

IRVING INDEPENDENT SCHOOL DISTRICT

EMPLOYEE SALARY SCHEDULES

2024 - 2025





The Board of Education adopts a new compensation plan each year. **Salary increases are not given automatically.**

Neither past nor future salaries can be accurately calculated or predicted from information in this manual. **Only salaries for the 2024 - 2025 school year may be obtained from the information in this manual.**

The Compensation and/or Payroll departments shall determine final calculations of all salaries, **regardless of possible typographical errors contained in this manual.**

The Board of Education, the Superintendent, and/or designee retain the right to adjust salaries anytime during the fiscal year.

The contents of this manual will be updated throughout the year as needed due to continuous compensation review in conjunction with TASB as well as jobs being added, changed, and/or deleted. Updates will also be made to correct for any typographical errors.

For further clarification or information, please contact the Employee Services/Human Resources Department at (972) 600-5417, or the Payroll Department at (972) 600-5410.

**The contents of this manual will be updated throughout the year as needed due to jobs being added, changed and/or deleted. Updates will also be made to correct any typographical errors.*

Teachers, Nurses, Librarians, Other Instructional Professionals, and Counselors Salary Schedules

*Must have completed at least 90 days in the previous work calendar year to receive step movement.

*All service records and/or transcripts must also be received for salary credit purposes.

*Nursing experience outside of public education may be given salary credit per TRS Guidelines.

Irving ISD
2024-2025 Compensation Schedule
New Hire Teachers, Nurses, and Librarians

Years of Experience	Bachelor's Degree Daily Rate	Bachelor's Degree Annual Salary	Master's Degree Daily Rate	Master's Degree Annual Salary	Doctorate Degree Daily Rate	Doctoral Degree Annual Salary
0	\$334.8546	\$62,618	\$343.1993	\$64,178	\$354.3255	\$66,259
1	\$335.8075	\$62,796	\$344.2073	\$64,367	\$355.5538	\$66,489
2	\$338.0328	\$63,212	\$346.4325	\$64,783	\$357.7790	\$66,905
3	\$342.2024	\$63,992	\$350.6076	\$65,564	\$361.9542	\$67,685
4	\$348.8781	\$65,240	\$357.2833	\$66,812	\$368.6298	\$68,934
5	\$349.5440	\$65,365	\$358.2535	\$66,993	\$369.8311	\$69,158
6	\$351.5203	\$65,734	\$361.0702	\$67,520	\$372.6478	\$69,685
7	\$358.3281	\$67,007	\$367.3213	\$68,689	\$378.8989	\$70,854
8	\$361.9002	\$67,675	\$370.4731	\$69,278	\$382.0402	\$71,442
9	\$365.3041	\$68,312	\$373.8770	\$69,915	\$385.4441	\$72,078
10	\$367.0061	\$68,630	\$375.5790	\$70,233	\$387.1461	\$72,396
11	\$368.2563	\$68,864	\$376.8187	\$70,465	\$388.3963	\$72,630
12	\$369.3910	\$69,076	\$377.9534	\$70,677	\$389.5310	\$72,842
13	\$370.5256	\$69,288	\$379.0880	\$70,889	\$390.6656	\$73,054
14	\$371.6603	\$69,500	\$380.2226	\$71,102	\$391.8003	\$73,267
15	\$372.7949	\$69,713	\$381.3678	\$71,316	\$392.9349	\$73,479
16	\$373.9296	\$69,925	\$382.5024	\$71,528	\$394.0696	\$73,691
17	\$376.1988	\$70,349	\$387.6084	\$72,483	\$399.1755	\$74,646
18	\$377.3335	\$70,561	\$388.7430	\$72,695	\$400.3101	\$74,858
19	\$378.4681	\$70,774	\$389.8777	\$72,907	\$401.4448	\$75,070
20	\$382.1558	\$71,463	\$393.5653	\$73,597	\$405.1429	\$75,762
21	\$383.5741	\$71,728	\$394.9836	\$73,862	\$406.5612	\$76,027
22	\$386.6418	\$72,302	\$398.0513	\$74,436	\$409.6289	\$76,601
23	\$390.7917	\$73,078	\$402.1907	\$75,210	\$413.7683	\$77,375
24	\$393.8174	\$73,644	\$405.2269	\$75,777	\$416.7940	\$77,940
25	\$398.8918	\$74,593	\$410.3013	\$76,726	\$421.8789	\$78,891
26	\$399.6693	\$74,738	\$411.5305	\$76,956	\$423.1081	\$79,121
27	\$402.9786	\$75,357	\$417.2143	\$78,019	\$428.7919	\$80,184
28	\$409.3978	\$76,557	\$423.6334	\$79,219	\$435.2111	\$81,384
29	\$416.2057	\$77,830	\$430.4413	\$80,493	\$442.0189	\$82,658
30	\$421.8789	\$78,891	\$436.1251	\$81,555	\$447.6922	\$83,718
31	\$423.4548	\$79,186	\$437.7010	\$81,850	\$449.2786	\$84,015
32	\$430.2627	\$80,459	\$444.5089	\$83,123	\$456.0865	\$85,288
33	\$434.7593	\$81,300	\$450.1401	\$84,176	\$461.7072	\$86,339
34	\$439.8127	\$82,245	\$455.1935	\$85,121	\$466.7711	\$87,286
35	\$444.4458	\$83,111	\$459.8266	\$85,988	\$471.4042	\$88,153
36	\$448.3541	\$83,842	\$463.7348	\$86,718	\$475.3125	\$88,883
37	\$453.5020	\$84,805	\$468.8828	\$87,681	\$480.4499	\$89,844
38	\$458.6289	\$85,764	\$473.9992	\$88,638	\$485.5768	\$90,803
39	\$463.8294	\$86,736	\$479.2102	\$89,612	\$490.7878	\$91,777
40	\$467.8952	\$87,496	\$483.2655	\$90,371	\$494.8431	\$92,536

*This new hire schedule is for the 2024-2025 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicated on the basis of this schedule.

*Salary is based on a 187 work days.

*Base pay does not include any stipends or other salary supplements.

*Salary is based on the pay approved by the Board of Trustees each year.

**Irving ISD
2024-2025 Compensation Schedule
New Hire School Counselors (Masters Degree)**

Years of Experience	Daily Rate	195-Days Annual Salary	200-Days Annual Salary	205-Days Annual Salary	220-Days Annual Salary
0	\$337.9990	\$65,910	\$67,600	\$69,290	\$74,360
1	\$339.9847	\$66,297	\$67,997	\$69,697	\$74,797
2	\$340.8567	\$66,467	\$68,171	\$69,876	\$74,988
3	\$345.4898	\$67,371	\$69,098	\$70,825	\$76,008
4	\$351.6043	\$68,563	\$70,321	\$72,079	\$77,353
5	\$357.7713	\$69,765	\$71,554	\$73,343	\$78,710
6	\$367.3633	\$71,636	\$73,473	\$75,309	\$80,820
7	\$371.8914	\$72,519	\$74,378	\$76,238	\$81,816
8	\$374.8856	\$73,103	\$74,977	\$76,852	\$82,475
9	\$378.0164	\$73,713	\$75,603	\$77,493	\$83,164
10	\$379.6868	\$74,039	\$75,937	\$77,836	\$83,531
11	\$381.1367	\$74,322	\$76,227	\$78,133	\$83,850
12	\$382.2398	\$74,537	\$76,448	\$78,359	\$84,093
13	\$383.3114	\$74,746	\$76,662	\$78,579	\$84,329
14	\$384.3620	\$74,951	\$76,872	\$78,794	\$84,560
15	\$385.5597	\$75,184	\$77,112	\$79,040	\$84,823
16	\$388.9111	\$75,838	\$77,782	\$79,727	\$85,560
17	\$391.2224	\$76,288	\$78,244	\$80,201	\$86,069
18	\$394.0485	\$76,839	\$78,810	\$80,780	\$86,691
19	\$397.2319	\$77,460	\$79,446	\$81,433	\$87,391
20	\$399.5642	\$77,915	\$79,913	\$81,911	\$87,904
21	\$402.9366	\$78,573	\$80,587	\$82,602	\$88,646
22	\$405.2269	\$79,019	\$81,045	\$83,072	\$89,150
23	\$407.2546	\$79,415	\$81,451	\$83,487	\$89,596
24	\$410.6900	\$80,085	\$82,138	\$84,191	\$90,352
25	\$414.0415	\$80,738	\$82,808	\$84,878	\$91,089
26	\$417.2353	\$81,361	\$83,447	\$85,533	\$91,792
27	\$420.8178	\$82,059	\$84,164	\$86,268	\$92,580
28	\$427.4471	\$83,352	\$85,489	\$87,627	\$94,038
29	\$434.8854	\$84,803	\$86,977	\$89,151	\$95,675
30	\$440.0753	\$85,815	\$88,015	\$90,215	\$96,817
31	\$443.8050	\$86,542	\$88,761	\$90,980	\$97,637
32	\$448.2910	\$87,417	\$89,658	\$91,900	\$98,624
33	\$452.9977	\$88,335	\$90,600	\$92,865	\$99,659
34	\$458.2192	\$89,353	\$91,644	\$93,935	\$100,808
35	\$463.7559	\$90,432	\$92,751	\$95,070	\$102,026
36	\$468.0843	\$91,276	\$93,617	\$95,957	\$102,979
37	\$473.1902	\$92,272	\$94,638	\$97,004	\$104,102
38	\$478.2857	\$93,266	\$95,657	\$98,049	\$105,223
39	\$483.2340	\$94,231	\$96,647	\$99,063	\$106,311
40	\$486.0601	\$94,782	\$97,212	\$99,642	\$106,933

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*Salary is based on the pay approved by the Board of Trustees each year.

Irving ISD
2024-2025 Compensation Schedule
New Hire School Counselors (Doctoral Degree)

Years of Experience	Daily Rate	195-Days Annual Salary	200-Days Annual Salary	205-Days Annual Salary	220-Days Annual Salary
0	\$348.8832	\$68,032	\$69,777	\$71,521	\$76,754
1	\$350.8689	\$68,419	\$70,174	\$71,928	\$77,191
2	\$351.7409	\$68,589	\$70,348	\$72,107	\$77,383
3	\$356.3635	\$69,491	\$71,273	\$73,055	\$78,400
4	\$362.4885	\$70,685	\$72,498	\$74,310	\$79,747
5	\$368.6555	\$71,888	\$73,731	\$75,574	\$81,104
6	\$378.2475	\$73,758	\$75,650	\$77,541	\$83,214
7	\$382.7756	\$74,641	\$76,555	\$78,469	\$84,211
8	\$385.7698	\$75,225	\$77,154	\$79,083	\$84,869
9	\$388.9006	\$75,836	\$77,780	\$79,725	\$85,558
10	\$390.5711	\$76,161	\$78,114	\$80,067	\$85,926
11	\$392.0209	\$76,444	\$78,404	\$80,364	\$86,245
12	\$393.1240	\$76,659	\$78,625	\$80,590	\$86,487
13	\$394.1956	\$76,868	\$78,839	\$80,810	\$86,723
14	\$395.2462	\$77,073	\$79,049	\$81,025	\$86,954
15	\$396.4439	\$77,307	\$79,289	\$81,271	\$87,218
16	\$399.7953	\$77,960	\$79,959	\$81,958	\$87,955
17	\$402.1066	\$78,411	\$80,421	\$82,432	\$88,463
18	\$404.9328	\$78,962	\$80,987	\$83,011	\$89,085
19	\$408.1161	\$79,583	\$81,623	\$83,664	\$89,786
20	\$410.4484	\$80,037	\$82,090	\$84,142	\$90,299
21	\$413.8103	\$80,693	\$82,762	\$84,831	\$91,038
22	\$416.1111	\$81,142	\$83,222	\$85,303	\$91,544
23	\$418.1388	\$81,537	\$83,628	\$85,718	\$91,991
24	\$421.5743	\$82,207	\$84,315	\$86,423	\$92,746
25	\$424.9257	\$82,861	\$84,985	\$87,110	\$93,484
26	\$428.1195	\$83,483	\$85,624	\$87,764	\$94,186
27	\$431.6915	\$84,180	\$86,338	\$88,497	\$94,972
28	\$438.3313	\$85,475	\$87,666	\$89,858	\$96,433
29	\$445.7696	\$86,925	\$89,154	\$91,383	\$98,069
30	\$450.9490	\$87,935	\$90,190	\$92,445	\$99,209
31	\$454.6892	\$88,664	\$90,938	\$93,211	\$100,032
32	\$459.1752	\$89,539	\$91,835	\$94,131	\$101,019
33	\$463.8819	\$90,457	\$92,776	\$95,096	\$102,054
34	\$469.1034	\$91,475	\$93,821	\$96,166	\$103,203
35	\$474.6401	\$92,555	\$94,928	\$97,301	\$104,421
36	\$478.9685	\$93,399	\$95,794	\$98,189	\$105,373
37	\$484.0745	\$94,395	\$96,815	\$99,235	\$106,496
38	\$489.1594	\$95,386	\$97,832	\$100,278	\$107,615
39	\$494.1182	\$96,353	\$98,824	\$101,294	\$108,706
40	\$496.9443	\$96,904	\$99,389	\$101,874	\$109,328

*This new hire schedule is for the 2023-2024 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicated on the basis of this schedule.

