

## Substitute Salary Scale 2023-2024

| <b>Teacher Certified</b> |           |            |          |
|--------------------------|-----------|------------|----------|
|                          | Secondary | Elementary | PTY      |
| Full Day                 | \$100.00  | \$ 80.00   | \$ 95.00 |
| Half Day                 | \$ 50.00  | \$ 40.00   | \$ 47.50 |
| *Long Term – Full Day    | \$160.00  | \$140.00   | \$155.00 |
| *Long Term – Half Day    | \$ 80.00  | \$ 70.00   | \$ 77.50 |

| <b>Teacher Degreed<br/>(Bachelor's and above)</b> |           |            |          |
|---|-----------|------------|----------|
|   | Secondary | Elementary | PTY      |
| Full Day  | \$ 90.00  | \$ 70.00   | \$ 85.00 |
| Half Day  | \$ 45.00  | \$ 35.00   | \$ 42.50 |
| *Long Term – Full Day                             | \$135.00  | \$115.00   | \$130.00 |
| *Long Term – Half Day                             | \$ 67.50  | \$ 57.50   | \$ 75.00 |

| <b>Teacher Non-Degreed</b> |           |            |          |
|----------------------------|-----------|------------|----------|
|                            | Secondary | Elementary | PTY      |
| Full Day                   | \$ 80.00  | \$ 60.00   | \$ 75.00 |
| Half Day                   | \$ 40.00  | \$ 30.00   | \$ 37.50 |
| *Long Term – Full Day      | \$110.00  | \$ 90.00   | \$105.00 |
| *Long Term – Half Day      | \$ 55.00  | \$ 45.00   | \$ 52.50 |

| <b>Aide</b>                  |          |
|------------------------------|----------|
| Full Day                     | \$ 60.00 |
| Half Day                     | \$ 30.00 |
| Long Term rates do not apply |          |

| <b>Nurse</b> |              |
|--------------|--------------|
| RN or LVN    | \$ 15.00/hr. |

| <b>Administrator</b> |              |
|----------------------|--------------|
| Part-time            | \$ 35.00/hr. |

\*A long-term substitute teacher assignment consists of working in the same assignment for 5 consecutive business days. Pay will increase to the long-term teacher sub rate beginning on the 6<sup>th</sup> day in the same assignment.

\* A long-term substitute assigned to a bilingual vacancy will receive the same salary schedule as a secondary substitute.

## Extra Duty Rates 2023-2024

### Teachers, Professional Support, Administrators

Extra duty rates are \$20-\$35 dependent upon the duties performed. These rates apply to full time permanent professional employees to include teachers, nurses, librarians, counselors, LSSPs, social workers, diagnosticians, instructional coaches, instructional coordinators, teacher specialists, and assistant principals when not on contract days.

Administrative/Professional Support Job Group 5 or above are not eligible to receive extra duty rates unless it is approved by a direct supervisor and the Human Resources Department. Compensation for preparation time is not allowed for organizational learning, professional learning or staff development presented during the contract period.

| Eligibility, Qualifications and Work Scope  | Hourly Rate |
|---|-------------|
| Degreed, non-certified personnel who: <ul style="list-style-type: none"> <li>• Tutor</li> <li>• Attend required professional development</li> <li>• Work beyond contracted days (summer)</li> <li>• Preparation time for professional development (non-contract days)</li> <li>• Curriculum Writing</li> </ul>  | \$ 20.00    |
| Degreed, certified personnel who: <ul style="list-style-type: none"> <li>• Attend required professional development</li> <li>• Tutor students</li> <li>• Curriculum Writing</li> <li>• Assume additional after-hours duties: Homebound, Pregnancy-Related Services, Latino Family Literacy</li> </ul>   | \$ 25.00    |
| Degreed, certified personnel who: <ul style="list-style-type: none"> <li>• Teach Saturday school</li> <li>• Work beyond contracted days (summer)</li> <li>• Teach summer school</li> </ul>  | \$ 30.00    |
| Degreed, certified personnel who are: <ul style="list-style-type: none"> <li>• Non-administrative personnel (i.e., counselors, instructional coaches, campus instructional specialists)</li> <li>• Assistant principals who work beyond contracted days, must have prior approval from the campus principal and the Human Resources Dept.</li> <li>• Present professional development on non-contract days (compensation for preparation time is \$20.00 per hour)</li> </ul> | \$ 35.00    |