

**Comal Independent School District  
2011-2012 Substitute / Tutor / Special Programs Pay Scale**

Substitutes will be paid in the following manner:

<u>Type of Position</u>	<u>Full Day</u>	<u>Half Day</u>
* Educational Assoc / Asst	\$60.00	\$30.00
* Clerical	\$60.00	\$30.00
* Custodian, CN, Warehouse	\$60.00	\$30.00
Teacher / Nurse / Librarian / Counselor	\$70.00	\$35.00
Special Ed Unit Educational Associate	\$70.00	\$35.00
** Long Term Sub for Teacher / Nurse / Librarian / Counselor	\$85.00	\$42.50
*** Permanent Sub for Teacher / Nurse / Librarian / Counselor	\$200.00	\$100.00
Building Administrator	\$225.00	\$112.50

- Full day is more than 4 hours. Half day is 4 hours or less.
- Substitutes are paid on the 15<sup>th</sup> of each month, for dates worked the previous month.
- \* Campus must have approval from Human Resources to have a substitute in these positions.
- Educational Associates, Educational Assistants, and Clerical substitutes are not paid an increased amount for long term assignments.
- \*\*Long Term – 10 or more days in the same assignment. Substitute will receive \$85 per day after 11 consecutive days of substitute. (Certified and Non-certified) This amount is retroactive to the first day of the assignment.
- \*\*\*Permanent Substitute – in the same assignment for at least one grading period and must be Certified in subject area and grade level. Must be HQ. Must have prior approval from Human Resources

Tutors and services for Special Programs will be paid in the following manner:

<u>Type of Position</u>	<u>Hourly Rate</u>
Tutor / Non-degreed	\$10.00
Tutor / Degreed	\$15.00
Tutor / Certified	\$20.00

**The following services for Special Programs are to be provided on an as-needed basis only.**

Homebound	\$35.00
Special Education Teacher Consultations	\$35.00
Special Education Testing Modification	\$35.00
Occupational Therapy	\$55.00
Auditory Impaired	\$65.00
Vision Impaired	\$65.00
Orientation & Mobility	\$65.00