

Section 2: Substitute Pay Schedule

2025-2026 SUBSTITUTE PAY SCHEDULE				
Education	Regular Rate	Consecutive Day Rate	Long-Term Rate (Teaching Positions Only)	Long-Term Rate - Day 45+ (Teaching Positions Only)
High School Diploma/Equivalent	\$100.00	\$110.00	N/A	N/A
30+ College Hours	\$100.00	\$110.00	N/A	N/A
College Degree (Bachelors or higher)	\$100.00	\$110.00	\$125	N/A
Texas Certified	\$100.00	\$110.00	\$125	*\$326.20

*If the long-term assignment is fulfilling a vacant teaching position, then the daily rate of pay may increase to first-year teacher daily rate on day 45.

Consecutive Work Status

Consecutive work status begins on the 11th consecutive day and is established by fulfilling half or full day assignments for teachers, paraprofessionals, and some Academy positions. The daily rate of pay will increase by \$10 and continue until there is a break in service, at which time the daily rate returns to the Regular Rate and the daily count reverts to Day 1.

Long-Term Assignments

A long-term assignment is defined as any teaching assignment extending over 10 consecutive days for the same teacher. If the long-term assignment is scheduled in advance for longer than 10 consecutive days, then the long-term rate will begin on day 1 of each long-term assignment. If a teaching assignment starts as a regular assignment (less than 10 days) and is extended past ten days, then the long-term rate will begin on consecutive day 11 of the assignment. Paraprofessional (Aide) assignments do not qualify for Long-term Pay, but do qualify for the Consecutive Day Rate in a long-term position.

2025-2026 Paraprofessional Pay Rates		
Education	Regular Rate Days 1-10	Consecutive Day Rate
Front Office	\$100.00	\$110.00
Classroom Aide	\$100.00	\$110.00

Paraprofessional (Aide) assignments do not qualify for Long-term Pay, but do qualify for the Consecutive Day Rate in a long-term position.

This salary schedule is for the 2025-2026 school year only. This schedule is not a predictor of future compensation. Rates are approved by the Board of Trustees each year.

HR 06/17/25