



Compensation Plan

2021 - 2022

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Judson Independent School District does not discriminate on the basis of age, race, religion, color, national origin, sex, marital or veteran status, disability or other legally protected status in its programs, services or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

Questions regarding the Compensation Plan may be referred to the Assistant Superintendent of Human Resources at (210) 945-5621

JUDSON INDEPENDENT SCHOOL DISTRICT

MISSION STATEMENT

All Judson Independent School District students will receive a quality education enabling them to become successful in a global society.

BOARD POLICY - SALARIES, WAGES, AND STIPENDS

Authority for Compensation Plan

Board Policy DEA (LOCAL) states, "The Superintendent shall recommend to the Board of Trustees for approval compensation plans for all District employees. Compensation plans may include wage and salary structures, stipends, benefits, and incentives." Pay structures shall be designed and administered for the purpose of attracting and retaining qualified employees to achieve District goals. The Superintendent shall administer and maintain pay systems in accordance with board policies and administrative procedures.

The Superintendent shall administer the compensation plans consistent with the budget approved by the Board of Trustees. The Superintendent or designee shall classify each job title within the compensation plans based on the qualifications and duties of the position. Within these classifications, the Superintendent or designee shall determine appropriate pay for new employees and employees reassigned to different positions. A retention incentive may be paid in February of 2022 if funding is available and employees have not retired as of January 31, 2022.

The Judson Independent School District pay plan design is facilitated by the Texas Association of School Board's Human Resources Services. The plan is based on recognized pay principles that strive for equitable pay based on district jobs and competitive markets.

Description

Certified classroom teachers, librarians, nurses (RNs), and counselors will be paid no less than the minimum monthly salary on the state salary schedule based on total years of creditable experience as required by law. For other employees, the Superintendent or designee shall assign positions to pay grades that define the minimum and maximum base pay for the position. Jobs will be classified on the basis of qualifications and duties defined by the District. All employees will be paid within the assigned pay grade unless exceptions are granted by the Board of Trustees. The Superintendent or designee shall review pay structures annually and make approved adjustments to pay ranges (as applicable).

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).

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.

Pay ranges are reviewed annually and adjusted as needed by the Board of Trustees. Employee compensation will advance through the pay range based upon the general pay increase budget approved by the Board of Trustees each year.

Reclassification of Current Positions

Pay grade assignments may be changed based on significant and sustained changes in the job duties assigned (increased or reduced) or changes in the competitive job market. A job reclassification occurs when the same position is moved to a higher or lower pay grade with Board approval. An upward or downward job reclassification will result in greater or lesser potential for pay advancement over time.

Base Pay for Exempt and Nonexempt Employees

Classification of Positions as Exempt or Nonexempt

All jobs will be classified as exempt or nonexempt in accordance with the requirements of the federal Fair Labor Standards Act (FLSA). The Human Resources department will determine the classification of each position based on a description of assigned job duties and the method of compensation. In order to be exempt, the employee's primary duties must fall under one of three types of exemptions: executive, administrative, or professional, as defined under the FLSA, and the employee must be compensated on a salary basis. All employees who do not meet the legal requirements for exemption are classified as nonexempt.

Basis of Pay for Exempt Employees

Exempt employees are paid on a salary basis for the number of months in their annual employment period. Payment on a salary basis means that employees are paid a fixed sum for the job regardless of the days or hours actually worked each week. Annual salaries may be adjusted for different duty assignments but salaried employees are not entitled to pay on a daily or hourly basis. Exempt employees do not receive overtime compensation.

Basis of Pay for Nonexempt Employees

Nonexempt employees are paid on an hourly wage basis for all hours worked each week. Employees who are nonexempt will receive compensation for additional hours worked through time or pay.

Prorating Pay for Reduced Work Year

Wages may be adjusted proportionately for employees who work less than full-time or less than a full year.

Payroll Period

Employees will receive bank deposits or pay cards according to the district's payroll schedule. All employees other than biweekly auxiliary employees, who work less than twelve months will have their annual compensation prorated over a twelve-month calendar period to provide year-round income.

