



AN EARLY COLLEGE DISTRICT
BROWNSVILLE
INDEPENDENT SCHOOL DISTRICT



Human Resources Department

Presentation Substitute Daily Pay

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Board Member Request

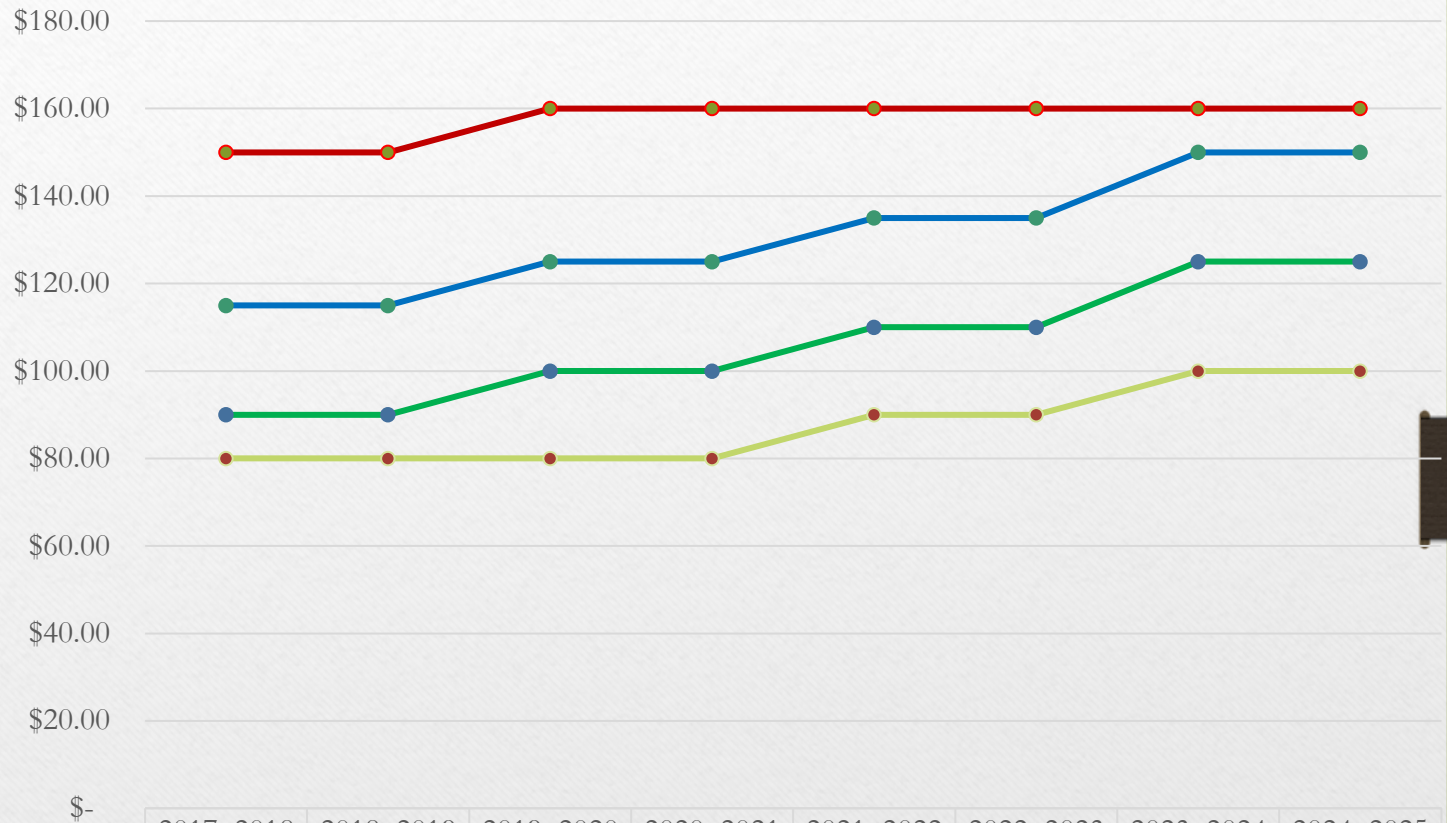
May 20, 2025



Presentation Substitute Daily Pay

- Purpose of Presentation
 - Show the comparison of daily pay rates for substitutes in Region 1 school districts.
 - Focused on Region 1 districts with comparable size and demographics.
- Categories Compared:
 - Non-Degreed
 - Degreed
 - Certified Teacher
 - Administrator Substitute

