

2020-2021 Substitute Pay Plan
Spring Branch ISD

Position	Certification/Degree/License	Pay Rate or Amount Per Day		
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		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	\$17.00-\$21.13 Per Hour
Bus Assistant	\$10.00-Up Per Hour (maxing with experience based on comp plan)
Crossing Guards	\$8.00 Per Hour