

# **La Porte Independent School District**

**2023-2024**

**Employee Compensation Plan**

**Administrative Procedures Guide**



*Every Student's Success is Our #1 Priority!*

**La Porte Independent School District  
1002 San Jacinto Street  
La Porte, TX 77571**

The La Porte Independent School District does not discriminate on the basis of age, race, religion, color, national origin, sex or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; Section 504 of the Rehabilitation Act of 1973, as amended; and Title II of the Americans with Disabilities Act. The Title IX Coordinator is Angela Garza-Viator ([viatora@lpsid.org](mailto:viatora@lpsid.org)), Executive Director of Human Resources, 1002 San Jacinto, La Porte, Texas 77571, Telephone (281) 604-7110. The Section 504 Coordinator is Billye Trader ([trader@lpsid.org](mailto:trader@lpsid.org)), Executive Director of Special Programs, 1002 San Jacinto, La Porte, Texas 77571, Telephone (281) 604-7034.

El Distrito Independiente Escolar de La Porte no discrimina sobre la base de edad, raza, religión, color, origen nacional, sexo u incapacidad para proveer servicios educacionales, actividades y programas, incluyendo programas vocacionales, de acuerdo con el Título VI del Acta de Derechos Civiles de 1964, como fue enmendada; Título IX de las Enmiendas Educacionales de 1972; Sección 504 del Acta de Rehabilitación de 1973, como fue enmendada; y el Título II del Acta de Americanos con Incapacidades. La Coordinadora del Título IX es Angela Garza-Viator ([viatora@lpsid.org](mailto:viatora@lpsid.org)), Directora Ejecutiva para Recursos Humanos, 1002 San Jacinto, La Porte, Texas 77571, Teléfono (281) 604-7110. La Coordinadora de la Sección 504 es Billye Trader ([trader@lpsid.org](mailto:trader@lpsid.org)), Directora Ejecutiva de Programas Especiales, 1002 San Jacinto, La Porte, Texas 77571, Teléfono (281) 604-7034.

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## INTRODUCTION

The La Porte Independent School District Compensation Plan is produced to provide information about the district's compensation procedures. It is intended to facilitate salary communications within the district and serve as a guide for administering salaries and wages for all employees. The contents of this document will be updated each year to reflect changes that are made and will be available on the LPISD website at [www.lpisd.org](http://www.lpisd.org). All employees are welcomed, invited, and encouraged to bring to the attention of administration any concerns related to compensation.

The compensation plan is updated and reviewed annually through a process that begins with the development of each year's budget. The Superintendent shall develop and recommend a pay system for all district personnel to the Board of Trustees for adoption.

### **The information contained in this document is for the 2023-2024 school year.**

The provisions and information set forth in this document are informational. Thus, its contents are not intended and shall not be construed to constitute a contract between the La Porte Independent School District (LPISD) and any employee; prospective employee; agency of the local, state, or federal government; or any other person or legal entity of any nature whatsoever.

The salaries listed are for the 2023-2024 school year only. Neither past nor future salaries may be accurately calculated or predicted from information contained in the 2023-2024 Compensation Plan. The La Porte Independent School District Board of Trustees approves general pay increases for all employees. There are no salary increments given automatically. The Superintendent (or designee: Human Resources), regardless of possible typographical errors in the 2023-2024 Compensation Plan, shall determine final calculations of salaries. The Board of Trustees may adjust the compensation reflected in this plan as necessary to utilize funds available under the Teacher Incentive Allotment (TIA), which were not known at the time this plan was initially adopted. Distribution of Teacher Incentive Allotment funds will comply with state law and Texas Education Agency guidance. The La Porte Independent School District further hereby reserves and retains the right to amend, alter, change, delete, or modify any of the provisions of the 2023-2024 Compensation Plan during the school year in the best interest of the district.

For further clarification or information, please contact Human Resources at (281) 604-7113.

**NOTE:** All policies and procedures are in accordance with LPISD Board of Trustees policy and/or local regulations as of the Board approved date of this document. Any adopted revisions to Board policies and/or regulations after the Board approved date will become effective immediately and thereby supersede the policies and/or regulations referenced in this plan.

## **COMPENSATION PHILOSOPHY STATEMENT**

The pay system shall be designed to provide appropriate pay for the assessed worth of district jobs. The system shall be designed and administered to accomplish the following:

- Stay competitive with appropriate labor markets for the various categories of personnel.
- Recognize the levels of skill, effort, and responsibility required of different jobs.
- Reward continued length of service to the district.
- Be fiscally controlled and cost effective.
- Comply with all federal, state, and local laws and policies of the La Porte ISD Board of Trustees.

**SECTION I**  
**PAY PLAN ADMINISTRATIVE PROCEDURES**





## DESCRIPTION OF PAY SYSTEMS

### Purpose and Authority

Employee pay systems are designed and administered for the purpose of attracting and retaining qualified employees to achieve the goals of the district. The Superintendent is responsible for the development, maintenance, and administration of employee pay systems in accordance with Board policies and administrative procedures.

### Description

Classroom teachers, librarians, counselors, diagnosticians, and nurses (RN) will be paid no less than the state minimum salary schedule based on years of experience. The local salary schedule for staff will be determined annually upon Board approval of the amount budgeted for pay increases.

For other employees, the Superintendent will assign positions to pay ranges that set the minimum and maximum base pay for the position. Jobs are classified for pay purposes on the basis of qualifications and duties as defined by the district, and market surveys of competitive pay rates. Pay ranges are reviewed annually and adjusted as needed.

### Pay Distribution

All employees are paid semimonthly. Paychecks will not be released to any person other than the district employee named on the check without the employee's written authorization. An employee's payroll statement contains detailed information including deductions, withholding information, and the amount of leave accumulated.

Employees can view and print their paycheck statements through the Employee Access Center found on the district's home page at [www.lpisd.org](http://www.lpisd.org) and selecting *Staff Portal*.

## **JOB CLASSIFICATION**

### Purpose and Authority

Job classification determines the assigned pay range for a job. Job classification is based on an assessment of job requirements and assigned duties. Jobs are compared and classified on the basis of the following factors: knowledge and skill requirements, complexity of assigned duties, job accountability, and working conditions. The Human Resources Department will collect job information, evaluate jobs for classification purposes, and recommend pay grade assignments. The Superintendent has final authority concerning job classifications.

### Local Pay Plans

The district will maintain position classification and pay range structures for all jobs. Jobs will be grouped into position classification and pay range structures in the following categories:

Section II: certified & instructional; Section III: paraprofessional personnel; Section IV: manual trades personnel; Section V: technology personnel; Section VI: professional personnel; Section VII: administrative personnel

Each job will be assigned to a pay grade that determines the minimum to maximum pay range for the position. Pay grades represent the internal job classification, as well as external job market pay levels. The greater the level of compensable factors present in a job, the higher the placement in the pay grade structure. Jobs with similar overall degrees of compensable factors will be in the same pay grade.

The use of pay grade levels facilitates payroll administration and maintains the integrity of the job worth hierarchy. The pay grade midpoint is the chief control point in the system.

Pay ranges are set to be competitive with the relevant job market for benchmark positions. Jobs are compared and classified on the basis of the following factors: knowledge and skill requirements, complexity of assigned duties, job accountability, and working conditions.

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

## **ASSIGNMENT CALENDARS**

The superintendent determines the assignment calendars for all employees subject to the Board-adopted budget and compensation plan and in harmony with employment contracts. Dates of duty in the published assignment calendars are subject to modification by administration. Consistent with longstanding practice, assignments with fewer than 195 days are considered 10 duty month assignments; assignments with 195 days to 210 days are considered 11 duty month assignments; and, assignments with 220 days and more are considered 12 duty month assignments.

# JOB RECLASSIFICATION

## Reclassification of Current Positions

A job reclassification occurs when the same position is moved to a higher or lower pay grade. Jobs may be reclassified for a number of different reasons. Those reasons include a significant and sustained increase or decrease in job duties and responsibilities assigned by the supervisor, a need to improve internal pay equity with other related jobs, or a significant change in the external job market.

