

ONTARIO MONTCLAIR SCHOOL DISTRICT

SUBSTITUTE PAY SCHEDULE

Effective: January 1, 2026

Board Approved: December 11, 2025

CLASSIFIED SUBSTITUTES	
Range I	\$18.50 per hour
AVID Tutor	
Range II	Step I per hour
Classified Administrator/Confidential Employee	
Range III	Position Range Step A hourly
Classified Position	
Range IV-Hard-to-Fill:	Position Range Step B hourly
Instructional Assistants-Behavior Intervention, Instructional Assistants-Learning Needs, Instructional Assistants-Preschool Inclusion, Early Childhood Education Assistant, Licensed Vocational Nurse, and Special Needs Programs Assistants	
CERTIFICATED SUBSTITUTES	
Range I:	
Certificated Position 1-20 days absent	\$180.00 per diem
Preschool Teacher 1-20 days absent	\$26.66 per diem
Substitute Teacher-Afterschool/Summer rate	\$32.59 per diem
Loyalty incentive to be paid every 50 days worked (all substitute teachers), Upwards of three times per academic year	\$1,500 stipend
Range II: Long Term Substitute and Residential Substitute Teacher	
Certificated Position 21+ days absent (Retro to day 1)	\$220.00 per diem
Residential Substitute Teacher	\$220.00 per diem
Preschool Permit Teacher 21+ days absent (Retro to day 1)	\$32.59 per diem
Range III:	
Certificated Administrator	\$440.00 per diem
Range IV:	
Resident Teacher (Claremont Graduate University Partnership earned annually)	\$35,000 Stipend
Note: Each such participant is solely responsible for all tax consequences of accepting the incentive.	