

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

**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 2009-2010 School Year Bonus	90-139 days = <b>\$600</b>
Paid with June 2010 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).**