



ELK GROVE UNIFIED SCHOOL DISTRICT

Certificated Substitute Compensation Rates Day-to-Day and Long-Term Substitutes Rates

Certificated Substitute Compensation Rates	Daily		Long Term*	
	Full Day	Half Day	Full Day	Half Day
<i>Full Day/Half Day</i>				
General Education	\$210	\$105	\$250	\$125
Special Education	\$280	\$140	\$300	\$150
EGUSD Contracted Teachers/Counselors	\$350	\$175	\$350	\$175
EGUSD Retired Teachers/Counselors	\$350	\$175	\$350	\$175

*Serving in the same position for more than 5 consecutive days (planning and grading responsibilities shift to the long term sub).

Half-Day Assignments:

A half day assignment is 3.75 hours or less for an Elementary School Site (Grades PreK-6) and (3) three periods or (2) two blocks for Secondary School Site (Grades 7-12).

Incentive Pay:

For dedicated substitutes who work (60) sixty days during the period of July 1st through December 31st and/or (60) sixty days for the period of January 1st through June 30th, substitutes will receive a one-time payment of \$750.00 not to exceed \$1,500.00 in one school year. Days cannot be carried from one measurement period to the next.

Pay Period:

The pay period is from the 16th of a month to the 15th of the following month. Payroll will mail your check to your mailing address on or before the 10th or 17th of the following month.

Sick Leave:

Upon (90) ninety days of employment and (30) thirty days of service, non-contracted employees will accrue (1) one hour of sick leave for every (30) thirty hours of service. The maximum sick leave that can be accrued is 80 hours and a sub can only use (if accrued) no more than (5) five days or 40 hours of sick leave per school year.

Affordable Care Act:

Non-contracted employees who work 1,440 hours or more in a (12) twelve-month period, beginning with the second pay period following their hire date will be offered the opportunity to enroll in health benefits. Eligible employees meeting the required hours will be notified within (90) ninety days.

Emergency 30-Day Substitute Teaching Permit Holders:

May only substitute for (20) twenty days in the same Special Education classroom & (30) thirty days in a General Education classroom per school year.

Additional Notes:

After acceptance of a job in Smart Find Express, and upon arrival at a school site, if it is determined the job is no longer available, and no other jobs are available in Smart Find Express, employees will receive half-day pay.

Alternative Programs Certificated Compensation Rates Hourly Rates

*Hourly rates apply to the programs below **ONLY***

Alternative Programs	Expanded Learning	Attendance & Credit Recovery**	Summer Learning/ Intersession	Home Hospital**
General Education	\$28	\$33.33*	\$33.33*	\$33.33*
Special Education	\$28	\$33.33*	\$40 (ESY)*	\$40*
EGUSD Retired Teachers/Counselors	\$46.67	\$46.67*	\$46.67*	\$46.67*

*Planning and grading responsibilities required, therefore the Long Term Sub rate was used as the basis for the hourly rate

**Requires full credential (not 30-day emergency permit)

Expanded Learning:

Expanded Learning includes ExL programs operating outside of the school day which may include before school, after school, fall/winter/spring camps, or Saturday sessions.

Attendance or Credit Recovery:

These programs, offered outside of the school day, require standards-aligned instruction and/or grading by a fully credentialed teacher.

Summer Learning/Intersession:

Summer programs operate between school years (June, July, and/or August) while students are out of school. Intersession programs operate on year-round campuses to serve students who are out of school while they are off track. Extended School Year (ESY) is a summer program offered to students with disabilities who are eligible for special education services while they are out of school as determined by the IEP team.

Credit Recovery: Fully credentialed certificated non-contracted EGUSD employee will serve as the teacher of record in this role (High School only)

Home Hospital:

This program is available for students who require instruction in a home and/or hospital setting out of medical necessity and requires a fully credentialed teacher of record.
Special Education rates will apply if implementing IEP supports

Basis for Alternative Programs Rate Calculation:

General Education Full Day Substitute Rate \$210 divided by 7.5 hours = \$28

Long Term General Education Full Day Substitute Rate \$250 divided by 7.5 hours = \$33.33

Long Term Special Education Full Day Substitute Rate \$300 divided by 7.5 hours = \$40

EGUSD Retired Teachers/ Counselor Daily Substitute Rate \$350 divided by 7.5 hours = \$46.67

Board Approved 09/01/2026