

**IRVING INDEPENDENT SCHOOL DISTRICT  
 SUBSTITUTE EMPLOYEE COMPENSATION SCHEDULE  
 2004 - 2005**

**SUBSTITUTE TEACHER**

BS Degree and Valid Teaching Certificate	\$70 per day
BS Degree and No Teaching Certificate	\$64 per day
No BS Degree	\$58 per day

**CLINIC**

BS Degree or RN Certificate	\$70 per day
No Certificate	\$58 per day

**PARAPROFESSIONAL**

All	\$55 per day
Cafeteria Aide (3 3/4 hours)	\$30 per day

**CONSECUTIVE DAYS OF SERVICE**

11th day in the same assignment	plus \$10 per day
21st day in the same assignment	plus \$5 per day

**TOTAL DAYS OF SERVICE IN EACH SEMESTER**

51st day (days do not have to be consecutive)	
	plus \$10 per day for remainder of semester

In long term assignments extending over more than one six weeks grading period, or in other extenuating circumstances, a negotiated compensation rate not to exceed \$125 per day may be authorized by the administration. This rate may be effective from the first day of the assignment.

Substitutes who are required to work more than four hours per day will be compensated at the full daily rate. Those required to work four hours or less will be compensated for one-half of the day.

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 \$22 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.

Substitutes increase their daily rate of compensation for teaching assignments by \$5 per day by completing prescribed district staff development activities as offered twice a year. Currently it is not necessary to repeat the activities.

**This schedule applies to the 2004 - 2005 school year only.**

**IRVING INDEPENDENT SCHOOL DISTRICT**  
**HOURLY RATE FOR**  
**PART-TIME AND/OR TEMPORARY POSITIONS\***

**PART-TIME POSITIONS**

New Elementary Cafeteria Aides	\$8.80 per hour
Returning Elementary Cafeteria Aides	\$10.10 per hour

**TEMPORARY POSITIONS\***

Less than one year experience with IISD	\$7.90 per hour
One year or more experience with IISD	\$8.30 per hour
Job Coach	\$11.00 per hour

\* Includes High School Student Employees for Temporary Positions other than Facilities Services

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