



ACADEMY INDEPENDENT SCHOOL DISTRICT

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Effective November 3, 2025

The Academy Independent School District (ISD) Board of Trustees unanimously approved a significant pay increase for substitute teachers and staff, effective immediately. The move, announced following a recent board meeting, aims to recognize the crucial role substitutes play and to enhance the district's ability to attract and retain qualified temporary staff.

The approved changes reflect a \$10 increase across the board for substitute daily pay rates and introduce a new, higher-paying category for certified teachers and Registered Nurses (RNs).

The previous pay structure was:

- Non-Degreed: \$70 per day
- Bachelor's Degree: \$80 per day
- Long-Term Substitute: \$100 per day

The inclusion of the Certified Teachers and RN Nurses category at the \$110 rate replaces the generic "long-term" category and offers the highest pay, recognizing the professional credentials and specialized expertise of these individuals.

Academy ISD Assistant Superintendent, Calvin Itz, commented on the decision: "This increase in substitute pay reflects both our gratitude and our commitment to the dedicated team members who support our schools every day. Substitutes play an essential role in maintaining continuity of learning whenever a classroom teacher or staff member is absent. They step in with flexibility, professionalism, and care—often on short notice—to ensure that students continue to receive high-quality instruction. We are incredibly grateful for our substitute team."

The enhanced compensation package is expected to not only reward current substitutes for their vital service but also make Academy ISD a more competitive option for potential substitutes, particularly those holding professional teaching certifications or nursing credentials, bolstering the educational experience for all students.