## Salary Adjustments for Job Reclassification

- If the job is reclassified upward due to a significant and sustained increase in assigned job duties and responsibilities, the reclassification will be treated as a promotion. Refer to procedures on promotion increases.
- If the job is reclassified to improve internal equity with other related jobs and there is no significant and sustained increase in assigned duties, there will be no immediate pay increase. Future earnings will be higher as a result of placement in a higher pay range. Employees will not be paid less than the minimum of the new pay range.
- If the job is reclassified due to a change in the external job market, special equity adjustments may be made at the direction of the superintendent. Refer to procedures on individual equity adjustments.
- If the job is reclassified downward due to a decrease in duties and responsibilities assigned, the employee's pay may be reduced at the direction of the superintendent. In this case, the reclassification will be treated as a demotion. Refer to procedures on pay adjustments for demotion.

## Procedures for Job Classification Review

Review of job classifications must be initiated by the job supervisor and should occur as part of the budget process. Reviews will be conducted as follows:

- (1) The immediate supervisor may request a job classification review according to the schedule and procedures designated by the Human Resources Department.
- (2) The supervisor must submit a completed reclassification request on a Position Authorization Form with his/her budget, along with an updated job description.
- (3) The Human Resources Department will review the request form, obtaining additional job information if needed. Additional information may be obtained by requesting a job analysis questionnaire, by interviewing the supervisor and/or employee(s), or by visiting the work site for observation. The decision will be made as part of the budget process.
- (4) The Human Resources Department will reevaluate the job against other benchmark jobs using standard compensable job factors. (5) The Human Resources Department

will provide a recommendation for pay grade assignment for the Superintendent's review.

- (6) The Human Resources Department will notify the supervisor and the employee of the pay grade assignment after the Superintendent's review and approval.

#### Classification of New Positions

New positions must have a written job description. The Human Resources Department will recommend to the Superintendent the pay grade classification of new positions based on the job description and consultation with the job supervisor. New positions must be classified in the pay system prior to hiring new employees. New positions must be requested on a Position Authorization Form and approved by the Requestor, Superintendent, Chief Financial Officer, and Executive Director of Human Resources before a job can be posted and filled.

## **BASE PAY FOR EXEMPT AND NONEXEMPT JOBS**

#### 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 exemption: 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. Payment on an annual 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. Exempt employees do not receive overtime compensation. All salaries will be paid out in equal payments over a twelve-month calendar period regardless of the number of months assigned to the position.

#### Basis of Pay for Nonexempt Employees

Nonexempt employees are paid on an hourly wage basis for all hours worked each week, plus earned paid leave benefits. All wages in the normal duty assignment are paid out in equal payments over a twelve-month calendar period regardless of the number of months assigned to the position. All hours in addition to the normal duty assignment are paid at straight time or time and a half according to the Fair Labor Standards Act. Employees can accumulate compensatory time, and any compensatory time not used prior to June 30 will be paid at the employee's current hourly rate. Refer to procedures on overtime.

#### Prorating Pay for Reduced Work Year

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

## OVERTIME

### Overtime Compensation

Nonexempt employees who work more than 40 hours in a workweek of seven consecutive days are entitled to overtime compensation at time-and-a-half rates for time worked over 40 hours. Compensation may be given in compensatory time off or paid in the regularly scheduled paycheck at the supervisor's discretion. Hours worked over the compensated amount but fewer than 40 hours in a workweek are compensated at straight time rates. For example, if there is a holiday in the workweek and the employee works more than 32 hours, the 0 to 8 hours worked beyond the 32 hours will be compensated at straight time rates. Nonexempt employees shall not be allowed to work beyond their regular schedule without prior authorization from their supervisor. Exempt employees (e.g. professional, administrative, and executive) are not entitled to overtime compensation.

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 Monday and ends at 11:59 p.m. on Sunday. Overtime must be paid or accrued as compensatory time on the regular payday for the period in which the overtime workweek ended. Every workweek stands alone and different workweeks cannot be consolidated or averaged.

### Authorization of Overtime

All overtime worked must be approved by a supervisor 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 off 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.

### Use of Compensatory Time

Compensatory time may be accumulated up to a maximum of 60 hours. Employees who have accrued compensatory time must use that time before using other accrued leave. The only exception is when employees accrue vacation and are at the maximum accrual limit of their vacation leave (35 days), they may use vacation instead of compensatory time. **Compensatory time accrued must be used within the fiscal year it is earned, or it will be paid after the end of that fiscal year in accordance with payroll deadlines.**

### Recording Work Hours

It is the intent of the district to comply with applicable laws that require the maintenance of records of the hours worked by our employees. To ensure that accurate records are kept of the hours actually worked by an employee (including overtime hours where applicable) and of the accrued leave time taken, and to ensure pay in a timely manner, nonexempt employees are required to record time worked and absences in the district's timekeeping software. Employees must ensure that their actual hours worked and leave time taken are recorded accurately. Falsification of a time record is a breach of district policy and is grounds for disciplinary action, including termination of employment.

Supervisors are responsible for reviewing and approving nonexempt employee time submittals weekly, as well as overseeing work hours and assignment calendars. Exempt employees must submit Absence from Duty Forms to their supervisor within three days for time missed from their assigned work days.

## **OVERPAYMENT**

The district will deduct the overpayment from one or more of the employee's paychecks should an overpayment occur.

## **EMPLOYEE PAY INCREASES**

### General Pay Increases

Employee salaries and wages will be reviewed by the Superintendent on an annual basis for adjustment. General pay increases are approved by the Board of Trustees during the budget adoption. General pay increases are given to employees to reward continued service to the district and to retain employees through competitive pay practices.

### Eligibility for General Pay Increase

If a general pay increase is approved, an employee's performance must meet expectations to receive a pay increase. The employee must also have one creditable year of service with La Porte ISD under the current compensation plan year. A creditable year of service is at least 90 continuous workdays as a full-time employee.

### Pay Increase Budget

General pay increases are a part of the annual budget process. Budget recommendations for general pay increases will be based on available revenue, cost of living increases, 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.

### Individual Pay Actions

The Superintendent may adjust individual employee salaries to correct identified internal or external pay equity problems. Equity adjustments are made only on as-needed basis at the direction of the Superintendent. Equity adjustments may be made to retain an employee who is at risk due to competitive pay problems; to correct an internal pay inequity; or to compensate an employee for a significant change in job responsibilities.

No contract employee shall be given an unscheduled pay increase during the contract term except for a change in assigned job duties, except for internal or external equity adjustments as approved by the Superintendent for the subsequent fiscal year. Internal/external equity adjustments include consideration of a general pay increase, if one is recommended and approved. The internal/external equity shall not be less than the general pay increase, if approved. An employee shall receive either the recommended internal/external equity adjustment or general pay increase, whichever is higher.

# HIRING

## Position Control

LPISD has established a system for the hiring and transferring of employees. The LPISD Position Control system precisely defines every position within the organization and systematically attaches every employee to a specific position. This system is established to set up a process for checks and balances between Human Resources and the annual budget. The system creates greater internal control, provides an instant overview of staffing, and ensures positions are not created without proper funding. It also simplifies the budget process, provides closer connection between Human Resources and the Business Office and permits tracking of new employees and transfers.

## Employment Process

New positions must be approved by the Superintendent and Chief Financial Officer, unless approved during the budget process. Approved vacancies or new positions in the district are posted by Human Resources. Hiring approval is provided by the Superintendent, Deputy Superintendent, Chief Financial Officer or the Executive Director of Human Resources. Positions requiring a certificate or professional license must be posted for 10 business days. Approved vacancies or new positions within the school year must be posted for a minimum of three business days.

While only the Human Resources office can extend job offers, principals/hiring managers can inform candidates that they are being “recommended” for a position. Principals/hiring managers must contact a minimum of three (3) references for the applicant selected for the open position. At least one of the references must be a current and immediate supervisor. A Hiring Recommendation is submitted to Human Resources for identified candidates whose references have been satisfactorily verified. Three Telephone Reference Check Forms must be submitted for administrative, professional and certified job candidates.

A start date for the new employee will be identified once a job offer has been accepted, the results of the criminal history search have been received and all new hire requirements have been completed.

## 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 creditable experience. The district pays counselors on the professional pay scale. Experience will be credited according to the Texas Education Commissioner’s rules on creditable service (19 TAC 153.1021). Local salaries for these employees will be determined annually after Board approval of the budget. Nonexempt employees will be paid no less than the current minimum wage in accordance with the federal Fair Labor Standards Act (FLSA).

## **Placement of New Employees**

### Placement by Total Creditable Years of Service

Hiring rates for teachers, counselors, registered nurses and librarians will be based on total years of creditable experience as defined by state regulations and the rates being paid to other employees with similar experience. Annual salaries are adjusted for work periods longer than 10 months.

