Compensation Plan

2023-2024

Mission Statement Page 4
Authority for Compensation Plan Page 4
Description Page 4
Pay Plan Administrative Procedures Page 5

Pay Plan Administrative Procedures

Minimum Pay Requirements

Certified classroom teachers, librarians, registered nurses, and counselors will be paid no less than the state minimum salary schedule based on total years of credible experience. Experience will be credited according to the commissioner's rules on creditable service (19 TAC 153.1021). Salaries for these employees will be determined annually after Board of Trustees approval of the budget. Nonexempt employees will be paid no less than the current minimum wage in accordance with the federal Fair Standards Labor Act (FLSA).

District of Innovation (DoI) teachers are paid using the Board approved teacher salary scale based on verified years of service in teaching.

Local Pay Plans

The District will maintain position classification and pay structures for all jobs. Jobs will be grouped into position classification and pay grades in the following categories: (1) teachers, counselors, librarians, and registered nurses (RN's), (2) police department, (3) auxiliary, (4) clerical/instructional support, (5) information technology, (6) administrative/professional, and (7) bus drivers.

Each job will be assigned to a pay grade that determines the minimum to maximum pay range for the position. Pay ranges are set to be competitive with the relevant job market for benchmark positions. Jobs are assigned to pay grades on the basis of the following factors: (1) job qualifications and required skills; (2) job duties and responsibilities defined by the district; and (3) competitive job market prices.

At the District's option, nonexempt employees may receive compensatory time off, rather than overtime pay, for overtime work. The employee shall be informed in advance if overtime hours will accrue compensatory time rather than pay.

In such situations, the employee's supervisor may request approval from the Superintendent to award that employee differential pay for the period of time during which the employee performs responsibilities in addition to their existing duties. An employee is eligible to receive differential pay only for the period of time during which the employee is assigned the responsibilities of another position in addition to the employee's existing responsibilities. The period of time may not exceed a period of sixty (60) working days except in unusual circumstances approved by the Superintendent. The rate of differential pay will be calculated by determining the difference between the current daily rate and the daily rate of what the employee would earn if that employee had been assigned, promoted, or reclassified to the vacant position. Differential pay is not available for employees who assume delegated responsibilities of positions in an equal or lesser pay grade than the one in which they are currently classified.

Stipend Pay

The Board of Trustees will approve a schedule of stipends for extra duties. Employees on the teacher pay scale and high school athletic coordinators are eligible for stipends. Employees receiving a UIL event or mentor stipend will be required to submit a stipend verification form twice per year. Employees receiving a UIL event stipend must compete in a minimum of a district level UIL competition. An employee will be required to work until the 15th of the month to receive the full monthly amount. Should the employee exit prior to the 15th of the month, they will receive only half of the monthly amount. Employees who accept a stipend assignment prior to the 15th of the month will receive the full monthly amount, if the assignment is accepted after the 15th of the month they will receive half of the monthly amount. In the event of a partial or cancelled UIL Athletics or Academics season due to a mandatory school closure such as, but not limited to, a temporary COVID-19 closure, partial or no stipends may be paid for the particular season which was cancelled or shortened.

Non-exempt staff are not eligible for a traditional stipend pay. However, they may still work the job duties and must be paid an hourly rate for their time. A Blended Rate schedule will be applied to all situations where a paraprofessional staff member is working a duty that is traditionally paid with a stipend.

Exempt Employees

Exempt employees who are assigned stipend duties that accrue extra pay will be compensated according to the district's schedule for extra duty stipends. These assignments may be discontinued at any time for any reason or no reason, by either party. The stipend may be prorated in the event that an individual is unable to perform the duties for the entire period as indicated. It is the responsibility of the principal to verify that an individual met the minimum standards to be eligible for the stipend. An employee does not have a property right to a stipend and all stipends are authorized on a year-to-year basis.