Overtime Compensation

Overtime Defined

Nonexempt employees who work in excess of 40 hours within the defined JISD workweek are subject to overtime regulations in accordance with FLSA. For specific information regarding the finance computation of overtime at a premium standard rate, or compensatory time in lieu of monies, refer to Policy DEA (LEGAL).

An employee's regular work schedule may be adjusted during the week to limit or eliminate overtime. The District's workweek begins at 12:00 a.m. on Sunday and ends at 11:59 p.m. on Saturday.

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.

Authorization of Overtime

A senior staff member must approve all overtime worked in advance. Supervisors are responsible for preventing unauthorized overtime. Employees who work unauthorized overtime may be subject to disciplinary action. Supervisors of nonexempt employees must ensure that employees understand how they will be compensated for overtime (compensatory time or pay) prior to the employee working overtime hours.

Overtime pay requirements cannot be waived by voluntary agreement between the school district and the employee and the employee cannot "donate" overtime or agree to be paid at reduced rates.

Compensation for Overtime

Compensation for overtime hours will be awarded at 1.5 times the regular rate of pay after physically working a 40 hour workweek. Compensation may be given in compensatory time or paid in the regularly scheduled paycheck.

Use of Compensatory Time

Employees who have accrued compensatory time must use that time before using other accrued leave, unless approved by their immediate supervisor prior to the absence. All compensatory time must be used prior to the end of the employee's assigned calendar work days.

Supplemental Duty Pay

Exempt employees who are assigned supplemental duties that accrue extra pay will be compensated according to the District's schedule for extra duty pay. Extra duty pay is not a property right. All extra duty pay and supplements are reviewed and modified on an annual basis, and are dependent on available funding.

Differential Pay

Occasionally a position becomes vacant through resignations, retirement, leave of absence, or an extended employee absence. During these situations, the supervisor may find it necessary to delegate the responsibilities of that position within the department or school campus for continued efficiency. The employee delegated these responsibilities will assume them in addition to their regular duties and responsibilities.

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.

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.

General Pay Increase

Eligibility for General Pay Increase

Employee salaries and wages will be reviewed annually by the Board of Trustees for adjustments.

Pay Increase Budget

The Superintendent may recommend an amount for general pay increases as part of the annual budget process. Budget recommendations for general pay increases will be based on available revenue, changes in minimum pay laws, competitive job markets, and district compensation objectives. Employee pay increases will be based on the budget approved by the Board of Trustees. A retention incentive may be paid in February of 2022 if funding is available and employees have not retired as of January 31, 2022.

General Pay Increase Calculations

The general pay increase will be calculated for each employee by applying the percent of the salary increase approved by the Board of Trustees to the midpoint of each employee's pay grade such that all employees in the pay grade receive the same rate of increase. State required pay increases for classroom teachers, librarians, counselors and other certain professionals will comply with the state minimum salary standards.

No employee's pay will be increased beyond the maximum of their assigned pay grade unless the Board of Trustees approves a special adjustment.

Promotional Increase

Promotion Defined

A promotion occurs when an employee is selected for a different job in a higher pay grade. Pay adjustments for promotions will begin with the effective date of the new assignment.

Promotion Increase for the Exempt Employees

A promotion increase is based on an employee's current base pay less any stipends. Promotion increases will be based on rates of pay for the assigned pay grade and will be determined by these guidelines: 1. No employee will be paid below minimum of the new pay grade. 2. Employees entering a new or different pay grade will be paid in accordance with Judson ISD human resources standards.

Promotion Increase for Non-Exempt Employees

A promotion increase is based on an employee's current hourly base rate of pay and will be determined by these guidelines: 1. No employee will be paid below minimum of the new pay grade. 2. Employees entering a new or different pay grade will be paid in accordance with Judson ISD human resources standards.

New Hire Placement

Teachers, Counselors, Librarians, and Registered Nurses

For these job titles, a hiring schedule is prepared annually to facilitate placements by total years of creditable service. Experience is credited for teachers, counselors and librarians according to the commissioner's rules on creditable service. Registered nurses are required to submit an experience affidavit and are credited with verifiable full-time work experience as a registered nurse. The hiring schedule for these positions is subject to change each year and should not be used to predict future salaries. Experience is counted based on the authorized date of the hiring schedule.