Brownsville ISD Substitute Pay Rate



Axis Title

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Administrator Substitute	\$150.00	\$150.00	\$160.00	\$160.00	\$160.00	\$160.00	\$160.00	\$160.00
Certified Teacher	\$115.00	\$115.00	\$125.00	\$125.00	\$135.00	\$135.00	\$150.00	\$150.00
Degreed	\$90.00	\$90.00	\$100.00	\$100.00	\$110.00	\$110.00	\$125.00	\$125.00
Non-Degreed	\$80.00	\$80.00	\$80.00	\$80.00	\$90.00	\$90.00	\$100.00	\$100.00

24-25 Daily Pay Comparison (Non-Degreed)

District	Non-Degreed	Rank
La Joya ISD	\$110.00	1st
Donna ISD	\$105.00	2nd (Tie)
PSJA ISD	\$105.00	2nd (Tie)
Weslaco ISD	\$105.00	2nd (Tie)
Brownsville ISD	\$100.00	3rd (Tie)
Mission CISD	\$100.00	3rd (Tie)
Edinburg CISD	\$95.00	4th
Los Fresnos ISD	\$90.00	5th (Tie)
McAllen ISD	\$90.00	5th (Tie)
Point Isabel ISD	\$90.00	5th (Tie)
San Benito ISD	\$90.00	5th (Tie)
United ISD	\$90.00	5th (Tie)
Harlingen CISD	\$80.00	6th

24-25 Daily Pay Comparison (Degreed)

District	Degreed	Rank
Weslaco ISD	\$150.00	1st
Donna ISD	\$135.00	2nd
La Joya ISD	\$130.00	3rd
Brownsville ISD	\$125.00	4th (Tie)
Mission CISD	\$125.00	4th (Tie)
PSJA ISD	\$125.00	4th (Tie)
San Benito ISD	\$125.00	4th (Tie)
Los Fresnos ISD	\$120.00	5th (Tie)
Point Isabel ISD	\$120.00	5th (Tie)
Edinburg CISD	\$115.00	6th (Tie)
Harlingen CISD	\$115.00	6th (Tie)
McAllen ISD	\$110.00	7th (Tie)
United ISD	\$110.00	7th (Tie)

24-25 Daily Pay Comparison (Certified)

District	Certified	Rank
La Joya ISD	\$185.00	1st (Tie)
Mission CISD	\$185.00	1st (Tie)
Donna ISD	\$180.00	2nd (Tie)
PSJA ISD	\$180.00	2nd (Tie)
Weslaco ISD	\$180.00	2nd (Tie)
Edinburg CISD	\$165.00	3rd
Brownsville ISD	\$150.00	4th
Los Fresnos ISD	\$140.00	5th (Tie)
Point Isabel ISD	\$140.00	5th (Tie)
Harlingen CISD	\$135.00	6th (Tie)
San Benito ISD	\$135.00	6th (Tie)
United ISD	\$130.00	7th
McAllen ISD	\$125.00	8th

24-25 Daily Pay Comparison (Administration)

District	Certified	Rank
Weslaco ISD	\$210.00	1st
Brownsville ISD	\$160.00	2nd

Average Number of Substitutes Used Per Day

Day of the Week	Average
Monday	517
Tuesday	503
Wednesday	495
Thursday	508
Friday	577

Note: BISD currently has approximately 800+ active substitutes.



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Thank you!
Questions?