### Placement by Individual Job Qualifications

Hiring rates for administrative, professional, technology, clerical/paraprofessional and manual trades employees will be determined individually on the basis of each person's job-related qualifications and job-related experience. Hiring rates should also be sensitive to internal equity concerns of other employees in the same job. No employee may be placed below the minimum of the pay range. Starting salaries above the midpoint may be offered only for hard-to-fill positions with approval of the Superintendent.

### Creditable Years of Experience for Educational Aide Experience

Beginning with the 2004-2005 school year, a teacher aide, who subsequently becomes a certified teacher may receive up to two years of teacher aide experience for salary increment purposes, provided the individual: held a valid Educational Aide certificate at the time the service was rendered, been employed by a TEA recognized entity, and worked the required number of days and percent of time for a creditable year of experience when employed. Experience outside LPISD must be verified using the teacher service record form (Fn-115), or a similar form containing the same information.

### Retire/Rehire

When a TRS retiree is rehired, the district may incur expenses over and above those associated with hiring a non-retiree in a similar position with similar years of experience. Consideration of a TRS retiree for a position will be for hard-to-fill positions and at the direction of the Superintendent or designee.

### Teacher Retirement System of Texas

Information provided in this section is relative to policy and procedures of the LPISD regarding employment after retirement. These policies are not necessarily the policies of Teacher Retirement System of Texas (TRS).

For policy and practices of TRS, please contact them directly for information.

You may call: 1-800-223-8778

You may also write: TRS  
1000 Red River Street  
Austin, Texas 78701

Or visit the website at: [www.trs.state.tx.us](http://www.trs.state.tx.us)

The La Porte Independent School District is not an authorized provider of employee information regarding processes and procedures for retiring from the Teacher Retirement System of Texas (TRS). Employees must contact TRS directly for information regarding their personal retirement and the rules for employment after retirement.

There have been significant changes in TRS rules for employment after service retirement. **It is the responsibility of the Retiree to verify how these changes will impact his/her annuity should he/she decide to return to work at a TRS-Participating entity.**



# PROMOTION

## Promotion Defined

A promotion usually occurs when an employee is selected for a different job in a higher pay range; however, not all assignments to a higher pay grade are automatically considered promotions. If a pay adjustment is made for promotion, it will begin with the effective date of the new assignment. If an employee moves to a different job in a different pay structure (example: from manual trades to professional group), the pay adjustment will be treated as placement of a new employee. Refer to procedures on Placement of New Employees.

## Promotion Increase

A promotion increase is based on an employee's current base pay less any stipends paid for supplemental duties. Promotion increases are awarded in addition to any general annual pay increase given.

A salary placement for a promotion will be determined by these guidelines:

If the employee's current base pay rate is at or below the midpoint for the new job, the standard increase shall be six percent of the new job's midpoint. The employee's new salary cannot exceed the new job's midpoint plus 3%.

$$\begin{array}{r} \text{Example: New Midpoint} = \$14.00 \\ \text{Times (X)} \quad .06 \\ \hline \$ .84 \text{ Increase Amount} \end{array}$$

If the employee's current base pay rate is greater than the midpoint for the new position, the standard increase shall be three percent of the new midpoint.

$$\begin{array}{r} \text{Example: New Midpoint} = \$14.00 \\ \text{Times (X)} \quad .03 \\ \hline \$ .42 \text{ Increase Amount} \end{array}$$

Consideration will be given to the pay of other employees in the same position. The standard promotion increase may be reduced or increased accordingly to maintain internal pay equity. Pay adjustments may also be made for a longer or shorter work year associated with the change in assignment.

No employee will be paid less than the minimum or more than the maximum of the new pay range.

## DEMOTION

### Demotion Defined

A demotion occurs when an employee is reassigned or accepts a different job at a lower pay grade level with a reduction in their base pay. Demotions may be voluntary or involuntary. Position reclassification or general salary structure changes are not considered demotions.

### Pay Adjustments for Demotion

A reduction in pay as a result of a demotion will be made at the discretion of the Superintendent. When a pay reduction is made for a demotion, the employee's base pay rate will be reduced to the same relative position within the new pay range, typically measured as a ratio of the employee's salary to the range midpoint. For example, if the employee's base pay was 110 percent of the midpoint in the higher pay range, that person's pay would be reduced to an equivalent 110 percent of the midpoint in the lower pay range. Pay adjustments may also be made for a longer or shorter work year associated with the change in assignment. Pay adjustments may be made if the demotion occurs at the end of a full year in that assignment.

## VOLUNTARY TRANSFERS

### Voluntary Transfer Request

LPISD provides a voluntary transfer process for employees who meet the designated criteria listed on the Voluntary Transfer Form. The form, which is updated annually, can be found on the district website in the Human Resources department, under *Human Resources Documents*, and is available during the spring transfer period.

The Voluntary Transfer Form must be completed by the employee and signed by his/her principal or administrator. ***Please note that filling out the form is a request and does not guarantee a transfer.*** To be considered for a position the employee requesting the voluntary transfer must apply for the desired posted position. Human Resources communicates with the principals regarding the voluntary transfer requests as they are received and the principals contact employees to schedule interviews based upon their campus needs. Approving principals submit Hiring Recommendations to Human Resources to process upon confirmation of the vacancy and verification of appropriate certification. Affected parties will be notified prior to the school year for which the request is made. Personnel not notified in writing by the Human Resources Department in reference to their request should remain in their current assignment.

## **RESIGNATIONS**

Employees wishing to resign must submit a letter of resignation. The principal/department head will send the resignation to Human Resources. When a contract employee is requesting to resign during the contract year, the principal/supervisor will send the resignation request to Human Resource who will communicate with the Superintendent. Resignations are not official until accepted by the Superintendent or designee. The Executive Director of Human Resources is a designee. At-will employees can resign at any time by submitting a letter of resignation. If the at-will employee verbally resigns and is not providing a written letter or resignation, the date, time, name of the resigning employee, and job title of the person taking the resignation will be documented and submitted to the Human Resources Department by email.

### Exit Interviews

Exit interviews are used to gain information to assist the district with the retention of employees. Principals/Department Heads are asked to encourage all employees to complete the exit interview form, which is sent from Human Resources as part of the employee's exit paperwork.

## **ADJUSTING PAY RANGE STRUCTURES**

### Review of Pay Ranges

District pay range structures will be reviewed annually and adjusted as needed by the Superintendent with approval of the Board. Pay ranges will be reviewed on a regular basis and to ensure that the pay structure remains competitive and maintains its value against inflation. The percent of structure adjustment will be applied equally to the minimum, midpoint, and maximum rate of each pay range to preserve the design of the structure.

### Amount of Structure Adjustment

Pay ranges should be adjusted by an equal percent factor. The amount of percent adjustment made to pay ranges should be less than the percent adjustment made to employee pay within the structure. To prevent salary compression problems between new employees and experienced employees, the budget must be sufficient to advance salaries within the pay range faster than the range itself is being adjusted. After the budget is established, the Superintendent will determine the appropriate amount of adjustment for pay range structures in the district.

### Structure Adjustment Procedure

To adjust a pay-range structure, the adjustment factor will be applied to the minimum, midpoint and maximum of each pay range. Adjustments to pay ranges are generally presented to the Board of Trustees for approval.

### Verification of Annual Salary

Employees can access information regarding their compensation, assignment and benefit information through the Employee Access Center. The Employee Access Center can be found on the district website, [www.lpisd.org](http://www.lpisd.org), by selecting *Staff Portal*. It is the responsibility of the employees to verify their salary and benefits information annually and communicate any discrepancies to Human Resources.

## **SUPPLEMENTAL DUTY PAY**

### Supplemental Duty Compensation (Stipends)

Supplemental pay occurs in addition to, but separate from, the employee's regular, contracted salary. **Supplemental pay is authorized by the Board of Trustees on a year-to-year basis and is not a property right.** Supplemental pay is discontinued upon cessation of the assignment originally generating it or upon the occurrence of any other event, which would cause the employee to become ineligible to receive the supplement. In the area of supplemental pay, as in other areas of compensation, LPISD strives to maintain amounts that are competitive within our market.

Exempt employees who are assigned supplemental duties that accrue extra pay will be compensated according to the district's supplemental duty pay schedule approved by the Board. Nonexempt employees who are assigned supplemental duties will be paid on an hourly basis including overtime compensation when hours exceed 40 in a workweek. The hours worked in supplemental duties must be combined with the hours worked in the regular job assignment for determining the total hours worked each week. These hours are calculated each week through the district timekeeping system.

