



# **Compensation Plan**

# ***2023-2024***

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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 Deputy Superintendent of Innovation, Business & Operations at (210) 945-5502*

# 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 an annual compensation plan for all District employees. Compensation plans may include wage and salary structures, stipends, benefits, and incentives." Board Policy DEAA (LOCAL) states, "The Superintendent shall recommend a stipend pay schedule as part of the annual compensation plan of the District:" 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.

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, District of Innovation 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).

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

### **Local Pay Plans**

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

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

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 manual check 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 cabinet 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.

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

### **Exempt Employees**

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



## **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.

### **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.

## Teachers

Years of Experience	Teacher Salary 23-24	Daily Rate
0	\$60,264	\$322.27
1	\$60,464	\$323.34
2	\$60,944	\$325.90
3	\$61,244	\$327.51
4	\$61,544	\$329.11
5	\$62,394	\$333.66
6	\$63,284	\$338.42
7	\$63,734	\$340.82
8	\$63,884	\$341.63
9	\$64,034	\$342.43
10	\$64,184	\$343.23
11	\$64,384	\$344.30
12	\$64,784	\$346.44
13	\$65,384	\$349.65
14	\$65,584	\$350.72
15	\$65,784	\$351.79
16	\$65,984	\$352.86
17	\$66,384	\$354.99
18	\$66,984	\$358.20
19	\$67,184	\$359.27
20	\$67,384	\$360.34
21	\$67,584	\$361.41
22	\$67,784	\$362.48
23	\$67,984	\$363.55
24	\$68,184	\$364.62
25	\$68,384	\$365.69
26	\$68,584	\$366.76
27	\$68,784	\$367.83
28	\$69,054	\$369.27
29	\$69,654	\$372.48
30	\$70,304	\$375.96
31	\$71,054	\$379.97
32	\$71,454	\$382.11
33	\$71,954	\$384.78
34	\$72,554	\$387.99
35	\$73,254	\$391.73
36	\$73,654	\$393.87
37	\$74,154	\$396.55
38	\$74,754	\$399.75
39	\$74,954	\$400.82
40	\$75,054	\$401.36
41 <sup>+</sup>	\$75,154	\$401.89

The salaries listed are based on employment for the 2023-2024 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.

- Academic Trainer - 197 Days
- Administrator Intern - 197 Days
- Athletic Trainer - 187 Days
- Converse Elementary C/L - 197 Days
- Converse Elementary T/N - 195 Days
- Counselor - Elementary School - 197 Days
- Counselor - High School - 207 Days
- Counselor - Lead High School & Central Office- 226 Days
- Counselor - Lead JECA - 220 Days
- Counselor - Middle School - 207 Days
- Instructional Coach (Dual Language) - 197 Days
- Librarian - Elementary School - 189 Days
- Librarian - High School - 202 Days
- Librarian - Middle School - 190 Days
- LOTC Teacher/Instructor - 197 Days
- Nurse - 187 Days
- Reading Academy Cohort Teacher - 226 Days
- Strength & Conditioning Coach - 226 Days
- Teacher - 187 Days
- Teacher JROTC - 212 Days

Teacher Doctoral Degree Stipend:	\$500
Teacher Masters Degree Stipend:	\$1,500
Masters Degree in Teaching Field Stipend:	\$1,500

## Police - PCP

Pay Grade	Job Title	Days	Hourly Minimum	Hourly Midpoint	Hourly Maximum
<b>101</b>		<b>Days</b>	<b>\$23.23</b>	<b>\$27.84</b>	<b>\$34.01</b>
	Police Officer	230			
	Police Officer	187			
<b>102</b>		<b>Days</b>	<b>\$26.89</b>	<b>\$32.22</b>	<b>\$38.15</b>
	Police Corporal	230			
	Police Corporal - Investigator	230			
<b>102A</b>		<b>Days</b>	<b>\$28.37</b>	<b>\$34.00</b>	<b>\$40.25</b>
	Police Sergeant	230			
<b>103</b>		<b>Days</b>	<b>\$29.81</b>	<b>\$35.73</b>	<b>\$42.30</b>
	Police Lieutenant	230			

