Book: PCOE Policies
Section: Personnel
Title: Teacher Substitute Pay Rates - Certificated Personnel
Code: 4151.3 Superintendent Regulation
Status: Active
Adopted: October 12, 2016
Last Revised: May 1, 2019

**All Certificated Staff (excluding ECE)**

1. **Substitute Daily Rate**
   $150.00
2. **Substitute Long-Term Daily Rate (after 20 consecutive full time working days)**
   $200.00
   ½ Day Rate (if a substitute in a long-term assignment works only a ½ day)
   $100.00

**Extended School Year (ESY)**

Teachers not regularly employed by PCOE will receive compensation on the basis of $45.00 per hour.

**Early Childhood Education (ECE) Staff:**

1. **Substitute Daily Rate**
   $135.00
2. **Substitute Long-Term Daily Rate (after 20 consecutive full time working days)**
   $160.00
   ½ Day Rate (if a substitute in a long-term assignment works only a ½ day)
   $90.00

Approved: October 12, 2016
Revised: January 1, 2019
Revised: May 1, 2019

On October 4, 2021, SR 3151.3 was renumbered to SR 4151.3