

2015–16 Substitute Teacher Pay Plan

Santa Fe ISD

Sub Level	Substitute Degree/Education Level	Position	Daily Rate
Starting Non-Degreed			
		Aide	\$ 70.00
		Teacher	\$ 80.00
		Long Term Aide	\$ 80.00
		Long Term Teacher	\$ 90.00

Starting Certified/Degreed			
		Aide	\$ 70.00
		Teacher	\$ 90.00
		Long Term Aide	\$ 80.00
		Long Term Teacher	\$ 100.00
		Long Term Teacher *	\$ 110.00

*Certified in subject area of position as designated by SBEC

All Certified Administrator			
		Assistant Principal	\$ 150.00
		Principal	\$ 175.00
		Long Term AP	\$ 160.00
		Long Term Principal	\$ 185.00

1 Non-Degreed			
		Aide	\$ 80.00
		Teacher	\$ 90.00
		Long Term Aide	\$ 90.00
		Long Term Teacher	\$ 100.00

1 Certified/Degreed			
		Aide	\$ 80.00
		Teacher	\$ 100.00
		Long Term Aide	\$ 90.00
		Long Term Teacher	\$ 110.00
		Long Term Teacher *	\$ 120.00

*Certified in subject area of position as designated by SBEC

2 Non-Degreed			
		Aide	\$ 90.00
		Teacher	\$ 100.00
		Long Term Aide	\$ 95.00
		Long Term Teacher	\$ 110.00

2 Certified/Degreed			
		Aide	\$ 90.00
		Teacher	\$ 110.00
		Long Term Aide	\$ 95.00
		Long Term Teacher	\$ 120.00
		Long Term Teacher*	\$ 130.00

*Certified in subject area of position as designated by SBEC

All Certified Administrator

Assistant Principal	\$ 150.00
Principal	\$ 175.00
Long Term AP	\$ 160.00
Long Term Principal	\$ 185.00

Substitute Pay Guidelines

Pay Days are the 10th & 25th of each month.

Long Term pay begins on the 11th consecutive day in the same position.

Consecutive days of substitution shall not be broken by:

1. Illness of the substitute for five or fewer days
2. Return of the regular employee for three or fewer days
3. Illness of the substitute's child or spouse for three or fewer days