*Base pay does not include any stipends or other salary supplements, if applicable.

*Salary is based on the pay approved by the Board of Trustees each year.

Administrative/Professional Pay Bands

*These hiring pay bands are for the 2024-2025 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicated on the basis of these pay bands.

*Unless otherwise specified, increases are based on the mid-point of the 2023-2024 salary schedule.

*Must have worked at least 90 days in the position to receive a salary increase.

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase 3%	
			Minimum	Midpoint	Maximum		
1			Daily	\$233.2035	\$284.3937	\$335.5840	\$8.41
	ACCOUNTS PAYABLE SUPERVISOR	230	200 Days	\$46,640	\$56,878	\$67,116	\$1,682
	AEL ASSESSMENT SPECIALIST	220	220 Days	\$51,304	\$62,566	\$73,828	\$1,850
	ARMED SCHOOL SECURITY SPECIALIST (UNIFORM)	261	230 Days	\$53,636	\$65,410	\$77,184	\$1,934
	AUDITORIUM MANAGER	200	261 Days	\$60,866	\$74,226	\$87,587	\$2,195
	FEDERAL FUNDS MONITORING & COMPLIANCE SPECIALIST	230					
	FOOD SERVICE SUPERVISOR	230					
	HIEPE/HIPPY SPECIALIST	200					
	INSTRUCTIONAL MATERIAL MANAGER	230					
	PROJECT PASS CASE MANAGER	220					
	SHARS SPECIALIST	230					
	TRAINER - REGULATORY & COMPLIANCE	261					
	TRAINER - TRANSPORTATION	230					
	TRANSPORTATION ROUTING SPECIALIST (REGULAR)	230					
	TRANSPORTATION ROUTING SPECIALIST (SPED)	230					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase 3%	
			Minimum	Midpoint	Maximum		
2			Daily	\$274.5098	\$334.7667	\$395.0131	\$9.89
	ACCOUNTANT	230	187 Days	\$51,333	\$62,601	\$73,867	\$1,849
	BENEFITS & BILLING SPECIALIST	230	198 Days	\$54,352	\$66,283	\$78,212	\$1,958
	COORDINATOR - COMMUNICATIONS	230	230 Days	\$63,137	\$76,996	\$90,853	\$2,275
	COORDINATOR - EMERGENCY MANAGEMENT	261	261 Days	\$71,647	\$87,374	\$103,098	\$2,581
	COORDINATOR - GRAPHICS & WEB	230					
	CURRICULUM TRANSLATOR	230					
	CUSTODIAL SERVICES AND FACILITIES RENTAL MANAGER	261					
	DIETITIAN & MENU PLANNER	230					
	DISTRICT TRANSLATOR & INTERPRETER	230					
	ENERGY MANAGER	261					
	INVESTIGATION OFFICER	230					
	MANAGER - DEVELOPMENT ISF	230					
	MANAGER - SECURITY SYSTEMS	261					
	MANAGER - TRANSPORTATION PAYROLL	230					
	MANAGER - WAREHOUSE	261					
	OCCUPATIONAL THERAPIST ASSISTANT	187					
	OPERATIONS MANAGER - TRANSPORTATION	261					
	PAYROLL ANALYST	230					
	PROJECT MANAGER - ISF	230					
	SOCIAL WORKER - PROJECT PASS	187					
	SPEECH LANGUAGE PATHOLOGIST ASSISTANT	187					
	SUPERVISOR - TECHNOLOGY FOOD SERVICE	230					
	TRANSPORTATION SAFETY SPECIALIST	230					
	VIDEO PRODUCTION SPECIALIST	230					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase 3%	
			Minimum	Midpoint	Maximum		
3A	Non-Administrative		Daily	\$317.7406	\$378.2721	\$438.8037	\$11.18
	ACCOUNTING SUPERVISOR	230	187 Days	\$59,417	\$70,736	\$82,056	\$2,091
	ASSISTIVE TECHNOLOGY SPECIALIST	198	192 Days	\$61,006	\$72,628	\$84,250	\$2,147
	BEHAVIOR SPECIALIST	198	198 Days	\$62,912	\$74,897	\$86,883	\$2,214
	BOARD CERTIFIED BEHAVIOR ANALYST (BCBA)	210	200 Days	\$63,548	\$75,654	\$87,760	\$2,236
	COORDINATOR - DATA GOVERNANCE	230	210 Days	\$66,725	\$79,437	\$92,148	\$2,348
	COORDINATOR - EQUIPMENT & WAREHOUSE OPERATIONS (FNS)	261	220 Days	\$69,902	\$83,219	\$96,536	\$2,460
	COORDINATOR - HIPPY & ECE	230	230 Days	\$73,080	\$87,002	\$100,924	\$2,571
			261 Days	\$82,930	\$98,729	\$114,527	\$2,918

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase 3%	
			Minimum	Midpoint	Maximum		
3A	Non-Administrative (Cont'd)		Daily	\$317.7406	\$378.2721	\$438.8037	\$11.18
	COORDINATOR - P-TECH WORKPLACE	220	187 Days	\$59,417	\$70,736	\$82,056	\$2,091
	COORDINATOR - PURCHASING, NUTRITION AND MENU OPS	230	192 Days	\$61,006	\$72,628	\$84,250	\$2,147
	DIAGNOSTICIAN	198	198 Days	\$62,912	\$74,897	\$86,883	\$2,214
	LICENSED SPECIALIST SCHOOL PSYCHOLOGIST (LSSP)	198	200 Days	\$63,548	\$75,654	\$87,760	\$2,236
	OCCUPATIONAL THERAPIST	187	210 Days	\$66,725	\$79,437	\$92,148	\$2,348
	PROGRAM EVALUATION SPECIALIST	230	220 Days	\$69,902	\$83,219	\$96,536	\$2,460
	SPED - TRANSITION SPECIALIST	198	230 Days	\$73,080	\$87,002	\$100,924	\$2,571
	SPEECH LANGUAGE PATHOLOGIST	192	261 Days	\$82,930	\$98,729	\$114,527	\$2,918
	STAFF AUDITOR	230					
	STUDENT ADVOCATE COUNSELOR	200					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase 3%	
			Minimum	Midpoint	Maximum		
3B	Administrative		Daily	\$317.7406	\$378.2721	\$438.8037	\$11.18
	ASSISTANT DIRECTOR OF FOOD SERVICES	230	210 Days	\$66,725	\$79,437	\$92,148	\$2,348
	ASSISTANT DIRECTOR OF PAYROLL	230	220 Days	\$69,902	\$83,219	\$96,536	\$2,460
	ASSISTANT PRINCIPAL - EC	210	230 Days	\$73,080	\$87,002	\$100,924	\$2,571
	ASSISTANT PRINCIPAL - ES	210					
	CAMPUS OPERATIONS ADMINISTRATOR	220					
	DIRECTOR - TAX OFFICE OPERATIONS	230					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase 3%	
			Minimum	Midpoint	Maximum		
4A	Non-Administrative		Daily	\$342.3715	\$407.5398	\$472.7398	\$12.05
	COORDINATOR - CTE	220	187 Days	\$64,023	\$76,209	\$88,402	\$2,253
	COORDINATOR - DIGITAL LEARNING	230	220 Days	\$75,321	\$89,658	\$104,002	\$2,651
	COORDINATOR - EMPLOYEE WELLNESS & SUPPORT SERVICES	230	225 Days	\$77,033	\$91,696	\$106,366	\$2,711
	COORDINATOR - GIFTED AND ADVANCED ACADEMICS	220	230 Days	\$78,745	\$93,734	\$108,730	\$2,772
	COORDINATOR - GUIDANCE & COUNSELING	220	261 Days	\$89,358	\$106,367	\$123,385	\$3,145
	COORDINATOR - HOMELESS ED	220					
	COORDINATOR - HR TRANSPORTATION	230					
	COORDINATOR - HUMAN RESOURCES	230					
	COORDINATOR - INSTRUCTIONAL	220					
	COORDINATOR - INTERVENTION SERVICES	220					
	COORDINATOR - LIBRARY SERVICES PK-12	230					
	COORDINATOR - PARENT ENGAGEMENT	220					
	COORDINATOR - PHYSICAL EDUCATION	220					
	COORDINATOR - PROFESSIONAL LEARNING	230					
	COORDINATOR - K-12 LEADERSHIP COACH	230					
	COORDINATOR - SPECIAL EDUCATION	220					
	COORDINATOR - SPORTS MEDICINE	230					
	COORDINATOR - STUDENT ASSESSMENTS	230					
	DISTRICT DUAL LANG INSTRUCTIONAL LEAD	220					
	DISTRICT BILINGUAL PROGRAM INSTRUCTIONAL LEAD	220					
	LANGUAGE SERVICES COMPLIANCE LEAD	225					
	ORIENTATION & MOBILITY SPECIALIST	187					
	PHYSICAL THERAPIST	187					
	SENIOR LEAD - EL PROGRAMS	220					
	SPED - SUPERVISOR SCHOOL FOR THE DEAF	220					
	PROJECT MANAGER - BOND PROGRAM	261					
	PROJECT MANAGER - CONSTRUCTION	261					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase 3%	
			Minimum	Midpoint	Maximum		
4B	Administrative		Daily	\$342.3715	\$407.5398	\$472.7398	\$12.05
	ASSISTANT DIRECTOR OF PURCHASING	230	220 Days	\$75,321	\$89,658	\$104,002	\$2,651
	ASSISTANT PRINCIPAL - ALTERNATIVE CAMPUS	220	230 Days	\$78,745	\$93,734	\$108,730	\$2,772
	ASSISTANT PRINCIPAL - MIDDLE SCHOOL	220					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase 3%	
			Minimum	Midpoint	Maximum		
5			Daily	\$366.1257	\$435.8674	\$505.6198	\$12.88
	ASSISTANT DIRECTOR - TRANSPORTATION	230	220 Days	\$80,547	\$95,890	\$111,236	\$2,834
	ASSISTANT DIRECTOR OF PROFESSIONAL LEARNING	230	225 Days	\$82,378	\$98,070	\$113,764	\$2,898
	ASSISTANT PRINCIPAL - HS	220	230 Days	\$84,208	\$100,249	\$116,292	\$2,962
	ASSISTANT PRINCIPAL - SINGLEY ACADEMY	220					
	ASSOCIATE PRINCIPAL - HS	225					
	PROCUREMENT MANAGER - BOND PROGRAM	230					
	PUBLIC INFORMATION & RECORDS MANAGEMENT OFFICER	230					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase 3%	
			Minimum	Midpoint	Maximum		
6			Daily	\$395.4145	\$470.7436	\$546.0727	\$13.91
	DIRECTOR - AT-RISK & RESPONSIVE SERVICES	230	220 Days	\$86,991	\$103,563	\$120,135	\$3,060
	DIRECTOR - CLINIC & HEALTH	230	230 Days	\$90,945	\$108,271	\$125,596	\$3,199
	DIRECTOR - COMMUNICATIONS	230	261 Days	\$103,203	\$122,864	\$142,524	\$3,631
	DIRECTOR - FACILITIES & SCHOOL SUPPORT SERVICES	261					
	DIRECTOR - MARKETING	230					
	DIRECTOR - PURCHASING & INVENTORY	230					
	DIRECTOR - SCIENCE DISCOVERY EDUCATION	230					
	HIPPY/HIEPE STRATEGIST	230					
	PRINCIPAL - EC	220					
	PRINCIPAL - ES	220					
	TITLE I PARENT & COMMUNITY ENGAGEMENT STRATEGIST	230					
	AEL PROGRAM STRATEGIST	230					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase 3%	
			Minimum	Midpoint	Maximum		
7			Daily	\$427.0481	\$508.3870	\$589.7366	\$15.03
	ATHLETIC COORDINATOR/HEAD FOOTBALL COACH	230	225 Days	\$96,085	\$114,387	\$132,690	\$3,382
	DIRECTOR - CAREER & TECHNICAL EDUCATION	230	230 Days	\$98,221	\$116,929	\$135,639	\$3,457
	DIRECTOR - CURRICULUM & INSTRUCTION	230					
	DIRECTOR - DATA GOVERNANCE	230					
	DIRECTOR - DIGITAL LEARNING	230					
	DIRECTOR - EARLY CHILDHOOD EDUCATION	230					
	DIRECTOR - ENTERPRISE CONTENT MANAGEMENT	230					
	DIRECTOR - ESL & LANGUAGE SERVICES	230					
	DIRECTOR - GUIDANCE, COUNS & COLLEGE READINESS	230					
	DIRECTOR - INFO SYSTEMS & SERVER MANAGEMENT	230					
	DIRECTOR - NETWORKING & CYBERSECURITY	230					
	DIRECTOR - PLANNING, EVAL, & RESEARCH	230					
	DIRECTOR - SCHOOL SAFETY & SECURITY	230					
	DIRECTOR - STUDENT ASSESSMENT	230					
	DIRECTOR - TECH SERVICES & CUSTOMER INITIATIVES	230					
	DIRECTOR - TRANSPORTATION	230					
	PRINCIPAL - ALTERNATIVE CAMPUS	225					
	PRINCIPAL - MS	225					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase 3%	
			Minimum	Midpoint	Maximum		
8			Daily	\$461.2060	\$549.0724	\$636.9070	\$16.23
	ATHLETIC DIRECTOR/STADIUM COORDINATOR	230	225 Days	\$103,771	\$123,541	\$143,304	\$3,652
	DIRECTOR - BENEFITS & RISK MANAGEMENT	230	230 Days	\$106,077	\$126,286	\$146,488	\$3,733
	DIRECTOR - BUSINESS OPERATIONS	230					
	DIRECTOR - HRIS OPERATIONS & STRATEGIC STAFFING	230					
	DIRECTOR - HUMAN RESOURCES	230					
	DIRECTOR - PAYROLL	230					
	DIRECTOR - SPECIAL EDUCATION	230					
	DIRECTOR - STEM & INNOVATION	230					
	DIRECTOR - VISUAL & ELEMENTARY ARTS	230					
	PRINCIPAL - SINGLEY ACADEMY	225					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase 3%	
			Minimum	Midpoint	Maximum		
9			Daily	\$498.1206	\$592.9791	\$687.8588	\$17.53
	EXEC DIRECTOR - ADULT LEARNING, EMP WELLNESS & STUD ENG	230	225 Days	\$112,077	\$133,420	\$154,768	\$3,944
	EXEC DIRECTOR - ATHLETICS	230	230 Days	\$114,567	\$136,385	\$158,207	\$4,032
	EXEC DIRECTOR - CAMPUS OPS & ATTENDANCE PK-12	230	261 Days	\$130,009	\$154,767	\$179,531	\$4,575
	EXEC DIRECTOR - CURRICULUM & INSTRUCTION	230					
	EXEC DIRECTOR - EMPLOYEE SERVICES & HR SYSTEMS	230					
	EXEC DIRECTOR - FINE ARTS	230					
	EXEC DIRECTOR - PK-8 SCHOOLS	230					
	EXEC DIRECTOR - STUD NUTR & EXTENDED SCHOOL PROGRAM	230					
	PRINCIPAL - HS	225					
	SENIOR EXEC DIRECTOR - EMP SERVICES & HUMAN RESOURCES	230					
	SENIOR PROJECT MANAGER - BOND PROGRAM	230					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase 3%	
			Minimum	Midpoint	Maximum		
10			Daily	\$547.9211	\$652.2855	\$756.6499	\$19.28
	DISTRICT GENERAL COUNSEL	230	230 Days	\$126,021	\$150,025	\$174,029	\$4,434

