

**2018-2019 Substitute Pay Plan**  
Spring Branch ISD

Position	Certification/Degree/License	Pay Rate or Amount Per Day		
		Up to 20 Days	21 - 40 Days Same Assignment*	41+ Days Same Assignment*
<b>Teacher</b>				
	Certified	\$100.00	\$125.00	\$145.00
	Degreed, Non-Certified	\$90.00	\$110.00	\$135.00
	Non-Degreed	\$85.00	\$95.00	\$125.00
*Critical Shortage Area Teacher Substitutes will receive \$10.00 extra per day in the above categories. Critical Shortage Areas will be determined by the Human Resources Department based on the current needs of the district. The Substitute Office will maintain the list of critical needs positions.				
<b>Nurse</b>				
	Registered Nurse	\$150.00	\$165.00	\$195.00
	Registered Nurse for Medically Fragile	\$165.00	\$180.00	\$210.00
	Licensed Vocational Nurse	\$100.00	\$125.00	\$145.00
**Same assignment" above is defined as substituting for the same teacher or nurse, on the same campus, for the entire period.				
<b>Administrative</b>		<b>Pay Rate or Amount Per Day</b>		
	Principal (K-12)	\$350.00 Per Day		
	Assistant Principal	\$300.00 Per Day		
<b>Other Professional</b>				
	Counselor/Diagnostician/LSSP	\$200.00 Per Day		
	Homebound Teacher	\$25.00 Per Hour		
<b>Paraprofessional</b>				
	Administrative Assistant	\$85.00 Per Day		
	ADA Clerk	\$85.00 Per Day		
	Registrar Secretary	\$85.00 Per Day		
	Clerical	\$70.00 Per Day		
	Teacher Assistant	\$70.00 Per Day		
	Critical Shortage Area Teacher Assist	\$80.00 Per Day	Up to 20 days	
	Critical Shortage Area Teacher Assist	\$90.00 Per Day	21-40 consecutive days - same assignment*	
	Critical Shortage Area Teacher Assist	\$100.00 Per Day	41+ consecutive days - same assignment*	
<b>Auxiliary</b>				
	Bus Driver	\$15.31-19.14 Per Hour		
	Bus Assistant	\$7.25 Per Hour		
	Crossing Guards	\$8.00 Per Hour		