

**GREGORY-PORTLAND INDEPENDENT SCHOOL DISTRICT**

**SUBSTITUTE PAY RATES  
2019-20**

	High School Diploma		4-Year College Degree (any major)		Certified/Licensed		
	1-10 Days	11+ Days**	1-10 Days	11+ Days**	1-10 Days	11-29 Days**	30+ Days**
Auxiliary	\$11	\$11	\$11	\$11	\$11	\$11	\$11
Bus Driver	Route Pay	Route Pay	Route Pay	Route Pay	Route Pay	Route Pay	Route Pay
Paraprofessional	\$80	\$85	\$85	\$90	\$85	\$90	\$90
Teacher/Librarian	\$95	\$100	\$110	\$120	\$125	\$140	State Base for years of experience
Registered Nurse (RN)	NA	NA	NA	NA	\$125	\$140	\$180
Licensed Vocational Nurse (LVN)	NA	NA	NA	NA	\$110	\$120	\$120
Counselor	NA	NA	NA	NA	\$180	\$200	\$200
Coach	\$25	\$30	\$25	\$30	\$25	\$30	\$30
Administrator	NA	NA	NA	NA	\$375*	\$400	\$400

**\*The minimum rate of a substitute for a certified administrator equals the midpoint of an Elementary School Assistant Principal as printed in the District's Pay System.**

**\*\*Substitutes will be paid the higher rate if substituting consecutive days for the same employee.**