## **PAID VACATION**

Full-time employees working 240 days or more will earn and accumulate paid vacation days in accordance with Board Policy DED (Local). Employees shall earn vacation days based on the number of days employed and the years of service with the district. Vacation days shall begin to accrue from the first day of employment. For additional information see Board Policy DED (Local).

## **HEALTH INSURANCE CONTRIBUTION**

The Board annually determines its monthly contribution to employee only health insurance premiums as part of the employee compensation and benefits system. The district contribution for 2023-2024 is \$400/month for employees enrolled in *TRS-Active Care* and working more than twenty hours per week, which is \$175/month greater than the state required amount of \$225/month. *TRS-Active Care* is the group health care coverage administered by the Teacher Retirement System of Texas (TRS).

## EMPLOYEE INSURANCE AND FRINGE BENEFITS

In addition to the salary amount provided in the adopted schedule, the district contributes to the employee health and life insurance plans.

<b>Medical</b>	Eligible District employees are provided \$400 per month toward TRS Active Care.
<b>Life and AD&amp;D</b>	Eligible district employee are provided \$15,000 in basic group term life insurance and \$15,000 in Accidental Death and Dismemberment (AD&D).
<b>Workers' Compensation</b>	Benefits provided and prescribed by the Workers' Compensation Law are available without cost to all district employees.
<b>Leaves of Absence</b>	See Board Policy, DEC (LOCAL).
<b>Sick Leave</b>	10-month employees receive 5 days of Local Leave; 11-month employees receive 6 days of Local Leave; 12-month employees receive 7 days of Local Leave.
<b>Personal Leave</b>	All employees receive 5 days of State Leave.  Please refer to Board Policy, Section DEC (Local) for exceptions.
<b>Vacation</b>	Full time employees working 240 days or more with LPISD: <ul style="list-style-type: none"><li>• 10 days per year for the first ten years</li><li>• 15 days per year beginning with the eleventh year</li></ul>



**La Porte Independent School District  
Position Authorization Form**

This form is to be completed by campus/department to request adding a position or reclassifying a position. Complete form and submit to Human Resources with job description.

**Position Detail**

Position Title:	
Position Reports to (Title):	
Campus/Department Name:	
Position Classification/Pay Grade:	
Date Authorized:	

**Is this an increase to staff?**

**Yes:** Please state justification

**No:** Please indicate new position reason:

More Days	
Less Days	
Reclassification of current position	
Other:	

**Other Skills:** (Please list requirements other than established in job description)

**Other Remarks:** (Please describe reasons for filling the position at the requested classification & pay grade)

**Authorization:**

\_\_\_\_\_  
Department/Campus

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Chief Financial Officer

\_\_\_\_\_  
Executive Director of Human Resources

**For HR use only**

<b>Position Control Number:</b>	
<b>Budget Code:</b>	
<b>Job Posted Date:</b>	

## **Section II**

### **Certified Instructional Staff:**

### **Classroom Teachers/Librarians/Registered Nurses (RN)**

### **Salary Schedule**





**La Porte ISD  
2023-2024 Employee Compensation Plan  
Certified Instructional Staff**

**Salary Plan for Teachers, Librarians and Registered Nurses (RN)**

10-Month Salary Minimum	\$60,000
Master's Degree	\$1,000
Master's Degree and Doctorate Degree	\$2,000

Teachers, Librarians and Registered Nurses (RN) will be paid annual salaries within a pay range.

Salaries are determined individually based on each person's creditable years of experience, credentials, and the rates being paid to other employees with similar experience.

Annual salaries are adjusted for work periods longer than 10 months.

Salary advancement is based on an annual pay raise approved by the Board of Trustees at the budget adoption.

Salary stipends are listed at the end of the compensation plan.



## **Section III**

# **Paraprofessional Salary Schedule**



**La Porte ISD  
2023-2024 Employee Compensation Plan  
Paraprofessional**

**Pay Grade 1**

- 187 Aide, Bilingual
- 187 Aide, DAEP
- 187 Aide, ESL
- 187 Aide, Instructional
- 187 Aide, Instructional Technology (ITA)
- 187 Aide, ISS
- 187 Aide, Library
- 187 Aide, Physical Education
- 187 Aide, Pre-Kindergarten
- 187 Aide, Special Education (Inclusion)
- 187 Clerk, Special Education, Job Coach
- 197 Aide, Instructional, ECC
- 197 Open/Closer ECC
- 240 Aide, Instructional, ECC

Assignment		Minimum	Midpoint	Maximum
Hours	Days	<b>\$12.04</b>	<b>\$14.50</b>	<b>\$16.97</b>
8	187	\$18,012	\$21,692	\$25,387
5	197	\$11,859	\$14,283	\$16,715
8	197	\$18,975	\$22,852	\$26,745
8	240	\$23,117	\$27,840	\$32,582

**Pay Grade 2**

- 195 Clerk, Special Education ARD
- 197 Instructor, ECC
- 200 Clerk, Counselor/Registrar
- 210 Clerk, High School AP/Counselor
- 210 Clerk, Special Education PEIMS/SERS
- 240 Clerk/Receptionist, Communications
- 240 Clerk/Receptionist, High School
- 240 Instructor, ECC

Assignment		Minimum	Midpoint	Maximum
Hours	Days	<b>\$13.25</b>	<b>\$15.96</b>	<b>\$18.68</b>
8	195	\$20,670	\$24,898	\$29,141
8	197	\$20,882	\$25,153	\$29,440
8	200	\$21,200	\$25,536	\$29,888
8	210	\$22,260	\$26,813	\$31,382
8	220	\$23,320	\$28,090	\$32,877
8	240	\$25,440	\$30,643	\$35,866

**Pay Grade 3**

- 187 Aide, District Behavior Para
- 187 Aide, Special Education Adult Transition
- 187 Aide, Special Education BSP
- 187 Aide, Special Education ECSE
- 187 Aide, Special Education FOCUS
- 187 Aide, Special Education SAIL
- 200 Clerk, DAEP
- 200 Clerk, Attendance
- 210 Clerk, Attendance Officer
- 220 Clerk, High School Registrar
- 240 Clerk, Data, Technology
- 240 Clerk, High School Associate Principal
- 240 Clerk, High School Finance
- 240 Technician, Print Shop

Assignment		Minimum	Midpoint	Maximum
Hours	Days	<b>\$14.31</b>	<b>\$17.24</b>	<b>\$20.17</b>
8	187	\$21,408	\$25,791	\$30,174
8	200	\$22,896	\$27,584	\$32,272
8	210	\$24,041	\$28,963	\$33,886
8	220	\$25,186	\$30,342	\$35,499
8	240	\$27,475	\$33,101	\$38,726

**La Porte ISD  
2023-2024 Employee Compensation Plan  
Paraprofessional**

**Pay Grade 4**

- 187 Licensed Vocational Nurse (LVN)
- 210 Secretary, Director Parent Assistance & Engagement
- 220 Specialist, School Nutrition
- 240 Instructor/Assistant Director, ECC
- 240 Secretary, Athletic Office
- 240 Secretary, Director Child Nutrition
- 240 Secretary, Director Communications
- 240 Secretary, Director Performing & Visual Arts
- 240 Secretary, Director Transportation
- 240 Secretary, Principal, DeWalt, Jr. High, Baker, Elementary

Assignment		Minimum	Midpoint	Maximum
Hours	Days	<b>\$15.45</b>	<b>\$18.62</b>	<b>\$21.78</b>
8	187	\$23,113	\$27,856	\$32,583
8	210	\$25,956	\$31,282	\$36,590
8	220	\$27,192	\$32,771	\$38,333
8	240	\$29,664	\$35,750	\$41,818

**Pay Grade 5**

- 240 Registrar, High School
- 240 Secretary, Executive
- 240 Secretary, Principal, High School

Assignment		Minimum	Midpoint	Maximum
Hours	Days	<b>\$17.30</b>	<b>\$20.85</b>	<b>\$24.40</b>
8	240	\$33,216	\$40,032	\$46,848

**Pay Grade 6**

- 240 Bookkeeper
- 240 Director, ECC
- 240 Specialist, Accounts Payable
- 240 Secretary, Chief Financial Officer
- 240 Secretary, Deputy Superintendent
- 240 Specialist, Benefits
- 240 Specialist, Human Resources
- 240 Specialist, Payroll

