

Substitute Teaching

Pay Scale

The pay rate for a substitute is based on their highest level of completed education.

- The pay rate is \$150.00 per day for substitutes who have a valid registered nurse license and are substituting for a campus nurse or nurse assistant.
- The pay rate is \$110.00 per day for substitutes with a valid teaching certificate (Texas or out-of-state), speech pathologist license or a cosmetology instructor license.
- The pay rate is \$100.00 per day for substitutes with a bachelor's degree or higher.
- The pay rate for substitutes that meet the minimum requirement to substitute (high school diploma or equivalent) is \$90.00 per day.

The daily rate is for an eight-hour job. The pay rate for a half-day job (four hours) is half the substitute's daily rate.

A long term substitute assignment is defined as twenty (20) or more consecutive days for the same employee.

- The long term pay rate is \$165 per day for substitutes who have a valid registered nurse license and are substituting for a campus nurse or nurse assistant.
- The long term pay rate is \$125 per day for substitutes with a valid teaching certificate (Texas or out-of-state), speech pathologist license or cosmetology instructor license.
- The long term pay rate is \$115 per day for substitutes with a bachelor's degree or higher.
- The long term pay rate is \$105 per day for substitutes who meet the minimum requirement to substitute (high school diploma or equivalent).

Pay Schedule

Substitutes will be paid twice a month. Paydays will be on the 15th and last day of each month. Paychecks will be mailed to the substitute.

Substitutes who work assignments during the 1st through the 15th of the month will be paid on the last day of the month. Substitutes that work assignments during the 16th through the last day of the month will be paid on the 15th of the following month.

Substitutes may sign up for direct deposit. Direct deposit statements will be emailed to the substitute's district email account. Paychecks and statements may be viewed through [Employee Self Service](#).

If a payday falls on a Saturday or Sunday, the preceding Friday will be considered the payday. Only one check may be sent in November and December due to the Thanksgiving and Winter Breaks.