

Morgan Hill Unified School District

Substitute Salary Schedule

Table 1:

Substitute Classroom Teachers – Daily Rates	
Daily (fewer than 10 consecutive days)	\$175
Daily half-day	\$100
Long-term* (up to 30 consecutive days)	\$220
Long-term* half-day	\$125
TPSL or full credential (begins on day 30+)	\$275

Full day = 4+ hours Half day = less than 4 hours

* Long term rate of pay is retroactive to day 1 for assignments that are between 11-30 consecutive days.

Substitute employees filling classroom positions identified in Table 1 require a 30-day substitute permit, Career Substitute Permit, Temporary Permit for Statutory Leave, education specialist, single subject or multiple subject credential.

A substitute with a 30-day permit may only fill a vacancy up to 30 instructional days. When a leave is longer than 30 days, to provide the best instructional continuity for students, the District may attempt to fill the vacancy with a fully credentialed teacher on a temporary contract, placing the temporary teacher on the current adopted salary schedule for teachers instead of the above rate in Table 1. The District may also secure a sub with a Temporary Permit for a Statutory Leave (TPSL), allowing the sub to remain in a classroom longer than 30 days.

Table 2:

Substitute Specialized Certificated Services	
Counselor (PPS credential)	Not to exceed \$400/ daily
Nurse (BSN, RN)	
Speech Language Pathologist (certified)	
Induction Provider (NTP-trained)	

Full day = 8+ hours

The positions identified in Table 2 require specialized certification beyond a 30-day sub permit. Attempts will be made to fill all certificated positions with sub based on Table 1. However, when a sub cannot effectively fill a position identified in Table 2, the District may attempt to secure a sub with the appropriate certification to fulfill specialized services at a rate of pay identified in Table 2. If a sub can be secured, the rate of pay shall be determined based on the substitute's years of experience and overall qualifications, not to exceed the rate identified in Table 2.

When the District cannot secure a sub using a rate of pay identified in Table 2, the District will attempt to fill the vacancy with a contracted employee through an approved vendor. The rate of pay for a substitute secured through a vendor shall be specified in the vendor's approved contract for services with the District.

Table 3:

Substitute Classified Employees – Hourly Rates
Subs for all classified positions will be paid at the P hourly rate for the identified range on the current classified salary schedule.

Table 4:

Substitute Administrators – Daily Rates
Subs for administrators will be paid based on years of experience and overall qualifications at a daily rate that does not exceed the per diem equivalent of Step 1 on the current administrative salary schedule for the vacant position. All subs shall have the appropriate qualifications and, for certificated, shall have an Admin Services Credential.

Full day = 8+ hours

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