Administrative/Professional Pay Structures

Placement of new hires will be determined by the employee's applicable years of experience in the district and/or relevant to the position. The guidelines for placement are as follows: 1. The human resources department will determine each new hire's level of job-specific experience based on verifiable documentation or service records submitted by the new hire within 30 calendar days from the first work day. Any additional pay resulting from amendments to applicable years of experience approved by the human resources department will not be retroactive. 2. No employee will be placed below the minimum of the pay grade.

Police, Clerical/Instructional Support, and Auxiliary Pay Structures

Placement of new hires will be determined by the employee's pay grade and applicable years of experience in the district and/or relevant to the position. The guidelines for placement are as follows: 1. The human resources department will determine each new hire's level of job-specific experience based on verifiable documentation submitted by the new hire within 30 calendar days from the first work day. Any additional pay resulting from amendments to applicable years of experience approved by the human resources department will not be retroactive. For skilled or technical positions, other department personnel will assist with determination of job-specific experience. 2. No employee will be placed below the minimum of the pay grade.

21-22 Teacher, Counselor, Nurse, Librarian Pay Scale

Years of Experience	Teacher Salary 21-22	Daily Rate
0	\$53,712	\$287.23
1	\$53,912	\$288.30
2	\$54,392	\$290.87
3	\$54,692	\$292.47
4	\$54,992	\$294.07
5	\$55,842	\$298.62
6	\$56,732	\$303.38
7	\$57,182	\$305.79
8	\$57,332	\$306.59
9	\$57,482	\$307.39
10	\$57,632	\$308.19
11	\$57,832	\$309.26
12	\$58,232	\$311.40
13	\$58,832	\$314.61
14	\$59,032	\$315.68
15	\$59,232	\$316.75
16	\$59,432	\$317.82
17	\$59,832	\$319.96
18	\$60,432	\$323.17
19	\$60,632	\$324.24
20	\$60,832	\$325.30
21	\$61,032	\$326.37
22	\$61,232	\$327.44
23	\$61,432	\$328.51
24	\$61,632	\$329.58
25	\$61,832	\$330.65
26	\$62,032	\$331.72
27	\$62,232	\$332.79
28	\$62,502	\$334.24
29	\$63,102	\$337.44
30	\$63,752	\$340.92
31	\$64,502	\$344.93
32	\$64,902	\$347.07
33	\$65,402	\$349.74
34	\$66,002	\$352.95
35	\$66,702	\$356.70
36	\$67,102	\$358.83
37	\$67,602	\$361.51
38	\$68,202	\$364.72
39	\$68,402	\$365.79
40	\$68,502	\$366.32
41 ⁺	\$68,602	\$366.86

The salaries listed are based on employment for the 2021-2022 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual budget approved by the Board of Trustees.

❖ Teacher - 187 Days

❖ Academic Trainer- 197 Days

❖ Counselor - Elementary School - 197 Days

❖ Counselor - Middle School - 207 Days

❖ Counselor - High School - 207 Days

❖ Counselor - Lead High School - 220 Days

❖ Librarian - Elementary School - 190 Days

❖ Librarian - Middle School - 190 Days

❖ Librarian - High School - 202 Days

❖ Nurse - 187 Days

Masters Degree Stipend: \$1,500

* 20-21 hires and beyond will only be eligible for a Masters Degree Stipend if their degree is in their teaching content area: (Ex. MS Math for a Math Teacher, MS Spanish for a Spanish Teacher, MS Early Childhood for an Elementary Teacher, etc.)