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase 3%	
			Minimum	Midpoint	Maximum		
11			Daily	\$697.7273	\$811.3140	\$924.9108	\$23.98
	CHIEF OF ADMINISTRATIVE SERVICES	230	230 Days	\$160,477	\$186,602	\$212,729	\$5,515
	CHIEF FINANCIAL OFFICER	230					
	CHIEF LEARNING OFFICER	230					
	CHIEF OF MARKETING, COMMUNICATIONS & STRATEGIC INIT	230					
	CHIEF OF SCHOOLS	230					
	CHIEF OF STAFF	230					
	CHIEF OF TECHNOLOGY & INNOVATION	230					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase 3%	
			Minimum	Midpoint	Maximum		
12			Daily	\$736.1090	\$860.2034	\$984.3183	\$25.42
	DEPUTY SUPERINTENDENT	230	230 Days	\$169,305	\$197,846	\$226,393	\$5,847

Paraprofessional Pay Bands

*These hiring pay bands are for the 2024-2025 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicated on the basis of these pay bands.

*Unless otherwise specified, increases are based on the mid-point of the 2023-2024 salary schedule.

*Must have worked at least 90 days in the position to receive a salary increase.

Pay Grade	Job Title	Work Days	Hiring Salary Range			Maximum	Increase 6%
			Minimum	Midpoint	Maximum		
030			Daily	\$110.7016	\$138.4416	\$166.1816	\$8.08
	AIDE - HEAD START/PRE K/TUITION-BASED	187	Hourly	\$13.8377	\$17.3052	\$20.7727	\$1.01
	AIDE - IN-SCHOOL SUSPENSION	187	176 Days	\$19,483	\$24,365	\$29,247	\$1,422
	AIDE - SPED (3C PROGRAM)	187	187 Days	\$20,701	\$25,888	\$31,075	\$1,511
	AIDE - SPED (RESOURCE/INCLUSION)	187	192 Days	\$21,254	\$26,580	\$31,906	\$1,551
	AIDE - SPED JOB COACH	187	220 Days	\$24,354	\$30,457	\$36,559	\$1,778
	AIDE - SPED SPEECH THERAPY COMM	187	230 Days	\$25,461	\$31,841	\$38,221	\$1,858
	CLERK - GIFTED AND TALENTED	220					
	CLERK - LIBRARY	187					
	CLERK I - INSTRUCT MATERIALS WAREHOUSE	230					
	HIEPE HOME INSTRUCTOR	176					
	HIPPY HOME INSTRUCTOR	176					
	INSTRUCTIONAL AIDE - BILINGUAL/ESL	187					
	NON INSTRUCTIONAL AIDE - GENERAL	187					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Maximum	Increase 6%
			Minimum	Midpoint	Maximum		
035			Daily	\$120.6088	\$149.7272	\$178.8456	\$8.72
	CLERK - HOMELESS INTAKE	200	Hourly	\$15.0761	\$18.7159	\$22.3557	\$1.09
	CLERK - LIBRARY PROCESSING	230	187 Days	\$22,553	\$27,998	\$33,444	\$1,631
	CLERK - RECORDS (EC)	195	192 Days	\$23,156	\$28,747	\$34,338	\$1,674
	CLERK - SPED	187	195 Days	\$23,518	\$29,196	\$34,874	\$1,700
	CLERK II - ACQUISITION/CIRCULATION	230	198 Days	\$23,880	\$29,645	\$35,411	\$1,727
	PARENT LIAISON	187	200 Days	\$24,121	\$29,945	\$35,769	\$1,744
	RECEPTIONIST - LANGUAGE TESTING CENTER	220	220 Days	\$26,533	\$32,939	\$39,346	\$1,918
	RECEPTIONIST - ADMIN BUILDING	230	230 Days	\$27,740	\$34,437	\$41,134	\$2,006
	AIDE - SPED (LIFE/ACTIVE LEARNING)	187					
	AIDE - SPED (ONE-ON-ONE/BLENDED/ECSE)	187					
	AIDE - SPED (PASS)	192					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Maximum	Increase 6%
			Minimum	Midpoint	Maximum		
040			Daily	\$125.1744	\$160.4096	\$195.4728	\$9.36
	CLERK - AEL DATA & ATTENDANCE	213	Hourly	\$15.6468	\$20.0512	\$24.4341	\$1.17
	CLERK - ATTENDANCE (BCCPC)	193	188 Days	\$23,532	\$30,157	\$36,748	\$1,760
	CLERK - ATTENDANCE (EC/ES/MS/SRC)	195	193 Days	\$24,158	\$30,959	\$37,726	\$1,806
	CLERK - ATTENDANCE (HS)	188	195 Days	\$24,409	\$31,279	\$38,117	\$1,825
	CLERK - COUNSELOR (HS)	193	200 Days	\$25,034	\$32,081	\$39,094	\$1,872
	CLERK - DATA PROCESSING/COUNSELOR (MS)	213	210 Days	\$26,286	\$33,686	\$41,049	\$1,966
	FACILITATOR - ATTENDANCE/DATA	215	213 Days	\$26,662	\$34,167	\$41,635	\$1,994
	FACILITATOR - RECORDS (ES)	195	215 Days	\$26,912	\$34,488	\$42,026	\$2,012
	HIPPY TESTING FACILITATOR & DATA ANALYST	210	225 Days	\$28,164	\$36,092	\$43,981	\$2,106
	HS - ATTENDANCE CLERK (SRC)	195	230 Days	\$28,790	\$36,894	\$44,958	\$2,153
	RECEPTIONIST - FOOD SERVICE	200					
	SECRETARY - ACADEMY DIVISION	200					
	SECRETARY - AEL PROGRAM	230					
	SECRETARY - ASSISTANT PRINCIPAL	200					
	SECRETARY - COUNSELOR	200					
	SPED - SEMS & PEIMS CLERK	230					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase 6%	
			Minimum	Midpoint	Maximum		
050			Daily	\$135.2544	\$172.9872	\$210.7208	\$10.08
			Hourly	\$16.9068	\$21.6234	\$26.3401	\$1.26
	AQUATICS TEAM (LEAD)	220					
	ATTENDANCE OFFICER	215	187 Days	\$25,292	\$32,348	\$39,404	\$1,885
	CAMPUS SECRETARY - EC	210	193 Days	\$26,104	\$33,386	\$40,669	\$1,945
	CASHIER	193	210 Days	\$28,403	\$36,327	\$44,251	\$2,117
	CLERK - ATHLETIC OFFICE	215	213 Days	\$28,809	\$36,846	\$44,883	\$2,147
	CLERK - ATTENDANCE (LEAD)	193	215 Days	\$29,079	\$37,192	\$45,304	\$2,167
	CLERK - AUTOMATION	230	220 Days	\$29,755	\$38,057	\$46,358	\$2,218
	CLERK - DATA GOVERNANCE (DISTRICT FLOATER)	230	225 Days	\$30,432	\$38,922	\$47,412	\$2,268
	CLERK - DATA PROCESSING (HS)	225	230 Days	\$31,108	\$39,787	\$48,465	\$2,318
	CLERK - DATA PROCESSOR/COUNSELOR (BCCP)	225					
	COLLEGIATE DATA & ATTENDANCE CLERK	225					
	AQUATICS TEAM (LEAD)	220					
	DEAF ED COMMUNICATION FACILITATOR	187					
	FACILITATOR - ATTENDANCE/DATA (LEAD)	215					
	PIANO ACCOMPANIST	187					
	REGISTRAR - HS	225					
	SPED - RECORDS MANAGER	213					
	SPED CLERK - ACCT/TRANSPORTATION	220					
	TESTING FACILITATOR - BILINGUAL/ESL	210					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase 6%	
			Minimum	Midpoint	Maximum		
060			Daily	\$146.5400	\$187.0296	\$227.6920	\$10.88
			Hourly	\$18.3175	\$23.3787	\$28.4615	\$1.36
	ASSISTANT - GENERAL (HR)	230					
	ASSISTANT - STAFFING (HR/TRANSPORTATION)	230	187 Days	\$27,402	\$34,974	\$42,578	\$2,035
	CAMPUS SECRETARY - ES	210	193 Days	\$28,282	\$36,096	\$43,944	\$2,100
	CAMPUS SECRETARY - MS/HS/COLL ACAD	225	210 Days	\$30,773	\$39,276	\$47,815	\$2,285
	CAMPUS SECRETARY - SRC	210	220 Days	\$32,238	\$41,146	\$50,092	\$2,394
	CLERK - ACCOUNTING	230	225 Days	\$32,971	\$42,081	\$51,230	\$2,448
	CLERK - ACCOUNTS PAYABLE	230	230 Days	\$33,704	\$43,016	\$52,369	\$2,502
	CLERK - ACCOUNTS PAYABLE (FOOD SERVICE)	193					
	CLERK - CTE	230					
	CLERK - FOOD & NUTRITION SERVICES	210					
	CLERK - PAYROLL	230					
	CLERK - TAX OFFICE	230					
	CLINIC ASSISTANT	187					
	OFFICE MANAGER - FNS MEAL APPLICATION	187					
	SERVICE DESK ADVISOR	230					
	SECRETARY - DEAF EDUCATION	210					
	SECRETARY - DIGITAL LEARNING	230					
	SECRETARY - NUTRITION SERVICES	230					
	SECRETARY - PURCHASING	230					
	SECRETARY - SECURITY & OPERATIONS	230					
	SECRETARY - SPECIAL EDUCATION	230					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase 6%	
			Minimum	Midpoint	Maximum		
065			Daily	\$161.1848	\$205.3800	\$249.5744	\$12.00
			Hourly	\$20.1481	\$25.6725	\$31.1968	\$1.50
	ASSISTANT - BENEFITS & LEAVES	230					
	ASSISTANT - STATE AND FEDERAL PROGRAMS	230	230 Days	\$37,072	\$47,237	\$57,402	\$2,760
	CLERK - PAYROLL (LEAD)	230					
	DEPUTY TAX COLLECTOR	230					
	OFFICE MANAGER - HEALTH SERVICES	230					
	OFFICE MANAGER - CATE	230					
	OFFICE MANAGER - COUNSELING & AT RISK	230					
	OFFICE MANAGER - DIGITAL LEARN/LRN SRVCS	230					
	OFFICE MANAGER - DOCUMENT SERVICES	230					
	OFFICE MANAGER - PROFESSIONAL LEARNING	230					
	OFFICE MANAGER - TECHNICAL SERVICES	230					
	OFFICE MANAGER - TRANSPORTATION	230					
	SCHEDULING ADVISOR	230					
	SPECIALIST - ACCOUNTING	230					
	SPECIALIST - GUEST EDUCATORS	230					
	SPECIALIST - RISK MANAGEMENT	230					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase 6%	
			Minimum	Midpoint	Maximum		
070			Daily	\$185,5656	\$236,3936	\$287,1352	\$13.76
			Hourly	\$23,1957	\$29,5492	\$35,8919	\$1.72
	ADMINISTRATIVE ASSISTANT I: -EXECUTIVE DIRECTORS	230	187 Days	\$34,700	\$44,205	\$53,694	\$2,573
	-LEGAL COUNSEL	230	230 Days	\$42,680	\$54,370	\$66,041	\$3,165

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase 6%	
			Minimum	Midpoint	Maximum		
075			Daily	\$212,1856	\$262,9272	\$312,7216	\$15.28
			Hourly	\$26,5232	\$32,8659	\$39,0902	\$1.91
	ADMINISTRATIVE ASSISTANT II - CHIEFS	230					
	BOND PROGRAM ADMIN ASST	230	187 Days	\$39,678	\$49,167	\$58,478	\$2,857
	DEAF ED INTERPRETER	187	230 Days	\$48,802	\$60,473	\$71,925	\$3,514
PURCHASING BUYER	230						

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase 6%	
			Minimum	Midpoint	Maximum		
080			Daily	\$241,7488	\$308,6480	\$355,5768	\$18.00
			Hourly	\$30,2186	\$38,5810	\$44,4471	\$2.25
	CLERK - FIELD TRIP (TRANSPORTATION)	230					
	SPECIAL ASSISTANT - DEPUTY SUPERINTENDENT	230	230 Days	\$55,602	\$70,989	\$81,782	\$4,140

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase 6%	
			Minimum	Midpoint	Maximum		
085			Daily	\$284,3768	\$351,2688	\$418,3304	\$20.48
			Hourly	\$35,5471	\$43,9086	\$52,2913	\$2.56
	EXEC ASSISTANT- SUPERINTENDENT & BOARD	230	230 Days	\$65,406	\$80,791	\$96,215	\$4,710

Technology Services Pay Bands

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*Unless otherwise specified, increases are based on the mid-point of the 2023-2024 salary schedule.

