

SUBSTITUTE PAY SCALE 2025-2026

Approved by BOT:

Pay Grade	Paraprofessional	Daily Rate	Long Term Rate
P1	Office Staff & Aides (w/o College)	\$75.00 9.38 / HR	\$85.00 10.63 / HR
P2	Office Staff & Aides (w/30 + college hours)	\$90.00 11.25/ HR	\$100.00 12.50 / HR
	Teacher	Daily Rate	Long Term Rate
T1	Associates Degree	\$95.00 12.67 / HR	\$105.00 Daily
T2	Bachelor or Higher	\$100.00 13.34 / HR	\$110.00 Daily
T3	Certified (out of State)	\$105.00 14.00 / HR	\$115.00 Daily
T4	Certified (Texas)	\$125.00 16.67 / HR	\$135.00 Daily
	Clinical	Daily Rate	Long Term Rate
C1	LVN	\$100.00 13.34 / HR	\$110.00
C2	RN	\$115.00 15.34 / HR	\$125.00