Police - PCP

Pay Grade	Job Title		Hourly Minimum	Hourly Midpoint	Hourly Maximum
101		Days	\$21.01	\$25.62	\$30.74
	Police Officer	220			
102		Days	\$24.32	\$29.65	\$35.58
	Police Corporal	220			
	Police Sergeant	220			
103		Days	\$26.96	\$32.88	\$39.45
	Police Lieutenant	220			

Auxiliary - ACP

Pay Grade	Job Title	Days	Hourly Minimum	Hourly Midpoint	Hourly Maximum
203		Days	\$14.04	\$14.78	\$17.74
	Bus Monitor	187			
	Custodian	260			
	Driver/Server - Child Nutrition	190			
	General Worker - Child Nutrition	190			
	Groundskeeper, Landscaper	260			
	Materials Expediter	260			
204		Days	\$14.43	\$16.97	\$20.37
	Cafeteria Manager - Assistant	193			
	Custodian - Assistant Lead	260			
	Custodian - Lead - Elementary School	260			
	Distribution Driver	220			
	Equipment Repair Technician - Custodial	260			
	Vehicle Mechanic Helper	260			
	Warehouse Worker - CN, DO, Maintenance	260			
205		Days	\$15.48	\$18.21	\$21.85
	Cafeteria Manager - Floating, I or II	193			
	Custodian - Lead - Middle School	260			
	Groundskeeper or Landscaper - Lead	260			
	Heavy Equipment Operator	260			
	HVAC F/W Mechanic	260			
	Painter	260			
	Production Coordinator - Child Nutrition	193			
206		Days	\$17.21	\$20.25	\$24.30
	Bus Route Specialist I	220			
	Cafeteria Manager III	193			
	Carpenter, Roofer	260			
	Custodian - Lead - ERC, HS	260			
	HVAC Mechanic	260			
	Locksmith	260			
	Production Kitchen Manager - Child Nutrition	193			
	Supervisor - Child Nutrition	193			
	Trainer/Student Management Specialist - Transportation	220			
	Training Specialist I - Transportation	220			
	Transportation Dispatcher	220			
207		Days	\$19.07	\$22.43	\$26.92
	Bus Route Specialist II	220			
	Electronics Controls Technician I	260			
	Irrigation Technician	260			
	Mill Carpenter	260			
	Pest Control Applicator	260			
	Training Specialist II - Transportation	220			
	Vehicle Mechanic	260			
	Video Safety Specialist - Transportation	220			
	Warehouse Supervisor - Child Nutrition	240			

Pay Grade	Job Title	Days	Hourly Minimum	Hourly Midpoint	Hourly Maximum
208		Days	\$21.04	\$24.75	\$29.70
	Carpenter - Lead	260			
	Electrician - Journeyman	260			
	Equipment Repair Technician - Child Nutrition	260			
	Fleet Mechanic	260			
	HVAC Technician	260			
	Plumber	260			
	Shop Foreman - Assistant	260			
	Supervisor - Terminal - Transportation	220			
	Warehouse Supervisor - District Office	240			
	Welder	260			
209		Days	\$22.69	\$26.70	\$32.04
	Controls Technician II	260			
	Energy Controls Technician	260			
	Security Systems Technician	260			
	Shop Foreman	260			
	Warehouse Supervisor - Maintenance	260			
210		Days	\$25.47	\$29.27	\$35.13
	HVAC Technician - Lead	260			
	Electrician - Master	260			
	Plumber - Master	260			

Clerical & Instructional Support - CIS

Pay Grade	Job Title	Days	Hourly Minimum	Hourly Midpoint	Hourly Maximum
303		Days	\$14.96	\$15.74	\$18.89
	Aide - Adventure Club, Adventure Club Supervisor	185			
	Aide - Health	185			
	Aide - Instructional, Special Education	185 (or 188 if grandfathered)			
	Clerk - Office Support	185 (or 190 or 193 if grandfathered)			
	Clerk - Special Education (Campus)	185			
	Receptionist - ERC, DO, High School	220			
	Secretary - Counselor - Middle School	202			
304		Days	\$15.72	\$18.49	\$22.19
	Clerk - Data Processing - Transportation	220			
	Clerk - PEIMS - Elementary School	205			
	Clerk - Data Research	206			
	Clerk - ELL/Title III, Federal Programs	197			
	Clerk - Field Trip, Bond	220			
	Manager - Comp Lab - JECA	185 (or 193 if grandfathered)			
	Registrar/Counselors Secretary - High School	206			
	Secretary - ESL/Bilingual	216			
	Secretary - General Athletics - High School	195			
	Technician - Human Resources	220			
305		Days	\$16.97	\$19.97	\$23.96
	Clerk - Accounts Payable, C & I, Payroll	220			
	Clerk - Testing Assistant, Transportation Payroll	220			
	Clerk - Data Processing, PEIMS Middle School and JCARE	210			
	Data Processor - Maintenance	240			
	Data System Manager - Special Education	210			
	Secretary - Campus - ES and MS	216			
	Secretary - Police / Dispatcher, Purchasing	220			
	Specialist - Testing	220			