*Must have worked at least 90 days in the position to receive a salary increase.

Pay Grade	Job Title	Work Days	Hiring Salary Range			Maximum	Increase 6%
			Minimum	Midpoint	Maximum		
1	Non-Exempt		Daily	\$168.9944	\$211.2656	\$253.6240	\$12.32
	CAMPUS TECHNICIAN - EC/ES/MS	192	Hourly	\$21.1243	\$26.4082	\$31.7030	\$1.54
	CAMPUS TECHNICIAN - HS	230	192 Days	\$32,446	\$40,562	\$48,695	\$2,365
	SERVICE DESK ANALYST I	230	230 Days	\$38,868	\$48,591	\$58,333	\$2,834

Pay Grade	Job Title	Work Days	Hiring Salary Range			Maximum	Increase 6%
			Minimum	Midpoint	Maximum		
2	Non-Exempt		Daily	\$234.0264	\$285.3488	\$336.7592	\$16.64
	CAMPUS TECHNICIAN - DISTRICT	230	Hourly	\$29.2533	\$35.6686	\$42.0949	\$2.08
	SERVICE DESK ANALYST II	230	230 Days	\$53,826	\$65,630	\$77,454	\$3,827

Pay Grade	Job Title	Work Days	Hiring Salary Range			Maximum	Increase 6%
			Minimum	Midpoint	Maximum		
3	Non-Exempt		Daily	\$261.0576	\$310.7456	\$360.6080	\$18.08
	CYBERSECURITY ADMIN (NON-DEGREED)	230	Hourly	\$32.6322	\$38.8432	\$45.0760	\$2.26
	NETWORK TECHNICIAN I	230	230 Days	\$60,043	\$71,471	\$82,939	\$4,158
	TELECOMMUNICATIONS TECHNICIAN II	230					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Maximum	Increase 3%
			Minimum	Midpoint	Maximum		
4	Exempt		Daily	\$285.2726	\$339.5936	\$393.9358	\$10.04
	CYBERSECURITY ADMIN (DEGREED)	230	230 Days	\$65,612	\$78,106	\$90,605	\$2,309
	CYBERSECURITY ANALYST (NON-DEGREED)	230					
	NETWORK TECHNICIAN II	230					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Maximum	Increase 3%
			Minimum	Midpoint	Maximum		
5	Exempt		Daily	\$308.0762	\$366.7700	\$425.4426	\$10.84
	APPLICATION SERVER ADMINISTRATOR	230	230 Days	\$70,857	\$84,357	\$97,851	\$2,493
	BUSINESS APPLICATION ANALYST	230					
	CYBERSECURITY ANALYST (DEGREED)	230					
	NETWORK ADMIN	230					
	PROGRAMMER ANALYST - MUNIS	230					
	REPORT WRITER	230					
	SR BUSINESS APPLICATION ANALYST	230					
	SYSTEM INTEGRATION SPECIALIST	230					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Maximum	Increase 3%
			Minimum	Midpoint	Maximum		
6	Exempt		Daily	\$332.7388	\$401.0019	\$459.4844	\$11.85
			230 Days	\$76,529	\$92,230	\$105,681	\$2,726

Pay Grade	Job Title	Work Days	Hiring Salary Range			Maximum	Increase 3%
			Minimum	Midpoint	Maximum		
7	Exempt		Daily	\$378.9164	\$451.1086	\$523.2796	\$13.33
			230 Days	\$87,150	\$103,754	\$120,354	\$3,066

Facility Services Pay Bands

*These hiring pay bands are for the 2024-2025 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicated on the basis of these pay bands.

*Unless otherwise specified, increases are based on the mid-point of the 2023-2024 salary schedule.

*Must have worked at least 90 days in the position to receive a salary increase.

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase Flat Rate	
			Minimum	Midpoint	Maximum		
1			Hourly	\$13.0491	\$16.0514	\$19.0432	\$1.00
	CUSTODIAN	261	261 Days	\$27,246	\$33,515	\$39,762	
	GROUNDS PERSON	261					
	PREVENTIVE MAINTENANCE HELPER	261					
	UTILITY HELPER	261					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase Flat Rate	
			Minimum	Midpoint	Maximum		
2			Hourly	\$14.2585	\$17.5579	\$20.8467	\$1.00
	BUILDING MANAGER - SMALL CAMPUS	261	261 Days	\$29,771	\$36,660	\$43,527	
	MECHANIC ASSISTANT	261					
	NIGHT LEAD CUSTODIAN - ES	261					
	NIGHT LEAD CUSTODIAN - SMALL CAMPUS	261					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase Flat Rate	
			Minimum	Midpoint	Maximum		
3			Hourly	\$15.1815	\$18.6931	\$22.2152	\$1.00
	BUILDING MANAGER - ES	261	261 Days	\$31,698	\$39,031	\$46,385	
	DELIVERY DRIVER	261					
	GROUNDS/UTILITY LEAD	261					
	MAINTENANCE CLERK/RECEPTIONIST	261					
	NIGHT LEAD CUSTODIAN - MS	261					
	PREVENTIVE MAINTENANCE TEC	261					
	PRODUCTION SPECIALIST	261					
	WAREHOUSE PERSON - FOOD AND NUTRITION SERVICES	261					
	WAREHOUSE/RECORDS PERSON	261					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase Flat Rate	
			Minimum	Midpoint	Maximum		
4			Hourly	16.1681	19.9237	23.7111	\$1.00
	APPLIANCE TECHNICIAN	261	261 Days	\$33,758	\$41,600	\$49,508	
	BUILDING MANAGER - MS	261					
	DELIVERY LEAD	261					
	EMERGENCY RESPONSE TECHNICIAN	261					
	MECHANIC - SMALL ENGINE	261					
	NIGHT LEAD CUSTODIAN - HS	261					
	PARTS/INVENTORY CLERK	261					
	PREVENTIVE MAINTENANCE LEAD	261					
	SECURITY DISPATCHER	261					
	STOCK HANDLER	261					
	WAREHOUSE CLERK	261					
	WAREHOUSE CLERK - FOOD AND NUTRITION	261					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase Flat Rate	
			Minimum	Midpoint	Maximum		
5			Hourly	\$18.2793	\$22.5760	\$26.8514	\$1.00
	ASSISTANT SCIENCE CENTER MANAGER	261	261 Days	\$32,171	\$39,733	\$47,258	
	BUILDING MANAGER - HS	261	261 Days	\$38,167	\$47,138	\$56,065	
	CAMPUS AUX OFFCR - ADMIN BLDG	261					
	CAMPUS AUXILIARY OFFICER	220					
	CARPENTER/ROOFER	261					
	DISPATCH LEAD	261					
	FENCE/WELDING TECHNICIAN	261					
	INTEGRATED PEST MANAGEMENT [IPM] TECH	261					
	IRRIGATION TECH	261					
	LOCKSMITH	261					
	PAINTER	261					
	SECURITY SYSTEMS TECHNICIAN	261					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase Flat Rate	
			Minimum	Midpoint	Maximum		
6			Hourly	\$20.3268	\$25.1433	\$29.9492	\$1.00
	CARPENTER LEAD	261	261 Days	\$42,442	\$52,499	\$62,533	
	CLERK - CUSTODIAL SERVICES & FACILITY RENTAL	261					
	ELECTRONICS A/V TECHNICIAN	261					
	IRRIGATION CHEMICAL APPL LEAD	261					
	MECHANIC - VEHICLE	261					
	PAINTER LEAD	261					
	PRODUCTION LEAD	261					

Pay Grade	Job Title	Work Days	Hiring Salary Range			Increase Flat Rate	
			Minimum	Midpoint	Maximum		
7			Hourly	\$22.6290	\$28.0184	\$33.3971	\$1.00
	COORDINATOR - CUSTODIAN	261	261 Days	\$47,249	\$58,502	\$69,733	
	COORDINATOR - WAREHOUSE	261					
	ELECTRICIAN - JOURNEYMAN	261					
	ELECTRONICS AUDIO/VISUAL LEAD	261					
	HVAC TECHNICIAN I	261					
	PLUMBER - JOURNEYMAN	261					
8			Hourly	\$26.7241	\$33.1425	\$39.5185	\$1.00
	ENERGY MANAGEMENT TECHNICIAN	261	261 Days	\$55,799	\$69,201	\$82,514	
	HVAC TECHNICIAN II	261					
	REFRIGERATION TECHNICIAN - FOOD SERVICE	261					
9			Hourly	\$28.7292	\$35.6356	\$42.5315	\$1.00
	ELECTRICIAN - MASTER	261	261 Days	\$59,986	\$74,407	\$88,805	
	HVAC SECTION LEAD	261					
	OPERATIONS TRAINER	261					
	PLUMBER - MASTER	261					
10			Hourly	\$30.7237	\$38.1181	\$45.5126	\$1.00
	ARMED SECURITY OFFICER	200	200 Days	\$49,157	\$60,988	\$72,820	
	FOREMAN - GROUNDS & HEAVY EQUIPMENT	261	261 Days	\$64,151	\$79,590	\$95,030	
	FOREMAN - STRUCTURAL	261					
	FOREMAN - UTILITIES	261					

Nutrition Services Pay Bands

*These hiring pay bands are for the 2024-2025 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicated on the basis of these pay bands.

*Unless otherwise specified, increases are based on the mid-point of the 2023-2024 salary schedule.

*Must have worked at least 90 days in the position to receive a salary increase.

Pay Grade	Job Title	Work Days	Hiring Salary Range	Hiring Salary Range			Increase Flat Rate
				Minimum	Midpoint	Maximum	
1			Hourly	\$13.0491	\$16.0514	\$19.0432	\$1.00
	FOOD SERVICE ASSISTANT	182					
	FOOD SERVICE TECHNICIAN	182					

Pay Grade	Job Title	Work Days	Hiring Salary Range	Hiring Salary Range			Increase Flat Rate
				Minimum	Midpoint	Maximum	
2			Hourly	\$14.3009	\$17.0593	\$19.8388	\$1.00
	FOOD SERVICE CATERING TECHNICIAN	200					
	FOOD SERVICE MANAGER TRAINEE	187					

Pay Grade	Job Title	Work Days	Hiring Salary Range	Hiring Salary Range			Increase Flat Rate
				Minimum	Midpoint	Maximum	
3			Hourly	\$15.7225	\$18.7249	\$21.7591	\$1.00
	FOOD SERVICE CATERING MANAGER	210					
	FOOD SERVICE MANAGER - SMALL CAMPUS	187					

Pay Grade	Job Title	Work Days	Hiring Salary Range	Hiring Salary Range			Increase Flat Rate
				Minimum	Midpoint	Maximum	
4			Hourly	\$18.5764	\$20.9740	\$24.4537	\$1.00
	FOOD SERVICE ASSISTANT MANAGER	187					
	FOOD SERVICE MANAGER - ELEMENTARY	187					

Pay Grade	Job Title	Work Days	Hiring Salary Range	Hiring Salary Range			Increase Flat Rate
				Minimum	Midpoint	Maximum	
5			Hourly	\$19.7115	\$23.2655	\$26.7983	\$1.00
	FOOD SERVICE MANAGER - MIDDLE SCHOOL	187					

Pay Grade	Job Title	Work Days	Hiring Salary Range	Hiring Salary Range			Increase Flat Rate
				Minimum	Midpoint	Maximum	
6			Hourly	\$22.6927	\$26.7559	\$30.8191	\$1.00
	FOOD SERVICE MANAGER - HIGH SCHOOL	187					

Transportation Services Pay Bands

*These hiring pay bands are for the 2024-2025 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicated on the basis of these pay bands.

*Unless otherwise specified, increases are based on the mid-point of the 2023-2024 salary schedule.

*Must have worked at least 90 days in the position to receive a salary increase.

