Humble I.S.D. Salary Schedule, 2025-26
Substitute Employees

POSITION	Daily Rate	Mon & Fri Daily Rate
Non-degreed Substitute	$120.00	$130.00
Degreed Substitute	$130.00	$140.00
*Texas Certified Substitute	$140.00	$150.00
Deaf Education Teacher (Degreed)	$145.00	
Certified Level I Interpreter	$135.00	
Non-certified Interpreter	$130.00	
Nurse – Degreed RN	$165.00	
Nurse – Non-degree RN	$145.00	
Nurse – Non-degree LVN	$135.00	
Licensed Cosmetologist	$120.00	
Licensed (Certified) Speech Therapist	$165.00	
ASHA Certified Therapist	$175.00	
Certified Counselor	$175.00	
Degreed Temporary Assignment Teacher (filling an official vacancy and with approval of Superintendent/Designee)	$185.00	
Campus Flex Substitute (primary campus assignment)	$175.00	(Texas Certified Sub rate + Long Term Sub Rate)

Rates only applicable occupying a comparable position. Otherwise based on position filled.

Humble Retiree/Former Office Prof. or Para-educator Non Degreed:		$150.00
Humble Retiree/Former Office Prof. or Para-educator Degreed:		$160.00
Humble Retiree/Former LVN		$165.00
Humble Retiree (Certified) Teacher		$175.00
Humble Retiree/Former Nurse		$200.00
Humble Retiree/Former Central Office Professional Staff		$225.00
Humble Retiree/Former Counselor		$245.00
Humble Retiree/Former Elementary Administrator		$245.00
Humble Retiree/Former Secondary Administrator		$295.00
Humble Retiree/Former Central Office Administrator		$345.00
100+ Days worked by sub in school year	**Annual**	**$500.00**

Beginning on the 11th consecutive work day in the positions identified above, substitute employee will receive an additional $35.00 per day, retroactive to the first day in the assignment.

Substitutes in positions that are identified as substitute shortage areas will receive an additional $10.00 per day for the assignment (Adaptive Behavior, Life Skills, Medically Fragile, Severe Communication Disorders, PPCD, and others identified as shortage areas)

Substitutes for bilingual (Spanish) teaching positions are eligible to receive an additional $10.00 per day when working in a bilingual teaching assignment only after passing a written and oral Spanish competency exam.

***Effective with the 2011-12 school year, out-of-state certified substitutes will be paid the Degreed substitute rate.**