Pay Grade	Job Title		Hourly Minimum	Hourly Midpoint	Hourly Maximum
306		Days	\$18.02	\$21.20	\$25.44
	Assistant Supervisor - Payroll	220			
	Campus Bookkeeper/SAF Manager - High School	220			
	Buyer-CN/Maintenance	220			
	Clerk - Data - Child Nutrition	190			
	Data Manager/PEIMS - High School	220			
	Licensed Vocational Nurse (LVN)	187			
	Secretary - Athletic Department, Bond Construction	220			
	Secretary - Child Nutrition, Employee Services	220			
	Secretary - Curriculum and Instruction	220			
	Secretary - Guidance and Counseling, Pupil Services	220			
	Secretary - JCARE	216			
	Secretary - PEIMS - Special Education	210			
	Secretary - Maintenance, Transportation, Special Ed.	220			
	Secretary - Campus - High School, JECA	220			
	Systems Operator - Human Resources	220			
307		Days	\$21.12	\$24.84	\$29.81
	Secretary - Senior Staff	220			
	Specialist - Career and Technology, Payroll	220			
	Specialist - Employee Programs, Employee Services	220			
	Specialist - Human Resources	220			
308		Days	\$25.90	\$30.47	\$36.56
	Secretary - Board of Trustees, Superintendent	220			

Information Technology - IT

Pay Grade	Job Title	Days	Daily Minimum	Daily Midpoint	Daily Maximum
401		Days	\$181.15	\$190.69	\$228.83
	Computer Technician I	220			
	Specialist - Data/Trainer	220			
402		Days	\$197.20	\$207.58	\$249.10
	Computer Technician II	220			
	Technician - Help Desk	220			
403		Days	\$222.46	\$234.17	\$281.01
	Computer Technician - Lead	220			
	Network , Cabling Technician I	220			
	Special Systems Administrator	220			
	Systems Administrator	220			
	Systems Support - Child Nutrition	220			
404		Days	\$262.49	\$279.25	\$335.09
	Network Technician II	220			
405		Days	\$297.57	\$323.44	\$388.13
	Coordinator - Bond Construction Network	220			
	Coordinator - Technology Applications	220			
	Network Administrator	220			
	Network Manager	220			
	PEIMS Manager	220			
406		Days	\$326.41	\$358.69	\$430.43
	Application Engineer	220			
	Coordinator - Business Systems Applications	220			
	Database Administrator	220			
	Programmer/Web Application Development	220			
	Senior Systems Administrator	220			
	System Administrator - VOIP	220			
	Systems Engineer	220			

Administrative/Professional - AP

Pay Grade	Job Title	Days	Daily Minimum	Daily Midpoint	Daily Maximum
501		Days	\$228.34	\$258.01	\$309.61
	Accountant I	220			
	Coordinator - CN, HR, Multimedia, Purchasing	220			
	Dietician - Child Nutrition	220			
	Dropout Recovery Specialist	187			
	Drill Instructor - JCARE	187			
	Supervisor - Child Nutrition - Operations	210			
	Supervisor - Custodial Services	260			
	Truancy Officer	187			
502		Days	\$244.14	\$275.86	\$331.03
	Accountant II -	220			
	Assistant Director - Transportation	220			
	Supervisor - Bond Construction	220			
	Supervisor - Maintenance	240			
503		Days	\$270.70	\$305.88	\$367.05
	Inspector - General Bond Construction	220			
	Occupational Therapist - Assistant	187			
	Physical Therapist - Assistant	187			
504		Days	\$294.82	\$333.13	\$399.76
	Inspector - Construction (MEP)	220			
	Manager - Construction Projects (Designer)	220			
	Project Manager - Bond Construction	220			
	Social Worker - At-Risk - Elementary School	197			
	Social Worker - At-Risk - MS, HS, DO, SPED	202			
	Speech Language Pathologist (SLP) - Assistant	187			
	Specialist - Curriculum and Instruction	220			
	Specialist - Instructional Technology	216			
	Specialist - Military Family	216			
	Specialist - Response to Intervention (RTI)	216			
	Specialist - Special Education	216			
505		Days	\$320.62	\$356.25	\$427.49
	Academic Coach - Middle School	207			
	Academic Coach - Elementary School	202			
	Assistant Director - Child Nutrition	220			
	Assistant Principal - Elementary School	202			
	Assistant Principal - Middle School, JCARE	207			
	Coordinator - Accounts Payable, CTE	220			
	Coordinator - Dyslexia/504, Guidance and Counseling	220			
	Coordinator - IM and Records Management, SPED	220			
	Occupational Therapist	187			
	Speech Language Pathologist (SLP)	187			

