

**IRVING INDEPENDENT SCHOOL DISTRICT  
SUBSTITUTE EMPLOYEE COMPENSATION SCHEDULE  
2008-2009**

**SUBSTITUTE TEACHER**

BS Degree, Valid Teaching Certificate, & Former IISD Teacher	\$85 per day
BS Degree and Valid Teaching Certificate	\$80 per day
BS Degree and No Teaching Certificate	\$75 per day
No BS Degree	\$70 per day

**CLINIC**

BS Degree or RN Certificate	\$80 per day
No Certificate	\$70 per day

**PARAPROFESSIONAL**

All	\$65 per day
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**INCENTIVES:**

- COMPLETED SUBSTITUTE STAFF DEVELOPMENT TRAINING	plus \$5 per day
- MONDAY or FRIDAY (Full Day Assignment)	plus \$10 per day
- CONSECUTIVE DAYS OF SERVICE 11 <sup>th</sup> – 20 <sup>th</sup> day in the same assignment	plus \$10 per day
21 <sup>st</sup> day in the same assignment, & continuing until the last day in the assignment	plus \$5 per day
- CUMULATIVE DAYS IN 2008-2009 BONUS Paid with June 2009 Paycheck	90-139 days = \$600 140+ days = \$1200

In certain long-term assignments, a negotiated compensation rate not to exceed \$150 per day may be authorized by the Personnel Department. Considerations will include:

- Principal approval
- Responsible for planning instruction
- Responsible for grading student work
- Assignment for a minimum of six consecutive weeks
- Substitute must be in attendance 93% of scheduled assignment
- Other extenuating circumstances

This rate may be effective from the first day of the assignment.

A "day" is defined as a Full Day Assignment (4.5+ hours), or two Half-Day Assignments (less than 4.5 hours).

Teachers who voluntarily substitute during conference or planning time in situations where adequate numbers of regular substitutes are not available will be compensated at the rate of \$25 per hour.

In the event that other professionally certified personnel have a need that necessitates a long-term absence from duty, or in the case of a vacancy in such a position, the Superintendent or his designee shall establish a rate of compensation that is commensurate with the duties of the position and skills and training of the substitute, if a substitute is employed.

Please note: Substitutes are non-exempt employees as defined by the United States Department of Labor, and substitute rates are based on an 8 hour day. Any time worked in excess of 40 hours in a work week must be compensated at a rate equivalent to time and a half, and any overtime worked by substitutes must be approved in advance by the Personnel Department.

For permanent Substitute Rates/Schedules, see Paraprofessional Schedules.

**This schedule applies to the 2008-2009 school year only.**