Assignment		Minimum	Midpoint	Maximum
Hours	Days	<b>\$19.90</b>	<b>\$23.97</b>	<b>\$28.04</b>
8	240	\$38,208	\$46,022	\$53,837

**Pay Grade 7**

- 240 Administrative Assistant, Superintendent

Assignment		Minimum	Midpoint	Maximum
Hours	Days	<b>\$22.40</b>	<b>\$28.22</b>	<b>\$34.05</b>
8	240	\$43,008	\$54,182	\$65,376

## **Section IV**

### **Manual Trades Salary Schedule**





**La Porte ISD  
2023-2024 Employee Compensation Plan  
Manual Trades**

**Pay Grade 1**

	Assignment		Minimum	Midpoint	Maximum
	Hours	Days			
176 Crossing Guard			<b>\$10.97</b>	<b>\$13.21</b>	<b>\$15.45</b>
180 Bus Monitor					
180 Cafeteria Worker I	4	176	\$7,723	\$9,300	\$10,877
194 Custodian	4	180	\$7,898	\$9,511	\$11,124
210 Transportation Dispatcher	5	180	\$9,873	\$11,889	\$13,905
240 Custodian	6	180	\$11,848	\$14,267	\$16,686
250 Laundry Worker	8	194	\$17,025	\$20,502	\$23,978
250 Custodian	8	210	\$18,430	\$22,193	\$25,956
	8	240	\$21,062	\$25,363	\$29,664
	8	250	\$21,940	\$26,420	\$30,900

**Pay Grade 2**

	Assignment		Minimum	Midpoint	Maximum
	Hours	Days			
176 Security Assistant			<b>\$11.93</b>	<b>\$14.38</b>	<b>\$16.83</b>
180 Cafeteria Worker II					
250 Clerk, Warehouse/Driver/Receiver	8	176	\$16,797	\$20,247	\$23,697
250 Grounds Maintenance	4	180	\$8,590	\$10,354	\$12,118
250 Head Custodian, High School	5	180	\$10,737	\$12,942	\$15,147
250 Transportation Mechanic Helper	6	180	\$12,884	\$15,530	\$18,176
	8	250	\$23,860	\$28,760	\$33,660

**Pay Grade 3**

	Assignment		Minimum	Midpoint	Maximum
	Hours	Days			
250 Grounds Maintenance/Athletics			<b>\$13.85</b>	<b>\$16.69</b>	<b>\$19.52</b>
250 Painter					
250 Plumber's Helper	8	250	\$27,700	\$33,380	\$39,040
250 Specialist, Central Receiving					
250 Technician, General Maintenance					
250 Warehouse Worker/Driver					

**Pay Grade 4**

	Assignment		Minimum	Midpoint	Maximum
	Hours	Days			
250 General Maintenance Roofer			<b>\$16.48</b>	<b>\$19.86</b>	<b>\$23.24</b>
250 Plumber					
250 Supervisor, Central Receiving	8	250	\$32,960	\$39,720	\$46,480
250 Supervisor, Warehouse					
250 Technician, Electrical					
250 Technician, Electronics					
250 Technician, General Maintenance/Signage					
250 Technician, HVAC					
250 Transportation Mechanic					

**La Porte ISD  
2023-2024 Employee Compensation Plan  
Manual Trades**

**Pay Grade 5**

180 Bus Driver  
182 Cafeteria Manager I  
250 Locksmith

Assignment		Minimum	Midpoint	Maximum
Hours	Days	<b>\$19.29</b>	<b>\$23.24</b>	<b>\$27.18</b>
6	180	\$20,833	\$25,099	\$29,354
8	182	\$28,086	\$33,837	\$39,574
8	250	\$38,580	\$46,480	\$54,360

**Pay Grade 6**

182 Cafeteria Manager II  
250 Lead Carpenter  
250 Senior Electrician  
250 Senior General Maintenance Technician  
250 Senior HVAC Technician  
250 Senior Plumber  
250 Transportation Supervisor, Discipline & Safety  
250 Transportation Supervisor, Routing & Logistics  
250 Transportation Supervisor, Training & Trips

Assignment		Minimum	Midpoint	Maximum
Hours	Days	<b>\$21.41</b>	<b>\$25.80</b>	<b>\$30.18</b>
8	182	\$31,173	\$37,565	\$43,942
8	250	\$42,820	\$51,600	\$60,360

**Pay Grade 7**

250 Supervisor, Transportation Shop

Assignment		Minimum	Midpoint	Maximum
Hours	Days	<b>\$23.77</b>	<b>\$28.63</b>	<b>\$33.50</b>
8	250	\$47,540	\$57,260	\$67,000

## **Section V**

### **Technology Salary Schedule**



**La Porte ISD  
2023-2024 Employee Compensation Plan  
Technology**

**Pay Grade 1**

*Technology pay grade 1 is non-exempt from overtime*

240 Specialist, Student Support  
240 Technician, Technology

Assignment		Minimum	Midpoint	Maximum
Hours	Days	<b>\$21.37</b>	<b>\$25.76</b>	<b>\$30.14</b>
8	240	41,030	\$49,459	\$57,869

**Pay Grade 2**

*Technology pay grade 2-5 are exempt from overtime*

240 Coordinator, Help Desk

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$51,114	\$63,893	\$76,671

**Pay Grade 3**

240 Coordinator, PEIMS

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$59,340	\$74,174	\$89,009

**Pay Grade 4**

240 Database Administrator I  
250 System Administrator

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$64,473	\$78,625	\$92,776
250	12 Months	\$67,159	\$81,901	\$96,642

**Pay Grade 5**

240 Database Administrator II

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$74,145	\$90,419	\$106,694

**Pay Grade 6**

240 Managing Director

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$87,901	\$105,903	\$123,905



## **Section VI**

# **Professional Salary Schedule**





**La Porte ISD  
2023-2024 Employee Compensation Plan  
Professional**

**Pay Grade 1**

- 240 Coordinator, Events
- 240 Coordinator, Payroll & Benefits
- 240 Coordinator, Support Services
- 240 District Attendance Officer
- 250 Foreman, Custodial
- 250 Foreman, Electrical
- 250 Foreman, General Maintenance
- 250 Foreman, Grounds Maintenance
- 250 Foreman, HVAC

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$51,114	\$63,893	\$76,671
250	12 Months	\$53,244	\$66,555	\$79,866

**Pay Grade 2**

- 187 Assistant, Speech Language Pathologist
- 210 Girls' Athletic Trainer
- 240 District Athletic Trainer

Assignment		Minimum	Midpoint	Maximum
187	10 Months	\$48,986	\$61,234	\$73,482
210	11 Months	\$55,011	\$68,765	\$82,520
240	12 Months	\$62,869	\$78,589	\$94,308

**Pay Grade 3**

- 195 Coordinator, Nurses
- 195 Counselor, Elementary
- 195 Counselor, Student Support
- 195 Diagnostician
- 195 Occupational Therapist
- 195 Physical Therapist
- 195 Speech Language Pathologist
- 195 Transition Supervisor (LPHS)
- 200 Counselor, Secondary
- 210 Coordinator, Data Analytics
- 210 Counselor, Lead
- 210 Instructional Technology Support
- 220 Coordinator, Advance Academics & Career and Technical Education (CTE)
- 220 Coordinator, Restorative Practices
- 220 Coordinator, School Nutrition Trainer
- 240 Coordinator, Accounting
- 240 Coordinator, Communications
- 240 Coordinator, Human Resources
- 240 Coordinator, Instructional Technology Support
- 240 Coordinator, Purchasing Contract
- 240 Coordinator, School Nutrition
- 240 Executive Director, La Porte Education Foundation

Assignment		Minimum	Midpoint	Maximum
195	11 Months	\$63,818	\$76,022	\$88,267
200	11 Months	\$65,454	\$77,971	\$90,488
210	11 Months	\$68,727	\$81,871	\$95,015
220	12 Months	\$72,000	\$85,770	\$99,540
240	12 Months	\$78,545	\$93,567	\$108,589

**Pay Grade 4**

- 197 Licensed Specialist in School Psychology
- 210 Licensed Specialist in School Psychology
- 220 Coordinator, Social Emotional Learning (SEL) & Student Wellness

Assignment		Minimum	Midpoint	Maximum
197	11 Months	\$66,182	\$78,828	\$91,474
210	11 Months	\$70,549	\$84,030	\$97,510
220	11 Months	\$73,909	\$88,031	\$102,153



