

SUBSTITUTE SCALE

2004-2005

<u>Education</u>	<u>Regular</u> <u>Rate</u>	<u>Long-Term</u> <u>Rate</u>	<u>On the 36th</u> <u>Cons. Day</u>
High School Diploma	\$53.00 per day	\$58.00 per day	
30+ College Hours	\$60.00 per day	\$65.00 per day	
College Degree	\$75.00 per day	\$80.00 per day	
TX Certified	\$75.00 per day	\$80.00 per day	\$202.14 per day

Substitutes must show proof of education. Minimum educational requirements for a substitute are 30+ college hours unless the individual has been “grandfathered.” Included in the “grandfather” restriction is an individual who has retired from the district with less than 30+ hours and that individual may work in his/her former capacity only. In order to be paid the TX Certified rate, the substitute must have a valid Texas teaching credential.

The long term rate begins on the 11th consecutive day substituting for one teacher. If the substitute breaks service between the 11th and the 36th day, the pay reverts back to the regular rate.

If the substitute has a valid Texas teaching credential and has consecutively substituted for one teacher for 35 or more working days without the substitute being absent, the substitute is eligible for the extended rate on the 36th day. After being placed on the extended rate and the substitute misses “an occasional day” due to illness, he/she does not revert to a lower rate.

*Extended rate is equivalent to a teacher’s daily rate for a Bachelor’s degree and no experience.