

**Anthony Independent School District
Substitute Pay Rate Schedules for the 2007-2008 Fiscal Year**

SUBSTITUTE TEACHER PAY RATES

Rate of pay for substitute Teachers is as follows:

Category	Full Day	Half day	Long Term*
Degreed and Certified	\$70	\$35.00	\$75.00
Degreed	\$65	\$32.50	\$70.00
Non-degreed w/48 plus college hours	\$55	\$27.50	
Non-degreed with less than 48 but more than 20 college hours or ParaPro Certificate	\$52.50	\$26.25	
High School Diploma with 12 plus college hours	\$50.00	\$25.00	

A long term substitute is defined as a substitute working more than 10 consecutive full days. In these cases, the principal is required to notify H.R. of the need for a long-term substitute. The principal has the option of obtaining a Degreed and Certified or a Degreed substitute for said long-term position. A long term substitute will be paid an extra \$5.00 per day starting on the 11th day.

Employee benefits are not available to substitutes.

SUBSTITUTE INSTRUCTIONAL AIDE PAY RATES

Rate of pay for substitute Instructional Aides is as follows:

Category	Full Day	Half day	Long Term*
Non-degreed w/48 plus college hours	\$55	\$27.50	
Non-degreed with less than 48 but more than 20 college hours or ParaPro Certificate	\$52.50	\$26.25	
High School Diploma with 12 plus college hours	\$50.00	\$25.00	

Employee benefits are not available to substitutes.

HOURLY SUBSTITUTE PAY RATES

1. Impacted substitutes include substitute custodians, maintenance, cafeteria, and office clerical support.
2. Effective September 1, 2007, the hourly pay rate for substitutes is \$6.25. Also, please note that employee benefits are not available to substitutes.