



**Human Resources Pay Rates
For Temporary or Non-Contract Work
2020 - 2021**

Job Description / Duty	Qualifications / Status	Daily or Hourly Rate
Substituting for a Principal	Texas Mid-management or Principal certification	Elementary = \$300/day Middle = \$350/day High School = \$400/day
Substituting for an Assistant Principal	Texas Mid-management or Principal certification	Elementary = \$260/day Middle = \$275/day High School = \$300/day
	Non-certified	High School = \$240/day
Substituting for Counselor	Retired Counselor	\$225/day for all levels
Tutoring <i>during the day</i>	Certified	\$17.50/hour
	Non-Certified	\$15/hour
Tutoring <i>after hours or on Saturdays</i>	Certified	\$27.50/hour
	Non-Certified	\$15.00/hour
Tutoring under the supervision of a teacher	High school graduate; college student	\$10.00/hour
ISS Afterschool Detention	Certified and Non-Certified, but with subject area degree	\$15.00/hour
	Non-Certified	Hourly Rate (Over-Time if applicable)
Credit Recovery Attendance Make-Up	Certified and Non-Certified, but with subject area degree	\$15.00 an hour
	Non-Certified	Hourly Rate (Over-Time if applicable)
Test Proctoring during non-contract days	Certified Personnel	\$20/hour
As per grant guidelines, funding availability and supervisor approval, attending professional development during non-contract days	Certified Personnel	\$100/day to attend Working/Creating is \$27.50 an hour; 6 hr. max. per day
	Paraprofessional	\$75/day to attend

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/hour
Memorial Stadium Event Workers	All personnel may apply	Pay is by event; ranging between \$20 and \$50 depending on the duty assigned

5/20/20