## Auxiliary - ACP

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

Pay Grade	Job Title	Days	Hourly Minimum	Hourly Midpoint	Hourly Maximum
208		Days	\$23.18	\$26.89	\$31.84
	Carpenter - Lead	260			
	Equipment Repair Technician - Child Nutrition	260			
	Mechanic	260			
	HVAC Technician	260			
	Plumber - Apprentice	260			
	Shop Foreman - Assistant	260			
	Supervisor Terminal - Transportation	226			
	Warehouse Supervisor - District Office	240			
	Welder	260			
209		Days	\$25.00	\$29.01	\$34.35
	Controls Technician II	260			
	Energy Controls Technician	260			
	Security Systems Technician	260			
	Senior Locksmith	260			
	Shop Foreman	260			
	Plumber Journeyman	260			
	Electrician Journeyman	260			
	Warehouse Supervisor - Maintenance	260			
210		Days	\$28.01	\$31.81	\$37.67
	HVAC Technician - Lead	260			
	Electrician - Master	260			
	Plumber - Master	260			

\* All Lead Custodians will receive an additional \$1.00 increase per hour

## Clerical & Instructional Support - CIS

Pay Grade	Job Title	Days	Hourly Minimum	Hourly Midpoint	Hourly Maximum
<b>303</b>		<b>Days</b>	<b>\$16.94</b>	<b>\$17.96</b>	<b>\$21.31</b>
	Aide - Adventure Club	185			
	Aide - Health, Aide- Hall Monitor	185			
	Aide - Instructional, Aide - Pre-K, Aide - Special Education	185			
	Clerk - Office Support, Library Clerk	185			
	Receptionist - ERC, DO, HS, JTECH	226			
	Instructional Materials Scanner	226			
<b>304</b>		<b>Days</b>	<b>\$17.32</b>	<b>\$20.09</b>	<b>\$23.79</b>
	Adventure Club Supervisor	185			
	Clerk - Athletics, Clerk - Print Center	226			
	Clerk - Special Education (Campus)	185			
	Clerk - Field Trip	226			
	Manager - Computer Lab - JECA	187			
	Secretary - ESL/Bilingual	226			
	Secretary - General Athletics - HS	195			
<b>305</b>		<b>Days</b>	<b>\$18.70</b>	<b>\$21.70</b>	<b>\$25.69</b>
	Clerk - Child Nutrition, Transportation	226			
	Testing Assistant, Testing Specialist (Clerks)	226			
	Registrar/PEIMS - ES	226			
	Clerk - HR Records	226			
	Data Processing /PEIMS Clerk - MS, JCARE	210			
	Data Processor - Maintenance	240			
	Data System Manager - Special Education	210			
	Secretary - Campus - ES, MS	226			
	Specialist - Testing	226			
	Secretary - Police	230			
	Registrar/Counselor's Secretary - MS, HS	226			
<b>306</b>		<b>Days</b>	<b>\$19.86</b>	<b>\$23.04</b>	<b>\$27.28</b>
	Clerk - Accounts Payable, Payroll	226			
	Campus Bookkeeper/SAF Manager - HS	226			
	Buyer-CN/ Buyer Maintenance	226			
	Clerk - Data - Child Nutrition	190			
	Student Data Manager - HS, JECA	226			
	Licensed Vocational Nurse (LVN)	187			
	Secretary - Athletic Department, Facilities Planning	226			
	Secretary - Child Nutrition, Employee Services, Fine Arts	226			
	Secretary - Curriculum & Instruction, Federal Programs & Grants	226			
	Secretary - Std & Fam Support, Pupil Services	226			
	Secretary - Maintenance, Transportation, Special Education	226			
	Secretary - Campus - HS, JECA, JCARE, JLA	226			
	Systems Operator - Human Resources	226			
<b>307</b>		<b>Days</b>	<b>\$23.28</b>	<b>\$27.00</b>	<b>\$31.97</b>
	Specialist - Career and Technology, Purchasing	226			
	Specialist - Employee Programs, Employee Services	226			
	Specialist - Human Resources, Accounting	226			
	*Student Support Officer	187			
	*One-Year Grant Position				
<b>308</b>		<b>Days</b>	<b>\$28.54</b>	<b>\$33.11</b>	<b>\$39.20</b>
	Secretary - Cabinet	226			
<b>309</b>		<b>Days</b>	<b>\$33.79</b>	<b>\$37.33</b>	<b>\$40.87</b>
	Secretary - Board of Trustees	226			





