

Guest Educator Daily Rate of Pay

Position / Degree	Daily Rate
Aide or Paraprofessional Position High School Diploma or GED	\$80 per day
Long-term Aide or Paraprofessional Position after 10 consecutive days in the same assignment - rate starts on day 11	\$85 per day
Teacher Position Non-Certified with 30+ College Hours	\$100 per day
Long-term Teacher Position Non-certified with 30+ College Hours after 10 consecutive days in the same assignment - rate starts on day 11	\$115 per day
Teacher Position Non-certified with bachelor's degree	\$100 per day
Long-term Teacher Position Non-certified with bachelor's degree after 10 consecutive days in the same assignment - rate starts on day 11	\$125 per day
Teacher Position Teacher Certification - Texas or Out of State	\$125 per day
Long-term Teacher Position Teacher Certification - Texas or Out of State after 10 consecutive days in the same assignment - rate starts on day 11	\$150 per day
Nurse LVN or RN	\$150 per day
Professional - Non-teacher Campus Position (Counselor, Instructional Specialist, Behavior Interventionalist, etc.) Must have appropriate credentials and approval from Human Resources	\$150 per day
Assistant Principal or Principal Position Must have appropriate certification, previous experience as an Assistant Principal or Principal, and approval from Human Resources	Rate set by HR
Central Office Administrator/Professional Must have appropriate credentials and approval from Human Resources	Rate set by HR

- Substitutes with less than 30 college hours, a high school diploma, or GED are **only** allowed to substitute in paraprofessional/clerical positions
- All paraprofessional/clerical positions are paid at \$80 per day, regardless of degree or certification. A paraprofessional substitute is a non-teacher position such as an instructional aide, office/clerical worker, or secretary.
- Substitutes working as a teacher or aide in a special education classroom earn an additional \$5 per day
- Substitutes working on Mondays and Fridays earn an additional \$5 per day
- Substitutes earn incremental pay the more they work:
 - \$10 per day in addition to the daily rate after working 30 cumulative days; beginning on the 31st day
 - \$20 per day in addition to the daily rate after working 60 cumulative days; beginning on the 61st day

The district shall hire substitute teachers who have at least 30 college credit hours as a minimum requirement. Every effort shall be made to employ substitute teachers who have completed a bachelor's degree from an accredited institution and hold a valid teacher certificate. For persons desiring to substitute in a paraprofessional position, a high school diploma shall be the minimum requirement along with some work related experience.