



HUMAN RESOURCES

ALL CERTIFICATED SUBSTITUTE SALARY SCHEDULE

(Substitute/Extra Help for ACE/CTA Unit Positions)

Effective September 26, 2026

Substitute Type	Standard Rate	Half-Day Rate (Special Education Alternative Education)	Long-Term Substitute Rate (after 20 consecutive days)
Teacher, Special Education, Alternative Education & CTE	\$350.00/day	\$180.00	\$400.00/day (No gap of more than 2 months)
Migrant Education	\$85/hour	n/a	n/a
Speech Language Pathologist	\$500.00/day	n/a	n/a
Nurse	\$400.00/day	n/a	n/a
Counselor	\$400.00/day	n/a	n/a
Audiologist	\$600.00/day	n/a	n/a
State Preschool Teacher	\$45.00/hour	n/a	\$40.00/hour
Head Start Teacher	\$45.00/hour	n/a	\$40.00/hour
School Principal	\$550.00/day	n/a	\$600.00/day

Summer School/ ESY Substitute Rates (Special Education/ Alternative Education):

1. Substitute **Special Education** Teachers assigned during summer school with a full credential (preliminary or higher - excludes waivers, 30-day emergency, pre-intern & intern) will receive \$400/day or \$205/half day.
2. Substitute **AED** Teachers assigned during the extended year (non-contract days) with a full credential (preliminary or higher - excludes waivers, 30-day emergency, pre-intern & intern) will receive \$400/day or \$205/half day.

Additional Information:

1. Long-term substitute rate qualifications: work for 20 consecutive days in any location or assignment. Note: The substitute must have a variable term waiver or higher, appropriate for the long-term substitute assignment.
2. Half-day rates apply to Alternative Education and Special Education substitutes assigned to 3hrs or fewer per day.

Substitute ACE/CTA Retirees: *Must have retired from SCCOE

1. Special Education and Alternative Education Teacher retirees who maintain a credential will receive \$500.00/day.
2. Retired Nurses, and Speech-language Pathologists will receive \$500.00/day.
3. Early Learning Teacher retirees will receive \$55.00/hour, then \$60.00/hour on the 21st day.

Retired Substitute Leadership from the County Office of Education:

1. Substitute Leadership Retirees will receive \$500.00/day if they are substitutes in a teaching position.

Signed by:


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Dr. Kanika D. White

Associate Superintendent – Human Resources

9/25/2026 | 2:53 PM PDT

Date

cc: Veena Kriangtantiwongse, Director II – Human Resources Operations
Marco Sanchez, Manager – Payroll Services