

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT  
SUBSTITUTE TEACHER PAY SCALE  
2016-2017 SCHOOL YEAR**

<b>Description</b>		<b>Daily Rate</b>
Non-Degreed *	1	\$ 80.00
Degreed **	2	\$ 90.00
Certified ***	3	\$ 115.00

- \* Minimum 48 college hours
- \*\* Bachelor's Degree or higher
- \*\*\* Teacher Certification

BISD, an equal opportunity employer, does not discriminate on basis of race, color, national origin, gender, religion, age or disability in employment or provision of services, programs or activities.