



**CLASSIFIED SUBSTITUTE
PAY SCHEDULE
2023-2024**

HOURLY SUB RATE

Board Approved: 02.07.2023

Range	Position on Schedule	Long Term	Other
Per Position Classification	Step 1 of Position Working	Step 2 of Position Working	Under emergency or special circumstances, the Superintendent or designee may approve placement up to Step 6 of the position assigned

- Current NUSD classified employees who substitute shall receive their regular hourly compensation. Current NUSD classified employees requested via a Personnel Action to substitute for an employee paid at a higher salary range for more than any five (5) out of fifteen (15) days or five (5) or more consecutive days shall be compensated at the step in the higher range which is at least five percent (5%) above their existing salary (3:5.12b).
- Retired NUSD classified employees who substitute shall receive Step 6 of the position from which they retired or Step 1 of the position of which they are serving as a substitute, whichever is higher
- Per Board Policy 4121: Temporary/Substitute Personnel
- Substitute employees are not eligible for employee health and welfare benefits
- Certificated individuals who substitute in a classified paraeducator position will be paid at the Certificated Daily Substitute Rate, regardless of consecutive days worked (see Certificated Substitute Pay Schedule)