## Information Technology - IT

Pay Grade	Job Title	Days	Hourly Minimum	Hourly Midpoint	Hourly Maximum
<b>401</b>		<b>Days</b>	<b>\$24.71</b>	<b>\$25.90</b>	<b>\$30.67</b>
	Computer Technician I	226			
	District Data Processing Clerk	226			
<b>402</b>		<b>Days</b>	<b>\$26.90</b>	<b>\$28.20</b>	<b>\$33.39</b>
	Computer Technician II	226			
	Specialist - PEIMS	226			
	Technician - Help Desk	226			
Pay Grade	Job Title	Days	Daily Minimum	Daily Midpoint	Daily Maximum
<b>403</b>		<b>Days</b>	<b>\$234.31</b>	<b>\$246.02</b>	<b>\$292.86</b>
	Computer Technician III	226			
	Network Technician I	226			
	Cabling Technician I	226			
	Systems Support - Child Nutrition	226			
<b>404</b>		<b>Days</b>	<b>\$276.63</b>	<b>\$293.39</b>	<b>\$349.23</b>
	Network Technician II	226			
	Special Systems Administrator	226			
	Systems Administrator	226			
	Lead Cabling Technician	226			
<b>405</b>		<b>Days</b>	<b>\$313.94</b>	<b>\$339.81</b>	<b>\$404.50</b>
	Coordinator - Bond Construction Network Technology	226			
	Coordinator - Systems Applications	226			
	Network Manager	226			
	PEIMS Manager	226			
<b>406</b>		<b>Days</b>	<b>\$344.56</b>	<b>\$376.84</b>	<b>\$413.43</b>
	Business Systems Analyst	226			
	Database Administrator	226			
	Systems Support Engineer	226			
	Instructional and Program Materials Coordinator	226			
	Technology Warehouse Inventory Coordinator	226			
	Security Systems Administrator	226			
<b>407</b>		<b>Days</b>	<b>\$374.68</b>	<b>\$414.97</b>	<b>\$455.26</b>
	Senior Systems Administrator	226			
	System Administrator - VOIP	226			
<b>408</b>		<b>Days</b>	<b>\$400.90</b>	<b>\$444.01</b>	<b>\$487.12</b>
	Senior Systems Engineer	226			

