



**Human Resource Services**  
 (562) 997-8204 ~ Fax (562) 997-8298  
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## K - 12

### Hourly / Daily Rates of Pay

*All daily rates are for 8 hours of work **except as noted***

### Substitutes

#### Day to Day Substitute

		<u>Salary Schedule</u>	<u>Comments</u>
\$22.34	Hourly rate	N171A	
\$73.70	Half day rate	N171B	3 hours
\$134.04	Daily rate	N171C	6 hours
\$25.11	Math/ Science Incentive	N073A	HRS approval needed
\$22.34	Seminars/workshops	N171A	Not with students
\$22.34	On-going tutoring beyond the 8 hour day *	N171A	With students
\$22.34	Summer school / Intersession	N171A	With students

*\* Paid one additional hour at the hourly rate*

#### Long Term Substitute

\$200.84	Daily rate	N073B	\$25.11/ hour
\$22.34	Optional seminars/workshops	N171A	Not with students
\$25.11	Site required seminars/workshops	N073A	Not with students
\$25.11	On-going tutoring beyond the 8 hour day *	N073A	With students
\$25.11	Summer School / Intersession **	N073A	With students

*\* Paid one additional hour at the hourly rate*

*\*\* Functioning as the Teacher of Record during summer / intersession*

**NOTE:** In order to be eligible for the LTS rate, substitutes must be highly qualified for the assignment

## Contract Teachers

### Traditional Contract Teacher

		<u>Salary Schedule</u>	<u>Comments</u>
\$29.20	Substitute hourly rate	N080A	
\$96.36	Substitute half day rate	N080B	3 hours
Varies	Seminars/workshops	EC rate *	Not with students
Varies	On-going tutoring beyond the 8 hour day	P rate	With students
Varies	Summer School / Intersession	P rate	With students

*There is no LTS substitute contract teacher rate*

*\* Teacher EC (extra compensation) rate = Teacher's hourly rate based on their contractual assignment*

### Year Round Contract Teacher

\$36.18	Home school substitute hourly rate	N175A	
\$119.47	Home school substitute half day rate	N175B	3 hours
\$216.97	Home school substitute daily rate	N175C	6 hours
Varies	Seminars/workshops	EC rate	Not with students
Varies	On-going tutoring beyond the 8 hour day	P rate	With students
Varies	Summer School / Intersession	P rate	With students

## Retired Teachers

### Retired Teachers

		<u>Salary Schedule</u>	<u>Comments</u>
\$22.34	Substitute hourly rate	N171A	
\$73.70	Substitute half day rate	N171B	3 hours
\$134.04	Substitute daily rate	N171C	6 hours
\$25.11	Math/ Science Incentive	N073A	HRS approval needed
\$22.34	Seminars/workshops	N171A	Not with students
\$22.34	On-going tutoring beyond the 8 hour day	N171A	With students
\$22.34	Summer School / Intersession	N171A	With students

### Retired Teachers in a Long Term Substitute Assignment

\$200.84	Daily rate	N073B	\$25.11/ hour
\$22.34	Optional seminars/workshops	N171A	
\$25.11	Site required seminars/workshops	N073A	Not with students
\$25.11	On-going tutoring beyond the 8 hour day	N073A	With students
\$25.11	Summer School / Intersession	N073A	With students

### Retired Teachers/ On-going Assignments \*

\$35.82	Less than Masters	P081A	Steps A - E
\$41.55	Less than Masters	P081B	Steps F - J
\$46.80	Less than Masters	P081C	Steps K - P
\$39.63	Masters degree or more	P082A	Steps A - E
\$44.73	Masters degree or more	P082B	Steps F - J
\$50.28	Masters degree or more	P082C	Steps K - P

*\* P/T hourly - before/after programs, small group remediation/enrichment, support capacity, curriculum writing, hourly presenter rate, also appropriate if serving as teacher of record for Summer School/ Intersession*

# Counselors

## Substitute Counselor/ Not Retired

		<u>Salary Schedule</u>	<u>Comments</u>
\$35.82	Masters degree	U081A	Steps A - E
\$41.55	Masters degree	U081B	Steps F - J
\$46.80	Masters degree	U081C	Steps K - P
\$39.63	Masters degree or more	U082A	Steps A - E
\$44.73	Masters degree or more	U082B	Steps F - J
\$50.28	Masters degree or more	U082C	Steps K - P
\$41.61	Ph.D or Ed.D	U083A	Steps A - E
\$46.30	Ph.D or Ed.D	U083B	Steps F - J
\$52.04	Ph.D or Ed.D	U083C	Steps K - P

