

Hays Consolidated Independent School District
Substitute and Extra Duty Pay
for the Fiscal Year ending June 30, 2025

Updated 10/22/2024

SUBSTITUTES		
Assignment	Rate	Per
Guest Teacher	\$125	Day
Guest Teacher Special Education*	\$170	Day
Guest Teacher/ Guest Teacher Special Education* - Monday/Friday Differential (subbing for Classroom Teachers - full day)	Additional \$15	Full Day (Monday/ Friday only)
Guest Teacher/ Guest Teacher Special Education* - Monday/Friday Differential (subbing for Classroom Teachers - half day)	Additional \$7.50	Half Day (Monday/ Friday only)
Guest Teacher - Long-term w/ no Certification	\$130	Day
Guest Teacher Special Education - Long-term w/ no Certification*	\$175	Day
Guest Teacher - Long-term w/ Certification	\$155	Day
Guest Teacher Special Education - Long-term w/ Certification*	\$200	Day
Paraprofessional	\$115	Day
Paraprofessional Special Education*	\$125	Day
Paraprofessional - Long-term	\$120	Day
Paraprofessional Special Education - Long-term*	\$130	Day
Early Release Day (Teacher)	\$93.75	Day
Early Release Day - (Paraprofessional)	\$86.25	Day
Nurse - RN	\$250	Day
Nurse - Screener	\$115	Day
Sub Assistant Principal	\$300	Day
Sub Principal	\$400	Day
Sub Counselor	\$250	Day
Child Nutrition Substitute	\$16	Hour
ELC Childcare Provider Substitute	\$16	Hour

*To be eligible for the differentiated increased substitute rates for SPED classrooms, individuals must complete Special Education Substitute Training to be adequately prepared to serve students with special needs.

EXTRA DUTY PAY		
Special Assignment	Rate	Per
Assessment Test Vetting	\$25	Hour
Club Sponsor - ES	\$30	Hour
Curriculum Writer	\$25	Hour
Gifted Talented Testing Coordinator	\$25	Hour
Gifted Talented Testing Facilitator	\$25	Hour
Native Speaker Fluency Assessment	\$25	Hour
Professional Support (Includes Homebound Services)	\$30	Hour
Paraprofessional Support	Current hourly rate	
Professional Development - Presenter (Non-Contract Period) District Staff	\$50	Hour (Max 6 hrs.)
K-4 Capacity Supplemental Pay	*\$3,000.00	Per Year
Texas State Resident Host Teacher	**\$1,000.00	Per Year

*Up to \$3,000.00 per student with a maximum up to three students per class. Eligibility is based on criteria outlined in administrative procedures. Payment is paid after each grading period.

**Payment of \$250 is paid after each grading period in which a teacher hosted a Texas State Resident.

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Special Assignment continued	Rate	Per
Professional Development - Presenter (Contract Period) District Staff <i>Non-contract day preparation</i>	\$25	Hour (Max 7 hrs.)
Professional Development - Attendee (Non-Contract Period) District Staff	\$100	Full Day
Textbook Warehouse Assistance	Current hourly rate	
Full-Time Teacher Tutoring Rate	\$30	Hour
Interim Duty Pay - Exempt Employee	\$50	Per Day
Interim Duty Pay - Nonexempt Employee	\$6.25	Hour
UIL Judging	\$50.00	Per Day
NSHE Tutors - Certified	\$21	Hour
NSHE Tutors - Degreed (Bachelor's)/Non-certified	\$18.50	Hour
NSHE Tutors - Non-degreed	\$16	Hour
Daily Intervention Tutoring Rate - Certified**	\$168	Full Day
Daily Intervention Tutoring Rate - Degreed (Bachelor's)**	\$148	Full Day
Daily Intervention Tutoring Rate - Non Degreed**	\$128	Full Day
Custodian NSHE*	NSHE Rate	Hour
Child Nutrition Substitute NSHE*	NSHE Rate	Hour
ELC Childcare Provider Substitute NSHE*	NSHE Rate	Hour
Custodial - Summer (for current employees working outside of their work calendar)	\$16.00	Hour

*All NSHE employees will be paid at the minimum rate for the position in which they are serving.

**For grant funded positions, Daily Intervention Tutoring Rates do not apply.

EVENT WORKERS		
Special Assignment Pay	Rate	Per
Gate Ticket Workers	\$16	hour
Security Worker	\$20	hour
Announcer	\$30	hour
Athletic Ticketing Coordinator	\$25	hour
Weekend Custodial Rate (Minimum 1 hour)	\$40	hour
<i>No Blended Rates - Occasional & Sporadic - Flat Rate</i>		