

**Sherman Independent School District
Substitute Employee Pay Rates
2009-2010**

<u>Substitute Teachers</u>	<u>Daily Rate</u>	<u>Long Term Rate</u>
Retired certified teacher	\$85	\$170
Certified teacher	\$75	\$150
Bachelor's degree with no teaching certification	\$70	\$100
Non-degreed with 60+ college hours	\$60	\$100

Paraprofessional Personnel

Retired clerical/paraprofessional positions	\$70	\$75
Clerical/paraprofessional positions	\$60	\$65

Professional Support Staff

Substitute pay rates to be determined by the Superintendent or designee as needed

Auxiliary Support Personnel

Hourly Rate

Food service positions	\$7.26
Custodian/maintenance positions	\$7.53
Bus driver holding CDL	\$11.02

The long term rate applies on the 16th day after the substitute has worked for 15 consecutive days for the same employee.