

BOARD AGENDA ITEM COVER SHEET

ARGYLE INDEPENDENT SCHOOL DISTRICT



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| BOARD MEETING DATE: | 12/15/2025 |
| AGENDA ITEM: | Substitute Teacher Pay |
| AGENDA LOCATION: | Action ▾ |
| PRESENTER TITLE & NAME: | Chris Daniel |
| DEPARTMENT: | Staff and Student Services |

BACKGROUND INFORMATION

Argyle ISD continues to experience challenges in maintaining an adequate pool of substitute teachers and paraprofessionals to meet daily campus needs. Substitute coverage is critical to ensure instructional continuity and support for students and staff.

Current Pay Rates:

- Non-Degreed: \$90/day
- Degreed: \$95/day
- Texas Certified Teacher: \$100/day
- Long-Term (11+ consecutive days in same position): \$125/day
- Registered Nurse: \$125/day
- Paraprofessional: \$85/day

To remain competitive with surrounding districts and attract and retain quality substitutes, the Administration recommends increasing the daily substitute pay rate by **\$10** in each category, effective immediately upon Board approval.

Proposed Pay Rates:

- Non-Degreed: **\$100/day**
- Degreed: **\$105/day**
- Texas Certified Teacher: **\$110/day**

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- Long-Term (11+ consecutive days in same position): **\$135/day**
- Registered Nurse: **\$135/day**
- Paraprofessional: **\$95/day**

BUDGETARY IMPACT & FUNDING SOURCE

\$70,000 from M/O

ADMINISTRATION RECOMMENDATION

The administration recommends approving the Substitute Teacher Pay Plan as presented.

MOTION

(Only complete if it is a consent or action item)

A motion might be, "I move to approve the Substitute Teacher Pay Plan as presented."