



# Human Resource Services

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## K - 12

### Hourly / Daily Rates of Pay

All daily rates are for 8 hours of work **except as noted**  
2021 - 2022

\* Effective September 4, 2021

### Substitutes

#### Day to Day Substitute

		<u>Salary Schedule</u>	<u>Comments</u>
\$32.00	Hourly rate *	N171A	
\$105.00	Half day rate *	N171B	3 hours
\$192.00	Daily rate *	N171C	6 hours
\$32.00	Seminars/professional development in-service *	N171A	Not with students
\$32.00	On-going tutoring beyond the 8 hour day *‡	N171A	With students
\$32.00	Summer school / Intersession *	N171A	With students

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

#### Long Term Substitute

\$246.90	Daily rate	N073B	\$30.86/ hour
\$32.00	Optional seminars/workshops	N171A	Not with students
\$30.86	Seminars/professional development in-service	N073A	Not with students
\$30.86	On-going tutoring beyond the 8 hour day *	N073A	With students
\$30.86	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 and Year Round Contract Teacher

		<u>Salary Schedule</u>	<u>Comments</u>
\$35.89	Substitute hourly rate	N080A	
\$118.45	Substitute half day rate	N080B	3 hours
Varies	Curriculum Writing	T Hrly Ex Comp*	Not with students
\$35.89	Seminars/professional development in-service	T Hrly Stipend/ N080A	Not with students
Varies	On-going tutoring beyond the 8 hour day	T Hrly P Schedule	With students
Varies	Summer School / Intersession	T Hrly P Schedule	With students

***There is no LTS substitute contract teacher rate***

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

## LYNX:

T Hrly Ex Comp                      Job Code J                      Position # 329999  
 Example of duties: Grade level planning/collaboration, curriculum writing/planning, student data analysis, analysis of assessments, staff/parent workshop presenter\*\*, preparation and leader for professional development, technology support, instructional leadership team (ILT), staff development outside the regular school calendar

T Hrly P Schedule                      Job Code E                      Position # 319999  
 Example of duties: Tutoring/intervention, Homework center, working with students before/after school, teaching during conference period (teacher of record only), student assessments, summer school, intersession, Saturday school

T Hrly Stipend                      Job Code J                      Position # 339999  
 Example of duties: Attending conferences, attending professional development/in-service, attending trainings/workshops (sitting/listening)

***\*\*When a stipend is paid for serving as a presenter outside of the workday at an in-service activity, one will be paid at the hourly presenter rate or the regular hourly rate, whichever is higher***

## Retired Teachers

### Retired Teachers

		<u>Salary Schedule</u>	<u>Comments</u>
\$32.00	Substitute hourly rate *	N171A	
\$105.00	Substitute half day rate *	N171B	3 hours
\$192.00	Substitute daily rate *	N171C	6 hours
\$32.00	Seminars/professional development in-service *	N171A	Not with students

### Retired Teachers in a Long Term Substitute Assignment

\$246.90	Daily rate	N073B	\$30.86/ hour
\$32.00	Optional seminars/workshops*	N171A	
\$30.86	Seminars/professional development in-service	N073A	Not with students

**Note: Retired teachers in a vacant position will be paid on salary schedule P**

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

\$44.02	Less than BA + 56 Units	P081A	Steps A - E
\$51.08	Less than BA + 56 Units	P081B	Steps F - J
\$57.52	Less than BA + 56 Units	P081C	Steps K - P
\$48.72	BA + 56 Units or Master's Degree	P082A	Steps A - E
\$54.99	BA + 56 Units or Master's Degree	P082B	Steps F - J
\$61.81	BA + 56 Units or Master's Degree	P082C	Steps K - P

**\* P/T hourly - before/after school programs -including tutoring beyond the 8 hour day, 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 and Retired Counselors in on-going assignments

		<u>Salary Schedule</u>	<u>Comments</u>
\$44.02	Masters degree	U081A	Steps A - E
\$51.08	Masters degree	U081B	Steps F - J
\$57.52	Masters degree	U081C	Step K
\$48.70	Masters degree or more	U082A	Steps A - E
\$54.99	Masters degree or more	U082B	Steps F - J
\$61.81	Masters degree or more	U082C	Step K

*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

\$383.57 Daily rate N076A

*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 and Retirees in on-going assignments

		<u>Salary Schedule</u>	<u>Comments</u>
\$25.46	Intern	C950A	
\$54.57	Less than Masters degree	C951A	Steps A - E
\$62.92	Less than Masters degree	C951B	Steps F - J
\$72.51	Less than Masters degree	C951C	Step K
\$57.84	Masters degree or more	C952A	Steps A - E
\$67.13	Masters degree or more	C952B	Steps F - J
\$77.84	Masters degree or more	C952C	Step K
\$61.44	Ph.D. or Ed.D.	C953A	Steps A - E
\$70.69	Ph.D. or Ed.D.	C953B	Steps F - J
\$81.33	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

\$398.03	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 Retired Personnel Only

		<u>Salary Schedule</u>	<u>Comments</u>
\$471.11	Daily rate: Program/Activities Specialists, Head Counselors	Z501B	
\$485.11	Daily rate: Assistant Directors, Consultants, Administrative Assistants, Sr. Psychologists	Z501C	
\$499.04	Daily rate: Administrative Assistant to the Superintendent, Elem VP, Middle/K-8 AP, High School AP	Z501D	
\$513.01	Daily rate: High School Principals, Associate Directors	Z501E	
\$526.98	Daily rate: Elementary and Middle/K-8 School Principals (less than 16 cert staff), Program Administrators	Z501F	
\$554.88	Daily rate: Elementary and Middle/K-8 School Principals (less than 16 cert staff),	Z501G	
\$582.78	Daily rate: Elementary and Middle/K-8 School Principals (36 or more cert staff), School for Adults, Avalon Principal	Z501H	
\$492.70	Daily rate: Assistant Directors, Administrative Assistants	Z502A	
\$535.28	Daily rate: Assistant to the Superintendent, Associate Directors, Program Administrators	Z502B	
\$563.63	Daily rate: Deputy Director	Z502C	
\$592.01	Daily rate: Directors	Z502D	
\$606.20	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  
Home/Hospital Teacher  
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 (retirees only)