



COTATI-ROHNERT PARK
UNIFIED SCHOOL DISTRICT

Human Resources Department

Substitute Teacher Salary Schedule

Effective July 1, 2024

	Full Day Rate	Half Day Rate
Substitute Teacher Up to 10 days in one classroom	**200.00	100.00
District Retiree, 1-10 days	**200.00	100.00
Long-Term Substitute Teacher 11-20 days	1st 10 days: **200.00 **230.00	1st 10 days: 100.00 Days 11-20: 115.00
District Retiree, 11-20 days	Days 11-20: **250.00	Days 11-20: 125.00
Long-Term Substitute Teacher 21 consecutive days in the same classroom through the end of the assignment	Placed on salary schedule at Step 1 in accordance with units beyond BA. Salary is effective on the 21st day and is not retroactive. Retired teachers substituting in a certificated position may be granted placement at up to 11F after the 21st consecutive day. Step and column placement will be determined on an individual basis.	

Long-term assignments are defined as consecutive days in the same classroom and typically involve developing assignments, grading papers and other duties beyond those performed by a short-term substitute.

If an employee takes an unpaid leave of absence (LOA), a substitute is hired as a temporary teacher and placed on the appropriate step on the salary schedule effective with the date of the unpaid LOA. Fringe benefits for the temporary teacher in the position are paid pursuant to Article 12 in the collective bargaining agreement with the Rohnert Park Cotati Educators Association (RPCEA).

A district retiree is defined as an employee who retired under Article 12.8 of the RPCEA collective bargaining agreement. Employees who resign and meet the service requirements of this article may submit a written request to be paid the retiree rate to Human Resources prior to the first day of service as a substitute.