

Santa Fe ISD			
Sub Level	Substitute Degree/Education Level	Position	Daily Rate
Starting Non-Degreed			
		Aide	\$80.00
		Teacher	\$90.00
		Long Term Aide	\$90.00
		Long Term Teacher	\$100.00
Starting Certified/Degreed			
		Teacher	\$110.00
		Long Term Teacher	\$120.00
All Certified /Licensed Professionals			
		Counselor	\$185.00
		Nurse	\$90.00
		Nurse RN	\$110.00
		Assistant Principal	\$230.00
		Principal	\$255.00
		Long Term Nurse	\$100.00
		Long Term Nurse RN	\$120.00
		Long Term Counselor	\$195.00
		Long Term AP	\$240.00
		Long Term Principal	\$265.00
1 Non-Degreed			
		Aide	\$90.00
		Teacher	\$100.00
		Long Term Aide	\$100.00
		Long Term Teacher	\$110.00
1 Certified/Degreed			
		Teacher	\$120.00
		Long Term Teacher	\$130.00
2 Non-Degreed			
		Aide	\$100.00
		Teacher	\$110.00
		Long Term Aide	\$110.00
		Long Term Teacher	\$120.00
2 Certified/Degreed			
		Teacher	\$130.00
		Long Term Teacher	\$140.00
Substitute Pay Guidelines			
Pay Days are the 10th & 25th of each month.			
Long Term pay begins on the 11th consecutive day in the same position.			
Consecutive days of substitution shall not be broken by:			

1. Illness of the substitute for five or fewer days

2. Return of the regular employee for three or fewer days

3. Illness of the substitute's child or spouse for three or fewer days