

Substitute Salary Schedule Effective 11/10/23

CERTIFICATED TEACHER and COUNSELOR SUBSTITUTE POSITIONS

Full Day (4.0 hours or more)	Part Day (3.99 hours or less)
\$300	\$150

CERTIFICATED SPECIAL EDUCATION TEACHER

Full Day (4.0 hours or more)	Part Day (3.99 hours or less)
\$325	\$162.50

CERTIFICATED TEACHER – TRUSD CERTIFICATED RETIREES

Full Day (4.0 hours or more)	Part Day (3.99 hours or less)
\$429	\$214.50

CERTIFICATED TEACHER and COUNSELOR SUBSTITUTE INCENTIVE

Certificated substitutes who work for Twin Rivers for the specified number of days will receive a bonus. Substitutes must be in actively employed status (i.e. not terminated) at time of payout in order to receive the bonus.

Time Period	Days Worked	Incentive Amount
July 1 – December 31 (paid out on February 10 th)	50 Full Days	\$750
January 1 – June 30 (paid out on August 10 th)	50 Full Days	\$750
Student Academic Calendar (paid out on August 10 th)	140 Full Days	\$1,500

CERTIFICATED SPECIAL ASSIGNMENT SUBSTITUTE POSITIONS

POSITION	Full Day (4.0 hours or more)	Part Day (3.99 hours or less)
Language/Speech/Hearing Specialists	\$355	\$177.50
School Psychologists	\$355	\$177.50
Nurses	\$355	\$177.50
Other Certificated Staff	\$250	\$125.00
HOURLY RATES OF PAY		
Early Childhood Education	\$30/hour	
Adult Education	\$60/hour Direct Student Contact	\$40/hour No Student Contact
Independent Study Instructor	\$60/hour Direct Student Contact	\$40/hour No Student Contact
Hourly (work performed outside the regular instructional day)	\$40/hour	

CLASSIFIED and POLICE SERVICES SUBSTITUTE RATES

Unit Substituting for:	Substitute Salary Rate
Classified (CSEA)	Step 1 of the Board Approved CSEA Salary Schedule for the classification
Classified (CSEA) TRUSD Retirees	Step 5 of the Board Approved CSEA Salary Schedule for the classification
Police Services (TRSPA)	Step 1 of the Board Approved TRSPA Salary Schedule for the classification
Police Services (TRSPA) Retirees	Step 4 of the Board Approved TRSPA Salary Schedule for the classification