## Administrative/Professional - AP

Pay Grade	Job Title		Daily Minimum	Daily Midpoint	Daily Maximum
<b>501</b>		<b>Days</b>	<b>\$241.40</b>	<b>\$271.07</b>	<b>\$322.67</b>
	Accountant I	226			
	Coordinator - Facilities	226			
	Coordinator - CN, Purchasing	226			
	Dietitian - Child Nutrition	226			
	Drill Instructor - JCARE	187			
	Manager - Print Center	226			
	Specialist - HR	226			
	Supervisor Child Nutrition - Operations	226			
	Supervisor - Custodial Services	240			
	Truancy Officer	187			
<b>502</b>		<b>Days</b>	<b>\$258.10</b>	<b>\$289.82</b>	<b>\$344.99</b>
	Accountant II	226			
	Assistant Director - Transportation	226			
	Supervisor - Bond Construction	226			
	Supervisor - Maintenance	240			
	Liaison - Community Relations	226			
<b>503</b>		<b>Days</b>	<b>\$286.18</b>	<b>\$321.36</b>	<b>\$382.53</b>
	Inspector - General Bond Construction	226			
<b>504</b>		<b>Days</b>	<b>\$311.67</b>	<b>\$349.98</b>	<b>\$416.61</b>
	Inspector - Construction (MEP)	226			
	Manager - Construction Projects (Designer)	226			
	Project Manager - Bond Construction	226			
	Social Worker At-Risk - Elementary School	197			
	Social Worker At-Risk - DO	216			
	Social Worker At-Risk - MS, HS	202			
	Speech Language Pathologist (SLP) - Assistant	187			
	Occupational Therapist - Assistant	187			
	Physical Therapist - Assistant	187			
	Specialist	226			
	Specialist - Categorical	226			
	Specialist - Wellness & Leave	226			
	Specialist - Communication & Publications	226			
	Specialist - HR Recruit & Hire	226			
	Specialist - Instructional Technology	226			
	Specialist - Military Family	216			
	Specialist - Multimedia	226			
	Specialist - Response to Intervention (RTI)	226			
	Specialist - Special Education	216			
	Specialist - Creative Design	226			
	Specialist - Payroll	226			
	Specialist - IM and Records Management	226			
	Grant Writer	226			

Pay Grade	Job Title		Daily Minimum	Daily Midpoint	Daily Maximum
<b>505</b>		<b>Days</b>	<b>\$338.65</b>	<b>\$374.28</b>	<b>\$445.52</b>
	Academic Campus Coordinator	226			
	Academic Coach - Middle School	207			
	Academic Coach - Elementary School	202			
	Academic Coach - Converse Elementary School	220			
	Assistant Director - Child Nutrition	226			
	Assistant Principal - Elementary School	202			
	Assistant Principal - Converse Elementary School	220			
	Assistant Principal - Middle School, JCARE, JECA	207			
	Coordinator - Adult & Community Ed	226			
	Coordinator - Assessment	226			
	Coordinator - CCMR	226			
	Coordinator - CTE	226			
	Coordinator - Curriculum & Instruction	226			
	Coordinator - Guidance/SEL	226			
	Coordinator - RTI	226			
	Coordinator - Special Ed Lead	226			
	*Coordinator - Truancy and Dropout Prevention	226			
	*One-Year Grant Position				
	Restorative Justice Coach	187			
<b>506</b>		<b>Days</b>	<b>\$362.15</b>	<b>\$400.25</b>	<b>\$476.44</b>
	Academic Coach - High School	207			
	Academic Dean - High School	216			
	Assistant Director - Facilities and Planning, Spec Ed	226			
	Assistant Principal - High School	207			
	Coordinator - High School Campus Athletic	226			
	Coordinator - Accounts Payable	226			
	Manager - Energy	226			
	Police Chief	230			
<b>507</b>		<b>Days</b>	<b>\$384.71</b>	<b>\$432.00</b>	<b>\$478.56</b>
	*Administrator of Student and Family Support Services	226			
	*One-Year Grant Position				
	Assistant Director of Athletics	226			
	Associate Principal - High School	226			
	Diagnostician	226			
	Licensed Specialist School Psychology (LSSP)	226			
	Occupational Therapist	187			
	Speech Language Pathologist (SLP Lead)	207			
	Speech Language Pathologist (SLP)	187			
<b>507A</b>		<b>Days</b>	<b>\$384.71</b>	<b>\$432.00</b>	<b>\$478.56</b>
	Principal ES Small Campus (1-451 Students*)	226			
	*Based on PEIMS Snapshot from previous year				
<b>507B</b>		<b>Days</b>	<b>\$397.86</b>	<b>\$440.64</b>	<b>\$483.42</b>
	Principal ES Medium Campus (452-700 Students*)	226			
	*Based on PEIMS Snapshot from previous year				
<b>507C</b>		<b>Days</b>	<b>\$405.82</b>	<b>\$449.45</b>	<b>\$522.32</b>
	Principal ES Large Campus (701-1200 Students*)	226			
	*Based on PEIMS Snapshot from previous year				

