

Santa Clara County Office of Education

Human Resources

ALL CERTIFICATED SUBSTITUTE SALARY SCHEDULE

Certificated Leadership
 All Other Certificated Substitute Salary Table
 (Substitute/Extra Help for ACE/CTA Unit Positions)
 Effective August 26, 2018

Substitute Type	Standard Rate	Half-Day Rate (Special Ed. Alternative Education)	Long-Term Substitute Rate (after 20 consecutive days)
Teacher, Special Education Alternative Education & ROP	\$150.00/day	\$80.00	\$200.00/day (No gap of more than 2 months) \$105.00/half-day
Migrant Education	\$40.00/hour \$25.00 (Pre K)	n/a	n/a
Children's Center Permit (Migrant Ed)	\$25.00/hour	n/a	n/a
Speech Language Pathologist	\$250.00/day	n/a	n/a
Nurse	\$250.00/day	n/a	n/a
Counselor	\$200.00/day	n/a	n/a
Audiologist	\$250.00/day	n/a	n/a
State Preschool CC Permit Teacher	\$25.00/hour	n/a	n/a
Head Start CC Permit Teacher	\$25.00/hour	n/a	n/a
Home Teaching	\$40.00/hour	n/a	n/a

Teacher Substitute Summer School/Regular Substitute Rates (Special Education & Alternative Education):

1. Substitute Teachers substituting during summer school with a full credential (preliminary or higher; excludes waivers, emergency, pre-intern, & intern) will receive \$200.00/day (\$105.00/half day).
2. Substitute Teachers and Speech Language Pathologists substituting prior to the start of a signed contract to teach in the fall (usually when the pre-placement physical is pending) will receive their daily rate from the day Human Resources authorizes this amount to Payroll. This also applies to Head Start and State Preschool Teachers.
3. Substitute AED Teachers substituting during extended year (non-contract days) with a full credential (preliminary or higher; excludes waivers, emergency, pre-intern, & intern) will receive \$250.00/day (\$130.00/half day).
4. Substitute Migrant Ed summer programs are \$250.00 daily (130.00/half day) or \$31.50 hourly for Teachers with a credential.

Teacher Substitute Additional Information:

1. Substitute Teachers - to qualify for the long-term substitute rate, the substitute must work for 20 consecutive days in any location or assignment. When the long-term assignment ends, the pay rate drops to \$150.00/day if the person has not worked in two consecutive calendar months (Credential note: Teacher must have a variable term waiver or higher which is appropriate for the long-term substitute assignment.)
2. Substitute Teachers - the half-day rates apply to Alternative Education and Special Education substitutes assigned to work 3 or fewer hours per day.
3. Substitute Teachers - the hourly rate quoted for home teaching does not apply to regular status teachers who accept such extra duty assignments.

Teacher Substitute ACE/CTA Retirees:

1. ACE/CTA retired Teachers from Special Education and Alternative Education, who maintain a credential, will receive \$300.00 per day.
2. ACE/CTE retired Nurses and Speech Language Pathologists will receive \$300.00 per day.
3. ACE/CTA retired Teachers substitute from Early Learning Services will receive \$30.00/hour and \$35.00/hour on 21st day (the days do not have to be consecutive).

Retired Substitute Leadership from the County Office of Education:

1. Substitute Leadership Retirees when substituting in a like position, will receive a rate that is determined by the scope of work that will be established. The rate will be approved by the appropriate department Chief and Chief Human Resources Officer. Substitute Leadership Retirees will receive \$300.00 per day if they are substituting in a teaching position.



Anisha Munshi, Director Human Resources



Date

cc: Laurie Sauro, Director - Internal Business Services
Laurie Susbilla, Manager - Payroll Services
Mary Olival, Manager - HR/Employment Services