

Certificated Teachers
Substitute Salary Schedule - Proposal A
2021-22

Grade Level	Position	Period Measurement	Current Short-Term Daily Rate	Proposed Short-Term Daily Rate	Current Long-Term Daily Rate ⁽¹⁾	Proposed Long-Term Daily Rate ⁽¹⁾
Elementary (Pre-K, TK, K-6)	General Education Teacher	Full Day	\$ 115.00	\$ 135.00	\$ 203.64	\$ 220.00
	Individualized Instructional Center (IIC) Teacher	Full Day	\$ 115.00	\$ 135.00	\$ 203.64	\$ 220.00
	Special Day Class (SDC) Teacher	Full Day	\$ 125.00	\$ 150.00	\$ 203.64	\$ 220.00
	PBV Retiree	Full Day	\$ 125.00	\$ 150.00	\$ 203.64	\$ 220.00

Grade Level	Position	Period Measurement	Current Short-Term Daily Rate	Proposed Short-Term Daily Rate	Current Long-Term Daily Rate ⁽¹⁾	Proposed Long-Term Daily Rate ⁽¹⁾
Junior High (7-8)	General Education Teacher	Full Day (8 periods)	\$ 125.00	\$ 155.00	\$ 203.64	\$ 220.00
	Individualized Instructional Center (IIC) Teacher	Full Day (8 periods)	\$ 125.00	\$ 155.00	\$ 203.64	\$ 220.00
	Special Day Class (SDC) Teacher	Full Day (8 periods)	\$ 125.00	\$ 170.00	\$ 203.64	\$ 220.00
	PBV Retiree	Full Day (8 periods)	\$ 125.00	\$ 170.00	\$ 203.64	\$ 220.00

⁽¹⁾ Long-Term Daily Rate begins on 21st consecutive day and is paid retroactively to first day worked

Certificated Teachers
Substitute Salary Schedule - Proposal B
2021-22

Grade Level	Position	Period Measurement	Current Short-Term Daily Rate	Proposed Short-Term Daily Rate	Current Long-Term Daily Rate ⁽¹⁾	Proposed Long-Term Daily Rate ⁽¹⁾
Elementary (Pre-K, TK, K-6)	General Education Teacher	Full Day	\$ 115.00	\$ 130.00	\$ 203.64	\$ 215.00
	Individualized Instructional Center (IIC) Teacher	Full Day	\$ 115.00	\$ 130.00	\$ 203.64	\$ 215.00
	Special Day Class (SDC) Teacher	Full Day	\$ 125.00	\$ 145.00	\$ 203.64	\$ 215.00
	PBV Retiree	Full Day	\$ 125.00	\$ 145.00	\$ 203.64	\$ 215.00

Grade Level	Position	Period Measurement	Current Short-Term Daily Rate	Proposed Short-Term Daily Rate	Current Long-Term Daily Rate ⁽¹⁾	Proposed Long-Term Daily Rate ⁽¹⁾
Junior High (7-8)	General Education Teacher	Full Day (8 periods)	\$ 125.00	\$ 150.00	\$ 203.64	\$ 215.00
	Individualized Instructional Center (IIC) Teacher	Full Day (8 periods)	\$ 125.00	\$ 150.00	\$ 203.64	\$ 215.00
	Special Day Class (SDC) Teacher	Full Day (8 periods)	\$ 125.00	\$ 165.00	\$ 203.64	\$ 215.00
	PBV Retiree	Full Day (8 periods)	\$ 125.00	\$ 165.00	\$ 203.64	\$ 215.00

⁽¹⁾ For days worked effective 10/1/21- 7/30/22, Long-Term Daily Rate begins on **11th** consecutive day and is paid retroactively to the first day worked in the same assignment

