



Barbara Nemko, Ph.D., Superintendent
2121 Imola Avenue, Napa, CA 94559

**Certificated and Classified Substitute Pay Rates
for the Napa County Office of Education:**

SUBSTITUTE TEACHERS

COLLEGE CAREER READINESS and/or JUVENILE COURT & COMMUNITY SCHOOLS

<u>Certificated Substitute Teacher</u>
Daily Rate(Substitute Permit): \$250.00 Long Term(Substitute Permit): \$275.00
Daily Rate(Credential*): \$275.00 Long Term(Credential*): \$300.00

SUBSTITUTE TEACHERS

PRESCHOOLS – EARLY CHILDHOOD EDUCATION – CHILD DEVELOPMENT

<u>Substitute Permit Teacher</u>
Daily Rate: \$187.95 per day for 8-hour day
Hourly Rate: \$ 23.49 per hour with a minimum 2 hours work

CLASSIFIED SUBSTITUTE ASSISTANTS

<u>POSITON</u>	<u>HOURLY RATE</u>
Classroom Assistant	\$18.00
Behavior Intervention Assistant	\$19.11

BONUS: All NCOE Substitutes (Certificated and Classified) who sub/work in NCOE programs will receive \$50 for every 15 days worked in a Fiscal Year (July-June).

****Certificated Substitute teachers hired after 07/01/22 are eligible for a one-time stipend of \$300.00 after the completion of the 20th job worked for NCOE.**

- A substitute teacher is paid for a minimum of a half day, 3 hours, 30 minutes, and is required to provide the District with a minimum of half day of service.
- Assignments that exceed 3 hours, 30 minutes will be considered a full day assignment and substitute teachers are required to provide the District with a full day of service.
- Long Term rate applies to a certificated teacher placed in a long-term assignment. A long term assignment is defined as an assignment of **twenty (20) or more** consecutive days in the same placement

Substitute Teacher Work Expectations

- Substitutes are expected to arrive before the first bell and remain on campus until after student dismissal.
- Substitutes may be assigned to cover classes during prep/conference periods with no additional pay if the period falls during the time they are assigned to work.

*Certificated Teachers are defined as any teacher holding a valid 30-day sub permit, Child development permit, or any credential