

Substituting for Friendswood I.S.D.

Campus:	Report Times:	Phone	Sub Contact/Email
Cline Elementary (K-3)	7:15AM or 11:25AM	281-482-1201	Emilee Hobbs ehobbs@fisdk12.net
Westwood Elementary (K-2)	7:25AM or 11:25AM	281-482-3341	Lori Kreiter lkreiter@fisdk12.net
Bales Intermediate (3-5)	7:15AM or 11:25AM	281-482-8255	Marilyn Harkness mharkness@fisdk12.net
Windsong Intermediate (3-5)	7:30AM or 11:45AM	281-482-0111	Angela Pitman apitman@fisdk12.net
Friendswood Jr. High (6-8)	8:00AM or 12:00PM	281-996-6200	Kelly Harris kharris@fisdk12.net
Friendswood High (9-12)	8:00AM or 11:30AM	281-482-3413	Gayle Campos gcampos@fisdk12.net
Transition Center (SPED)	8:00AM or 12:00PM	281-996-6668	Gayle Campos gcampos@fisdk12.net

Reporting Procedures:

Report to the front office at the report time listed above to receive further instruction regarding your assignment and receive your door access card. DOOR ACCESS CARDS MUST BE RETURNED AT THE END OF EACH DAY. You are required to sign in every day that you work, including long term assignments.

Cancellation of an assignment:

If you must cancel an assignment, please do so with **at least** 24 hours notice. Excessive cancellations without proper notice could result in you being disabled as a substitute. You must submit your request via email to the Substitute Specialist, Hope Coburn at hcoburn@fisdk12.net, as well as the campus sub contact listed above.

Payments for Service:

Teachers:	Certified teacher:	\$90/day as a substitute teacher
	Not certified but degreed:	\$85/day as a substitute teacher
	Not-degreed with 60 college hrs:	\$75/day as a substitute teacher
	SPED-QUEST/ECSE* Teachers	\$110/day as a substitute teacher
Nurses:	RN or LVN	\$120/day as a substitute nurse \$60/half-day as a substitute nurse
Security Monitor:		\$85/day as substitute security monitor
	Certified substitutes:	\$90/day as substitute security monitor
Aide, Secretary/Clerk:		\$60/day as a substitute paraprofessional
	Not-degreed with less than 60 hours	\$60/day as a substitute paraprofessional
QUEST* aide:		\$75/day as a substitute paraprofessional for this class

**Some QUEST assignments are located at the FISD Transition Center located at 402 Laurel Drive. Please pay close attention to the location when accepting a QUEST assignment.*

Long Term Assignment: Certified Teachers and RNs with Bachelor's Degree \$130/day, starting on the 11th day of assignment; Degreed/not Certified \$100/day, starting on the 11th day of assignment. There is no long term pay adjustment for non-degreed subs or when substituting as a paraprofessional.

Administrators/Counselors: Used in long term absences for school administrators/counselors. Daily rates vary from \$200 to \$325, depending on experience and certification.

Pay Schedule:

Days worked	1st to 15th	-paid on 5th of the following month
Days worked	16th to 31st	-paid on 20th of the following month

Direct Deposit: Your 1st check will be a real check mailed to you. Your 2nd check will be deposited electronically and you will be able to access your pay information online through Skyward Finance. Paycheck questions should be directed to Linda Haddock lhaddock@fisdk12.net.

Paycheck deduction: 457(b) FICA Alternative Plan - You will see a FICA ALT deduction on your paycheck. This is a required pre-tax contribution of 7.5% to a retirement account in place of Social Security deductions. If you have questions contact Kimberly Kempken - kkempken@fisdk12.net.

ID BADGES:

Substitutes MUST wear their ID badge at all times when on campus. Temporary door key access cards will be issued to you daily and must be returned at the end of each day. Substitutes will be charged \$8.00 for lost ID cards or door card key access cards and \$1.00 for lanyards and plastic cases. For security reasons, lost or stolen ID badges must be reported to your campus principal/supervisor **and** the HR Department immediately, and failure to do so may result in disciplinary action. In addition, failure to wear your ID badge at all times may result in disciplinary action. Substitutes must return their ID badges upon termination with FISD.