

2023-2024		
NORTHSIDE INDEPENDENT SCHOOL DISTRICT		
Miscellaneous Pay Schedule		
Pay Rates for Various Substitute, Non-Regular and Seasonal Positions & Activities		
Rates are applicable to all funds including grants. Contact the Compensation Department if the position or activity is not listed.		
Daily Rate for Various Non-Teaching Substitute Positions		
Job Title *	Short Term Assignment	Long Term Assignment **
Coordinator	\$135.00	\$165.00
Supervisor	\$135.00	\$165.00
Hearing Officer	\$135.00	\$165.00
Assistant and Vice Principal	\$175.00	\$205.00
Elementary Principal & Director (small dept)	\$185.00	\$215.00
Middle School Principal & Director (large dept)	\$200.00	\$230.00
High School Principal & Executive Director	\$215.00	\$245.00
*Positions are not eligible for District's standard benefits package (e.g. Health, Retirement)		
**Long Term Assignment rate is achieved if assignment exceeds 20 days in the same position at the same school		
Hourly Rates for Various Substitute/Temporary Positions		
Job Title *	Short and Long Term Assignment	
Appraiser or Tester (Bilingual/ESL, GT)	\$30.00	\$120.00 per day
Test Administrator	\$30.00	
STAAR Testing Reconciler	\$15.00	\$120.00 per day
Dyslexia Bilingual Tester	\$30.00	
*Positions are not eligible for District's standard benefits package (e.g. Health, Retirement)		
Hourly Rates for Various Non-Regular Positions		
Job Title	Rate	
Adult & Community Instructional Coach	\$35.00	
Adult & Community Teacher (Cert. or Masters)	\$32.00	
Adult & Community Teacher w BA	\$27.00	
Adult & Community Tester	\$22.00	
Adult & Community IA	\$17.00	
Adult & Community Data Clerk	\$17.50	
Adult & Comm Ed Learning Tree Instructor	\$12.50	
Adult & Comm Ed Learning Tree Assistant Site Leader	\$15.50	
Adult & Comm Ed Learning Tree Site Leader	\$17.50	
Childcare Worker I (ECC, Adult & Community ED)	\$12.50	
Childcare Worker (Family Involvement Program)	\$11.50	
Crossing Guard	\$14.25	
Early Childhood Instructor (Family Literacy)	\$12.50	
Training Manager - Food Service	\$2.50 (Supplemental to current hourly rate)	
Free & Reduced Lunch Food Service Worker	\$14.25	
Student Assistant/Student Worker	\$10.00	
Warehouse Helper (summer)	\$10.00	
Miscellaneous Support Position *	\$10.00	
*Miscellaneous positions that are needed for continuous support of the operation typically on a part time basis must be paid at least the Federal Minimum Wage. Payment above the minimum wage must first be reviewed by the Compensation Department to ensure internal consistency with other District positions.		
Hourly Rate or Flat Rate for District Seasonal Activities		
Activity	Certified Rate	Non-Certified Rate
Athletic Trips by Coaches	\$30.00	(per trip)
In-House Detention Hall	\$30.00	(an hour)
Trainer/Presenter/Facilitator**	\$40.00	(an hour)
Prep Work for Trainer (3 hours maximum)	\$40.00	(an hour)
Professional development participant**	\$30.00	(max \$180)
Curriculum Writing	\$40.00	(an hour)
Crossing Guard (Teacher Extra Duty)	\$40.00	(max per day)
Homebound (Regular)*	\$50.00	(an hour)
Homebound (Speech Therapy Reg. or Private)*	\$60.00	(an hour)
Speech Compensatory or Summer Assessment*	\$50.00	(an hour)
OT/PT for Summer Assessment*	\$50.00	(an hour)
Parent Partner or Power Parent Training*	\$40.00	(an hour)
AI/VI Services (Summer-outside NISD)*	\$40.00	(an hour)
Care Clinic-LPC Supervisor	\$60.00	(an hour)
Care Clinic-LPC	\$60.00	(an hour)
Care Clinic-LPC Associate	\$40.00	(an hour)
Bridge Services to Student Information Services***	\$60.00	(an hour)
Tutor	\$40.00	\$20.00 (an hour)
Summer School		
Administrator, Coordinator, Registered Nurse &Teacher	\$40.00	(an hour)
LVN	\$25.00	(an hour)
TSS	\$25.00	(an hour)
Paraprofessional & Clerical	\$20.00	(an hour)
*No Mileage		
**Notice of extra duty pay for professional development participation will be approved and communicated prior to attendance.		
***Other departments utilizing bridge services will adhere to the same hourly rate.		