

**Substitute Pay Plan - Adjustments for 2021-2022 School Year**

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*
<b>Teacher</b>				
	Certified	\$120.00	\$150.00	\$170.00
	Degreed, Non-Certified	\$110.00	\$135.00	\$160.00
	Non-Degreed	\$105.00	\$120.00	\$150.00

NOTE: ESSER Designated Teacher Substitutes will receive an additional \$30 per day on listed rates. Contact sub office for details.

\*\*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.

\*\*\*ESSER and other Federal Funding sources may be utilized for substitute pay in certain instances based on identified needs.

<b>Nurse</b>				
	Registered Nurse	\$160.00	\$175.00	\$205.00
	Registered Nurse for Medically Fragile	\$175.00	\$190.00	\$220.00
	Licensed Vocational Nurse	\$110.00	\$135.00	\$155.00

<b>Administrative</b>		<b>Pay Rate or Amount Per Day</b>		
	Principal (K-12)	\$375.00 Per Day		
	Assistant Principal	\$325.00 Per Day		

<b>Other Professional</b>				
	Counselor/Diagnostician/LSSP	\$210.00 Per Day		
	Homebound Teacher	\$35.00 Per Hour	(Not eligible for long term substitute pay.)	

<b>Paraprofessional</b>				
	Administrative Assistant	\$90.00 Per Day		
	ADA Clerk	\$90.00 Per Day		
	Registrar Secretary	\$90.00 Per Day		
	Clerical	\$75.00 Per Day		
	Teacher Assistant	\$80.00 Per Day		
	Critical Shortage Area Teacher Assist	\$90.00 Per Day	Up to 20 days	
	Critical Shortage Area Teacher Assist	\$100.00 Per Day	21-40 consecutive days - same assignment*	
	Critical Shortage Area Teacher Assist	\$110.00 Per Day	41+ consecutive days - same assignment*	

<b>Auxiliary</b>				
	Bus Driver	\$18.25-\$21.50 Per Hour		
	Bus Assistant	\$12.75-Up Per Hour		
	Crossing Guards	\$11.25 Per Hour		
	Police Dispatcher (Telecom Operator)	\$23.61 Per Hour		

\*"Same assignment" above is defined as substituting for the same teacher, nurse or critical shortage area teacher assistant, on the same campus, for the entire period.