

**SANTA CRUZ COUNTY – SUBSTITUTE TEACHER DAILY PAY RATES 2025-2026**

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 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: \$90.00	3.5 hours +: \$180.00	\$297.86 after 20 consecutive days in the same assignment (retroactive); Col. A, Step 1, 2025-2026 salary schedule.	Please Note: Job confirmation number via Frontline Absence Management. Pay Period runs 16th-15th. Instructional Aides (classified) rate is \$26.41
Happy Valley Elementary (K-6)	Up to 3.5 hours \$75.00	3.5 hours +: \$150.00	\$267.12 after 20 consecutive days in same assignment (retroactive) Col 1 Step 1, current 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 CDP Rate 4.5 hrs or less: \$90	\$155.00 CDP Rate: 8 hrs: \$160.00	\$200 after 20 consecutive days in one classroom (retroactive); \$225 Credentialed Year Long; Sub CDP \$165 after 20 continuous days of release time or same classroom position (retroactive).	Timesheet provided and maintained onsite. Pay period runs 15th - 14th.
Mountain Elementary School District	Less than 3.75 hours: \$70.00	3.75 hours or more: \$140.00	\$200 per day. after 20 consecutive days in one classroom, beginning on the 21st consecutive day, and effective retroactively.	Timesheets provided and maintained onsite. The pay period runs 15th - 14th.
Pacific Elementary School District	Up to 3.5 hours = \$75	Greater than 3.5 hours = \$150	\$200 per day, starting day 1 if required to create lesson plans or starting day 11 if subbing in same classroom 11 or more days in a 3-month period.	Pay is based on paper timesheets found in the office, not AESOP. Work completed the 15th-31st of a month will be paid at the end of the following month. New subs must complete all new hire paperwork before leaving their first day. Scratch-cooked lunch available for \$4 cash.
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).
Pajaro Valley Unified School District	Tier I - \$85.00 Tier II - \$108.00	Tier I - \$170.00 Day to Day Substitute. Tier II - \$216.00 Substituted a minimum of 90 days for PVUSD or have been contracted or permanent teacher for PVUSD	Tier III - \$240.00 Ten consecutive days in the same assignment/position and has to do lesson plans	Pay Period: 16th of the month to 15th of the following month. Pay Date: 10th of each month.
San Lorenzo Valley Unified School District	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 new hire forms from the Frontline Central website (onboarding system). Complete timesheets at worksite with School Administrative Assistant on the day of the assignment. Pay period is from the 16th - 15th of the month. Contact SLV HR Department for additional information, hr@slvusd.org.
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, 2025-2026 salary schedule.	Sign in at school site front office; complete onboarding packet w/ copy of driver license/Social Security card OR passport; complete timesheet. Pay period is 15th - 14th, paid on last day of the month.
Soquel Union Elementary School District	\$65.00 per day (Less than 240 minutes)	\$130.00 per day	\$160 For full-day long-term substitute 1-20 consecutive days at the Full-Day Substitutes rate at \$130.00 per day; on the 21 st day rates are paid at \$160 per day retroactive to the first day of service.	Sign in, get payroll forms from Site Office Manager. Turn in at District office.
Tierra Pacifica Charter School	\$90	\$150	\$200 per day, after 20 consecutive days in one classroom, beginning on the 21st consecutive day and retroactive to day 1.	Sign in and get payroll forms from the office manager. Pay period 1st-15th paid on the 26th of that month. Pay period 16th-end of month pay on the 10th of the following month.
<b>**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. 8/15/2025)</b>				