508		Days	\$417.18	\$468.46	\$557.64
	Director	226			
	Principal - Middle School	226			

Pay Grade	Job Title	Days	Daily Minimum	Daily Midpoint	Daily Maximum
508A	Principal - JECA, JCARE	226	\$435.63	\$486.91	\$576.09
509	Executive Director	226	\$464.84	\$521.97	\$621.34
	Principal - High School	226			
510	Chief Financial Officer	226	\$511.03	\$573.84	\$684.08
	Chief of Communication & Talent Management	226			
	Assistant Superintendent	226			
	Chief Internal Auditor	226			
	Chief of Student Advocacy	226			
511	Deputy Superintendent	226	\$592.64	\$655.45	\$765.69

## Bus Drivers

Years of Experience	Hourly Rate 23-24
0	\$17.81
1	\$18.01
2	\$18.21
3	\$18.41
4	\$18.61
5	\$18.81
6	\$19.01
7	\$19.21
8	\$19.41
9	\$19.61
10	\$19.81
11	\$20.01
12	\$20.21
13	\$20.41
14	\$20.61
15	\$20.81
16	\$21.01
17	\$21.21
18	\$21.41
19	\$21.61
20	\$21.81
21	\$22.01
22	\$22.21
23	\$22.41
24	\$22.61
25	\$22.81
26	\$23.01
27	\$23.21
28	\$23.41
29	\$23.61
30	\$23.81
31	\$24.01
32	\$24.21
33	\$24.41
34	\$24.61
35	\$24.81

# Substitutes

<b>Substitute Rates</b>	<b>Daily Rate</b>
<b>Substitute Rates for Tuesday, Wednesday, &amp; Thursday</b>	
Non Degreed - High school diploma or GED	\$90.00
60 <sup>+</sup> College Hours - 60 <sup>+</sup> Accredited hours or degree	\$100.00
Certified Teacher or Nurse - Valid Texas Teaching Certificate or Nurse License	\$125.00
<b>Substitute Rates for Monday &amp; Friday</b>	
Non Degreed - High school diploma or GED	\$100.00
60 <sup>+</sup> College Hours - 60 <sup>+</sup> Accredited hours or degree	\$110.00
Certified Teacher or Nurse - Valid Texas Teaching Certificate or Nurse License	\$135.00
<b>Long-Term Substitute Position (After 11th day in the same professional or Crisis Sub assignment)</b>	
Non Degreed - High school diploma or GED	\$110.00
60 <sup>+</sup> College Hours - 60 <sup>+</sup> Accredited hours or degree	\$120.00
Certified Teacher - Valid Texas teaching certificate	\$145.00

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

<b>Administrative Substitute Rate Long Term</b>	<b>Daily Rate</b>
Elementary	\$ 350.00
Secondary	\$ 400.00

<b>Temporary Bus Driver/Monitor Training Rate</b>	<b>Hourly Rate</b>
Bus Driver Trainee - 4 Month Training Program	\$14.00
Bus Monitor Trainee - 2 Week Training Program	\$14.00

<b>Supplemental Pay Rates - Exempt Staff</b>	<b>Rate</b>
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
Teacher - Driving Route for District (per hour)	Bus Driver Scale
Teachers - Bus driving for athletic events (per day)	\$25.00

<b>Part-Time / Temporary Employee Rates</b>	<b>Hourly Rate</b>
Aide - Adventure Club (\$10 for HS students)	\$12.00
Computer Technician	\$14.00