Pay Grade	Job Title	Work Days	Non-Exempt Hourly	Hiring Salary Range			Increase Flat Rate
				Minimum	Midpoint	Maximum	
1	BUS MONITOR	187		\$14.3222	\$17.9080	\$21.1225	\$1.00

Pay Grade	Job Title	Work Days	Non-Exempt Hourly	Hiring Salary Range			Increase Flat Rate
				Minimum	Midpoint	Maximum	
2	NON CDL BUS DRIVER	187		\$16.9532	\$21.1968	\$25.0054	\$1.00

Pay Grade	Job Title	Work Days	Non-Exempt Hourly	Hiring Salary Range			Increase Flat Rate
				Minimum	Midpoint	Maximum	
3	DISPATCHER	261		\$18.8840	\$23.0427	\$27.4137	\$1.00
	* DISPATCHER [Night/Weekend]	261					

Pay Grade	Job Title	Work Days	Non-Exempt Hourly	Hiring Salary Range			Increase Flat Rate
				Minimum	Midpoint	Maximum	
4	MECHANIC	261		\$19.6267	\$24.5386	\$28.9520	\$1.00

Pay Grade	Job Title	Work Days	Non-Exempt Hourly	Hiring Salary Range			Increase Flat Rate
				Minimum	Midpoint	Maximum	
5	CDL BUS DRIVER	187		\$24.0824	\$30.1083	\$35.5189	\$1.00

Pay Grade	Job Title	Work Days	Non-Exempt Hourly	Hiring Salary Range			Increase Flat Rate
				Minimum	Midpoint	Maximum	
6	SHOP FOREMAN	261		\$26.9575	\$33.6942	\$40.4415	\$1.00

Pay Grade	Job Title	Work Days	Exempt Daily	Hiring Salary Range			Increase 2%
				Minimum	Midpoint	Maximum	
7	FLEET MANAGER	261		\$244.9817	\$298.8810	\$352.6763	\$8.83

**position averages a minimum of 20-30 hours per week, however increased hours may occur*

Supplemental Pay Schedules

(Stipends, Extra Earnings, and Incentives)

*A stipend associated with a particular supplemental duty may be prorated if the duty is not completed, or if the supplemental duty is terminated for any reason.

***Supplemental pay is authorized on a year-to-year basis and is not part of the employment contract with the district. There is no property right to the continuation of supplemental duties.** Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay.

Stipends or supplemental pay not described in this section of the handbook must be verified and approved by the Executive Director of Employee Services and HRIS before submitting to Payroll for processing. All unapproved rates submitted without approval will be adjusted by Payroll and/or Human Resources, at the approved rate on record. All approvals require the signature of the appropriate Leadership Team member.

Regardless of the funding source (campus budget, grant funds, etc.), or grant allowances, supplemental payments must be paid in accordance with the Board-approved rates in this salary/supplemental schedule.

Please note that some stipends are dependent upon the employee meeting professional development and/or other job-specific requirements. Failure to meet those requirements will cause

Extra Duty Pay - Working Beyond Normal Number of Annual Days

When an employee's normal job duties extend beyond the normal number of annual days, directly adjacent to the first or last reporting day for the school year, they are paid their normal daily rate for these extra days if the employee is performing the same duties. Extra duty pay requires the approval of the Superintendent or designee.

If the employee performs duties of a different nature, the summer school, part-time, or tutorial rates will apply.

STIPENDS & OTHER EXTRA EARNINGS

All stipends are reported annually unless otherwise noted. Information will reflect dollar amount or additional days.

ACADEMICS

Extra Duty/Stipend Title	Description	Extra Days	Rate	Frequency	Munis Code
Academic Decathlon	District Coordinator		\$1,000	Annual	470
Academic Decathlon	Head Coach		\$4,750	Annual	471
Academic Decathlon	Assistant Coach		\$4,250	Annual	472
Academic Decathlon	Other Coaches; max of \$2,000 per person; these funds shall not be designated or allocated to the Head Coach or Asst. Coach		\$4,000	Annual	473
Academic Decathlon National Meet	Head Coach		\$2,000	Flat Rate	481
Academic Decathlon National Meet	Assistant Coach		\$1,500	Flat Rate	482
Academic Decathlon National Meet	Other Coaches; max of \$1,000 per person; these funds shall not be designated or allocated to the Head Coach or Asst. Coach		\$2,000	Flat Rate	483
Academic Decathlon State Meet	Head Coach		\$2,250	Flat Rate	476
Academic Decathlon State Meet	Assistant Coach		\$1,750	Flat Rate	477
Academic Decathlon State Meet	Other Coaches; max of \$1,200 per person; these funds shall not be designated or allocated to the Head Coach or Asst. Coach		\$2,400	Flat Rate	478
AVID Summer Conference			\$100	Per Event	
Career Ladder	Teachers and Librarians in qualifying position who received stipend prior and has remained continuously employed since 1993		\$1500/\$3000	Annual	108/109
Credit by Exam (Credit Recovery) or Test Proctor	(Administrators are not eligible)		\$20	Per Hour	665
Curriculum Writing Project	Not to exceed \$1,000 (shall not receive extra duty days for project)		up to \$1000	Per Project	605
Destination Imagination District Coordinator			\$1,000	Flat Rate	469
Destination Imagination Team Manager	Paid in May		\$350	Flat Rate	458
Detention Hall / APV Make-up	Certified and Non-Certified receive the same rate		\$25	Per Hour	524 / 660
Secondary ESL - Level I&II	Teacher of Record; 3 of 8 ESL Classes; Certified in ESL; Meet Department Criteria		\$1,000	Annual	586
Facilitator of District Approved Events	Executive Level Approval Required		\$30	Per Day	
Secondary Mathematics	Teacher of Record; Certified Math: Must teach 4 of 6, or 5 of 8 classes per day		\$2,000	Annual	563
Secondary Mathematics - SRC & BCCP	Teacher of Record; Certified Math: Must teach 3 of 6, or 4 of 8 classes per day		\$1,500	Annual	564
Mentor Lead, ConnectED	Supports cohorts of Mentors for 1st & 2nd year teachers		\$1,000	Flat Rate	443
Mentor for First Year Teacher	Mentoring one teacher: paid in June		\$1,000	Flat Rate	434
Mentor for First Year Teacher	Mentoring two teachers: paid in June		\$1,500	Flat Rate	435
Mentor for Second Year Teacher	Mentoring 2nd year teachers: paid in June		\$500	Flat Rate	442
Mentor for Student Teacher	8-12 week internship (per student); paid in June		\$1,000	Flat Rate	460
Mentor for Student Teacher	Less than 8 weeks internship (per student); paid in June		\$500	Flat Rate	459
Mentor, Master Principal	Mentor 1st & 2nd year principals, support Exec Dir of PreK-5 & Exec Dir of Secondary; to be paid 1/2 in December and 1/2 in June		\$5,000	Flat Rate	423
Secondary Science	Teacher of Record; Certified Science: Must teach 4 of 6, or 5 of 8 classes per day		\$2,000	Annual	563
Secondary Science - SRC & BCCP	Teacher of Record; Certified Science: Must teach 3 of 6, or 4 of 8 classes per day		\$1,500	Annual	564
Professional Development Preparation / Intervention Planning	Paid per hour; Designing & facilitating district wide professional learning directly tied to classroom learning and programs; Supplemental duties are performed outside normal duty day or contract days.		\$35	Per Hour	620
Professional Development Presentation	Same rate of pay as preparation		\$35	Per Hour	620
Substitute - Conference Period (Regular)	Teachers substituting during conference or planning period on a regular schedule		\$35	Flat Rate	195
Substitute - Conference Period (Block)	Teachers substituting during conference or planning period on a block schedule		\$70	Flat Rate	194
Translation (written)	Other language - written interpretation		\$0.20	Per Word	672
Tutorials - Certified Teacher (includes Saturday School)	Tutorials conducted by a certified teacher - includes Homebound, SLP/OT/PT providing home/private school services after contract hours - Administrators and non-teaching positions are not eligible for pay		\$35	Per Hour	650
Tutorials - Non-certified (includes Saturday School)	Tutorials conducted by a noncertified employee - includes certified paraprofessionals - excludes AEL Instructors		\$20	Per Hour	651
Early Childhood					
Stipend Title	Description	Extra Days	Amount	Frequency	Munis Code
Early Childhood Team Leaders	Limited to 5 per campus		\$800	Annual	408
Elementary					
Stipend Title	Description	Extra Days	Amount	Frequency	Munis Code
Elementary School Grade Level Chair	K-5, including Enrichment Classes with at least 3 teachers and must be teacher of record		\$1,000	Annual	410
Safety Patrol Sponsor	Must not be a paraprofessional		\$1,200	Annual	566
Middle School					
Stipend Title	Description	Extra Days	Amount	Frequency	Munis Code
Jr Honor Society - Middle School	1 per campus		\$250	Annual	521
Middle School Chairpersons	Core Subjects, Special Education and must be teacher of record		\$1,500	Annual	403

Middle School (cont'd)					
Stipend Title	Description	Extra Days	Amount	Frequency	Munis Code
Middle School Chairpersons (Other subjects)	Must lead 4 or more teachers and must be teacher of record		\$800	Annual	407
Middle School Student Council	1 per campus		\$750	Annual	518
Middle School UIL Contest Sponsor	Paid in May		\$450	Per Event	456
Middle School Yearbook/Newspaper	Additional duty days plus stipend amount	2	\$1,500	Annual	465 / 464
High School					
Stipend Title	Description	Extra Days	Amount	Frequency	Munis Code
Advanced Placement Teacher (.5 credit)	Per preparation/course title; Must have a minimum of 10 students per course) - Must also meet the requirements outlined in the C&I Guidelines.		\$750	Annual	497
Advanced Placement Teacher (1 credit)	Per preparation/course title; Must have a minimum of 10 students per course) - Must also meet the requirements outlined in the C&I Guidelines.		\$1,500	Annual	496
Assigned Class During Required Planning & Preparation Period 6 period day	Must be voluntary and approved by School Leadership and HR		1/6 of salary		
Assigned Class During Required Planning & Preparation Period 7 period day	Must be voluntary and approved by School Leadership and HR		1/7 of salary		
Assigned Class During Required Planning & Preparation Period 8 period day	Must be voluntary and approved by School Leadership and HR		1/8 of salary		
Dual Enrollment Teacher (.5 credit)	Per preparation/course title; Must have a minimum of 10 students per course)		\$750	Annual	492
Dual Enrollment Teacher (1 credit)	Per preparation/course title; Must have a minimum of 10 students per course)		\$1,500	Annual	491
Future Educator Organization Sponsor (TAFE)			\$1,000	Annual	485
General Educational Development (GED) Teacher	Will be shared if more than one teacher		\$3,000	Annual	565
High School Chairperson	Core Subjects, Special Education and must be teacher of record		\$2,000	Annual	401
High School Chairperson -Academy Only	District designated Specializations, Special Education		\$2,000	Annual	402
High School Chairperson (Other Subjects: Non-Core)	Must lead 5 or more teachers and must be teacher of record		\$800	Annual	406
High School English Language Arts Reading	Certified English, Language Arts, Reading: Must teach 4/6 classes		\$2,000	Annual	563
High School English Language Arts Reading - SRC & BCCP	Certified English, Language Arts, Reading: Must teach 3/6 classes		\$1,500	Annual	564
High School National Honor Society	1 per campus		\$750	Annual	520
High School Newspaper	1 per campus		\$1,500	Annual	463
High School Student Council	1 per campus		\$1,500	Annual	516
High School UIL Contest Sponsor	Paid in May		\$550	Per Event	455
High School Yearbook	Additional duty days plus stipend amount	4	\$1,500	Annual	462 / 461
JROTC	Additional duty days plus stipend amount	30	\$3,000	Annual	453 / 454
Mock Trial	Co-Coaches (max of two; stipend noted per person)		\$2,000	Annual	486
Mock Trial	Others		\$1,000	Annual	487
Mock Trial National Meet	Co-Coaches (max of two; stipend noted per person)		\$1,000	Flat Rate	490
Mock Trial State Meet	Co-Coaches (max of two; stipend noted per person)		\$1,000	Flat Rate	488
Mock Trial State Meet	Others		\$1,000	Flat Rate	489
Student Council Barbara Cardwell Preparatory	1 per campus		\$750	Annual	517
Athletics					
Head Coaches for High School					
Assignment	Description	Extra	Amount	Frequency	Munis Code
Head Basketball			\$10,500	Annual	595
Head Baseball			\$10,500	Annual	595
Head Cross Country			\$8,500	Annual	595
Head Softball			\$10,500	Annual	595
Head Golf			\$7,500	Annual	595
Head Soccer			\$10,500	Annual	595
Head Swimming/Water Polo			\$10,500	Annual	595
Head Tennis			\$10,500	Annual	595
Head Track			\$8,500	Annual	595
Head Volleyball			\$11,500	Annual	595
Head Wrestling			\$10,500	Annual	595
2nd Head Coaching Assignment			\$5,000	Annual	595
Football and Volleyball Assistants for High School					
Football Offensive Coordinator			\$10,000	Annual	595
Football Defensive Coordinator			\$10,000	Annual	595
Football/Volleyball Assistant			\$7,000	Annual	595
Other Assistants for High School					
Assistant Baseball			\$5,500	Annual	595
Assistant Basketball			\$5,500	Annual	595
Assistant Cross Country			\$5,000	Annual	595
Assistant Softball			\$5,500	Annual	595
Assistant Track			\$5,500	Annual	595
Assistant Soccer			\$5,500	Annual	595
Assistant Tennis			\$5,000	Annual	595
Assistant Wrestling			\$5,500	Annual	595
High School After-School Only			\$2,500	Annual	595