New Hire Placement

Pay Grade	Job Title		Hourly Minimum	Hourly Midpoint	Hourly Maximum
101		Days	$23.23	$27.84	$34.01
	Police Officer	230			
	Police Officer T-D96.6 (l)6-4 (o)-4.4(l)-0.9 (i)-0.8 (c)3.p	187			
102		Days	$26.89	$32.22	$38.15
	Police T-D96.6 (l)6-4 (o)-6.6 (l)-0.9 (i)-0.8 (c)3.p				

Auxiliary - ACP

Pay Grade	Job Title		Hourly Minimum	Hourly Midpoint	Hourly Maximum
203		Days	$15.90	$17.27	$19.08
	Bus Monitor	187			
	Custodian	260			
	Driver/Server - Child Nutrition	190			
	General Worker - Child Nutrition	190			
	Groundskeeper/Landscaper	260			
	Materials Expediter	260			
204		Days	$16.41	$18.44	$21.84
	Cafeteria Manager - Assistant	193			
	Custodian - Assistant Lead	260			
	Custodian Lead - Elementary School *	260			
	Distribution Driver	226			
	Equipment Repair Technician - Custodial	260			
	Vehicle Mechanic Helper	260			
	Warehouse Worker - CN, DO, Maintenance	260			
205		Days	$17.06	$19.79	$23.43
	Cafeteria Manager - Floating I or II	193			
	Custodian - Lead - Middle School *	260			
	Groundskeeper - Lead	260			
	Heavy Equipment Operator	260			
	HVAC F/W Mechanic	260			
	Painter	260			
206		Days	$18.97	$22.01	$26.06
	Bus Router	226			
	Cafeteria Manager III	193			
	Carpenter	260			
	Custodian Lead - ERC, HS *	260			
	HVAC Mechanic	260			
	Locksmith	260			
	Production Kitchen Manager - Child Nutrition	193			
	Trainer/Student Management Specialist - Transportation	226			
	Training Specialist I - Transportation	226			
	Transportation Dispatcher	226			
207		Days	$21.01	$24.37	$28.86
	Lead Bus Router	226			
	Controls Technician, Electronics Controls Technician I	260			
	Irrigation Technician	260			
	Mill Carpenter	260			
	Pest Control Applicator	260			
	Training Specialist II - Transportation	226			
	Video Safety Specialist - Transportation	226			
	Warehouse Supervisor - Child Nutrition	240			

Pay Grade	Job Title		Hourly Minimum	Hourly Midpoint	Hourly Maximum
208		Days	$23.18	$26.89	$31.84
	Carpenter - Lead	260			
	Equipment Repair Technician - Child Nutrition	260			
	Mechanic	260			
	HVAC Technician	260			
	Plumber - Apprentice	260			
	Shop Foreman - Assistant	260			
	Supervisor Terminal - Transportation	226			
	Warehouse Supervisor - District Office	240			
	Welder	260			
209		Days	$25.00	$29.01	$34.35
	Controls Technician II	260			
	Energy Controls Technician	260			
	Security Systems Technician	260			
	Senior Locksmith	260			
	Shop Foreman	260			
	Plumber Journeyman	260			

Pay Grade	Job Title		Hourly Minimum	Hourly Midpoint	Hourly Maximum
303		Days	$16.94	$17.96	$21.31

Pay Grade	Job Title		Hourly Minimum	Hourly Midpoint	Hourly Maximum
401		Days	$24.71	$25.90	$30.67
	Computer Technician I	226			

Pay Grade	Job Title		Daily Minimum	Daily Midpoint	Daily Maximum
505		Days	$338.65	$374.28	$445.52
	Academic Campus Coordinator	226			
	Academic Coach - Middle School	207			
	Academic Coach - Elementary School	202			
	Academic Coach - Converse Elementary School	220			
	Assistant Director - Child Nutrition	226			
	Assistant Principal - Elementary School	202			
	Assistant Principal - Converse Elementary School	220			
	Assistant Princi aChool				

Substitute Rates for Tuesday, Wednesday, & Thursday	Daily Rate
	$90.00
	$100.00

	Stipend
Athletic Coordinator (2 per campus)	$8,400
College Coordinator (2 per HS campus)	$900
Equipment Coordinator Football 1 per campus	$1,800
Off Season (Football), 1 per campus	$1,800
Video Coordinator (Football) (1 per campus)	$1,800
Head Coach (1)	$10,000
Assistant Head Coach (1)	$9,500
1st Assistant Coach Off/Def (2)	$9,000
Assistant Coach (10)	$7,000
Head Coach (1)	$5,300
Assistant Coach (2)	$4,000
Head Coach (1)	$8,050
Assistant Coach (3)	$4,500

