



**Lisette Estrella-Henderson, Superintendent of Schools**  
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**CERTIFICATED SUBSTITUTE SALARY SCHEDULE**  
**Effective October 1, 2022**

<b><u>Position</u></b>	<b>Day to Day Pay</b> Full workday	<b>Long-Term Pay</b> Full workday 10 consecutive days or <u>more in same assignment</u>	<b>Extended Pay</b> Full workday 20 consecutive days or <u>more in same assignment</u>
Substitute Teacher	\$230.00 per day \$80.00 per 1/3 day \$160.00 Per 2/3 day	\$270.00 per day \$140.00 per ½ day Note: higher pay rate starts on the 10 <sup>th</sup> day.	Step 1 Range 2 on teachers' salary schedule – per day Note: higher rate of pay starts on the 20 <sup>th</sup> day.

Individuals who have retired as SCOE employees, maintaining their “valid” credentials:  
 \$290.00 per day \$150.00 per ½ day.

Active regular Paraeducators/Interpreters that are qualified to serve as a substitute teacher, will be paid a flat stipend of \$90.00 per full day (6 hours) or prorated at \$15.00 per hour.

Effective June 2022, a substitute certificated teacher assigned to a classroom for the Extended School Year (ESY), requiring the teacher to assume the full duties of the assignment will receive \$200.00 per day for a 4.5-hour day.

General Information:

1. A substitute teacher’s workday consists of the time that the students are present, plus 15 minutes before and after school. Please put 1 day on time sheet when working a full day. A 1/3 day consists of 2.5 hours or less, a 2/3 day consists of 5 hours or less. Please put 1/3, or 2/3 day on the timesheet.
  - a. A substitute teacher working more than 5 hours shall be paid a full day’s pay.
  - b. If a substitute is called to a school, but is not needed, he/she shall be paid for a 1/3 day if not reassigned.
2. Substitutes do not earn fringe benefits which includes vacation, holiday pay, or health and welfare benefits.
3. Retired and former certificated SCOE employees working in a teaching or other certificated assignment requiring the teacher or certificated employee to assume the full duties of the assignment will receive the daily rate of pay based on their placement on the salary schedule at the time of retirement or their separation of the employment. This is not day to day retired and regular teacher pay used for the day-to-day sub rate.

Approved: \_\_\_\_\_  
 Revised and effective 9-9-24

Date: \_\_\_\_\_