Athletics (continued)					
Middle School					
Middle School Coordinator			\$10,500	Annual	595
Middle School - 3 Sports (including Football)			\$8,000	Annual	595
Middle School - 3 Sports			\$7,500	Annual	595
Assistant Coach - Other Sport			\$2,000	Annual	595
Middle School After-School Only			\$1,000	Annual	595
Athletic Coordinator and Trainers for High School					
Athletic Trainer	Assigned by Athletics Department		\$13,500	Annual	595
Assistant Athletic Trainer	Assigned by Athletics Department		\$12,000	Annual	595
Assistant Athletic Coordinator	Assigned by Athletics Department		\$5,000	Annual	595
Miscellaneous					
Assignment	Description	Extra Days	Amount	Frequency	Munis Code
Field Maintenance (Soccer, Baseball, Softball)	Assigned by Athletics Department; 1 per sport		\$1,500	Annual	595
Bus Driving for Coaches					
Coach Bus Driving Stipend (after 5 trips)	Stipend awarded after completing 5 bus trips; A maximum of \$1,400 may be awarded per coach per school year		\$400	Flat Rate	772
Coach Bus Driving Stipend (after 10 trips)	Stipend awarded after completing 10 bus trips; A maximum of \$1,400 may be awarded per coach per school year		\$400	Flat Rate	772
Coach Bus Driving Stipend (after 15 trips)	Stipend awarded after completing 15 bus trips; A maximum of \$1,400 may be awarded per coach per school year		\$400	Flat Rate	772
Coach Bus Driving Stipend (qualified status)	Qualified status to drive bus to athletic events; A maximum of \$1,400 may be awarded per coach per school year		\$200	Flat Rate	771
NOTES ON EXTRA DUTY DAYS AND MONETARY SUPPLEMENTS:					
Coaches with Multiple Coaching Assignments: Stipends are stackable.					
Head Soccer Coach	\$10,500	Head Cross Country Coach	\$8,500		
Assistant Football	\$7,000	Head Track Coach	\$5,000		
Final Supplement for this Coach	\$17,500	Final Supplement for this Coach	\$13,500		
Teachers are compensated with extra duty days when the activity requires them to be on duty during days other than the normal 187 days of the teacher contract period. The daily rate of the individual teacher is taken from the Teacher Salary Schedule as approved by the Board of Trustees and is multiplied by the number of extra duty days to determine the monetary equivalent. Payment is made as part of the teacher's annual salary.					
Monetary supplements are paid for extra time given on days that are part of the 187 days of the teacher contract. Payment is made as part of the teacher's annual salary.					
Paraprofessionals who are assigned athletic responsibilities and paid a stipend listed on this schedule must be compensated at a rate equal to, or greater than, their overtime rate for any work performed beyond the 40 hour work week. Supervisors should determine how many hours a paraprofessional may perform athletic duties by dividing the stipend amount by their specific overtime rate. Campuses are not authorized to allow a paraprofessional to earn more money than the the stipend rate posted.					
Bilingual / ESL Education					
Stipend Title	Description	Extra Days	Amount	Frequency	Munis Code
Best plus Testers (AEL Program)	English language proficiency test designed to test English Language Learners' listening and speaking skills		\$15	Per Hour	
Bilingual Testers			\$15	Per Hour	
Bilingual Counselors	Bilingual Certification or passing score on TOPT, BTLPT		\$4,000	Annual	581
Bilingual Diagnosticians	Bilingual Certification or passing score on TOPT, BTLPT		\$4,000	Annual	581
Bilingual Dyslexia Assessor	Bilingual Certification or passing score on TOPT, BTLPT		\$3,500	Annual	582
Bilingual Dyslexia Interventionist	Bilingual Certification or passing score on TOPT, BTLPT		\$2,000	Annual	583
Bilingual Interventionist & Academic Specialist	Bilingual Certification required		\$3,000	Annual	580
Bilingual Librarians (Elementary Only)	Bilingual Certification or passing score on TOPT, BTLPT		\$4,000	Annual	581
Bilingual Specialized Learning Professional (Orientation & Mobility Specialist, Licensed Specialist in School Psychology(LSSP), Physical Therapist (PT), Occupational Therapist (OT), Speech Language Pathologist (SLP))	Proficiency determined by passing score (6 or higher in each domain) on AVANT Stamp 4S assessment		\$2,000	Annual	417
Bilingual Speech Therapist	Bilingual Certification or passing score on TOPT, BTLPT		\$4,000	Annual	581
Bilingual Special Education Teacher	Bilingual Certification or passing score on TOPT, BTLPT		\$2,000	Annual	583
Bilingual Teacher	Certified in Bilingual Classroom or Dual Language (Spanish) Assignment		\$4,000	Annual	581
Early Childhood Bilingual (LPAC) Lead Teacher	1 per campus (may be combined with ESL Lead)		\$600	Annual	415
Early Childhood ESL (LPAC) Lead Teacher	1 per campus (may be combined with Bilingual Lead)		\$600	Annual	420
Elementary Bilingual (LPAC) Lead Teacher	1 per campus (may be combined with ESL Lead) and must be teacher of record		\$600	Annual	415
Elementary Dual Language Lead	1 per campus [funded through Bilingual Education Allotment (BEA) grant]		\$350	Annual	
Elementary ESL (LPAC) Lead Teacher	1 per campus (may be combined with Bilingual Lead) and must be teacher of record		\$600	Annual	420
Middle School ESL (LPAC) Lead Teacher	1 per campus		\$1,200	Annual	416
High School ESL (LPAC) Lead Teacher	2 per campus - Irving, Nimitz, MacArthur 1 per campus - Singley, SRC, Cardwell		\$1,200	Annual	416

Career and Technology Education					
Teachers will be made aware of their teaching assignment prior to the last contract day. Final confirmation of assigned extra days will be provided in August. Extra days are based on additional tasks assigned to the initial assignment as determined by the master schedule created by the campus principal, with guidance from the CTE Department.					
Stipend Title	Description	Extra Days	Amount	Frequency	Munis Code
Base Extra Duty Days for All High School CTE Teachers	Days for all high school CTE teachers to use for miscellaneous approved activities, task.	3			600
Lab Set Up/Breakdown	2 Days in August to set up Culinary, Agriculture, Science, and Computer labs. 1 day in June to breakdown labs.	3			600
Off Campus Practicum	For teachers to visit employers of off campus practicum students (1 day per six weeks).	6			600
Education Instructional Practices and Practicum Teachers	For Education teachers to arrange internship sites before the school year begins.	3			600
Enterprise Teachers	For student enterprise activities that take place outside of contract hours	5			600
Career Technical Student Organization [CTSO] Advisors	For practice and competition days; 5 days per CTSO	5			600
CTE Assignment Agriculture - Critical Needs	Agriculture teacher assigned by CTE department		\$2,500	Annual	424
CTE Assignment Health Science - Critical Needs	Health Science teacher assigned by CTE department		\$2,500	Annual	424
CTE High School Chairperson	2- Irving, 2-MacArthur, 2-Nimitz, 4-Academy, 1-BCCPC, 1 Ratteree		\$2,000	Annual	401
CTE Career Cluster Advisory Board Chair	4 meetings annual max per person; communicated and confirmed by CTE department		\$800	Annual	404
CTE Program Lead	Per cluster; 6- Irving, 6-MacArthur, 6-Nimitz		\$1,500	Annual	468
Career & Technology Competition Sponsor (CTSO)	Lead sponsor only; Paid in May		\$350	Flat Rate	457
CTSO Summer Competitions	For summer travel* *Mileage reimbursement shall not be submitted to the Business Office if this stipend is received		\$500	Flat Rate	484
National Technical Honor Society	1 per high school		\$750	Annual	520
Program Summer Camps	For CTE summer camps		\$500	Flat Rate	484
Fine Arts					
Stipend Title	Description	Extra Days	Amount	Frequency	Munis Code
Fine Arts Accompanist Concert Rate			\$100	Per Hour	
Fine Arts Accompanist Texas State Solo and Ensemble Contest	TSSEC Fee + Travel Expenses*; minimum/maximum *Mileage reimbursement shall not be submitted to the Business Office if this stipend is received		\$200/\$500	Flat Rate	
Fine Arts Accompanist UIL Performance	Per choir		\$100	Flat Rate	690
Fine Arts All City Event	Coordinator \$100/Host Facilitator \$100		\$200	Flat Rate	
Fine Arts Dance and Drill Team Director / Color Guard	Additional duty days plus stipend amount	10	\$4,000	Annual	511 / 510
Fine Arts Drill Team Assistant			\$2,000	Annual	513
Fine Arts Event Coordinator/Facilitator			\$100	Per Event	693
Fine Arts High School Assistant Band Director	Additional duty days plus stipend amount	13	\$6,000	Annual	529 / 528
Fine Arts High School Assistant Choir Director			\$2,500	Annual	538
Fine Arts High School Associate Band Director	Additional duty days plus stipend amount	13	\$7,500	Annual	529 / 528
Fine Arts High School Band Director	Additional duty days plus stipend amount	31	\$15,000	Annual	527 / 526
Fine Arts High School Choir Director	Additional duty days plus stipend amount	4	\$5,000	Annual	535 / 536
Fine Arts High School Orchestra Director	Additional duty days plus stipend amount	4	\$5,000	Annual	527 / 541
Fine Arts High School Theatre - Assistant			\$3,000	Annual	560
Fine Arts High School Theatre - Lead			\$4,500	Annual	555
Fine Arts High School Mariachi/Alternative Music			\$1,500	Annual	544
Fine Arts High School Cheerleader Sponsor, Freshman	If the same person sponsors additional Cheer groups, the lesser of the two stipend amounts will be split in half and additional duty days may be adjusted	4	\$2,000	Annual	502 / 506
Fine Arts High School Cheerleader Sponsor, Jr. Varsity	If the same person sponsors additional Cheer groups, the lesser of the two stipend amounts will be split in half and additional duty days may be adjusted	8	\$2,000	Annual	502 / 503
Fine Arts High School Cheerleader Sponsor, Varsity	If the same person sponsors additional Cheer groups, the lesser of the two stipend amounts will be split in half and additional duty days may be adjusted	8	\$4,000	Annual	502 / 501
Fine Arts High School Pep/Spirit Squad	1 per campus		\$1,000	Annual	515
Fine Arts Irving Children's Chorus Accompanist			\$750	Flat Rate	697
Fine Arts Irving Children's Chorus Assistant Director			\$1,750	Flat Rate	696
Fine Arts Irving Children's Chorus Director			\$2,000	Flat Rate	695
Fine Arts Lead Teacher (6-12 Choral)	Assigned by Fine Arts Department		\$1,000	Annual	448
Fine Arts Lead Teacher (9-12 Visual Arts)	Assigned by Fine Arts Department		\$1,500	Annual	451
Fine Arts Lead Teacher (PK-5 Music)	Assigned by Fine Arts Department		\$1,500	Annual	446
Fine Arts Lead Teacher (PK-5 Visual Arts)	Assigned by Fine Arts Department		\$1,500	Annual	446
Fine Arts Middle School Assistant Band Director	Additional duty days plus stipend amount	7	\$3,000	Annual	531 / 532

