

**SAN CARLOS SCHOOL DISTRICT  
HOURLY & SUBSTITUTE SALARY SCHEDULE**

**2019-2020**

Effective 11/1/19

<b>Certificated Substitutes</b>		<u>Daily Rate</u>
	Under 4 hours [K-5 & Middle School]	\$85.00
	All Day (4hrs and above) [K-5/Middle School]	\$170.00/\$180.00
	Long Term Rate (20 consecutive days)	\$200.00
	Retired SCSD Certificated Teachers, Retired SCSD Para-Educators (with teaching credential), Currently Employed SCSD Para-Educators (with teaching credential)	\$200.00

<b>Classified Substitutes</b>		<u>Hourly Rate</u>
	Instructional Aide (Rg:22)	\$17.62
	Para-Educator (Rg:24)	\$18.51
	School Secretary (Rg: 33)	\$23.11
	Custodial, Grounds, Maintenance (Rg: 29)	\$20.93
	District Office Staff (Rg.27)	\$19.93
	SMART-E Experienced Substitute	\$17.23
	Licensed Vocational Nurse (Health Para)	\$150.00 per day
<b><i>Classified hourly rates reflect Step A on Classified Salary Schedule</i></b>		

<b>Certificated Hourly</b>		<u>Hourly Rate</u>
	Home Teachers	\$40.00

<b>Classified Hourly</b>		<u>Hourly Rate</u>
	SMART-E Playground Supervisor (same rate as SMART-E substitutes)	\$17.23