## **Section VII**

### **Administrative Salary Schedule**



**La Porte ISD  
2023-2024 Employee Compensation Plan  
Administrative**

**Pay Grade 1**

210 Assistant Principal, Elementary School (PK-5)  
240 Early Childhood Center (ECC) Director/  
Assistant Principal, Elementary School (PK-5)

Assignment		Minimum	Midpoint	Maximum
210	11 Months	\$72,964	\$87,719	\$102,474
240	12 Months	\$83,387	\$100,250	\$117,113

**Pay Grade 2**

210 Assistant Principal, Secondary

Assignment		Minimum	Midpoint	Maximum
210	11 Months	\$75,073	\$89,476	\$103,880

**Pay Grade 3**

220 Associate Principal, Secondary

Assignment		Minimum	Midpoint	Maximum
220	12 Months	\$80,857	\$95,579	\$110,301

**Pay Grade 4**

240 Director, Finance  
240 Director, Human Resources  
240 Director, Parent Assistance & Engagement  
240 Director, Performing and Visual Arts  
240 Director, School Nutrition  
240 Director, Special Programs  
240 Director, State & Federal Programs & Assessment  
240 Director, Transportation  
240 Principal, Elementary School (K-5)  
240 Principal, Junior Highs and Baker (6-8)

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$96,691	\$116,493	\$136,295

**Pay Grade 5**

240 Director, Communications  
240 Executive Director  
240 Principal, High School

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$106,139	\$127,877	\$149,616

**Pay Grade 6**

240 Assistant Superintendent

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$117,812	\$139,996	\$162,180

**Pay Grade 7**

240 Chief Financial Officer  
240 Deputy Superintendent

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$130,000	\$160,000	\$190,000



## **Section VIII**

### **Supplements to Base Salaries**





**La Porte ISD  
2023-2024 Employee Compensation Plan  
Supplements**

Pay Code	Stipend Description	Stipend Amount	# of Available Stipends	Additional Information
<b>Athletic/Coaching Stipends</b>				
564	Athletic Director	\$ 12,000		
520	Baseball Assistant Varsity Coach	\$ 3,500	2	
555	Baseball Head Coach	\$ 6,000		
521	Baseball Sub-Varsity Coach	\$ 3,500	2	
529	Basketball Assistant Varsity Coach	\$ 4,000	2	(1) boys, (1) girls
463	Basketball Coach Junior High	\$ 2,500	8	(4) boys, (4) girls
488	Basketball Sub-Varsity Coach	\$ 3,500	5	(3) boys, (2) girls
558	Basketball Head Coach	\$ 8,000	2	(1) boys, (1) girls
498	Cheer Assistant Coach High School	\$ 4,000		
535	Cheer Head Coach High School	\$ 6,000		
446	Cheer Head Coach Junior High	\$ 1,200		
549	Coordinator Coach, Junior High	\$ 2,000	4	(2) boys, (2) girls
591	Cross Country Assistant Varsity Coach	\$ 3,100	2	(1) boys, (1) girls
629	Cross Country Coach Junior High	\$ 1,200	2	(1) boys, (1) girls
525	Cross Country Head Coach	\$ 4,500	2	(1) boys, (1) girls
505	District Recruiting Coordinator	\$ 5,000		
453	Football Assistant Head Coach	\$ 1,500		
465	Football Coach Junior High	\$ 2,750	5	
560	Football Defensive Coordinator Coach	\$ 8,000		
447	Football Equipment Coordinator Coach	\$ 1,200		
358	Football Head Sub-Varsity Coach	\$ 500	2	
602	Football Head Coach/Assistant Athletic Director	\$ 12,000		
561	Football Offensive Coordinator Coach	\$ 8,000		
429	Football Special Teams Coordinator Coach	\$ 1,800		
454	Football Strength Coordinator Coach	\$ 1,500		
544	Football Sub Varsity Coach	\$ 5,700	5	
551	Football Varsity Coach	\$ 6,200	8	
418	Football Video Technician Coach	\$ 600		
492	Golf Assistant Varsity Coach	\$ 2,500		
537	Golf Head Coach	\$ 6,000		
469	Power Lifting Head Coach	\$ 2,000		
552	Soccer Head Coach	\$ 6,000	2	(1) boys, (1) girls
316	Soccer Jr. High Coach	\$ 600	2	(1) boys, (1) girls
470	Soccer Sub-Varsity Coach	\$ 3,500	2	(1) boys, (1) girls
556	Softball Head Coach	\$ 6,000		
524	Softball Assistant Varsity Coach	\$ 3,500	2	
493	Swim Assistant Varsity Coach	\$ 2,800		
545	Swim Head Coach	\$ 6,000		
592	Tennis Assistant Varsity Coach (Year-Round)	\$ 4,000		
450	Tennis Coach Junior High	\$ 1,200	2	(1) boys, (1) girls
541	Tennis Head Coach (Year-Round)	\$ 7,000		
448	Track Coach Junior High	\$ 1,200	8	(4) boys, (4) girls
485	Track Sub-Varsity Coach	\$ 2,800	7	(3) boys, (4) girls
527	Track Head Coach	\$ 4,750	2	(1) boys, (1) girls
536	Volleyball Assistant Varsity Coach	\$ 4,500		
466	Volleyball Coach Junior High	\$ 2,500	4	
495	Volleyball Sub-Varsity Coach	\$ 3,500	2	
557	Volleyball Head Coach	\$ 7,500		
504	Water Polo Assistant Coach	\$ 1,500		
618	Water Polo Coach	\$ 3,000		

**La Porte ISD  
2023-2024 Employee Compensation Plan  
Supplements**

Pay Code	Stipend Description	Stipend Amount	# of Available Stipends	Additional Information
<b>Athletic/Coaching Longevity Stipends (currently coaching at La Porte High School), cont.</b>				
626	Coach with 20 or more years in-district coaching experience	\$ 2,000		
627	Coach with 10-19 years in-district coaching experience	\$ 1,500		

**Athletic Miscellaneous**

568	Coaches as Bus Drivers in-district	\$ 15		Flat Rate
303	Coaches as Bus Drivers out-of-district	\$ 25		Flat Rate
342	Coaches at Summer Camps	\$ 20		Hourly
639	Coaches with Commercial Drivers License	\$ 1,000		actively driving students

**Per Game Event**

304	Varsity Football Head Ticket Seller	\$ 50		6:00pm through 3rd Quarter
304	Varsity Football Ticket Seller	\$ 40		6:00pm through 3rd Quarter
304	Varsity Football Ticket Seller	\$ 30		6:00pm through Half-time
304	Varsity Football Ticket Taker	\$ 30		6:00pm through 3rd Quarter
304	Varsity Football Ticket Taker	\$ 20		6:30pm through Half-time
304	Varsity Football Ramp Supervisor	\$ 30		6:30pm through Half-time
304	Varsity Football Announcer, Press Box, Spotter, Press Box Supervisor	\$ 40		6:30pm through 4th Quarter
304	Varsity Football Game Worker	\$ 50		6:30pm through 4th Quarter
304	Varsity Football Pass Gate Attendant	\$ 30		6:30pm through 3rd Quarter
304	Ticket Manager	\$ 100		Friday Night Games/Play-Off Games/Friday Night Games/Sub-Varsity
304	Vision Board Operator Stadium	\$ 50		Games/Play-Off Games
304	Vision Board Operator Bulldog Centre	\$ 50		
060	Football Chain Crew-Students per game	\$ 15		
	Other Athletics Ticket Sellers and Takers:			
304	1 Game	\$ 20		
304	2 Games	\$ 30		
304	3 Games	\$ 40		
304	More than 3 Games, amount per game over 3	\$ 10		
	Scorekeeper, Clock Keeper:			
304	1 Game	\$ 20		
304	2 Games	\$ 30		
304	3 Games	\$ 40		
304	More than 3 Games, amount per game over 3	\$ 10		
	Play-off Game Worker			
304	Play-off Game Ticket Seller/Taker	\$ 35		per game
304	Play-off Game Table Worker (score clock, Libero tracker, announcer)	\$ 40		per game
304	Play-Off Game Supervisor	\$ 50		per game
	Broadcasting - 1 hour from start to 1 hour after event			
580	Announcer for Any Sporting Event	\$ 45		
580	Varsity Baseball/Softball Booth-Switcher & Downstream	\$ 100		
580	Varsity Baseball/Softball Cameras	\$ 100		
580	Varsity Basketball Booth-Replay, Downstream & Switcher Producer	\$ 100		
580	Varsity Basketball Cameras	\$ 75		

