

**IRVING INDEPENDENT SCHOOL DISTRICT
SUBSTITUTE EMPLOYEE COMPENSATION SCHEDULE
2009-2010**

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
Administration Building Receptionist (training required)*	\$85 per day

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 th – 20 th day in the same assignment	plus \$10 per day
21 st day in the same assignment, & continuing until the last day in the assignment	plus \$5 per day
- CUMULATIVE DAYS IN 2009-2010 BONUS	90-139 days = \$600
Paid with June 2010 Paycheck	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.

*Substitutes covering the Administrative Building Receptionist as well as those covering long-term assignments (@ \$150/day) are not eligible to receive the Monday/Friday incentives.

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 2009-2010 school year only.