# Stipends & Incentives

Athletics - High School			
Position	Stipend	Position	Stipend
<b>Administrative</b>		<b>Athletic Trainer</b>	
Athletic Coordinator (2 per campus)	\$8,400	Athletic Trainer (2 per Campus)	\$11,500
College Coordinator (2 per HS campus)	\$900		
Equipment Coordinator Football 1 per campus	\$1,800		
Off Season (Football), 1 per campus	\$1,800	<b>Strength and Conditioning (year round)</b>	
Video Coordinator (Football) (1 per campus)	\$1,800	Coordinator for both Boys and Girls	\$4,000
		<i>(1 per campus)</i>	
<b>Football (97 Days in Sport UIL start to Cert)</b>		<b>Tennis</b>	
Head Coach (1)	\$10,000	Head Coach (1)	\$6,100
Assistant Head Coach (1)	\$9,500	Assistant Coach (1)	\$4,000
1st Assistant Coach Off/Def (2)	\$9,000		
Assistant Coach (10)	\$7,000	<b>Track</b>	
		Head Coach (1)	\$5,300
Head Coach (1)	\$5,300	Assistant Coach (3)	\$4,000
Assistant Coach (2)	\$4,000		
		<b>Soccer (82 Days)</b>	
Head Coach (1)	\$8,050	Head Coach (1)	\$5,300
Assistant Coach (3)	\$4,500	Assistant Coach (1)	\$4,000
		<b>Swimming</b>	
Head Coach (1)	\$4,400	Head Coach (1)	\$5,820
		*Assistant Coach (after 60 students)	\$4,000
		<b>Volleyball (82 Days)</b>	
Head Coach (1)	\$4,800	Head Coach (1)	\$6,420
		Assistant Coach (3)	\$4,000
		<b>Wrestling (65 Days)</b>	
Head Coach (1)	\$4,400	Head Coach (1)	\$5,300
		Assistant Coach (1)	\$4,000



## Athletics - Middle School

Position	Stipend	Position	Stipend
<b>Athletic Coordinator (B/G)</b>	<b>\$3,100</b>	<b>Athletic Trainer</b>	
		Athletic Trainer (1 for ALL Middle Schools)	\$11,500
<b>Football</b>		<b>Tennis</b>	
Head Coach 7th/8th (1 per grade)	\$2,550	Head Coach (1)	\$1,000
Assistant Head Coach (3)	\$1,500		
		<b>Track (B/G)</b>	
Head Coach 7th/8th (1 per grade)	\$2,550	Head Coach (1)	\$2,550
Assistant Coach 7th/8th (1 per grade)	\$1,500	Assistant Coach (3)	\$1,500
		<b>Soccer (B/G)</b>	
Head Coach 7th/8th (1 per grade)	\$2,550	Head Coach (1)	\$2,550
Assistant Coach (1 per Sport)	\$1,500	Assistant Coach (1)	\$1,500
		<b>Basketball</b>	
		Head Coach 7th/8th (1 per grade)	\$2,550
		Assistant Coach 7th/8th (1 per grade)	\$1,500
		<b>Cross Country</b>	
		Head Coach (1)	\$1,000

## Spirit

High School		Middle School	
Position	Stipend	Position	Stipend
Cheer Sponsor (1 per HS Campus)	\$7,400	Cheer Sponsor	\$1,500
District Wide Spirit Teacher	\$9,000		
Assistant Cheer Sponsor (1 per HS)	\$5,100	Pep Squad **	\$250
Dance / Drill /Pep Squad Sponsor	\$3,500	** <i>Approved Campuses</i> **	
Assistant Pep Squad Sponsor	\$600		

## Counselors

Position	Stipend	Position	Stipend
Counselor	\$1,500	Lead Counselor - HS	\$3,500
High School Counselor	\$2,500		

## Department Chair

High School		Middle School	
Position	Stipend	Position	Stipend

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Department Chair

\$2,000

Department Chair

\$1,500

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## Fine Arts

High School		Middle School	
Position	Stipend	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		
Mariachi Director	\$5,500	<b>** Designated Campus **</b>	
Orchestra Director	\$4,000		
Orchestra Director - Assistant	\$2,000	Theatre Director	\$1,500
One Act Play Sponsor	\$1,500		
Theatre Director	\$5,500		
Theatre Director - Assistant	\$2,000		

## Career and Technical Education

Position	Stipend	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
CTSO	\$500		

