

## 2025-2026 Northside ISD Substitute Pay Schedule

<u>Substitute Type</u>	<u>Position</u>	<u>Full Day Pay Rate</u>	<u>Half Day Pay Rate</u>	<u>Long-term Pay Rate</u> <sup>1</sup>	<u>Monday and Friday Pay Rate</u> <i>Full Day Only</i>
<b>Teachers</b>	1 - Certified Teacher	\$130	\$85	\$150-\$160 <sup>2</sup>	\$150
	2 - Degreed, not Certified	\$120	\$75	\$140	\$140
	3 - 90+ Semester Hours	\$110	\$70	\$130	\$130
<b>Paraprofessional</b>	4 - Instructional Assistant	\$90	\$60	\$100	-
	4 - Office & Administrative Support	\$90	\$60	\$100	-

### Substitute Teachers

- Add \$10 per day for accepting special education classes that are in a non-collaborative setting (\$5 half day).<sup>3</sup>

### Substitute Instructional Assistants

- Add \$12 per day for accepting special education classes that are in a non-collaborative setting (\$6 half day).<sup>3</sup>

<sup>1</sup> Long-term substitute assignments are designated by the campus administrator. To be eligible for the \$150 long-term rate the substitute MUST work in the same assignment for 10 consecutive days. The rate is effective on the 11<sup>th</sup> day and continues to be paid for additional consecutive days worked. Weekends and scheduled school holidays are not included days and substitutes will not be penalized for emergency school closures. The long-term rate will **not** be retroactively paid as of the 1<sup>st</sup> day of the long-term assignment.

<sup>2</sup> To be eligible for the \$160 daily rate the substitute MUST be certified in the subject area of the assignment and have worked 20 consecutive days. The rate is effective on the 20<sup>th</sup> day and continues to be paid for additional consecutive days worked. Weekends and scheduled school holidays are not included days and substitutes will not be penalized for emergency school closures. The \$160 long-term rate **will** be retroactively paid as of the 1<sup>st</sup> day of the long-term assignment. It is the responsibility of the substitute to notify payroll once they have worked their 20 consecutive days.

<sup>3</sup> All parts of STEDI training courses must be completed to be eligible for the supplemental special education rate.

### SUBSTITUTE STATUS UPGRADE

If during the year a substitute meets the eligibility requirements to upgrade to another substitute status (e.g., 90+ college hours are obtained, degree is earned, OR Texas teaching certificate is earned), it is the responsibility of the substitute to notify the substitute office. The substitute will be provided with instructions on what documents need to be submitted to upgrade their status.

**The update is effective as of the date the substitute office receives the required documentation.**