

## 2023-2024 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*
<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
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.				
<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
**Same assignment" above is defined as substituting for the same teacher or nurse, on the same campus, for the entire period.				
<b>Administrative</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	\$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		