Fine Arts (Cont'd)					
Stipend Title	Description	xtra Day	Amount	Frequency	Munis Code
Fine Arts Middle School Assistant Choir Director			\$1,500	Annual	449
Fine Arts Middle School Assistant Orchestra Director			\$1,500	Annual	543
Fine Arts Middle School Band Director	Additional duty days plus stipend amount	13	\$6,500	Annual	531 / 530
Fine Arts Middle School Cheerleader Sponsor	Additional duty days plus stipend amount	8	\$1,500	Annual	505 / 504
Fine Arts Middle School Choir Director			\$3,000	Annual	537
Fine Arts Middle School Orchestra Director			\$3,500	Annual	542
Fine Arts Pre-UJL District-wide Facilitator			\$100	Flat Rate	690
Fine Arts Solo & Ensemble Contest	Contest Coordinator \$175/ Host Facilitator \$175		\$350	Flat Rate	693
Special Education / Dyslexia					
Stipend Title	Description	Extra Days	Amount	Frequency	Munis Code
Clinical Fellowship Year (CFY) Supervision	Per SLP		\$2,000	Annual	440
Clinical Year (CY) Supervisor	Per LSSP		\$2,000	Annual	440
Deaf Education Teacher - Critical Needs	Certified in that assignment		\$3,000	Annual	424
Diagnostician - Critical Needs	Licensed		\$3,000	Annual	424
Dyslexia Interventionist	Dyslexia Interventionist can only receive one of the three stipends: CALT, CALP, or the Dyslexia Interventionist stipend; [funded through Dyslexia Allotment Grant]. Eligible to be stacked with Bilingual Dyslexia stipend.		\$1,000	Annual	414
Dyslexia Interventionist - CALP Certified	Dyslexia Interventionist can only receive one of the three stipends: CALT, CALP, or the Dyslexia Interventionist stipend; [funded through Dyslexia Allotment Grant]. Eligible to be stacked with Bilingual Dyslexia stipend.		\$2,500	Annual	418
Dyslexia Interventionist - CALT Certified	Dyslexia Interventionist can only receive one of the three stipends: CALT, CALP, or the Dyslexia Interventionist stipend; [funded through Dyslexia Allotment Grant]. Eligible to be stacked with Bilingual Dyslexia stipend.		\$3,500	Annual	419
Dyslexia Specialist Lead	Coaching and mentoring Dyslexia Interventionists & Specialists		\$1,500	Annual	436
Early Childhood (PK) Blended Teacher	Teacher of record serving SPED and Gen. ED students		\$1,000	Annual	400
Early Childhood Special Education Life Active Learning Teacher	Pre-K/ECSE SPED Teacher		\$3,500	Annual	432
Early Childhood Special Education Lead Teacher	Must lead at least 3 teachers; limited to 1 per campus		\$1,000	Annual	425
Elementary School Special Education Lead Teacher	Must lead at least 3 teachers; limited to 1 per campus		\$1,000	Annual	425
Licensed Specialist in School Psychology (LSSP)- Critical Needs	Licensed		\$3,000	Annual	424
Occupational Therapist Supervision	Must be certified OT; Must be supervising an OT Assistant		\$500	Annual	444
Physical Therapist - Critical Needs	Licensed		\$3,000	Annual	424
Physical Therapist Supervision	Must be certified PT; Must be supervising PT Assistant		\$500	Annual	444
Sign Language Interpreter - Special Events	Per hour		\$35	Per Hour	525 / 670
Sign Language Interpreters - Certified	Certification Level 1 & 2		\$2,500	Annual	426
Sign Language Interpreters - Certified	Basic Certification		\$3,000	Annual	427
Sign Language Interpreters - Certified	Certification Level 3/Advance		\$3,500	Annual	428
Sign Language Interpreters - Certified	Certification Level 4 & 5/Master		\$4,500	Annual	429
Special Education Assessment Lead Stipend	Maximum of 4 assigned per year (2- Diag, 1- LSSP, 1- SLP)		\$1,500	Annual	436
Special Education Teacher	Must be certified; Qualifying teachers include: Resource/Inclusion, Homebound, and Adapted PE. Eligible to be stacked with Bilingual Sped Teacher stipend.		\$1,000	Annual	430
Special Olympics	Head of Delegation		\$1,000	Annual	441
Special Olympics	Coaches per sport sponsored; paid in June		\$300	Flat Rate	785
Special Education Supervising Coordinators (includes Dyslexia Coordinator)	Supervising up to 15 employees		\$2,500	Annual	437
Special Education Supervising Coordinators (includes Dyslexia Coordinator)	Supervising 16 to 30 employees		\$3,000	Annual	438
Special Education Supervising Coordinators (includes Dyslexia Coordinator)	Supervising 31+ employees		\$4,000	Annual	439
Special Education Life Skills & PASS	SPED Teacher teaching Life Skills or PASS		\$3,500	Annual	433
Special Education Evaluation Testing	Summer testing to evaluate students		\$35	Per Hour	655
Speech Language Pathologist (SLP) - Critical Needs	Licensed		\$3,000	Annual	548
Vision Impaired Teacher	Must be certified in assignment		\$3,000	Annual	590
Technology					
Stipend Title	Description	Extra Days	Amount	Frequency	Munis Code
1:1 Laptop Program	Campus Technician; Certification must remain current or stipend will be terminated		\$2,000	Annual	574
A+, Microsoft Certified Professional (MCP) certification	Campus Technician; Certification must remain current or stipend will be terminated; Current employees who have the lifetime A+ certification are grandfathered. New employees must obtain the renewable certification.		\$2,000	Annual	571
Cisco Certified Network Associate (CCNA) certification	District Network Administrator/Technician; Certification must remain current or stipend will be terminated		\$2,000	Annual	561
Cisco Certified Network Professional (CCNP) certification	District Network Administrator/Technician; Certification must remain current or stipend will be terminated		\$3,000	Annual	562
Certified Information Systems Security Professional (CISSP) certification	Certification must remain current or stipend will be terminated		\$3,500	Annual	575
Cell Phone Allowance					
<i>This rate is designed to compensate certain District personnel (listed below) to cover cellular phone expenses when used for the District. For additional approvals or information please contact your Leadership Team member. Personnel with a district cell phone is not eligible to receive this allowance.</i>					
Stipend Title	Description	Extra Days	Amount	Frequency	Munis Code
Power Usage	Division Chiefs / Legal Counsel / Principals		\$720	Annual	837
Regular Usage	Other Executive Staff / Assistant Principals		\$600	Annual	832
Occasional Usage	Other Managerial Staff		\$480	Annual	831

Other Extra Earnings					
Title	Description	Extra Days	Amount	Frequency	Munis Code
Adult Education and Literacy Program Childcare Worker	Grant funded		\$15	Per Hour	
HB3 Armed Security	Armed Security Officers and School Security Specialists are eligible for this stipend.		\$15,000	Annual	522 / 523
Food Service Special Events	Identified by Food Service Department Director		Employee's OT rate		
Bus Driver (extra duty)	Teachers, coaches, or paraprofessionals that possess a Class B CDL license with a passenger and school bus endorsement		\$25	Per Hour	
Interpretation Services - Special Events			\$25	Per Hour	651 / 671
On-Call (Facilities/Operations employees only)	Employee will be paid 2 hours of regular hourly rate for the on-call schedule, 2-hour minimum should the employee be required to be on-site.		Employee's hourly rate		
After-Hours Campus Officer	Armed Security or other non-Campus Officer positions performing CAO duties after hours (must be approved by the Chief of Administrative Services)		Midpoint of CAO pay grade [Facilities 05]	Per Hour	
Saturday Health Clinics	Registered Nurse working clinics on Saturdays - Health Services		\$30	Per Hour	698
Lead CPR Instructor	Registered Nurse Teaaching Summer CPR classes - Health Services		\$30	Per Hour	698
Assistant CPR Instructor	Teaching Summer CPR classes - Health Services		\$20	Per Hour	699

*Teachers qualifying for a stipend, including those employed under the District of Innovation distinction, receive full stipend.

*An individual employed under an interim teacher or temporary campus support professional designation does not qualify for any stipends for special assignments other than ones which specify non-

*Unless noted differently, flat amount stipends are for professional staff only.

*A stipend associated with a particular supplemental duty may be prorated if the duty is not completed, or if the supplemental duty is terminated for any reason.

*Supplemental duties are at-will and are not part of the employment contract with the District. There is no property right to the continuation of supplemental duties.

Supplemental Pay Schedules (Guest Educators, Part-Time, Hourly, and Summer)

Stipends or supplemental pay not described in this section of the handbook must be verified and approved by the Executive Director of Employee Services and HRIS before submitting to Payroll for processing. All unapproved rates submitted without approval will be adjusted by Payroll and/or Human Resources, at the approved rate on record. All approvals require the signature of the appropriate Leadership Team member.

Employees paid from grant funds will be paid in accordance with the approved rates in this handbook, regardless of what may be allowable in the grant.

TEACHER CANDIDATE PATHWAYS

[Pay is annualized for all levels] [Level transfers may only occur at semester - i.e. TCS2 to Interim I]

LEAP Resident Teacher (195 days): Needs to pass 2 or less certification tests & completed/enrolled in an EPP or traditional college

Interim Professional I (187 days): Needs to pass more than 2 certification tests; must hold a conferred bachelors degree

Interim Professional II (187 days): Needs to pass 2 or less certification tests; must hold a conferred bachelors degree

Temporary Campus Support I (187 days): Needs more than 1 year to obtain a conferred bachelors degree

Temporary Campus Support II (187 days): Needs 1 year or less to obtain a conferred bachelors degree / senior

**Educator preparation program*

\$280	Per Day	100
\$290	Per Day	100
\$306	Per Day	100
\$200	Per Day	100
\$210	Per Day	100

GUEST EDUCATOR PAY

A. Professional

- Administrative (Principal, Assistant Principal)
- Counselors
- Bachelor's Degree, Valid Teaching Certificate, & Former IISD Teacher
- Bachelor's Degree & Valid Teaching Certificate
- Bachelor's Degree & No Teaching Certificate (includes clinic guest educators w/non-Nursing degree)
- No Bachelor's Degree (includes clinic guest educators w/no degree)
- Registered Nurse
- Deaf Ed

Amount	Frequency	Munis Code
\$335	Per Day	190
\$205	Per Day	191
* \$132	Per Day	184
* \$127	Per Day	183
* \$121	Per Day	182
* \$116	Per Day	181
\$210	Per Day	192
\$126	Per Day	188

B. Paraprofessional (regardless of education or certification)

- ALL paraprofessional absences
- Administration Building Receptionist (training required)*

* \$116	Per Day	196
* \$121	Per Day	179

C. Incentives - Applies to Guest Educator for Teachers, Paraprofessionals and Clinic

Monday or Friday (Full Day Assignment)

add (+)	\$10	Per Day	178
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Consecutive Days of Service

- 11th day in the same assignment
- 21st day in the same assignment

add (+)	\$10	Per Day	185
add (+)	\$5	Per Day	186

Cumulative Days Worked per semester Bonus:

- 1st semester: work between 38 and 58 days / 2nd semester: work between 41 and 63 days
- 1st semester: work 59 or more days / 2nd semester: work 64 or more days

\$350	Flat Rate	175
\$600	Flat Rate	176

In certain long-term assignments*, a negotiated compensation rate not to exceed \$187 per day may be authorized by the Human Resources Department. If approved, guest educator must be present 93% of assignment timeframe.

	Per Day	177
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*The following guest educator assignments are NOT eligible to receive the Monday/Friday incentives:

- ° Long-term Guest Educators who are approved for the \$152 daily rate [administrative/clerical office]
- ° Long-term Guest Educators who are approved for the \$187 daily rate

A Full-Day Assignment = 4.5 + hours

A Half-Day Assignment = up to and including 4.5 hours

Please note: All Guest Educators, with the exception of classroom teacher Guest Educators, are non-exempt employees as defined by the United States Department of Labor. All Guest Educator rates are based on an 8 hour day. Any time worked in excess of 40 hours in a work week must be compensated at a rate equivalent to time and a half, and any overtime worked by Guest Educators must be approved in advance by the Human Resources Department.

Professional Development: pay is half of the non-degreed daily rate for up to 4.5 hours

D. Classified

Food Service

- Regular/Retired \$10.72 per hour
- Retired Manager \$13.97 per hour
- Retired Supervisor \$16.50 per hour

***Employment Not Eligible for TRS Membership**

Work as a substitute is not eligible for TRS membership. For TRS purposes, the definition of a substitute is a person who serves on a temporary basis in the place of a current employee and paid at the daily rate of pay as set by the employer.

https://www.trs.texas.gov/Pages/re_employment_eligibility.aspx

PART-TIME AND HOURLY PAY

A. Temporary Positions

Pay rates are aligned by the approved pay schedule and based upon experience within the corresponding pay grade. The hourly or daily rates shall not exceed the minimum rate of the pay band unless an alternative rate is approved by the Superintendent or designee.

AVID Instructors

Certified Teacher
Non-Certified Teacher

Amount	Frequency	Munis Code
\$35	Per Hour	141
\$17	Per Hour	142

Tutorials

Certified Teacher
Non-Certified Teacher (includes Certified Aide)
Grad Lab Tutors

\$35	Per Hour	143
\$20	Per Hour	144
\$20	Per Hour	145

Swim Instructors

Certified Teacher
Non-Certified Teacher

\$25	Per Hour	146
\$17	Per Hour	147

AEL Instructors

Best Plus Certified
Non-Certified

\$25	Per Hour	148
\$17	Per Hour	149

Omni Instructor (Certified Teacher)

\$35	Per Hour	151
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Omni Presenter

Certified Teacher
Non-Certified Teacher

\$25	Per Hour	152
\$17	Per Hour	153

Outdoor Learning

Certified Teacher
Non-Certified Teacher

\$25	Per Hour	154
\$17	Per Hour	155

Technology Professional Part-Time

\$15-\$25	Per Hour	
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P/T Planetarium Instructor/Manager

Certified Teacher
Non-Certified Teacher

\$25	Per Hour	157
\$17	Per Hour	158

Student Workers

Minimum Wage	Per Hour	115
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B. Summer Employment for Facility Services (Painters/Grounds/Custodians)

\$15.50	Per Hour	676
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C. Fine Arts Part-time

Master Classes

High School Diploma
College Degree

\$50	Per Session	115
\$75	Per Session	115

ATHLETICS FACILITY WORKERS

GENERAL	RATE	FREQ	MUNIS CODE
Stadium Ticket Takers	\$45.00	Per Game	723
Stadium Ushers	\$45.00	Per Game	724
Parking Lot Attendants	\$60.00	Per Game	725
Press Box Manager West Side	\$60.00	Per Game	727
Press Box Manager East Side	\$60.00	Per Game	728
Scoreboard Operator	\$100.00	Per Game	730
Computer Operator	\$50.00	Per Game	731
Elevator Operator	\$50.00	Per Game	732
Stadium Announcer	\$75.00	Per Game	733
Stadium Announcer Spotter	\$50.00	Per Game	734
Jumbotron	\$140.00	Per Game	700
Tech Support	\$100.00	Per Game	700