Pay Grade	Job Title		Daily Minimum	Daily Midpoint	Daily Maximum
506		Days	\$342.87	\$380.97	\$457.16
	Academic Coach - High School	207			
	Academic Dean - High School	216			
	Assistant Director - Facilities and Planning, Special Education	220			
	Assistant Principal - High School	207			
	Coordinator - Payroll	220			
	Manager - Energy	220			
	Police Chief	220			
507		Days	\$363.91	\$411.20	\$493.44
	Coordinator - Athletic	220			
	Diagnostician	202			
	Licensed Specialist School Psychology (LSSP)	220			
	Principal - Elementary School	220			
508		Days	\$394.62	\$445.90	\$535.08
	Director	220			
	Principal - JCARE, JECA	216			
	Principal - Middle School	220			
509		Days	\$439.70	\$496.83	\$596.20
	Executive Director	220			
	Principal - High School	220			
510		Days	\$483.40	\$546.21	\$655.45
	Senior Staff	220 or 228			

Bus Drivers

Years of Experience	Hourly Rate 2021-22
0	\$15.50
1	\$15.73
2	\$15.73
3	\$15.93
4	\$15.93
5	\$16.02
6	\$16.14
7	\$16.27
8	\$16.52
9	\$16.77
10	\$17.02
11	\$17.27
12	\$17.52
13	\$17.77
14	\$18.02
15	\$18.27
16	\$18.52
17	\$18.77
18	\$19.02
19	\$19.27
20	\$19.52
21	\$19.77
22	\$19.92
23	\$20.07
24	\$20.22
25	\$20.37
26	\$20.52
27	\$20.67
28	\$20.82
29	\$20.97
30	\$21.12
31	\$21.27
32	\$21.42
33	\$21.57
34	\$21.72
35	\$21.87

Substitute Rates	Daily Rate
Non-Degreed - High school diploma or GED	\$80.00
60+ College Hours - 60+ Accredited hours or degree	\$90.00
Certified Teacher or Nurse - Valid Texas Teaching Certificate or Nurse License	\$100.00
<i>Long-Term Substitute Position (After 11th day in the same professional assignment)</i>	
Non-Degreed - High school diploma or GED	\$90.00
60+ College Hours - 60+ Accredited hours or degree	\$100.00
Certified Teacher - Valid Texas teaching certificate	\$120.00

Counseling Substitute Rates	Daily Rate
<i>Long-Term Substitute Position (Only for Counselor Absences of 20 or more consecutive days)</i>	
Certified Counselor - Valid Texas certificate	\$160.00

Administrative Substitute Rates	Daily Rate
Daily rate for Assistant Principal	
Elementary	\$ 200.00
Secondary	\$ 225.00

Bus Driver Substitute Rates	Hourly Rate
Bus Driver	\$13.00
Bus Monitor	\$11.00

Supplemental Pay Rates - Exempt Staff	Rate
Coordination of after school/evening school instruction (per hour)	\$35.00
Private event rental supervisor (per hour)	\$45.00
Teachers/Librarians - Tutoring/after school instruction (per hour)	\$35.00
Teachers - Bus driving for athletic events (per day)	\$20.00

