

Panama-Buena Vista Union School District

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SUBSTITUTE SALARY SCHEDULES 2019-20

Effective: January 1, 2020

Board Adopted: December 10, 2019

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**Certificated Teachers
Substitute Salary Schedule
2019-20**

Position	Rate	Unit of Measurement
Certificated Teacher Extra Duty	\$ 36.28	Hour

Position	Period Measurement	% of Day	Short-Term Daily Rate	Long-Term Daily Rate ⁽¹⁾
Elementary Teacher	full day (51-100%)	100%	\$ 115.00	\$ 203.64
	1/2 day (1-50%)	50%	\$ 57.50	\$ 101.82
Special Education Teacher	full day (51-100%)	100%	\$ 125.00	\$ 203.64
	1/2 day (1-50%)	50%	\$ 62.50	\$ 101.82
Junior High Teacher	full day (8 periods)	100%	\$ 125.00	\$ 203.64
	1/2 day (4 periods)	50%	\$ 62.50	\$ 101.82
Retirees - PBV	full day (51-100%)	100%	\$ 125.00	\$ 203.64
	1/2 day (1-50%)	50%	\$ 62.50	\$ 101.82

⁽¹⁾ Long-term rate begins on 21st day

**Other P-BVTA Positions
Substitute Salary Schedule
2019-20**

Job Title	Job Class	Daily Rate
Intervention Counselor	1206	\$ 408.10
Nurse	2206	\$ 369.07
Speech Pathologist	2220	\$ 415.52
Speech Specialist	2223	\$ 391.30
STEAM Counselor	1208	\$ 408.10

Confidential Classified Exempt

**Substitute Salary Schedule
2019-20**

Job Title	Job Class	Grade	Daily Rate
Accounting Manager	3133	7	\$ 305.29
Contracts Specialist	3501	5	\$ 262.60
Coordinator - HSRM	3136	7	\$ 305.29
Database Administrator	3376	7	\$ 305.29
Energy Manager	3152	8	\$ 329.08
Facilities Project Manager	3161	8	\$ 329.08
Facility Operations Supervisor	3153	4	\$ 243.46
Fiscal Services Coordinator	3140	9	\$ 354.64
Fleet Supervisor	3156	4	\$ 243.46
Human Resource Manager	3135	7	\$ 305.29
Landscape & Grounds Supervisor	3159	4	\$ 243.46
Maintenance Supervisor	3154	5	\$ 262.60
Maintenance, Operations & Grounds Manager	3137	8	\$ 329.08
Mental Health Clinician	4771	8	\$ 329.08
Mental Health Supervisor	4770	9	\$ 354.64
Network Analyst Senior	3377	6	\$ 291.67
Nutrition Services Manager	3151	7	\$ 305.29
Occupational Therapist	4750	N/A	\$ 390.63
Payroll Supervisor	3155	5	\$ 262.60

Confidential Classified Hourly**Substitute Salary Schedule
2019-20**

Job Title	Job Class	Grade	Hourly Rate
Account Clerk Senior - 11 Month	3337	C7	\$ 22.59
Account Clerk Senior - 12 Month	3334	C7	\$ 22.59
Accounting Clerk	3336	C6	\$ 20.91
Accounting Technician	3338	1	\$ 24.40
Admin Secretary - 11 Month	3460	C6	\$ 20.91
Admin Secretary - 12 Month	3454	C6	\$ 20.91
Admin Secretary 2 - 11 Month	3453	C7	\$ 22.59
Admin Secretary 2 - 12 Month	3459	C7	\$ 22.59
Admin Secretary Senior	3461	2	\$ 26.34
Administrative Assistant	3452	1	\$ 24.40
Administrative Clerk - 11 Month	3315	C5	\$ 19.35
Administrative Clerk - 12 Month	3309	C5	\$ 19.35
Buyer	3354	1	\$ 24.40
Campus Safety Supervisor	3157	3	\$ 28.43
Certified Driver Instructor	3405	1	\$ 24.40
Dispatcher	3402	C7	\$ 22.59
District Translator	3458	C6	\$ 20.91
Document Publishing Specialist	3355	C5	\$ 19.35
Document Publishing Specialist Senior	3356	C6	\$ 20.91
Executive Assistant	3451	3	\$ 28.43
HR Assistant	3312	C6	\$ 20.91
HR Assistant Senior - 11 Month	3313	C7	\$ 22.59
HR Technician	3318	1	\$ 24.40
HSRM Assistant	3323	C6	\$ 20.91
IT User Support Technician	3382	1	\$ 24.40
Network Analyst	3383	2	\$ 26.34
Receptionist - District	3311	C5	\$ 19.35
Staff Accountant	3339	3	\$ 28.43
Student Information System Specialist	3380	C7	\$ 22.59
Transportation Planner	3406	1	\$ 24.40