**La Porte ISD  
2023-2024 Employee Compensation Plan  
Supplements**

Pay Code	Stipend Description	Stipend Amount	# of Available Stipends	Additional Information
<b>Per Game Event, cont.</b>				
580	Varsity Football Booth-Replay, Switcher Coordinator & Downstream	\$ 150		
580	Varsity Football Cameras	\$ 100		
580	Varsity Volleyball Booth-Switcher & Downstream	\$ 100		
580	Varsity Volleyball Cameras	\$ 75		
580	Graduation Booth-Switcher & Downstream	\$ 150		
580	Graduation Cameras	\$ 100		
	Student Worker Broadcasting - 1 hour from start to 1 hour after event	\$ 8.25		
060	Varsity Baseball/Softball Booth-Switcher & Downstream	\$ 75		
060	Varsity Baseball/Softball Cameras	\$ 75		
060	Varsity Basketball Booth-Replay, Downstream & Switcher Producer	\$ 50		
060	Varsity Basketball Cameras	\$ 50		
060	Varsity Football Booth-Replay, Switcher Coordinator & Downstream	\$ 75		
060	Varsity Football Cameras	\$ 75		
060	Varsity Volleyball Booth-Switcher & Downstream	\$ 50		
060	Varsity Volleyball Cameras	\$ 50		
060	Graduation Booth-Switcher & Downstream	\$ 75		
060	Graduation Cameras	\$ 75		

**Extra Curricular/Co-Curricular Stipends**

423	Academic Decathlon Assistant Coach	\$ 1,000		
458	Academic Decathlon Head Coach	\$ 2,000		
375	Academic Octathlon Coach	\$ 500		
554	Band Assistant Director High School	\$ 7,000		
534	Band Assistant Director Junior High	\$ 3,000		6th Grade Campus Only
543	Choir Director High School	\$ 6,100		
491	Choir Director Junior High	\$ 2,800		
634	Distributive Education Clubs of America (DECA) Sponsor	\$ 1,000		
480	Drama Assistant Coach High School	\$ 7,000		
531	Drama Head Coach High School	\$ 8,000		
522	Drill Team Assistant Director	\$ 4,000		
548	Drill Team Director	\$ 6,000		
633	Family Career and Community Leaders of America (FCCLA) Sponsor	\$ 1,000		
632	Future Health Professionals (HOSA) Sponsor	\$ 1,000		
431	Junior Class Sponsor	\$ 1,000		
630	Junior Class Sponsor 50%	\$ 500		
435	National Honor Society (Jr. High/High School)	\$ 1,000		
645	National Honor Society (Jr. High/High School) 50%	\$ 500		
451	Orchestra Assistant Director 6th Grade	\$ 1,250		
468	Orchestra Assistant Director High School	\$ 2,000		
481	Orchestra Director 6th Grade	\$ 2,500		
562	Orchestra Director High School	\$ 8,000		
532	Orchestra Director Junior High	\$ 4,100		
646	Robotics	\$ 1,000	1	1 per campus or split
476	ROTC Orienteering Coach	\$ 2,400		
479	ROTC Rifle Club	\$ 2,400		

**La Porte ISD  
2023-2024 Employee Compensation Plan  
Supplements**

Pay Code	Stipend Description	Stipend Amount	# of Available Stipends	Additional Information
<b>Extra Curricular/Co-Curricular Stipends, cont.</b>				
473	Senior Class Sponsor LPHS	\$ 2,000		
611	Senior Class Sponsor LPHS 50%	\$ 1,000		
631	Senior Class Sponsor The Academy	\$ 1,000		
483	Special Olympics Assistant Coach	\$ 2,500	2	
523	Special Olympics Head Coach	\$ 3,500		
622	Student Council/Yearbook Sponsor The Academy	\$ 1,000		
456	Student Council Lead Sponsor High School	\$ 2,000		
457	Student Council Assistant Sponsor High School	\$ 1,000		
374	Student Council Sponsor Junior High	\$ 900		
373	Student Council Sponsor Junior High 50%	\$ 450		
475	Yearbook Sponsor High School	\$ 2,000		
620	Yearbook Sponsor Junior High	\$ 750		

**Other Miscellaneous Stipends**

640	Administration Support	\$ 2,000		
497	Bilingual	\$ 4,000		
581	Bilingual 50%	\$ 2,000		
623	Convocation Video	\$ 500		
647	Districtwide Video	\$ 5,000		
424	Department Head 4 Core	\$ 1,000		
376	Department Head 4 Core 50%	\$ 500		
452	Department Head High School Five to Ten	\$ 1,500		
460	Department Head High School More than Ten	\$ 2,000		
425	Department Head Special Education	\$ 1,000		
615	Districtwide Dyslexia Assessment Evaluator	\$ 3,000		
	Early Exit Incentive for Classroom Teachers - Letter of resignation must be submitted to the Human Resources Department by Friday, March 8, 2024, by 4 p.m. Must meet eligibility requirements.	\$ 500		Paid on final paycheck
379	ESL Certification - one time pay	\$ 500		One time pay at completion of certification
380	ESL Teacher of Record for Five or More LEP Students	\$ 1,000		Paid in two installments - January and June
378	ESL Teacher of Record for Less than Five LEP Students	\$ 500		Paid in two installments - January and June
430	GT Lead Teacher K-12	\$ 1,000		
606	GT Lead Teacher K-12 25%	\$ 250		
572	GT Lead Teacher K-12 50%	\$ 500		
436	National Board Teacher Certification			Based on Teacher Incentive Allotment
625	Planetarium Operator	\$ 1,000		
482	Project LEAP	\$ 2,500		
617	Special Education LSSP (critical shortage)	\$ 6,000		
	Special Education SLP (critical shortage)	\$ 6,000		
540	Special Education Speech Language Pathologist with C's	\$ 5,000		
509	Special Education Behavior Specialist	\$ 3,000		
508	Special Education Teacher - FOCUS	\$ 3,000		
509	Special Education Teacher - BSP	\$ 3,000		
510	Special Education Teacher - ECSE	\$ 3,000		
512	Special Education Teacher - SAIL	\$ 3,000		
507	STEM Lead Teacher Elementary	\$ 5,000		

**La Porte ISD  
2023-2024 Employee Compensation Plan  
Supplements**

Pay Code	Stipend Description	Stipend Amount	# of Available Stipends	Additional Information
<b>Other Miscellaneous Stipends, cont.</b>				
382	Mentor to Teachers New to the Profession	\$ 500		All requirements for program must be met to receive one time pay in June
359	Mentor to Teachers New to the Profession 50%	\$ 250		All requirements for program must be met to receive one time pay in June

<b>UIL Stipends to Include but Not Limited To:</b>		\$ 500		Paid in June
385	UIL Accounting Coach			
399	UIL Art Coach			
387	UIL Calculator Application Coach			
400	UIL Calculator Application Coach Junior High			
608	UIL Chess Puzzle			
388	UIL Computer Applications			
389	UIL Computer Science			
401	UIL Creative Writing & Ready Writing Coach			
386	UIL Current Issues & Events			
390	UIL Debate			
402	UIL Dictionary Skills & Spelling Coach			
601	UIL Editorial Writing			
	UIL eSports			1 per secondary campus
600	UIL History			
403	UIL Impromptu Speaking Coach			
391	UIL Journalism			
404	UIL Listening Coach			
392	UIL Literacy Criticism			
406	UIL Maps, Graphs & Charts Coach			
393	UIL Mathematics & Number Sense			
369	UIL Mathematics Coach			
405	UIL Mathematics Coach Junior High			
407	UIL Modern Oratory Coach			
587	UIL Music Memory			
408	UIL Number Sense Coach			
394	UIL One Act Play Coach			
409	UIL One Act Play Coach Junior High			
616	UIL Oral Reading Coach			
410	UIL Oral Reading Coach Junior High			
395	UIL Ready Writing			
444	UIL Regional Meet Coordinator			
396	UIL Science			
411	UIL Science Junior High			
599	UIL Social Studies			
397	UIL Speech			
398	UIL Spelling & Vocabulary			
612	UIL Storytelling			

