

2022-2023 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	\$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.

Nurse				
	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

**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)	\$375.00 Per Day
Assistant Principal	\$325.00 Per Day

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

Paraprofessional		
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*

Auxiliary		
Bus Driver	\$20.00-\$23.25 Per Hour	
Bus Assistant	\$12.75-Up Per Hour	
Crossing Guards	\$11.25 Per Hour	
Police Dispatcher (Telecom Operator)	\$23.61 Per Hour	
Production Assistant (CNS)	\$11.25 Per Hour	