



# Orange County Department of Education

Division of Administrative Services, Human Resources Department

Certificated Substitute Staff Salary Schedule

November 1, 2022

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## Substitute Teacher/Substitute Ancillary Staff

- Day to Day Rate: \$190.00
- 30 or More Consecutive Days in Same Assignment: \$245.00

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.

Substitute Teacher/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 \$160. 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 \$160. 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.

A classified employee may substitute teach but must be certified by Human Resources as meeting the qualifications to substitute teach, 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 on July 1st of each school year.

## Additional Substitute Rate Information

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

## Substitute Pay Days

Classified Assignments: 10th of the month. If the 10th falls on a weekend or holiday, the paycheck shall be issued on the preceding workday.

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