Part-Time / Temporary Employee Rates	Hourly Rate
Aide - Adventure Club (\$10 for HS students)	\$11.00
Computer Technician	\$14.00
Paraprofessional - Extra help or part-time	\$11.00
Supervisor - Adventure Club	\$13.50
Supervisor - Community Education	\$13.50

Summer Extra Help Rates	Hourly Rate
Bus Driver	\$15.00
Bus Monitor	\$11.00
Child Nutrition Driver - Summer Feeding Program	\$10.75
Child Nutrition Manager - Summer Feeding Program	\$14.50
Child Nutrition Manager - Central Kitchen - Summer Feeding Program	\$17.00
Child Nutrition Worker - Summer Feeding Program	\$10.00
Custodian, Maintenance	\$10.00

Stipends

Athletics - High School			
Position	Stipend	Position	Stipend
Administrative		Athletic Trainer	
Athletic Coordinator	\$8,400	Athletic Trainer	\$10,000
College Coordinator (2 per HS campus)	\$900	<i>(2 per campus)</i>	
Equipment Coordinator (Football)	\$1,800	Strength and Conditioning	
Off Season (Football)	\$1,800	Coordinator for both Boys and Girls	\$4,000
Video Coordinator	\$1,800	<i>(1 per campus)</i>	
Football		Tennis	
Head Coach	\$9,360	Head Coach	\$6,100
Assistant Head Coach	\$9,260	Assistant Coach	\$4,000
1 st Assistant Coach	\$8,760	Track	
2 nd Assistant Coach	\$6,860	Head Coach	\$5,300
Baseball/Softball		Assistant Coach	\$4,000
Head Coach	\$5,300	Soccer	
Assistant Coach	\$4,000	Head Coach	\$5,300
Basketball		Assistant Coach	\$4,000
Head Coach	\$8,050	Swimming	
Assistant Coach	\$4,000	Head Coach	\$5,820
Cross Country		Volleyball	
Head Coach	\$4,400	Head Coach	\$6,420
Golf		Assistant Coach	\$5,020
Head Coach	\$4,800	Wrestling	
Powerlifting		Head Coach	\$5,300
Head Coach	\$4,400	Assistant Coach	\$4,000
<i>◆◆ Approved Campuses ◆◆</i>			

Athletics - Middle School			
Position	Stipend	Position	Stipend
Athletic Coordinator ◆◆	\$3,100	Assistant Coach	\$1,000
Head Coach	\$2,550	Tennis Coach - Head	\$1,000

◆◆ Middle School Athletic Coordinator is only eligible to receive 1 Head Coach stipend and 2 Assistant Coach stipends in addition to the Coordinator stipend ◆◆

Stipends

Counselors			
Position		Stipend	
Counselor	\$1,500	Lead Counselor - HS	\$2,000

Spirit			
High School		Middle School	
Position		Stipend	
Cheer Sponsor	\$7,400	Cheer Sponsor	\$600
Assistant Cheer Sponsor	\$5,100	Pep Squad ❖❖	\$250
Dance / Drill /Pep Squad Sponsor	\$3,500	❖❖ <i>Approved Campuses</i> ❖❖	
Assistant Pep Squad Sponsor	\$600		

Department Chair			
High School		Middle School	
Position		Stipend	
Department Chair	\$2,000	Department Chair	\$1,500

Fine Arts			
High School		Middle School	
Position		Stipend	
Band Director	\$13,830	Band Director	\$6,900
Band Director - Assistant	\$9,480	Band Director - Assistant	\$5,400
Choir Director	\$5,060	Choir Director	\$1,500
Choir Director - Assistant	\$3,560	Mariachi ❖❖	\$1,500
Color Guard	\$1,500	Orchestra Director	\$1,500
Fine Arts Facilitator	\$3,500	❖❖ <i>Designated Campus</i> ❖❖	
Mariachi Director	\$5,500		
Orchestra Director	\$4,000		
Orchestra Director - Assistant	\$2,000	Theatre Director	\$1,500
Theatre Director	\$5,500		
Theatre Director - Assistant	\$2,000		

