



# Orange County Department of Education

Division of Administrative Services, Human Resources Department

Certificated Substitute Staff Salary Schedule

August 1, 2025

---

## **Substitute Teachers/Substitute Ancillary Staff**

### Day-to-Day Assignments

- Substitute Daily Rate: \$200/day
- Substitute Daily Rate, Probation Authorized\*: \$210/day

### Long-Term Assignments

- Substitute Teacher/Ancillary staff receive the \$245/day rate after thirty (30) consecutive days in the same continuing assignment, retroactive to the first date in that assignment.

### Biannual Payment for Frequent Assignments

- Substitute Teachers/Ancillary staff who serve 45 or more days from July 1 through December 31 in any combination of substitute certificated assignments will receive an additional one-time payment of \$165.
- Substitute Teacher/Ancillary staff who serve 45 or more days from January 1 through June 30 in any combination of substitute certificated assignments will receive an additional one-time payment of \$165.
- Nothing precludes a substitute employee from earning both one-time stipends in any given fiscal/school year. A fiscal/school year runs July 1 through June 30.

## **Classified Employees Substitute Teaching**

A classified employee who will substitute teach must be certified by Human Resources as meeting the assignment qualifications, prior to performing any substitute teaching work. The classified employee will earn an established hourly rate based on Range 1, Step 1 of the T/A-1 salary schedule in effect.

## **Additional Substitute Pay Information**

Part-time employees of the Department may perform substitute service only during non-assigned regular duty hours.

## **Certificated Substitute Assignment Pay Days**

Last working day of the month, except for December, when paid on the first working day in January.

---

*\*Working at a Probation-clearance designated site after passing Probation background review and required site training; and reported accordingly on timesheet.*