## Elementary School

Position	Stipend	Position	Stipend
Reading Academies (Teachers 21-22)	\$500	Reading Academies (Teachers 22-23)	\$500
JETIS	\$1,200	National ES Honor Society Sponsor	\$500
Art Program (1/campus)	\$500		
Non-UIL Approved After School Club (5/campus)	\$500	Social Media Manager	\$250
Honor Choir (1/campus)	\$500	Webmaster	\$250

## 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
01 - 09	\$250
10 - 14	\$500
15 <sup>+</sup>	\$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 and ½ in June*

### Special Education

Position	Stipend	Position	Stipend
Adaptive Physical Education	\$3,000	Special Olympics - Assistant	\$800
Life Skills, ECSE, APPLE, BAC, Resource	\$2,300	Special Olympics - Lead	\$1,000
Inclusion or Co-teach (employed before 7/2019)	\$2,000	SLP Assistant Supervision	\$2,000
Inclusion or Co-teach (began employment after 7/2019)	\$1,500	SLP	\$2,000
Licensed Specialist School Psychology	\$2,000	SLP Lead	\$2,500
Diagnostician	\$2,000		

### Miscellaneous - District

Position	Stipend	Position	Stipend
Bilingual/Dual Language/Spanish Immersion	\$2,000	Lead Library Media Specialist	\$3,000
Campus Translator (Teacher)	\$1,200	Masters Degree	\$1,500
ESOL or ESL Teacher - Secondary	\$1,000	Doctoral Degree	\$500
Health Services Facilitator	\$3,000	Lead Mentor Teacher	\$500
Rutledge Stadium Video Tech - Asst	\$2,500	Masters Degree in Assigned Teaching Field	\$1,500
Rutledge Stadium Video Tech- Lead	\$5,000	GF Secondary Teacher Math or Science***	\$1,500
Elem/MS Testing Coordinator	\$3,000	Wagner Feeder Pattern and JCARE Teacher Retention *	\$1,000
Campus Translator (Para only)	\$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 and ½ in June \* Stipends will be paid in September to teachers and instructional aides at Wagner*

*\*\*Master's degree stipend and/or Doctoral degree stipend applies to campus teacher positions only*

*\*\*\*Secondary math and science teachers who were hired prior to the 20-21 school year.*

## 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
JETIS	\$1,200	National Honor Society	\$500
Class Sponsor - Junior Class	\$1,000	Newspaper	\$600
Class Sponsor - Senior Class	\$1,000	Photographer	\$500
Computer Science Club	\$700	Spanish Club	\$700
FHA, French Club, German Club	\$700	Approved After School Club	\$500
Bowling Club	\$700	Student Council	\$600
ROTC (stipend to comply with min. pay)		Yearbook	\$500
WebMaster	\$250	JLA Principal	\$5,000
Social Media Manager	\$250		

## Miscellaneous - Middle School

Position	Stipend	Position	Stipend
National Junior Honor Society	\$500	Student Council	\$250
JETIS	\$1,200	Approved After School Club	\$500
Newspaper	\$400	Webmaster	\$250
Photographer	\$500	Social Media Manager	\$250
		Yearbook	\$500

**All stipends listed above other than UIL events and Mentor will be paid equally over 12 months  
(See Administrative Procedures and Eligibility Guidelines for Details)**

## Employee Incentive

Incentive	Stipend	Incentive	Stipend
Winter (FT) Full-Time Non-Teachers	\$1,000	Spring (FT) Full-Time Non-Teachers	\$1,000
Fall Sign-On( All New and Current <b>TCLN</b> )	\$500	Substitute (90+)	\$400
All-Star (All <b>TCLN</b> )	\$500	Attendance (Auxiliary & Paras)	
DOI Mentor	\$1,000	Paid \$300/Quarter up to \$1200	\$1,200
		Hard to Fill (SpEd Teachers, Bus Drivers, Police, SpEd Paras)	\$500
Winter (FT) <b>TCLN</b> Step:		Spring (FT) <b>TCLN</b> Step:	
0-5 Years	\$1,000	0-5 Years	\$1,000
6-10 Years	\$1,500	6-10 Years	\$1,500
11-20 Years	\$2,000	11-20 Years	\$2,000
21+ Years	\$2,500	21+ Years	\$2,500
<b>* TCLN: Teachers, Counselors, Librarians, Nurses</b>		<b>* Years based on Teacher Pay Scale Years</b>	