	Stipend
Athletic Trainer (2 per Campus)	$11,500
Strength and Conditioning (year round)	
Coordinator for both Boys and Girls (1 per campus)	$4,000
Tennis	
Head Coach (1)	$6,100
Assistant Coach (1)	$4,000
Track	
Head Coach (1)	$5,300
Assistant Coach (3)	$4,000
Soccer (82 Days)	
Head Coach (1)	$5,300
Assistant Coach (1)	$4,000
Swimming	

	Stipend
	$3,100
Head Coach 7th/8th (1 per grade)	$2,550
Assistant Head Coach (3)	$1,500
Head Coach 7th/8th (1 per grade)	$2,550
Assistant Coach 7th/8th (1 per grade)	$1,500
Head Coach 7th/8th (1 per grade)	$2,550
Assistant Coach (1 per Sport)	$1,500

	Stipend
Athletic Trainer (1 for ALL Middle Schools)	$11,500
Tennis	
Head Coach (1)	$1,000
Track (B/G)	
Head Coach (1)	$2,550
Assistant Coach (3)	$1,500
Soccer (B/G)	
Head Coach (1)	$2,550
Assistant Coach (1)	$1,500
Basketball	
Head Coach 7th/8th (1 per grade)	$2,550
Assistant Coach 7th/8th (1 per grade)	$1,500
Cross Country	
Head Coach (1)	$1,000

	Stipend

	Stipend
Band Director	$13,830
Band Director - Assistant	$9,480
Choir Director	$5,060
Choir Director - Assistant	$3,560
Color Guard	$1,500
Fine Arts Facilitator	$3,500
Mariachi Director	$5,500
Orchestra Director	$4,000
Orchestra Director - Assistant	$2,000
One Act Play Sponsor	$1,500
Theatre Director	$5,500
Theatre Director - Assistant	$2,000

	Stipend
Band Director	$6,900
Band Director - Assistant	$5,400
Choir Director	$1,500
Mariachi **	$1,500
Orchestra Director	$1,500
Theatre Director	$1,500

	Stipend
Agriculture Teacher	$6,700
Agriculture Teacher - Lead	$11,640
Automotive Lab	$780

