

# Substitute Classifications

## CLASS A:

### CLASSROOM AIDE/PARAPROFESSIONAL:

Must have a high school diploma or GED  
Less than 60 college hours

## CLASS B:

### PROFESSIONAL:

High school graduate or GED *and*  
60 college hours or more

## CLASS C:

### CERTIFIED TEACHER:

Valid teaching certificate in Texas  
Valid teaching certificate in the United States

\*Out of country teaching certificates must be verified by an accredited United States credentialing service.

# Pay Scale

## CLASS A:

Standard Daily Rate -  
\$65.00

Long Term Daily Rate -  
\$70.00

(Beginning the 11<sup>th</sup> day in  
the same job)

Hard to Fill Daily Rate -  
\$70.00 (No Increase)

(ISS Aide, ABU Aide,  
LIFE SKILLS Aide,  
BOSHEARS Aide)

## CLASS B:

Standard Daily Rate -  
\$85.00

Long Term Daily Rate -  
\$95.00

(Beginning the 16<sup>th</sup> day  
in the same job)

Extended Daily Rate -  
\$110.00

(Beginning the 31<sup>st</sup> day  
in the same job)

## CLASS C:

Standard Daily Rate -  
\$95.00

Long Term Daily Rate -  
\$110.00

(Beginning the 16<sup>th</sup> day  
in the same job)

Extended Daily Rate -  
\$120.00

(Beginning the 31<sup>st</sup> day  
in the same job)