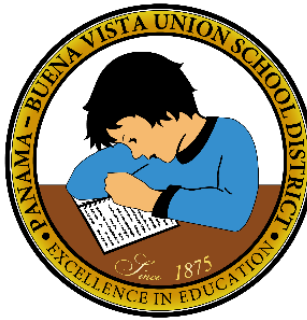


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BOARD OF TRUSTEES
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SUBSTITUTE SALARY SCHEDULES 2026-27

Board Adopted: October 13, 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

Other Certificated Positions
Substitute Salary Schedule

Job Title	Job Class	Daily Rate
Academic Coach	2025	\$ 371.18
Assistant Director		\$ 574.49
Audiologist	1216	\$ 515.49
Board Certified Behavior Analyst	4752	\$ 525.32
Coordinator of Extended Learning	1217	\$ 498.79
Coordinator of Instructional Services	1213	\$ 498.79
Director I		\$ 506.50
Director II		\$ 539.43
Director III		\$ 581.24
Director IV		\$ 619.02
EL Program Specialist	2132	\$ 558.80
Elementary Assistant Principal	1182	\$ 587.36
Instructional Specialist	1202	\$ 558.80
Intervention Counselor	1206	\$ 506.29
Junior High Assistant Principal	1184	\$ 602.75
Junior High Counselor	1207	\$ 545.72
Principal		\$ 690.15
Program Specialist	1200	\$ 558.80
School Nurse	2206	\$ 457.88
School Psychologist	1205	\$ 551.36
Social Worker	1215	\$ 524.32
Speech Language Pathologist	2220	\$ 529.96
Speech Specialist	2223	\$ 485.44
TK-8 Assistant Principal	1187	\$ 587.36
Visual & Performing Arts Administrator	1132	\$ 690.15

Position	Rate	Unit of Measurement
Certificated Teacher Extra Duty	\$ 73.61	Hour

**Classified Salary Exempt
Substitute Salary Schedule**

Job Title	Job Class	Grade	Daily Rate
Accounting Manager	3133	7	\$ 380.20
Database Administrator	3376	7	\$ 380.20
Executive Assistant	3451	5	\$ 327.03
Facilities Planning & Construction Supervisor	3146	4	\$ 303.20
Facilities Project Manager	3161	8	\$ 409.82
Facility Operations Supervisor	3153	4	\$ 303.20
Fiscal Coordinator	3140	9	\$ 441.66
Fleet Supervisor	3156	4	\$ 303.20
HSW Safety Manager	3138	7	\$ 380.20
Human Resource Coordinator	3142	9	\$ 441.66
IST Manager	3132	8	\$ 409.82
Landscape & Grounds Supervisor	3159	4	\$ 303.20
Maintenance Supervisor	3147	4	\$ 303.20
Maintenance, Operations, & Grounds Manager	3137	8	\$ 409.82
Mental Health Clinician	4771	8	\$ 409.82
Network Analyst Senior	3377	6	\$ 363.23
Nutrition Services Manager	3151	7	\$ 380.20
Nutrition Services Supervisor	3166	4	\$ 303.20
Occupational Therapist	4750	N/A	\$ 484.61
Payroll Coordinator	3141	9	\$ 441.66
Payroll Manager	3139	7	\$ 380.20
Purchasing Supervisor	3150	4	\$ 303.20
Systems & Applications Analyst Senior	3373	7	\$ 380.20
Systems Analyst	3375	5	\$ 327.03
Transportation Supervisor	3148	4	\$ 303.20
Warehouse & Logistics Supervisor	3165	4	\$ 303.20

Confidential Classified Hourly**Substitute Salary Schedule**

Job Title	Job Class	Grade	Hourly Rate
Account Clerk Senior - 12 Month	3337	C7	\$ 28.02
Accounting Clerk	3336	C6	\$ 25.93
Accounting Technician	3338	1	\$ 30.28
Admin Secretary - 12 Month	3454	C6	\$ 25.93
Admin Secretary 2 - 11 Month	3453	C7	\$ 28.02
Admin Secretary 2 - 12 Month	3459	C7	\$ 28.02
Admin Secretary Senior	3461	2	\$ 32.68
Administrative Assistant	3452	1	\$ 30.28
Administrative Clerk - 12 Month	3309	C5	\$ 24.02
Attendance Liaison	3163	3	\$ 35.26
Campus Safety Supervisor	3157	3	\$ 35.26
Certified Driver Instructor	3405	1	\$ 30.28
Dispatcher	3402	C7	\$ 28.02
District Translator	3458	C6	\$ 25.93
Document Publishing Specialist	3355	C5	\$ 24.02
Document Publishing Specialist Senior	3356	C6	\$ 25.93
Facilities Project Specialist	3162	2	\$ 32.68
HR Assistant	3312	C6	\$ 25.93
HR Technician	3318	1	\$ 30.28
IST User Support Technician	3382	1	\$ 30.28
Network Analyst	3383	2	\$ 32.68
Nutrition Services Trainer Senior	3164	3	\$ 35.26
Receptionist - District	3311	C5	\$ 24.02
Staff Accountant	3339	3	\$ 35.26
Student Information System Specialist	3380	2	\$ 32.68
Transportation Planner	3406	1	\$ 30.28

Teamsters Local No. 87 (Unit A)**Substitute Salary Schedule**

Job Title	Job Class	Grade	Hourly Rate
Bus Driver	3411	34	\$ 23.65
Bus Driver - Expanded Services	3415	34	\$ 23.65
Certified Transportation Mechanic	3404	59	\$ 35.25
Computer Technician	3381	47	\$ 28.94
Custodian	3391	26	\$ 20.81
Groundskeeper	3397	30	\$ 22.22
Head Custodian	3390	35	\$ 24.04
Lead Maintenance Technician	3158	61	\$ 36.38
Lead Warehouse & Logistics Specialist	3366	33	\$ 23.30
Maintenance Technician I	3394	33	\$ 23.30
Maintenance Technician II	3395	43	\$ 27.21
Maintenance Technician III - All Trades	3396	59	\$ 35.25
Service Technician	3401	36	\$ 24.40
Transporter	3412	26	\$ 20.81
Warehouse & Logistics Specialist	3365	31	\$ 22.57

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