**KERN COUNTY SUPERINTENDENT OF SCHOOLS
DISTRICT SUBSTITUTE RATES
2021-2022**

ELEMENTARY DISTRICTS:				
District ID#	District Name:	Daily/Hourly Rate:	Long Term Rate:	Long Term Sub Rate Begins
01	Arvin Union	\$160/day	\$175/day	After 20th day
04	Bakersfield City	General Education \$130 (Elementary); \$150 (Middle/Jr. High) Special Education and Retired Teachers \$145 (Elementary); \$165 (Middle/Jr. High)	\$215/day	After 20th Day
06	Beardsley	\$115/day	\$260.00/day	21st day
08	Belridge	Not Provided-Contact District	Not Provided-Contact District	Not Provided-Contact District
09	Blake	\$150	\$150.00	Not Provided-Contact District
12	Buttonwillow Union	\$135	\$160/\$220	Day 28 \$160; Day 28 in same class \$220
13	Caliente Union	\$125 (living outside zip code 93518) \$100 (living within zip code 93518)	\$125 (living outside zip) \$100 (living within zip)	Contact District
16	Delano Union	\$140/day	\$200/day Non-Credentialed \$235/day Credentialed	After 21st Consecutive day in same assignment
18	Di Giorgio	\$125/day; \$150/day after day 15	Step 1 Column 1 Salary Schedule	After 20 days same classroom
20	Edison	\$130/day	\$220/day	16th Day
22	Elk Hills	\$130/day	\$160/day	After day 29
25	Fairfax	\$120 Elementary; \$130 junior-high	\$160 Permit \$230 Credential	After 20 Consecutive days
27	Fruitvale	\$126/day	\$160/day	Immediately if leave is predetermined to be more than 20 days
29	General Shafter	\$125/day	\$150/day	30 consecutive days
32	Greenfield Union	\$150/day	\$250/day	On 16th day of service (not retroactive)
38	Kernville Union	\$160/day	\$200/day	After the first 30 days
40	Lakeside Union	\$150/day	\$225/day	After 20 Consecutive days
41	Lamont	\$145-\$155/day Credentialed Step 1 of Sal Schedule by units	\$200/day	After 20th consecutive day
43	Linns Valley-Poso Flat Union	\$120	\$160	On Day 31
44	Lost Hills Union	Not Provided-Contact District	Not Provided-Contact District	Not Provided-Contact District
46	Maple	\$125-145/day	\$200.00/day	After 20 Days
50	McKittrick	\$160/day	N/A	N/A
52	Midway	\$130/day	\$160/day	21st day
54	Norris	\$120/day	\$178.03/day	Approval of Contract 21 or more days
56	Panama-Buena Vista Union	\$115/day General Ed \$125/day Sp. Ed and Jr. High	\$203.64/day	21st day of instruction
58	Pond	Not Provided-Contact District	Not Provided-Contact District	Not Provided-Contact District
62	Richland	\$150/day	\$259.11/day	After 20 consecutive days
64	Rio Bravo-Greeley Union	\$120/day	\$249.32/day	After 20th consecutive day, Step 1 Column 1 of the Certificated Salary Sched.
66	Rosedale Union	\$120/day	\$212/day	On 21st day
68	Semitropic	Not Provided-Contact District	Not Provided-Contact District	Not Provided-Contact District
72	South Fork Union	\$150/day	\$160/day	After 30 Days
73	Standard	\$115/day Elem; \$125 Middle School/Spec.Ed. \$125 Certificated Retiree	\$200/day	21st day
74	Taft City	\$150/day	\$200/day	After the 20th consecutive day in the position
75	Vineland	\$150/day	\$175/day	After 21 days
77	Wasco Union	\$125/day (\$200 after 20 days)	\$266.52/day	After 20 consecutive days
HIGH SCHOOL DISTRICTS:				
81	Delano Joint Union	\$135/day or \$105/ Minimum or Modified	\$150/day	On the 21st day
83	Kern High	\$30/period Updated rate: \$35/period	\$230/day	15th day of assignment. Retro to first day of assignment
76	Taft Union	Not Provided-Contact District	Not Provided-Contact District	Not Provided-Contact District
85	Wasco Union	\$150/day	\$50 Dollar Stipend	20 Consecutive Days
UNIFIED SCHOOL DISTRICTS:				
88	El Tejon	\$110	\$150	After 21 day same classroom. Retro to 1st day in assignment.
91	Maricopa	\$150/day	\$200/day	After 20th day
89	McFarland	\$130	\$145	After 5th consecutive day
90	Mojave	\$150	\$200	More than 20 consecutive days for the same teacher. Pay rate begins on the 21st day.
92	Muroc	\$160/day	\$190/day	30th Day
95	Sierra Sands	\$129/day	\$165/day \$210/day (Retirees)	11th Consecutive day.
93	Southern Kern	\$150 Elem; \$175 Secondary;	\$160 Elem; \$185 Secondary;	After 10th Consecutive Day
94	Tehachapi	\$160/day	\$160/day	
County Office of Education				
	Kern County Supt. of Schools	\$150/day \$21.43/hour	\$269.71/day-Teacher \$38.53/hour & \$288.99/day -Itinerant \$38.53/hour	21st day - Placed on Column A, Step 1