FOOTBALL	RATE	FREQ	MUNIS CODE
9/JV Football Ticket Scanner	\$30.00	1 Game	735
9/JV Football Ticket Scanner	\$40.00	2 Games	737
9/JV Football Clock Operator	\$30.00	1 Game	736
9/JV Football Clock Operator	\$40.00	2 Games	738
MS Football Ticket Scanner	\$30.00	Per Day - Flat Rate	739
MS Football Clock Operator	\$30.00	Per Day - Flat Rate	740

BASKETBALL	RATE	FREQ	MUNIS CODE
HS Basketball Ticket Scanner	\$25.00	1 Game	700
HS Basketball Ticket Scanner	\$35.00	2 Games	744
HS Basketball Ticket Scanner	\$50.00	3 Games	700
HS Basketball Clock & Book	\$20.00	1 Game	700
HS Basketball Clock & Book	\$30.00	2 Games	745
HS Basketball Clock & Book	\$45.00	3 Games	700
MS/HS Basketball Tournament Clock Operator	\$15.00	Per Game	763
MS/HS Basketball Tournament Ticket Scanner	\$15.00	Per Game	748
MS Basketball Ticket Scanner	\$25.00	Per Day - Flat Rate	746
MS Basketball Clock & Book	\$25.00	Per Day - Flat Rate	747
Basketball Playoff Ticket Scanner	\$45.00	Per Game	700
Basketball Playoff Ticket Clock & Book	\$35.00	Per Game	700
Basketball Playoff - Admin	\$100.00	Per Game	700

VOLLEYBALL	RATE	FREQ	MUNIS CODE
HS Volleyball Ticket Scanner	\$20.00	1 Game	700
HS Volleyball Ticket Scanner	\$30.00	2 Games	741
HS Volleyball Ticket Scanner	\$45.00	3 Games	700
HS Volleyball Clock & Book	\$15.00	1 Game	700
HS Volleyball Clock & Book	\$25.00	2 Games	742
HS Volleyball Clock & Book	\$40.00	3 Games	700
HS Volleyball Line Judge/Libero	\$10.00	1 Game	700
HS Volleyball Line Judge/Libero	\$20.00	2 Games	743
HS Volleyball Line Judge/Libero	\$35.00	3 Games	700
MS/HS Volleyball Tournament Scanner	\$15.00	Per Game	748
MS/HS Volleyball Tournament Clock & Book	\$10.00	Per Game	749
MS Volleyball Ticket Scanner	\$25.00	Per Day - Flat Rate	746
MS Volleyball Clock & Book	\$25.00	Per Day - Flat Rate	747
Volleyball Playoff Ticket Scanner	\$45.00	Per Game	700
Volleyball Playoff Clock & Book	\$40.00	Per Game	700
Volleyball Playoff Libero Tracker	\$35.00	Per Game	700
Volleyball Playoff - Admin	\$100.00	Per Game	700

ATHLETICS FACILITY WORKERS (cont'd)

BASEBALL/SOFTBALL	RATE	FREQ	MUNIS CODE
Baseball/Softball Ticket Scanner	\$25.00	1 Game	755
Baseball/Softball Ticket Scanner	\$40.00	2 Games	756
Baseball/Softball Scorer	\$15.00	1 Game	757
Baseball/Softball Scorer	\$30.00	2 Games	758
Baseball/Softball Announcer	\$12.50	1 Game	759
Baseball/Softball Announcer	\$25.00	2 Games	760
Baseball Varsity Pitch Counter	\$50.00	Per Game	700
Baseball/Softball Tournament Scanner	\$15.00	Per Game	700
Baseball/Softball Tournament Scorer	\$10.00	Per Game	700
Baseball/Softball Playoff Ticket Scanner	\$50.00	Per Game	700
Baseball/Softball Playoff - Admin	\$100.00	Per Game	700
Baseball/Softball Playoff Scorer	\$50.00	Per Game	700
Baseball/Softball Playoff Announcer	\$50.00	Per Game	700
SOCCER			
SOCCER	RATE	FREQ	MUNIS CODE
HS Soccer Ticket Scanner	\$30.00	1 Game	751
HS Soccer Ticket Scanner	\$45.00	2 Games	752
HS Soccer Ticket Scanner	\$65.00	3 Games	700
HS Soccer Clock Operator	\$25.00	1 Game	753
HS Soccer Clock Operator	\$40.00	2 Games	754
HS Soccer Clock Operator	\$60.00	3 Games	700
MS/HS Soccer Tournament Scanner	\$20.00	Per Game	700
MS/HS Soccer Tournament Clock	\$15.00	Per Game	700
Soccer Playoff Ticket Scanner	\$50.00	Per Game	700
Soccer Playoff - Admin	\$100.00	Per Game	700
Soccer Playoff Clock Operator	\$50.00	Per Game	700
Soccer Playoff Announcer	\$50.00	Per Game	700
SUMMER CONDITIONING (Pending available funding)			
Coach	\$25.00	Per Hour	

Summer School Programs				
Stipend Title	Description	Amount	Frequency	Munis Code
Summer School Principal	Paid in July or August (dependent on when summer session ends)	\$5,500	Flat Rate	635
Summer School Assistant Principal	This rate is reserved for Assistant Principals working both full summer sessions. Paid in July or August (dependent on when summer session ends)	\$4,900	Flat Rate	668
Summer School Assistant Principal - SICA Bridge Program	Paid in July	\$50	Per Hour	662
Summer School Supervisor (ESY)	For Special Education; Masters degree required	\$50	Per Hour	642
Summer School Teacher	(Credit Recovery Lab, programs not assessed through state assessments)	\$35	Per Hour	683
Summer School Teacher	STAAR/EOC/ESY for Special Education	\$35	Per Hour	684
Summer School Teacher (Non-Certified)	Instruction provided by uncertified personnel	\$20	Per Hour	673
Summer School Counselor	Non-contract days, extra duty day	\$35	Per Hour	643
Summer School Nurse	Non-contract days, extra duty day	\$35	Per Hour	644 / 657 / 682
Summer School Librarian	Non-contract days, extra duty day	\$35	Per Hour	649
Summer School Support Professional (Other)	Diagnostician, Therapist, etc.; Non-contract days, extra duty day	\$35	Per Hour	640
Summer School Secretary, Cashier	Performs both duties, rate only applies upon completion of duty days of assigned work calendar	\$20	Per Hour	653
Summer School HIPPY Instructors	Non-contract days, extra duty day	\$20	Per Hour	628
Summer School Aide	Non-contract days, extra duty day	\$20	Per Hour	673
Summer School Campus Technician	Non-contract days, extra duty day	\$20	Per Hour	666

Extra Duty Pay - Working Beyond Normal Number of Annual Days

When an employee's normal job duties extend beyond the normal number of annual days, directly adjacent to the first or last reporting day for the school year, they are paid their normal daily rate for these extra days if the employee is performing the same duties. Extra duty pay requires the approval of the Superintendent or designee.

If the employee performs duties of a different nature, the summer school, part-time, or tutorial rates will apply.

Incentives and Reimbursements

Pay Code 576

Pay Code 830

IISD Graduates Teaching in IISD \$4000 over 2 years*	Grow with Irving Alumni \$6000 over 3 years**
<p>Must be first year of creditable teaching experience as a certified teacher</p> <p>Must present high school diploma within 30 days of hire</p>	<p>Must be first year of creditable teaching experience as a certified teacher in the 2022-2023 school year</p> <p>Must present high school diploma within 30 days of hire</p> <p>Must participate in the IISD graduate tracking process with the "Grow with Irving" program</p> <p>Must have graduated from IISD in the 2018-2019 school year or later to be considered (i.e., participated in I Am Next OR are pursuing a degree in education)</p>

- * \$1,000 at the completion of each semester (December and June)-Year One
- * \$1,000 at the completion of each semester (December and June)-Year Two
- ** \$1,000 at the completion of each semester (December and June)-Year Three

College Coursework Reimbursements [Pay Code 607]

Employees who earn at least 3 semester hours at a college or university in a course leading towards certification in a field where there is critical shortage of certified teachers may be reimbursed \$300 per course. For 2024-2025, those fields of critical shortage are Bilingual/English as a Second Language, Special Education (elementary and secondary), Career and Technical Education (including technology applications and computer science), English Language Arts and Reading, Secondary Science and Secondary Mathematics.

Irving ISD does not have a reimbursement program to receive a master's. However, there are certain graduate courses that are reimbursable under the following conditions: Employees who earn at least 3 hours for a course completed beyond their master's degree in any specific teaching field in which high school dual enrollment credit is given may be reimbursed \$300 per course. The purpose of this reimbursement program is to increase the number of qualified teachers to teach dual enrollment courses at the high school level. Teachers of dual enrollment courses must have a master's degree plus at least 18 hours in the subject area taught.

Employees receiving this incentive will be **required to commit to Irving ISD one (1) school year** after the course is reimbursed. If the employee should leave Irving ISD, they will be required to reimburse the district for courses paid for.

Grant Funding

Compensation resulting from grants awarded after the adoption of salary schedules will be subject to compensation review and approval from the Superintendent or designee and Human Resources.

Incentives and Reimbursements (cont'd)

Performance Pay - Teacher Incentive Allotment* [Pay Code 499]

Funds received by Irving ISD for a designated teacher under the Teacher Incentive Allotment (TIA) are allocated as such: ninety (90) percent will be paid to the designated teacher; the remaining ten (10) percent will be used for (administrative expenses and professional development). Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher. TIA payments will be made by August 31st.

***The TIA stipend is for incoming teachers with a Teacher Incentive Allotment as designated by TEA.**

Reimbursement of Local Leave Upon Retirement [Pay Code 370]

The following leave provisions shall apply to local leave earned beginning on the original effective date of this program. An employee who retires from the District shall be eligible for payment for accumulated local leave* and/or Exemplary Attendance Days under the following conditions:

1. The employee is retiring from TRS voluntarily and is not being discharged or non-renewed from Irving ISD.
2. The employee provides advance written notice of intent to retire to the Office of Human Resources by the last Monday of November (mid-year retirement) or the first Monday of March (end-of-year retirement).
3. The employee is eligible for retirement benefits from the Teacher Retirement System of Texas (TRS).
4. The effective date of the resignation is the employee's last workday as scheduled on the employment dates of the school calendar.
5. The employee seeking reimbursement for local sick leave must have a balance of at least 15 state personal leave days. Please note that once the employee and supervisor have signed the Leave Request Form, it may not be changed. (i.e., an employee cannot elect to use sick days and later request to change them to personal days. These requests will be denied.) It is the responsibility of the employee to verify the absences are reported correctly.
6. All Exemplary Attendance Days are eligible for buyback upon retirement.

*Unused non-duty days are not eligible for reimbursement

The employees shall be reimbursed for each day of local leave at a rate of \$100 per day up to a maximum of 60 days; and Exemplary Attendance days may be sold in addition to local days, at the same rate. Payment shall be made on the check run following the employee's final paycheck. The employee's balance of local leave shall be reduced to zero upon payment.

The rate established by the Board shall be in effect until the Board adopts a new rate. Any changes to the rate shall apply beginning the school year following the adoption rate change.

Retire/Rehires who are resigning from the district shall not be eligible for this program.

Exceptions

After the **first Monday of March**, requests for reimbursement of leave upon retirement shall be considered by the Superintendent or designee only for reasons due to extenuating circumstances.

If the death of an employee occurs after the employee becomes eligible for participation in this plan, payment shall be made to the beneficiary listed.

Incentives and Reimbursements (cont'd)

Transportation Department

Funding Source: Transportation Budget

Perfect Attendance

[Pay Code XX]

This incentive is available to drivers and monitors with perfect attendance. Perfect attendance is just that - the employee must not miss any days of work. Being absent, regardless of the reason, disqualifies one from receiving the payment.

- o Total Yearly Incentive: \$600
 - \$300 awarded in January for the Fall
 - \$300 awarded in June for the Spring

Mechanic Pathways - Automobile Service Excellence [ASE] Certification

Level 1 - \$3.00 per hour pay increase after passing all nine [9] Automobile & Light Truck Certification tests.

[Pay Code XX]

- * A1 – Engine Repair (50 scored questions)
- * A2 – Automatic Transmission/Transaxle (50)
- * A3 – Manual Drive Train & Axles (40)
- * A4 – Suspension & Steering (40)
- * A5 – Brakes (45)
- * A6 – Electrical/Electronic Systems (50)
- * A7 – Heating & Air Conditioning (50)
- * A8 – Engine Performance (50)
- * A9 – Light Vehicle Diesel Engines (50)

Level 2 - Additional \$3.00 per hour increase after passing all seven [7] School Bus Certification tests.

[Pay Code XX]

- * S1 – Body Systems & Special Equipment (50 scored questions)
- * S2 – Diesel Engines (55)
- * S3 – Drive Train (45)
- * S4 – Brakes (50)
- * S5 – Suspension & Steering (50)
- * S6 – Electrical/Electronic Systems (45)
- * S7 – Air Conditioning Systems & Controls (45)

Employee Referral Incentive

The referral incentive is primarily for referring teachers. We welcome referrals for other positions and will consider referral payouts only during designated

Transportation
 Bus Drivers
 Bus Monitors

Amount	Frequency	Munis
\$1,000	Flat Rate	843
\$1,000	Flat Rate	843