*There is no LTS substitute counselor rate  
 Paid as day to day substitute if teaching for a vacancy  
 P schedule only in the unlikely event of teaching Summer School/ Intersession*

**NOTE:** Must hold a valid teaching credential in order perform teaching duties

## Substitute Counselor/ Retired

\$312.03	Daily rate	N076A
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*Also used for a retired Manager/ Administrator who is qualified to perform  
 counseling duties  
 Paid as day to day substitute if teaching for a vacancy  
 P schedule only in the unlikely event of teaching Summer School/ Intersession or  
 if serving in an on-going teaching assignment*

**NOTE:** Must hold a valid teaching credential in order perform teaching duties

## Psychologists, Occupational Therapists, Audiologists, Physical Therapists, Social Workers, Psychological Interns

### Substitute Psychologist, Occupational Therapist, Audiologist, Physical Therapist, Social Worker, Psychological Intern/ Not Retired

		<u>Salary Schedule</u>	<u>Comments</u>
\$20.71	Intern	C950A	
\$44.39	Less than Masters degree	C951A	Steps A - E
\$51.18	Less than Masters degree	C951B	Steps F - J
\$58.99	Less than Masters degree	C951C	Steps K - P
\$47.06	Masters degree or more	C952A	Steps A - E
\$54.61	Masters degree or more	C952B	Steps F - J
\$63.32	Masters degree or more	C952C	Steps K - P
\$49.98	Ph.D or Ed.D	C953A	Steps A - E
\$57.49	Ph.D or Ed.D	C953B	Steps F - J
\$66.16	Ph.D or Ed.D	C953C	Steps K - P

*There is no LTS substitute psychologist, et.al. rate*

*Paid as day to day substitute if teaching for a vacancy*

*P schedule only in the unlikely event of teaching Summer School/ Intersession*

**NOTE: Must hold a valid teaching credential in order perform teaching duties**

### Substitute Psychologist, Occupational Therapist, Audiologist, Physical Therapist, Social Worker, Psychological Intern/ Retired

\$323.79	Daily rate	N077A	
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*Also used for a retired Manager/ Administrator who is qualified to perform  
psychologist, et. al. duties*

*Paid as day to day substitute if teaching for a vacancy*

*P schedule only in the unlikely event of teaching Summer School/ Intersession or  
if serving in an on-going teaching assignment*

## Administrators

### Substitute Manager/ Administrator - performing Management/ Administrative duties

		<u>Salary Schedule</u>	<u>Comments</u>
\$360.54	Daily rate: Program/Activities Specialists, Program Leaders	Z501A	
\$383.23	Daily rate: Head Counselors	Z501B	
\$394.63	Daily rate: Assistant Directors, Consultants, Administrative Assistants, Sr. Psychologists	Z501C	
\$405.95	Daily rate: Administrative Assistant to the Superintendent, Elem VP, Middle/K-8 AP, High School AP	Z501D	
\$417.32	Daily rate: High School Principals, Associate Directors	Z501E	
\$428.67	Daily rate: Elementary and Middle/K-8 School Principals (less than 16 cert staff), Program Administrators	Z501F	
\$451.37	Daily rate: Elementary and Middle/K-8 School Principals (less than 16 cert staff),	Z501G	
\$474.07	Daily rate: Elementary and Middle/K-8 School Principals (36 or more cert staff), School for Adults, Avalon Principal	Z501H	
\$400.81	Daily rate: Assistant Directors, Administrative Assistants	Z502A	
\$435.43	Daily rate: Assistant to the Superintendent, Associate Directors, Program Administrators	Z502B	
\$458.50	Daily rate: Deputy Director	Z502C	
\$481.57	Daily rate: Directors	Z502D	
\$493.12	Daily rate: High School Principals	Z502E	

***Paid as day to day substitute if teaching for a vacancy  
P schedule only in the unlikely event of teaching Summer School/ Intersession or  
if serving in an on-going teaching assignment***

## **Special notes**

**P schedule** Person of Record for the Classroom  
Specially funded on-going project  
Special duty  
Teaching summer school/ Intersession  
Retiree in on-going assignment  
Retiree presenter rate or curriculum writing

**LTS** Substituting for the teacher of record  
Or a true vacancy

revised 7/11/2008