	Stipend
Culinary Lab	$780
Health Internship	$2,600

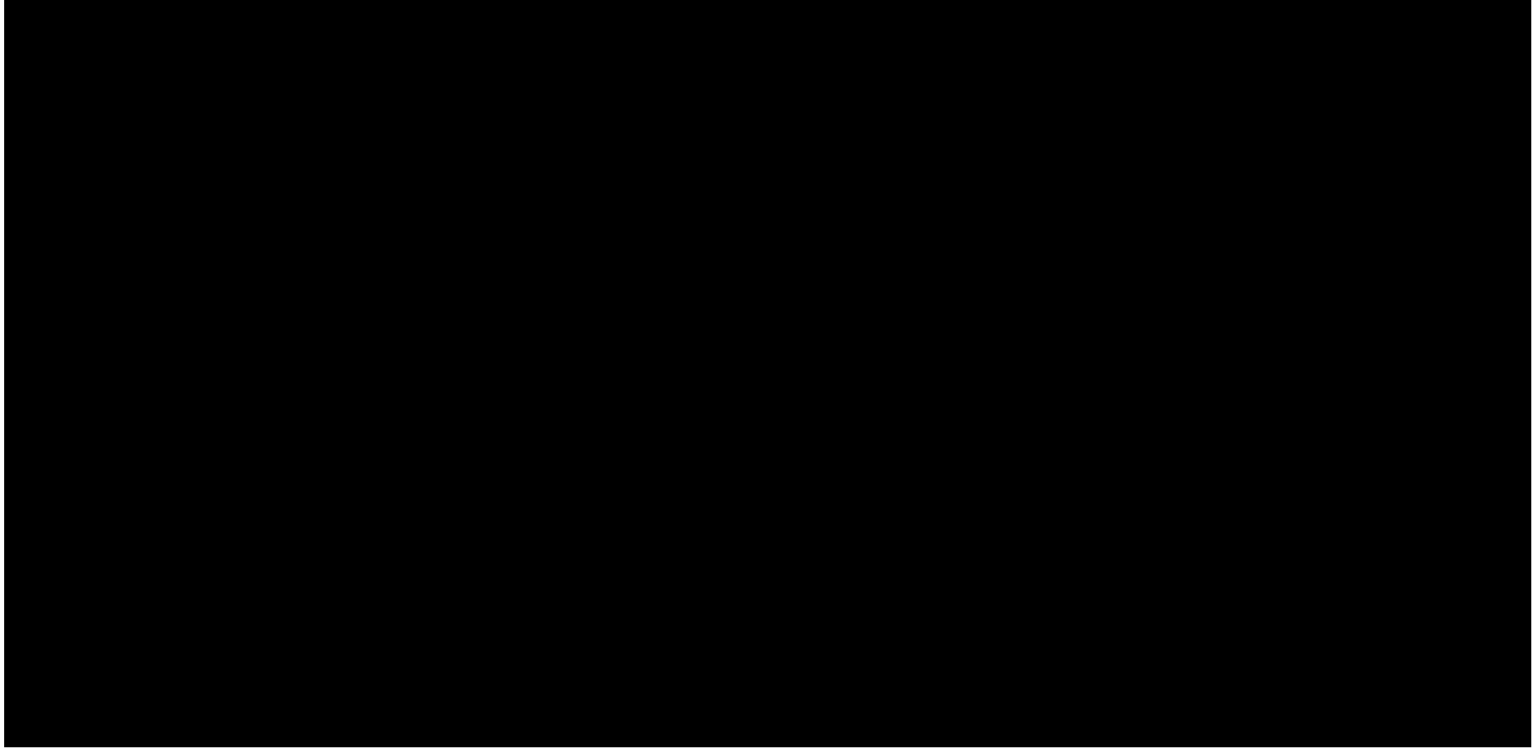
	Stipend
	$250
	$500
	$700

	Stipend
Adaptive Physical Education	$3,000
Life Skills, ECSE, APPLE, BAC, Resource	$2,300
Inclusion or Co-teach (employed before 7/2019)	$2,000
Inclusion or Co-teach (began employment after 7/2019)	$1,500
Licensed Specialist School Psychology	$2,000
Diagnostician	$2,000

	Stipend
Special Olympics - Assistant	$800
Special Olympics - Lead	$1,000
SLP Assistant Supervision	$2,000
SLP	$2,000
SLP Lead	$2,500

	Stipend
Bilingual/Dual Language/Spanish Immersion	$2,000
Campus Translator (Teacher)	$1,200
ESOL or ESL Teacher - Secondary	$1,000
Health Services Facilitator	$3,000
Rutledge Stadium Video Tech - Asst	$2,500
Rutledge Stadium Video Tech- Lead	$5,000
Elem/MS Testing Coordinator	$3,000
Campus Translator (Para only)	$0.25 per hr.
Campus Teacher of the Year	$500

	Stipend
Lead Library Media Specialist	$3,000
Masters Degree	$1,500
Doctoral Degree	$500
Lead Mentor Teacher	$500
Masters Degree in Assigned Teaching Field	$1,500
GF Secondary Teacher Math or Science***	$1,500
Wagner Feeder Pattern and JCARE Teacher Retention *	$1,000
Wagner Feeder Pattern and JCARE Instructional Aide Retention *	$500
	$1,000



Employee Incentive

Incentive	Stipend
Winter (FT)Full-Time Non-Teachers	$1,000
Fall Sign-On(All New and Current TCLN)	$500
All-Star (All TCLN)	$500
DOI Mentor	$1,000
Winter (FT) TCLNStep:	
0-5 Years	$1,000
6-10 Years	$1,500
11-20 Years	$2,000
21+ Years	$2,500

Incentive	Stipend
Spring (FT) Full-Time Non-Teachers	$1,000
Substitute (90+)	$400
Attendance (Auxiliary & Paras)	
Paid $300/Quarter up to $1200	$1,200
Hard to Fill (SpEd Teachers, Bus Drivers, Police, SpEd Paras)	$500
Spring (FT) TCLNStep:	
0-5 Years	$1,000
6-10 Years	$1,500
11-20 Years	$2,000
21+ Years	$2,500

Incentive Eligibility

Incentive Eligibility Guidelines

Incentive Eligibility Guidelines

Quarterly Dates:

1.

