

Substitute/Part-Time Pay Rates

Substitute rates apply to positions that are vacant or an employee is absent (planned or otherwise) for a single day, multiple days or an extended period of time. Substitute assignments are determined by the Human Resources Department. Substitute rates are listed below by position. Any deviation from these rates must be pre-approved by the Human Resources Department before the substitute is communicated a rate of pay.

SUBSTITUTE TEACHER PAY		
	Daily Rate	Long Term Assignment
High School & Non-Degreed	\$75.00	\$85.00
Associates Degree	\$85.00	\$95.00
Degreed (Bachelors/Masters)	\$95.00	\$105.00
Degreed - Certified (Valid Texas Certification)	\$105.00	\$115.00
Substitutes who accept and fulfill a secondary school assignment will receive an additional \$15 per day.		

** Long term assignment rate beginning on 11th day of same assignment.*

Professional Administrative & Administrative Support Substitutes

Type of Substitute	Starting Pay
All	Entry Rate of Assignment
Retirees who are working part-time in a full-time vacant position*	Entry Rate of Assignment

*Must be pre-approved through the Human Resources Department.

Auxiliary Substitutes

Type of Substitute	Starting Pay
All	Entry Rate of Assignment
Retirees who are working part-time in a full-time vacant position*	Entry Rate of Assignment

*Must be pre-approved through the Human Resources Department.

Part-Time Pay Rates

Part-time employees are temporary employees hired by the Human Resources Department for campuses and Departments. Part-time positions are for one school year only, from July 1st through June 30th; as a result, all part-time personnel must reapply each year. Any deviation from these rates must be pre-approved by the Human Resources Department. Weekly hours for part-time positions should not exceed 25 hours per week. Part-timers may not accrue compensatory time.

PART-TIME HOURLY RATES	
Non-Degreed Tutor	\$15.00/hour
Degreed Tutor	\$25.00/hour
Degreed-Certified Tutor	\$30.00/hour
Mobility Teacher	\$65.00/hour
Non-Administrator Positions	\$35.00/hour
Administrator Positions	\$45.00/hour