



# WEST ORANGE – COVE CISD

902 W. Park Ave.  
Orange, Texas 77630  
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## SUBSTITUTE PAY SCHEDULE 2018-2019

### SUBSTITUTES

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|---|----------------------|
| • Auxiliary & bus drivers<br>(Food service, custodian, maintenance, bus drivers, bus aides,<br>and crossing guards) | Minimum of pay grade |
| • Instructional and clerical paraprofessional or aide   | \$60/day             |
| • Substitute without a degree   | \$85/day             |
| • Bachelor's or Master's Degree only  | \$100/day            |
| • Bachelor's or Master's Degree <b>and</b> a Texas Teaching Certificate   | \$125/day            |

### LONG-TERM SUBSTITUTE \*\*\*

- |   |           |
|---|-----------|
| • Substitute without a degree   | \$90/day  |
| • Bachelor's or Master's Degree only                                    | \$105/day |
| • Bachelor's or Master's & enrolled in an ACP                           | \$115/day |
| • Bachelor's or Master's Degree <b>and</b> a Texas Teaching Certificate | \$200/day |

\*\*\* Long term assignment = 20 consecutive full school days in the same classroom assignment. A school day shall be at least seven hours each day, including intermissions and recesses. (EC Legal) Long-term substitute teacher pay shall not be affected by a district-wide early release day. **On the 21<sup>st</sup> day, pay increases to long-term substitute pay.**

An Equal Opportunity Employer

Board Approved May 21, 2018