Teamsters Local No. 87 (Unit A)

**Substitute Salary Schedule
2019-20**

Job Title	Job Class	Grade	Hourly Rate
Bus Driver	3411	32	\$ 18.49
Bus Driver - Expanded Services	3415	32	\$ 18.49
Computer Technician	3381	43	\$ 21.93
Custodian	3391	26	\$ 16.76
Groundskeeper	3397	30	\$ 17.91
Head Custodian	3390	33	\$ 18.78
Lead Maintenance Technician	3158	61	\$ 29.32
Lead Warehouse Specialist	3366	33	\$ 18.78
Maintenance Technician 1	3394	33	\$ 18.78
Maintenance Technician 2	3395	41	\$ 21.26
Maintenance Technician 3	3396	59	\$ 28.42
Service Worker	3401	36	\$ 19.67
Transporter	3412	19	\$ 14.73
Warehouse Specialist	3365	31	\$ 18.20

CSEA Panama-Buena Vista Chapter #649 (Unit B)

**Substitute Salary Schedule
2019-20**

Job Title	Job Class	Grade	Hourly Rate
ACES Admin Asst/Program Mentor	3317	33	\$ 18.74
ACES Lead	3332	11	\$ 13.00
ACES Manager	3333	17	\$ 14.12
Admin Assistant - MOG	3320	33	\$ 18.74
Behavior Intervention Aide	4704	23	\$ 15.85
Cafeteria General Helper	3347	14	\$ 13.26
Cafeteria Manager	3345	25	\$ 16.43
Career Specialist - Art	4420	66	\$ 26.69
Cook Baker	3346	16	\$ 13.83
Curriculum Lab Clerk	3300	17	\$ 14.12
Day Care Manager w/o Permit	3330	17	\$ 14.12
Early Start Instructional Assistant	4706	24	\$ 16.14
Educational Materials Clerk	3322	30	\$ 17.87
Instruction/Intervention Aide	4403	10	\$ 13.00
Library Media Clerk	3303	23	\$ 15.85
Licensed Health Services Technician	4411	29	\$ 17.58
Noontime Assistant (2 Hour)	3421	9	\$ 13.00
Para-Educator 1	4701	15	\$ 13.55
Para-Educator 2	4702	17	\$ 14.12
Paraprofessional 3	4703	21	\$ 15.28
Pre-K Associate Instructional Aide	3340	15	\$ 13.55
Pre-K Instructor/Site Supervisor	3341	50	\$ 23.63
Pre-Kindergarten Aide	3342	10	\$ 13.00
School Aide	4416	10	\$ 13.00
School Secretary	3455	30	\$ 17.87
School/Site Clerk Elementary	3305	23	\$ 15.85
School/Site Clerk Secondary	3306	23	\$ 15.85
SEI Instructional Aide	4404	15	\$ 13.55
Site Clerk - 11 Month	3307	23	\$ 15.85
Site Clerk - 12 Month	3308	23	\$ 15.85
Special Education Health Aide	4705	17	\$ 14.12
Supervision Aide	3331	11	\$ 13.00
Technology Media Clerk	3321	23	\$ 15.85
Transportation Aide	4412	15	\$ 13.55
Yard Aide (5 Hour)	3420	10	\$ 13.00