	$ 23.70
School/Site Clerk Elementary	3305	24	$ 20.73
School/Site Clerk Secondary	3306	24	$ 20.73
Site Clerk - 11 Month	3307	24	$ 20.73
Site Clerk - 12 Month	3308	24	$ 20.73
Speech & Language Pathology Assistant	4417	50	$ 30.49
Student/Community Service Liaison (Bilingual)	4418	18	$ 18.95
TK Aide	4419	15	$ 18.13
Transportation Aide	4412	15	$ 18.13
Yard Aide	3420	12	$ 17.34