

**Human Resources Pay Rates
For Temporary or Non-Contract Work**

Job Description / Duty	Qualifications / Status	Daily or Hourly Rate
Substituting for a Principal	Texas Mid-management or Principal certification	Elementary = \$300 per day Middle = \$350 per day High School = \$400 per day
Substituting for an Assistant Principal	Texas Mid-management or Principal certification	Elementary = \$260 per day Middle = \$275 per day High School = \$300 per day
Substituting for Counselor	Retired Counselor	\$225 per day for all levels
Tutoring during the day	Certified and Non-Certified but with subject area degree Non-Certified	\$95 per day \$47.50 for half day (3.5 hours) \$75 per day \$37.50 for half day (3.5 hours)
Tutoring after hours or on Saturdays	Certified and Non-Certified, with subject area degree Non-Certified	\$27.50 an hour \$15.00 an hour
Tutoring under the supervision of a teacher	High school graduate; college student	\$10.00 an hour
ISS Afterschool Detention	Certified and Non-Certified, but with subject area degree Non-Certified	\$15.00 an hour Hourly Rate (Over-Time if applicable)
Credit Recovery Attendance Make-Up	Certified and Non-Certified, but with subject area degree Non-Certified	\$15.00 an hour Hourly Rate (Over-Time if applicable)
Test Proctoring during non-contract days	Certified Personnel	\$20 an hour
As per grant guidelines, funding availability and supervisor approval, attending professional development during non-contract days	Certified Personnel	\$100 to attend per day Working/Creating is \$27.50 an hour; 6 hr. max. per day
As per grant guidelines, funding availability and supervisor approval attending professional development during non-contract days	Hourly employees	Hourly rate or comp time as agreed upon by supervisor
PAC Workers	Reserved for students in the theater program	\$15.00 an hour
Memorial Stadium Event Workers	All personnel may apply	Pay is by event; ranging between \$20 and \$50 depending on the duty assigned