2. No more than 2 tardies within a quarter.
3. Must have no documented write ups.
4. May not use more than 2 approved LOCAL or STATE days within a quarter.
5. May use Approved Comp Time, Vacation or Non-Work Dn or

Athletic Workers

FOOTBALL

Position	Pay
VARSITY FOOTBALL	
Ticket Attendant	$50
Gate Attendant	$50
Supervisor	$75
Home Pass Gate/Elevator	$50
Visitor Pass Gate	$50
South Field Gate	$50
Reserved Section	$50
Press Box Supervisor	$40
Athletic Reserved 2nd Floor	$40
Spotter	$50
Announcer	$80
Clock	$50
40 Second Timer	$45
Chain Crew	$60
JV HS FOOTBALL	
Ticket Attendant	$25 per game
Clock	$25 per game
FRESHMAN FOOTBALL	
Ticket Attendant	$25 per game
Clock	$25 per game
MIDDLE SCHOOL FOOTBALL	
Ticket Attendant	$15 per game
Clock/Score	$15 per game

VOLLEYBALL

Position	Pay
HIGH SCHOOL VOLLEYBALL	
Ticket Attendant	$25 per match
Clock	$25 per match
Book	$25 per match
Libero	$25 per match
Tournament (FR/JV/Var)	$20 All Workers per Match
MIDDLE SCHOOL VOLLEYBALL	
Ticket Attendant	$15 per match
Clock	$15 per match
Book/Libero	$15 per match

BASKETBALL

Position	Pay
HIGH SCHOOL BASKETBALL	
Ticket Attendant	$25 per game
Clock	$25 per game
Book	$25 per game
Tournament (FR/JV/Var)	$20 All Workers per Game
MIDDLE SCHOOL BASKETBALL	
Ticket Attendant	$15 per game
Clock	$15 per game
Book	$15 per game

SOCCER

Position	Pay
HIGH SCHOOL SOCCER	
Ticket Attendant	$25 per game
Clock/ Book	$25 per game
Tournament (FR/JV/Var)	$20 All Workers per Game
MIDDLE SCHOOL SOCCER	
Ticket Scanner	$15 per game
Clock	$15 per game

BASEBALL

Position	Pay
HIGH SCHOOL BASEBALL	
Ticket Attendant	$25 per game
*Announcer /Clock (*Varsity Only)	$25 per game
Book/Pitch Count	$25 per game
Tournament (FR/JV/Var)	$20 All Workers per Game
MIDDLE SCHOOL BASEBALL	
Ticket Attendant	$15 per game
Book/Pitch Count	$15 per game

SOFTBALL

Position	Pay
HIGH SCHOOL SOFTBALL	
Ticket Attendant	$25 per game
*Announcer/Clock (*Varsity Only)	$25 per game
Book	$25 per game
Tournament (FR/JV/Var)	$20 All workers per Game
MIDDLE SCHOOL SOFTBALL	
Ticket Attendant	$15 per game
Book	$15 per game

WRESTLING

Position	Pay
HIGH SCHOOL WRESTLING	
Ticket Attendant	$10 per hour

POWERLIFTING

Position	Pay
HIGH SCHOOL POWERLIFTING	
Ticket Attendant	$10 per hour

TRACK

Position	Pay
HIGH SCHOOL/ MIDDLE SCHOOL TRACK	
Ticket Attendant	$10 per hour
Announcer (Contract)	$10 per hour
Starter (Contract)	contracted service
Asst. Starter (Contract)	contracted service
Laser Equip. (Contract)	contracted service
Meet Director (Contract)	contracted service
Computer/ Entries	$10 per hour
Computer/ Capture	$10 per hour
Computer/ Score	$10 per hour
Awards	$10 per hour
Awards	$10 per hour

Summer School/Holiday
Extra Duty Pay

Position	Flat Rate
Principal	$9,680
Assistant Principal	$8,360
MS and HS Counselors	$6,800

Position	Pay by Hour
Teachers	$50
HS Testing Coordinator Max 75 hrs	$50
Secretary	$20
PEIMS Clerk	$20
Support Staff (Including all Instructional Support)	$20
Bus Drivers	$22
Bus Assistants/Monitors	$20
Cafeteria Manager	$22
Cafeteria Staff	$20
Health Aide	$20
Adventure Club Supervisors	$25
Adventure Club Aides	$20
Adventure Club Teacher - Professional	$35
Hall Monitor (MS &HS)	$20
Maintenance Helper (non-maintenance department)	$11