

**Waco ISD**  
**2022-2023 Substitute Pay Information**

<b>Position/Degree</b>	<b>2022-2023 Daily Rate</b>
Substitute Aide or Paraprofessional Positions High School Diploma or GED	\$80 per day
Long Term Substitute Paraprofessional/Aide – after 10 <sup>th</sup> consecutive day in the same assignment (long term rate starts on day 11)	\$85 per day
Substitute Teacher – 30+ College Hours (previously 40+)	\$100 per day
Long Term Substitute Teacher – Non-Certified with 30+ College Hours – after 10 <sup>th</sup> consecutive day in the same assignment (long term rate starts on day 11)	\$115 per day
Substitute Teacher – Bachelor’s Degree	\$100 per day
Long Term Substitute Teacher – Non-Certified with Bachelor’s Degree – after 10 <sup>th</sup> consecutive day in the same assignment (long term rate starts on day 11)	\$125 per day
Substitute Teacher – Texas or Out of State Certification	\$125 per day
Long Term Substitute Teacher with Teacher Certification – after 10 <sup>th</sup> consecutive day in the same assignment (long term rate starts on day 11)	\$150 per day
Substitute Nurse – LVN or RN	\$150 per day
Substitute Professional (Non-Teacher Campus Role) – Counselor, Instructional Specialist, Behavior Interventionist, etc. – Must have appropriate credentials and be approved by Human Resources	\$150 per day
Substitute Principal or Assistant Principal – Must have appropriate certification (Principal or Mid-Management), previous experience as a Principal or AP, and be approved by Human Resources	Rate set by HR
Substitute Central Office Administrator or Professional – Must have appropriate credentials	Rate set by HR

- Substitutes with less than 30 college hours, a high school diploma, or GED are only allowed to substitute in paraprofessional/clerical positions
- All paraprofessional/clerical positions are paid at \$80 per day, regardless of degree or certification. A paraprofessional substitute is a non-teacher position such as an instructional aide, office/clerical worker, or secretary.
- Substitutes working as a teacher or aide in a special education classroom earn an additional \$5 per day
- Substitutes working on Mondays and Fridays earn an additional \$5 per day
- Substitutes earn incremental pay the more they work
  - \$10 per day in addition to the daily rate after working 30 cumulative days (beginning on the 31<sup>st</sup> day)
  - \$20 per day in addition to the daily rate after working 60 cumulative days (beginning on the 61<sup>st</sup> day)
  - NOTE: Incremental pay will carry over to the 2022-2023 school year from 2021-2022 (based on number of days worked in 2021-2022)