



2023-2024 SUBSTITUTE PAY RATES

	<u>TX Certified</u>	<u>Degreed (Bachelor's or higher)</u>	<u>Non-Degreed</u>
1-10 days	\$100	\$90	\$80
11-20 days	\$125	\$110	\$90
21 + days	\$150	\$120	

The rate of pay for substitute teachers is established and approved by the Board of Trustees. The rate of pay is as follows:

- Substitute teachers who are Texas certified are paid at a rate of \$100.00 per day. For long-term assignments (defined above), the substitute teacher's daily rate of pay will increase to \$125.00 beginning on the 11th consecutive day of the assignment. On the 21st consecutive workday and each consecutive day thereafter for the same assignment, the daily rate will be \$150.00 per day.
- Substitute teachers who are Degreed but not certified to teach in Texas will receive \$90.00 per day. On the 11th consecutive day of a long-term assignment (defined above), the pay will increase to \$110.00 per day. On the 21st consecutive workday and each consecutive day thereafter for the same assignment, the daily rate will be \$120.00.
- Substitute teachers who are Non-Degreed (less than a Bachelor's degree) with a minimum of sixty (60) semester college hours will be paid \$80.00 per day. For a long-term assignment, the pay will increase to \$90.00 per day beginning on the 11th consecutive day of the assignment.
- Paraprofessional substitutes will be paid \$77.50 per day. On the 11th consecutive day of the long-term assignment, the daily rate will increase to the minimum daily rate of the pay grade for the position employed.
- Substitute teachers who accept a job as a PEARS/BSI/PPCD teacher will receive \$100 per day. If you substitute as a PEARS/BSI/PPCD aide you will receive \$100.00 per day.

Substitute pay is subject to the length of time the employee is absent. Substitute teachers who are required to be on duty for more than 4.50 hours within the scheduled school day will be paid for the full day. Those who are required to be on duty up to or less than 4.50 hours will be paid for one-half (½) day.

When the substitute teacher's educational/certification status has changed, it is the responsibility of the substitute to provide proof of the change. The pay rate change will be effective on the first day of the following pay period after the proof has been received. For example, if a non-degreed substitute teacher obtains his/her degree and/or certification, an official transcript and/or copy of certification from the SBEC website will need to be submitted to the Human Resource Services office as soon as possible. It is the substitute teacher's responsibility to update their certificate before it expires.