



SUBSTITUTE RATES 2021 - 2022

TEACHERS/LIBRARIANS	PER DAY	PER HALF DAY	10 CONSECUTIVE DAYS
Non-Degreed	\$ 100.00	\$ 50.00	\$ 125.00
Degreed (Non-Certified)	\$ 125.00	\$ 62.50	\$ 150.00
Certified/Retired Teacher	\$ 160.00	\$ 80.00	-

The rates below are only for long-term substitute positions.

Teacher - Certified/Retired Teacher for Vacant or Long-Term Position	\$ 180.00	\$ 90.00	-
Teacher - Certified for Special Education	\$ 200.00	\$ 100.00	-
Student Teacher to be Hired for Next School Year	\$ 138.00	\$ 69.00	-

ADMINISTRATORS	PER DAY	PER HALF DAY
HS Principal	\$ 380.00	\$ 190.00
MS Principal	\$ 340.00	\$ 170.00
Elementary Principal	\$ 310.00	\$ 155.00
HS Assistant Principal	\$ 280.00	\$ 140.00
MS Assistant Principal	\$ 270.00	\$ 135.00
Elementary Assistant	\$ 260.00	\$ 130.00
Counselor	\$ 220.00	\$ 110.00

OTHER PROFESSIONAL	PER DAY	PER HALF DAY
Nurse	\$250	\$125

HOURLY SUBSTITUTES	HOURLY PAY	10 CONSECUTIVE DAYS
Clerks/Paraprofessional	\$ 9.00	-
Campus Patrol	\$ 9.00	-
Highly Qualified Paraprofessional	\$ 10.00	-
Custodian	\$ 9.00	-
Food Service	\$ 9.00	-
Maintenance	\$ 9.00	-
Parental Engagement Liaison	\$ 9.00	-
Campus Monitor	\$ 9.00	-
Bus Driver	\$ 11.00	-
Bus Monitor	\$ 9.00	-

EPISD Experience in Specific Position

Hourly Pay Grade 302	\$ 11.00	-
Hourly Pay Grade 303-304	\$ 12.50	-
Hourly Pay Grade 305-306	\$ 15.00	-
Hourly Pay Grade 307+	\$ 17.50	-

Temp rate for clerks who have passed all qualifying tests.

SUMMER ASSIGNMENTS	HOURLY PAY	10 CONSECUTIVE DAYS
Teacher Non-Degreed	\$ 8.75	
Teacher/Librarian Degreed	\$ 10.25	
Clerk/Paraprofessional	\$ 7.50	\$ 7.75
Nurse	\$ 18.00	

For additional information, please contact the Human Resource Department - Executive Director of Employee Relations at (915) 230-2031.

The El Paso Independent School District does not discriminate in its educational programs or employment practices on the basis of race, color, age, sex, religion, national origin, marital status, citizenship, military status, disability, genetic information, gender stereotyping and perceived sexuality, or on any other basis prohibited by law. Inquiries concerning the application of Titles VI, VII, IX, and Section 504 may be referred to the Executive Director, Employee Relations, Rosa Ramos, at 230-2031; Section 504 inquiries regarding students may be referred to Kelly Ball at 230-2856. El Distrito Escolar Independiente de El Paso no discrimina en los programas de educación o en prácticas de empleo usando el criterio de raza, color, edad, sexo, religión, origen nacional, estado civil, ciudadanía, estado militar, discapacidad, información genética, estereotipo sexual o sexualidad percibida, u otra práctica prohibida por la ley. Preguntas acerca de la aplicación del título VI, VII o IX, y la Sección 504 pueden ser referidas al oficial del distrito, Rosa Ramos al 230-2031; preguntas sobre 504 tocante a estudiantes pueden ser referidas a Kelly Ball al 230-2856