



## Substitute Teacher Incentive Plan

### Quota Incentives:

Monthly Quota: Working every day in one month	\$120/month
<b>OR</b>	
Working on any Monday or Friday in a month	\$10 per Monday and/or Friday

\*Cannot be used in combination

Working Days in Each Month	<ul style="list-style-type: none"> <li>• February = 19 days</li> <li>• March = 16 days</li> <li>• April = 20 days</li> <li>• May = 18 days</li> </ul>	<b>-OR-</b>	<ul style="list-style-type: none"> <li>4 Mondays and 3 Fridays</li> <li>3 Mondays and 4 Fridays</li> <li>3 Mondays and 3 Fridays</li> <li>3 Mondays and 4 Fridays</li> </ul>
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### Hard-to-Fill Incentives:

Special Education Severe Assignments: SAILS, FLASH, ABC, BSS, & PPCD	\$15/day
<b>OR</b>	
Identified Title I, IR, and Hard-to-Fill Campuses	\$10/day

\*Cannot be used in combination

Identified Title I, IR, and Hard-to-Fill Campuses		
<b>Elementary Schools</b>		
<ul style="list-style-type: none"> <li>• Arizona Fleming</li> <li>• Armstrong</li> <li>• Barbara Jordan</li> <li>• Blue Ridge</li> <li>• Briargate</li> <li>• Burton</li> <li>• Dulles</li> </ul>	<ul style="list-style-type: none"> <li>• EA Jones</li> <li>• Glover</li> <li>• Goodman</li> <li>• Heritage Rose</li> <li>• Holley</li> <li>• Hunters Glen</li> <li>• Lantern Lane</li> </ul>	<ul style="list-style-type: none"> <li>• Mission Bend</li> <li>• Mission Glen</li> <li>• Mission West</li> <li>• Ridgeway</li> <li>• Ridgemont</li> <li>• Rosa Parks</li> <li>• Townewest</li> </ul>
<b>Middle Schools</b>		<b>High Schools</b>
<ul style="list-style-type: none"> <li>• Crockett</li> <li>• Dulles</li> <li>• Hodges Bend</li> <li>• Lake Olympia</li> </ul>	<ul style="list-style-type: none"> <li>• McAuliffe</li> <li>• Missouri City</li> <li>• Quail Valley</li> </ul>	<ul style="list-style-type: none"> <li>• Hightower</li> <li>• Marshall</li> <li>• Willowridge</li> </ul>

### Stipulations:

\*If a substitute worked in an identified special education severe position and at a Title I campus, he/she will receive the highest pay incentive of \$15 only (NOT BOTH)\*.

\*Title I and Monday/Friday incentives CAN be combined.

\*Quota and hard-to-fill incentives CAN be combined.

\*Substitutes in long-term assignments are EXCLUDED from incentive pay.

\*This incentive plan applies to full-day absences only (or two half-day absences at the same school on the same day). The only exception will be for the half days on May 23, 2019 and May 24, 2019.