



Independent School District

Human Resources Department



Substitute Pay Rates

Teacher & Wellness Substitutes	
No Degree	\$90
Associate's	\$105
Degreed	\$125
Certified	\$150
Retired Teacher	\$170

Clerical, Custodial, and Child Nutrition Substitutes	
Daily Rate	Hourly Rate
\$68	\$8.50
Bus Driver Substitutes	
Daily Rate	Hourly Rate
\$96	\$12