

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.		