

**IRVING INDEPENDENT SCHOOL DISTRICT  
SUBSTITUTE EMPLOYEE COMPENSATION SCHEDULE  
2010-2011**

**SUBSTITUTE TEACHER**

BS Degree, Valid Teaching Certificate, & Former IISD Teacher	<b>\$85</b> per day
BS Degree & Valid Teaching Certificate	<b>\$80</b> per day
BS Degree & No Teaching Certificate	<b>\$75</b> per day
No BS Degree	<b>\$70</b> per day

**CLINIC**

BS Degree or RN Certificate	<b>\$80</b> per day
No Certificate	<b>\$70</b> per day

**PARAPROFESSIONAL (regardless of education or certification)**

All paraprofessional vacancies/absences	<b>\$65</b> per day
Administration Building Receptionist (training required)*	<b>\$85</b> per day

**INCENTIVES**

Completed Substitute STAFF DEVELOPMENT Training	<b>+ \$5</b> per day
MONDAY or FRIDAY (Full Day Assignment)	<b>+ \$10</b> per day
CONSECUTIVE Days of Service	
11 <sup>th</sup> day in the same assignment	<b>+ \$10</b> per day
21 <sup>st</sup> day in the same assignment	<b>+\$5</b> per day
CUMULATIVE Days Worked in 2010-2011 School Year Bonus	90-139 days = <b>\$600</b>
Paid with June 2011 Paycheck	140+ days = <b>\$1200</b>

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 Administration 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 2010-2011 school year only.**