

2019-2020 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*
Teacher				
	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.				
Nurse				
	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.				
Administrative		Pay Rate or Amount Per Day		
	Principal (K-12)	\$350.00 Per Day		
	Assistant Principal	\$300.00 Per Day		
Other Professional				
	Counselor/Diagnostician/LSSP	\$200.00 Per Day		
	Homebound Teacher	\$25.00 Per Hour (Not eligible for long term substitute pay.)		
Paraprofessional				
	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*	
Auxiliary				
	Bus Driver	\$15.31-19.14 Per Hour		
	Bus Assistant	\$7.25 Per Hour		
	Crossing Guards	\$8.00 Per Hour		