

SANTA CRUZ COUNTY – SUBSTITUTE TEACHER DAILY PAY RATES 2024-2025

DISTRICT	HALF DAY	FULL DAY	LONG TERM RATE	PAYROLL PROCESSES,other notes
Bonny Doon Elementary (K-6)	Up to 3.5 hours: \$75	3.5+ : \$150	Any sub that works more than 5 days in a semester will receive \$180 on the 6th day of subbing and for the remaining school year. \$225 after 20 consecutive days in one assignment (not retroactive).	Timesheet provided and maintained onsite. Pay period runs 19th - 18th.
County Office of Education SCCOE CTEP, Special Ed., & Alternative Ed.	Up to 3.5 hours: \$85.00	3.5 hours +: \$170.00	\$283.68 after 20 consecutive days in same assignment (retroactive) Col. A, Step 1, 2024-2025 salary schedule.	(PLEASE NOTE) Job Confirmation Number via Frontline. Pay Period runs 16th-15th Instructional Aides: \$25.15/hr.
Happy Valley Elementary (K-6)	Up to 3.5 hours \$75.00	3.5 hours +: \$150.00	\$267.12 after 20 consecutive days in one classroom (retroactive) Col 1 Step 1 of the 2024-2025 salary schedule.	Sign in and get payroll forms from Site Secretary. Pay period is 15th– 14th.
Live Oak (K-8) Child Development Program (CDP)	Less than 240 minutes: \$70.00 CDP Rate: 4.5 hrs or less: \$90.00	\$155.00 CDP Rate: 8 hrs: \$160.00	\$200.00 After 20 consecutive days in one classroom (retroactive). \$225.00 *Credentialed Year Long Sub CDP: \$165.00 After 20 continuous days of release time or same classroom position (retroactive)	Timesheets provided and maintained onsite. Pay period runs 15th – 14th
Mountain Elementary (K-6) Effective	Less than 3.75 hours: \$70.00	3.75 hours or greater: \$140.00	\$200 per day, after 20 consecutive days, beginning on the 21st consecutive day, & effective retroactively.	Timesheets provided and maintained onsite. Pay period runs 15th – 14th
Pacific School (K-6)	Up to 3.5 hours \$75	Greater than 3.5 hours \$150	\$200 after 10 days in one assignment in 3 months, not retroactive	Sign in and get payroll forms from the site secretary at the school office. Pay period is 15th-14th. Paper timesheets provided and maintained on site. Email eandrews@pacificesd.org with questions. Parking information at www.pacificesd.org/parking
Pacific Collegiate (7-12)	Per diem substitute - less than 4 hours: \$80	Per diem substitute - 4+ hours / full day: \$150	Long Term Substitute - full days: \$200/day after 20 days in same assignment (retroactive to day 1).	Timesheets provided and maintained onsite. 1st – 15th paid on 25th; 16th – end of month paid on 10th the following month. Sign in with office and return new hire docs on first day (bring DL & SS card).
Pájaro Valley Unified (K-12)	Tier 1 Half Day \$85.00 Tier 2 Half Day \$108.00	Tier 1 Full Day \$170.00 Tier 2 Full Day \$216.00 During prior year to current year, substituted a minimum of 90 days for PVUSD or have been contracted or permanent teacher for PVUSD.	Tier 3 \$240.00 after 10 consecutive days in same assignment (retroactive to day 1)	Timesheets due to payroll by 4:30 on 18 th. Pay period is 16th-15th **Refer to PV HR for additional rate information**
San Lorenzo Valley (K-12)	Up to 3.5 hours:\$70.00	7 hours: \$140.00	\$200.00 after 20 days in same assignment (retroactive). \$100.00 for 1/2 day after 20 days in same assignment (retroactive)	Complete timesheet forms from district office. Pay period is 16th –15th **Refer to SLV HR for additional rate information**
Santa Cruz City Schools (K-12)	(1-20 days) \$85.00/day	(1-20 days) \$170.00/day	(21 days +) Half Day \$130.00/day (21 days +) Full Day \$260.00/day	Sign in and HR emails a Frontline Central link to complete new hire forms online. Pay period is 16th-15th, with pay date 10th of the following month.
Scotts Valley Unified (K-12)	Less than 3.25 hours \$70.00	3.25 hours or greater \$135	\$270.00 to begin on the 21st day of the same assignment (retroactive), Col 1, Step 1, 2024-2025 salary schedule.	Sign in, get payroll forms and timesheet from Site Secretary. Turn payroll forms into site office, copy driver's license & social security card will be made. Pay period is 15th-14th, paid on the last day of the month following the 14th.
Soquel Union Elementary (K-8)	240 minutes: \$65.00	241+ minutes: \$130.00	\$160.00 after 20 consecutive days in one assignment (retroactive)	Sign in, get payroll forms from Site Secretary. Pay period is 16th – 15th
Tierra Pacifica Charter School	Half Day \$90	Full Day: \$150	\$267.12 after 20 consecutive days in one classroom (retroactive) Col 1 Step 1 of the 2024-2025 salary schedule.	Sign in and get payroll forms from the site office manager. Pay period: 1st-15th of the month paid on the 26th of that month. Pay period: 16th-end of the month paid on the 10th of the following month

****Sub working @ multiple sites on same work day will be paid full day rate. (County Office of Education only). Pay Date is the last working day of the month, with the exceptions of COE, SCCS, and PVUSD: the 10th of the month. (Rev. 1/29/2025)**