

Substitute Pay Scale				
Ennis	HS Diploma	36 hrs. College	Bachelors or higher	Degree
	\$60	\$65	\$70	\$75
Crandall	Paraprofessional	Teacher/Librarian (no degree)	Teacher/Librarian (bachelor)	Teacher/Librarian (Certified)
	\$60	\$65	\$75	\$85
Kemp	HS Diploma	Bachelor Degree or higher	Texas Certified	After 10 days in same position
	\$75	\$85	\$110	Additional \$25
Kemp – Paraprofessional	High School Diploma/GED	Bachelor’s Degree or higher	After 10 days in the same position	
	\$75	\$75	\$0 additional	
Palmer – daily rate	HS Diploma	4 yr. degree college or university	Certified Teacher	
	\$60	\$70	\$80	
Palmer – long term rate	HS Diploma	4 yr. degree college or university	Certified Teacher	
	\$85	\$100	\$125	
Palmer – instructional aide	Regardless of degree			
	\$60			
Kaufman	Non Degree	Degree		
	\$65	\$80		
Mabank	Range			
	\$65 - \$110			
Scurry-Rosser	Daily Range	After 10 days for same teacher		
	\$56	\$66		

Bus Routes Pay Scale				
Ennis	Short Route	Long Route		
	\$30.02	\$60.05		
Crandall	Minimum	Mid-point	Maximum	
	\$7.82	\$9.42	\$11.03	
Crandall	Hourly Minimum	Hourly Mid-point	Hourly Maximum	
	\$13.08	\$15.76	\$18.44	
Palmer	Stipend	Non-exempt receives overtime		
	\$60.00			
Kaufman	Per Hour Non-experienced			
	\$13.00			
Mabank	Based on yrs. Of service			
	\$14.00 - \$20.50			
Kemp	Minimum	Midpoint	Maximum	
	\$1.75	\$18.06	\$21.36	
Scurry-Rosser	Sub Drivers			
	\$15.00 per route			
Scurry-Rosser	Minimum per day	Mid-point per day	Maximum per day	
	\$42.75	\$52.14	\$61.53	