

2025-26 Temporary or Non-Contract Work

Job Description / Duty	Qualifications / Status	Daily or Hourly Rate
Professional Substitutes		
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
	Uncertified	Elementary = \$175 per day
		Middle = \$200 per day
		High School = \$240 per day
Substituting for a Counselor	Certified Counselor	All Levels = \$225 per day
Instructional Substitutes		
	Daily Rate	Long-Term Rate (11th consecutive day)
Substitute, Non-Certified	\$105	an additional \$15
Substitute, Degreed	\$115	an additional \$15
Substitute, Certified Teacher	\$125	\$160
Extra Pay	An additional \$5 per day for SAMA-trained substitutes in high need special education placements	
Custodial Substitutes		
Substitutes, Custodial		\$15.00 per hour
Child Nutrition Substitutes		
Substitutes, Child Nutrition		\$14.00 per hour
Tutoring		
Tutoring during the day	Certified and Non-Certified, with subject area degree	\$17.50 an hour
	Non-Certified	\$15.00 an hour
Credit Recovery Attendance Make-Up	Current Bastrop ISD Employee	Hourly Rate (Over-Time if applicable)
	Non-Certified	\$15.00 an hour
Tutoring after hours or on Saturdays	Certified and Non-Certified, with subject area degree	\$35.00 an hour
	Non-Certified	\$15.00 an hour
Tutoring under the supervision of a teacher	High school graduate; college student	\$10.00 an hour
Extra Duty /Temporary		
ISS Afterschool Detention	Certified and Non-Certified, with subject area degree	\$15.00 an hour
	Non-Certified	Hourly Rate (Over-Time if applicable)
Test Proctoring during non-contract days	Certified Personnel	\$20.00 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	All Personnel	\$15.00 an hour
Daycare Workers		\$12.00 an hour

STARS		\$12.00 an hour	
Memorial Stadium Event Workers	All Personnel	Pay is by event; ranging between \$20 and \$50 per hour depending on the duty assigned	
Summer Non-Contract / Temporary			
Summer School	Certified	\$40.00 an hour	
	RN	\$40.00 an hour	
	LVN	\$25.00 an hour	
	Receptionist	\$15.00 an hour	
	Bilingual Teaching Assistant	\$20.00 an hour	
STARS Summer Site Assistant		\$15.00 an hour	
NOTE: The Chief Financial Officer (CFO) is authorized to approve additional stipends ranging from \$500 to \$5,000 on an as-needed basis to address staffing needs and other critical operational considerations. All such stipends will be documented and reported to the Superintendent.			