Career and Technical Education			
Position		Stipend	
Agriculture Teacher	\$6,700	Culinary Lab	\$780
Agriculture Teacher - Lead	\$11,640	Health Internship	\$2,600
Automotive Lab	\$780	Health Lab	\$780
Career Prep	\$2,600	Media Lab	\$780
Computer Lab	\$780	Trades Lab	\$780

Stipends

Elementary School

Position	Stipend	Position	Stipend
Art Program (1 per campus)	\$500	Reading Lead Teacher (1 per campus)	\$800
Math Lead Teacher (1 per campus)	\$800	Webmaster	\$125

University Interscholastic League (UIL)

High School		Elementary /Middle School	
Position	Stipend	Position	Stipend
Campus Coordinator	\$1,700	MS Campus Coordinator	\$600
		ES Campus Coordinator (Campus must have a min. of 3 events)	\$300

UIL Events (Elementary and Secondary) or Robotics (Elementary)

# of Students	Stipend
1 - 9	\$250
10 - 14	\$500
15 ⁺	\$700

*Maximum of 3 events per teacher
Must attend a minimum of district UIL competition or 1 Robotics Competition
UIL event stipends paid ½ in December 2021 and ½ in June 2022*

Special Education

Position	Stipend	Position	Stipend
Adaptive Physical Education	\$3,000	Special Olympics - Assistant	\$500
Life Skills, ECSE, APPLE, BAC, Resource	\$2,300	Special Olympics - Lead	\$700
Inclusion or Co-teach (employed before 7/2019)	\$2,000	SLP Assistant Supervision	\$1,500
Inclusion or Co-teach (began employment after 7/2019)	\$1,500		

Stipends

Miscellaneous - District

Position	Stipend	Position	Stipend
Bilingual/Dual Language/Spanish Immersion	\$2,000	Lead Library Media Specialist	\$3,000
ESOL or ESL Teacher - Secondary	\$1,000	Masters Degree ❖❖	\$1,500
Health Services Facilitator	\$3,000	Mentor Teacher	\$500
Jumbotron - Assistant	\$2,500	Secondary Math or Science**	\$1,500
Jumbotron - Lead	\$5,000	Wagner Feeder Pattern and JCARE Teacher Retention *	\$1,000
Campus Translator	\$0.25 per hr.	Wagner Feeder Pattern and JCARE Instructional Aide Retention *	\$500
Campus Teacher of the Year	\$500	District Teacher of the Year ES/Secondary	\$1,000

Mentor stipends paid ½ in December 2020 and ½ in June 2021

** Stipends will be paid in September of 2020 to teachers and instructional aides at Wagner HS feeder pattern campuses or JCARE who return to work at a Wagner HS feeder pattern campus or JCARE for the 2020-2021 school year.**

Secondary science teachers who are hired for the 20-21 school year and beyond will NOT receive the Secondary Science Stipend. Secondary science teachers who were employed by JISD prior to the 20-21 school year will continue to receive the science stipend.

❖❖ Master's degree stipend only applies to positions on a step scale (teachers, counselors, nurses, and librarians). New hires beginning 20-21 will only receive a Masters Degree Stipend if their degree is in their teaching content area. ❖❖

Miscellaneous - High School

Position	Stipend	Position	Stipend
Academic Decathlon	\$2,700	International Baccalaureate (IB) Assistant Coordinator	\$500
Advanced Placement Coordinator	\$900	International Baccalaureate (IB) Coordinator	\$1,500
Class Sponsor - Junior Class	\$1,000	National Honor Society	\$500
Class Sponsor - Senior Class	\$1,000	Newspaper	\$600
Computer Science Club	\$700	Photographer	\$500
FHA, French Club, German Club	\$500	Spanish Club	\$500
ROTC (stipend to comply with min. pay)		Student Council	\$600
		Yearbook	\$500

Miscellaneous - Middle School

Position	Stipend	Position	Stipend
National Junior Honor Society	\$300	Student Council	\$250
Newspaper	\$400	Webmaster	\$125
Photographer	\$500	Yearbook	\$500

All stipends other than UIL events and Mentor will be paid equally over 12 months