

**El Paso Independent School District  
Approved Substitute Rates  
2015-2016**

	<u>Teachers/Librarians</u>	<u>Per Day</u>	<u>Per Half Day</u>	<u>10 Consecutive Days</u>
<b>Non-Degreed</b>		\$70.00	\$35.00	\$90.00
<b>Degreed</b>		\$80.00	\$40.00	\$100.00
<b>Tap Students</b>		\$69.00	\$35.00	
<b>Teacher - Certified for the vacant or long term position</b>		\$164.00	\$82.00	
<b>Teacher - Certified Special Education</b>		\$174.00	\$87.00	
<b>Student Teacher to be hired for ensuing school year</b>		\$138.00	\$69.00	

<u>Administrators</u>				
<b>HS Principal</b>		\$380.00	\$190.00	
<b>MS Principal</b>		\$340.00	\$170.00	
<b>Elementary Principal</b>		\$310.00	\$155.00	
<b>HS Assistant Principal</b>		\$280.00	\$140.00	
<b>MS Assistant Principal</b>		\$270.00	\$135.00	
<b>Elementary Assistant Principal</b>		\$260.00	\$130.00	
<b>Counselor</b>		\$220.00	\$110.00	

<u>Nurses</u>				
		\$150.00	\$75.00	

	<u>Hourly Substitutes</u>	<u>Per Hour</u>	<u>10 Consecutive Days</u>
Clerks/Paraprofessionals		\$7.50	\$7.75
Campus Patrols		\$7.50	\$7.75
Highly Qualified Paraprofessional		\$9.50	
Custodian.Food Service		\$7.50	\$7.75
Maintenance		\$7.50	\$7.75
Parental Engagement Leaders		\$7.25	
Playground Monitor		\$7.25	
Bus Driver		\$10.75	
Bus Monitor		\$7.50	

<u>* Experienced Clerks</u>		
HPL 302		\$10.40
HPL 303-304		\$11.94
HPL 305-306		\$14.44
HPL 307+		\$16.65

\* EPISD experience in that position

	<u>Summer Assignments</u>	<u>Per Hour</u>	<u>10 Consecutive Days</u>
Teacher Non-degreed		\$8.75	
Teacher/Librarian Degreed		\$10.25	
Clerk/Paraprofessional		\$7.50	\$7.75
Nurse		\$18.00	

Please contact the assistant superintendent human resources at 230-2036 if additional information is needed.

The El Paso Independent School District does not discriminate in its educational programs or employment practices on the basis of race, color, age, sex, religion, national origin, marital status, citizenship, military status, disability, genetic information, gender stereotyping and perceived sexuality, or on any other basis prohibited by law. Inquiries concerning the application of Titles VI, VII, IX, and Section 504 may be referred to the District compliance officer, Patricia Cortez, at 230-2033; Section 504 inquiries regarding students may be referred to Verna Ball at 230-2829.

El Distrito Escolar Independiente de El Paso no discrimina en los programas de educación o en prácticas de empleo usando el criterio de raza, color, edad, sexo, religión, origen nacional, estado civil, ciudadanía, estado militar, discapacidad, información genética, estereotipo sexual o sexualidad percibida, u otra práctica prohibida por la ley. Preguntas acerca de la aplicación del título VI, VII o IX, y la Sección 504 pueden ser referidas al oficial del distrito, Patricia Cortez al 230-2033; preguntas sobre 504 tocante a estudiantes pueden ser referidas a Verna Ball al 230-2829.

**Approved by Board of Trustees, October 20, 2015**

**NEITHER PAST OR FUTURE COMPENSATION CAN BE CALCULATED OR PREDICTED FROM THIS PAY SCHEDULE**