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

SUBSTITUTE TEACHERS

COLLEGE CAREER READINESS and/or JUVENILE COURT & COMMUNITY SCHOOLS

Certificated Substitute Teacher
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

Substitute Permit Teacher
Daily Rate: $187.95 per day for 8-hour day
Hourly Rate: $23.49 per hour with a minimum of 2 hours work

CLASSIFIED SUBSTITUTE ASSISTANTS

<table>
<thead>
<tr>
<th>POSITION</th>
<th>HOURLY RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Classroom Assistant</td>
<td>$18.00</td>
</tr>
<tr>
<td>Behavior Intervention Assistant</td>
<td>$19.11</td>
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</tbody>
</table>

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

Revised: 03/06/2023