Classified Substitute Salary Schedule 2026-2027

Classification	Hourly Rate Step A to Step E
Clerical Assistant	$26.41 - $29.71
Office Assistant	$30.21- $33.98
Paraeducator	$28.25 - $31.74
Teaching Assistant	$28.25 - $31.74

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. The Classified Salary Schedule can be found here.

Stipend/Special Pay Rate	Details	Amount
Onboarding Stipend	Must be cleared and ready to start as a classified substitute If eligible for a certificated substitute permit (bachelor's degree) and cleared to start as a certificated substitute	$175 one-time payment $300 one-time payment
Current Para/TA Stipend	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	$300 one-time payment
Long-Term Rate	Substitutes 10 + consecutive days and approved/assigned by program manager. Applies to substitutes only, doesn't apply to employees	May be up to but not higher than Step F of the Classified Salary Schedule
Current Para/TA Rate	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	$260 or additional 25% above current daily rate (whichever is higher)
Mileage Reimbursement	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
Manager Rate		Closest to or above hourly rate at the time of separation
Former Employee Rate		Closest to or above hourly rate at the time of separation
Retiree Rate		Closest to or above hourly rate at the time of separation

Effective 7/1/2026