

**SANTA ROSA CITY SCHOOLS**  
**DRAFT SUBSTITUTE SALARY SCHEDULE**  
**2020-2021**

**Certificated Substitute Teachers:**

Daily Rates

Full-Day: \$150.00  
 Half-Day: \$100.00

Designated "High Needs" areas  
 (Special Education, Math):

Full-Day: \$180.00  
**Half-Day: ~~\$100.00~~ \$125.00**

- Full-Day constitutes over 3.5 hours.
  - Half-Day constitutes 3.5 hours or less.
- If working for two teachers in one day, will be paid two half days regardless the hours worked.

Long-Term Substitute Rates

~~1-5 Days \$160.00~~  
**Over 5 Days**  
 Full-Day: \$180.00  
**Half-Day: ~~\$100.00~~ \$125.00**

Designated "High Needs" areas  
 (Special Education, Math):

Full-Day: \$200.00  
**Half-Day: ~~\$100.00~~ \$125.00**

- A long-term substitute assignment **is 6 days or longer and** must be approved by the Assistant Superintendent or the Director of Human Resources.

**Classified Substitutes:**

Status	Pay Rate
A former SRCS employee who resigned/retired on good terms. Former employee is subbing in a position that they previously occupied or a like position.	Substitute Rate will be the classification in which the former employee is substituting. The step will be the same step (up to step 6) as the former employee was working at when they left the District.
A former SRCS employee who resigned/retired on good terms. Former employee is subbing in a position other than that in which they previously worked or other than a like position to which they previously worked.	Substitute will be paid Step 1 on the pay range for the job classification in which they are subbing.
All other Substitutes include those who have worked for other educational entities and those who have like experience in other industries.	Substitute will be paid Step 1 on the pay range for the job classification in which they are subbing.

**Certificated SRCS Retired Administrative Substitutes:**

Paid at the Range of the Administrative position they are subbing in. Step placement is the Step the Substitute was at when he/she retired. Masters and/or Doctorate stipends are included in calculating the daily rate.

Board approved: **Pending Approval**  
 Effective Date: **August 1, 2020**