## Incentive Eligibility

Incentive Eligibility Guidelines	Incentive Eligibility Guidelines
<p><b>Winter FT (Non-Teacher &amp; TCLN Step Employees)</b> Must have a start date of September 1 or earlier and continue to be employed and on payroll through Nov 30, 2023. Payout in December.</p> <p><b>Fall Sign-On( All New and Current TCLN)</b> New and returning teachers, all grade levels, must have a start date of September 1 or earlier. Payout in September.</p> <p><b>All-Star (All TCLN)</b> All Grade Level Teachers, including Rtl and AET, must have a start date of September 1 or earlier and remain employed and on payroll through May 31, 2024. Payout in June.</p> <p><b>DOI Mentor</b> Selected by principals based on mentor guidelines provided by HR.</p> <p>Only Special Education Teachers, Special Education Paras in the classroom, Bus Divers and Police Officers. Must have a start date of May 1, 2024 or earlier to be eligible. Payout in June 2024.</p>	<p><b>Spring FT (Non-Teacher &amp; TCLN Step Employees)</b> Must have a start date of Jan 3 or earlier and continue to be employed and on payroll through May 31, 2024. Payout in June.</p> <p><b>Substitute (90+)</b> Must have subbed in JISD 90 or more days in current instructional year. Days worked do not need to be consecutive.</p> <p><b>Attendance &amp; Performance (Auxiliary &amp; Paras)</b> Eligibility/Qt. (Pd \$300/quarter up to \$1200/yr)</p> <p>Quarterly Dates:</p> <p style="padding-left: 20px;">Jul - Sept → Paid Oct</p> <p style="padding-left: 20px;">Oct - Dec → Paid Jan</p> <p style="padding-left: 20px;">Jan - Mar → Paid Apr</p> <p style="padding-left: 20px;">Apr - Jun → Paid Jun</p> <ol style="list-style-type: none"> <li>1. If an employee starts after the 1st day of the position start date or after the 1st day of the quarter, their eligibility will not start until the next quarter.</li> <li>2. No more than 2 tardies within a quarter.</li> <li>3. Must have no documented write ups.</li> <li>4. May not use more than 2 approved LOCAL or STATE days within a quarter.</li> <li>5. May use <b>Approved</b> Comp Time, Vacation or Non-Work Days</li> </ol>

without affecting incentive eligibility.

# Athletic Workers

## FOOTBALL

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

## VOLLEYBALL

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



## BASKETBALL

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

## SOCCER

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

## BASEBALL

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

## SOFTBALL

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

## WRESTLING

Position	Pay
<b>HIGH SCHOOL WRESTLING</b>	
Ticket Attendant	\$10 per hour

## POWERLIFTING

Position	Pay
<b>HIGH SCHOOL POWERLIFTING</b>	
Ticket Attendant	\$10 per hour

## TRACK

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

## Summer School/Holiday Extra Duty Pay

Position	Flat Rate
Principal	\$9,680
Assistant Principal	\$8,360
MS and HS Counselors	\$6,800
Position	Pay by Hour
Teachers	\$50
HS Testing Coordinator Max 75 hrs	\$50
Secretary	\$20
PEIMS Clerk	\$20
Support Staff (Including all Instructional Support)	\$20
Bus Drivers	\$22
Bus Assistants/Monitors	\$20
Cafeteria Manager	\$22
Cafeteria Staff	\$20
Health Aide	\$20
Adventure Club Supervisors	\$25
Adventure Club Aides	\$20
Adventure Club Teacher - Professional	\$35
Hall Monitor (MS & HS)	\$20
Maintenance Helper (non-maintenance department)	\$11