

2026-27 Combined Substitute Salary Schedule

CERTIFICATED

CERTIFICATED SUBSTITUTES - TEACHING

Salary Schedule	Step	Days Worked	Hours Worked	Hourly Rate	Daily Rate
CH1	1	0.5 - 29.5	Up to 209.9 hours worked	\$40.37	\$282.59
CH1	2	30 - 59.9 days	At least 210 hours worked	\$42.22	\$295.54
CH1	3	60.0 - 89.9 days	At least 420 hours worked	\$44.08	\$308.56
CH1	4	90 or more	At least 630 hours worked	\$46.92	\$328.44
CH1	5	Senior Subs	Senior Subs	\$48.35	\$338.44

CERTIFICATED SUBSTITUTES - NURSES

Salary Schedule	Step	Position	Hourly Rate	Daily Rate
CH5	1	Certificated Substitute Nurse	\$60.08	\$420.56

CLASSIFIED

PARAPROFESSIONAL SUBSTITUTES

Salary Schedule	Step	Days Worked	Hourly Rate	Daily Rate
SU1	1	1-59 Days	\$X	\$224.42
SU1	2	60-90 Days	\$X*1.05	\$235.55
SU1	3	91-120 Days	\$X*1.10	\$246.75
SU1	4	121+ Days	\$X*1.15	\$258.09
SU1	5	Senior Subs	Senior Subs	\$268.09

CLERICAL SUBSTITUTES

Salary Schedule	Step	Days Worked	Hourly Rate	Daily Rate
SU2	1	1-59 Days	\$X	\$224.64
SU2	2	60-90 Days	\$X*1.05	\$235.84
SU2	3	91-120 Days	\$X*1.10	\$247.04
SU2	4	121+ Days	\$X*1.15	\$258.48
SU2	5	Senior Subs	Senior Subs	\$268.48

CLASSIFIED SUBSTITUTES - NURSES

Salary Schedule	Step	Position	Hourly Rate	Daily Rate
SU3	1	Classified Nurse Substitutes	\$42.47	\$339.76

2026-2027 rates effective 9/1/2026 with a 2.6% increase

Cert and PARA daily rates based on 7 hours; Clerical and Classified Nurse Sub daily rate based on 8 hours

Senior Sub rates add \$10 to daily rate