

School Board Raises Pay for Substitutes

January 17, 2025



The Del Norte Unified School District (DNUSD) has voted to increase compensation for substitute teachers. The obscure Trustee decision to raise Pay was passed in either 2021 or 2022 but did not draw any attention until recently.

Superintendent Jeff Harris underscored, "Covid requirements decimated the substitute pool. The issue of lack of subs has been largely addressed although we still do not have as many as we did pre-Covid."

Harris continued, "As far as funding, certificated substitutes for grant or restricted funded activities are paid out of those resources and cannot be used for deferred maintenance. Other certificated substitutes for required employee leaves are typically paid out of the general fund. General funds can be used for maintenance, but subs who are necessary for staff absences are not discretionary."

The pay schedule for substitute teacher is:

- \$190 for substitutes with an Emergency 30 day Substitute Teaching Permit.
- \$250 a day for substitutes with a Clear Teaching Credential who did not retire from the DNUSD.
- District retirees with Clear Credentials who have retired from DNUSD or the Del Norte County Office of Education currently receive the same daily rate that they would receive if they currently worked for the

District. That means the retiree would receive a daily rate between \$250 (at Step C1) and \$544 per diem (with 30 years of service at Step F30.

Trustees adopted these pay ranges 1) to ensure the most highly trained substitutes work with students and 2) to attract an adequate number of qualified substitutes.