**La Porte ISD  
2023-2024 Employee Compensation Plan  
Supplements**

Pay Code	Stipend Description	Stipend Amount	# of Available Stipends	Additional Information
<b>School Nutrition</b>				
310	Attendance Incentive Cafeteria Manager	\$ 1,000		1/2 paid Dec. 15 1/2 paid June 15; \$200 deducted for each day absent
310	Attendance Incentive Cafeteria Worker	\$ 500		1/2 paid Dec. 15 1/2 paid June 15; \$100 deducted for each day absent
350	School Nutrition College Certification Pay	\$ 300		One time pay upon completion

**School Transportation**

570	Attendance Incentive Bus Driver	\$ 1,000		1/2 paid Dec. 15 1/2 paid June 15; \$200 deducted for each day absent
570	Attendance Incentive Bus Monitor	\$ 500		1/2 paid Dec. 15 1/2 paid June 15; \$100 deducted for each day absent
570	Attendance Incentive Crossing Guard	\$ 250		1/2 paid Dec. 15 1/2 paid June 15; \$50 deducted for each day absent
	Bus Driver Referral Stipend (current non-administrative employees). Applicant must list the referring staff member on initial application for employment.	\$500 for CDL /\$250 for non-CDL		1/2 paid after first full semester of driving is completed and 1/2 paid after second full semester of driving is completed.
	Bus Driver Signing Stipend - New employee must hold CDL, be fully certified, and credentialed to drive a school bus.	\$ 1,000		1/2 paid after first full semester of driving is completed and 1/2 paid after second full semester of driving is completed.
	Bus Driver Signing Stipend (no CDL) - New employee training to be a bus driver.	\$ 500		1/2 paid after first full semester of driving is completed and 1/2 paid after second full semester of driving is completed.
	Field & Student Activity Trips, Secondary Job Bus Driver	Hourly Rate		
	Teacher Driver	\$ 25		

**Summer School and Extended School Year (ESY)**

	Summer School Emerging Bilingual (EB) Facilitator	\$ 44		
327	Summer School Credit Recovery	\$ 31		
370	Summer School Administrator	\$ 44		
	Summer School Bus Driver	\$ 27.18		If assigned rate per hour is greater than summer rate, the assigned rate will be paid.
	Summer School Bus Monitor	\$ 15.45		If assigned rate per hour is greater than summer rate, the assigned rate will be paid.
	Summer School Nutrition Worker	Hourly Rate		
	Summer School Security	Hourly Rate		
354	Summer School Nurse	\$ 38		
	Summer School Paraprofessional	\$ 12.50		
	Summer School Teacher	\$ 38		
	ESY Bilingual; LSSP, Diag, OT, PT, SLP	\$ 44		
	ESY Homebound Speech Therapist	\$ 41		
	ESY Homebound Teacher	\$ 38		

**La Porte ISD  
2023-2024 Employee Compensation Plan  
Supplements**

Pay Code	Stipend Description	Stipend Amount	# of Available Stipends	Additional Information
<b>Summer School and Extended School Year (ESY), cont.</b>				
	ESY LSSP, Diag, OT, PT, SLP	\$ 41		
353	ESY Nurse	\$ 38		
	ESY Student Worker	\$ 8.25		
348	ESY Teacher	\$ 38		
	ESY Teacher of Visually Impaired	\$ 38		

**Miscellaneous Extra Duty Rates**

	Curriculum Writing (Ex: Summer School)	\$ 250		Flat Rate of \$250 for agreed assignment
347	Extra Duty Professional (unless otherwise listed)	\$ 25		
	Extra Duty Administrative (doing administrative duties)	\$ 38		
538	Instructional Summer Camp	\$ 32		
	Music Accompaniment	\$10 to \$50		
	Paraprofessionals working outside their assignment days	Hourly Rate		
	Special Education Assessments (Bilingual)	\$ 38		
	Translation Services - Professional	\$ 25		Outside of assignment
	Translation Services - Non-Professional	Hourly Rate		Outside of assignment
346	Tutorials - Certified	\$ 40		Outside of assignment
419	Tutorials - Degreed, noncertified	\$ 35		
427	Tutorials - College Student	\$ 15		

**Other Temporary Positions**

	Summer Student Workers, including Animal Feeders	\$ 8.25		
	Special Education In Home Trainer	\$ 50		
	Strength and Conditioning Intern	\$ 10		
	Summer Camp Interns	\$ 10		
	Technology Technician (PC Interns)	\$ 9.25		





# **Appendices**

## **General Guidelines Employee Assignment Calendars**



2023-2024



July 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

January 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2023						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	●	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

**176 Day Calendar**

Assignment Start Date: August 8, 2023

Assignment End Date: May 23, 2024

■ Staff Holiday

February 2024						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

September 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

District 4 day work week begins:  
May 29 - July 28, 2023

First Day Instruction 9th Grade: August 14, 2023

First Day Instruction PK-8, 10-12: August 15, 2023

Last Day Instruction PK-12: May 23, 2024

March 2024						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

October 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Month	Days	Total
Aug	18	18
Sep	19	37
Oct	19	56
Nov	17	73
Dec	11	84
Jan	20	104
Feb	19	123
Mar	15	138
Apr	21	159
May	17	176

April 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

November 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2024						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	●	24	25
26	27	28	29	30	31	

December 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2024						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

## ASSIGNMENT DAYS 2023-2024

176	CROSSING GUARD
176	SECURITY ASSISTANT

# La Porte ISD

2023-2024



July 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

January 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2023						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

## 180 Day Calendar

Assignment Start Date: August 8, 2023

Assignment End Date: May 23, 2024

Staff Holiday

February 2024						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

September 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

District 4 day work week begins:  
May 29 - July 28, 2023

First Day Instruction 9th Grade: August 14, 2023

First Day Instruction PK-8, 10-12: August 15, 2023

Last Day Instruction PK-12: May 23, 2024

March 2024						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

October 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Month	Days	Total
Aug	18	18
Sep	20	38
Oct	20	58
Nov	17	75
Dec	11	86
Jan	21	107
Feb	20	127
Mar	15	142
Apr	21	163
May	17	180

April 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

November 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2024						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

December 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2024						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

## ASSIGNMENT DAYS 2023-2024

180	4 HR CAFETERIA WORKER I & II
180	5 HR CAFETERIA WORKER I & II
180	6 HR CAFETERIA WORKER I & II
180	BUS DRIVER
180	BUS MONITOR

# La Porte ISD

2023-2024



July 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

January 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2023						
S	M	T	W	T	F	S
		1	2	3	4	5
6	●	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

## 182 Day Calendar

Assignment Start Date: August 7, 2023

Assignment End Date: May 24, 2024

■ Staff Holiday

February 2024						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

September 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

District 4 day work week begins:  
May 29 - July 28, 2023

First Day Instruction 9th Grade: August 14, 2023

First Day Instruction PK-8, 10-12: August 15, 2023

Last Day Instruction PK-12: May 23, 2024

March 2024						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

October 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Month	Days	Total
Aug	19	19
Sep	20	39
Oct	20	59
Nov	17	76
Dec	11	87
Jan	21	108
Feb	20	128
Mar	15	143
Apr	21	164
May	18	182

April 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

November 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2024						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	●	25
26	27	28	29	30	31	

December 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2024						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

## ASSIGNMENT DAYS 2023-2024

182	CAFETERIA MANAGER I
182	CAFETERIA MANAGER II



# La Porte ISD

2023-2024



July 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

January 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2023						
S	M	T	W	T	F	S
		●	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

## 187 Paraprofessional Day Calendar

Assignment Start Date: August 1, 2023

Assignment End Date: May 28, 2024

■ Staff Holiday

February 2024						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

September 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

District 4 day work week begins:  
May 29 - July 28, 2023

First Day Instruction 9th Grade: August 14, 2023

First Day Instruction PK-8, 10-12: August 15, 2023

Last Day Instruction PK-12: May 23, 2024

March 2024						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

October 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Month	Days	Total
Aug	23	23
Sep	20	43
Oct	20	63
Nov	17	80
Dec	11	91
Jan	21	112
Feb	20	132
Mar	15	147
Apr	21	168
May	19	187

April 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

November 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2024						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	●	29	30	31	

December 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2024						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

## ASSIGNMENT DAYS 2023-2024

187	AIDE
187	CLERK SPECIAL EDUCATION JOB COACH
187	AIDE DISTRICT BEHAVIOR PARA

# La Porte ISD

2023-2024



July 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

January 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2023						
S	M	T	W	T	F	S
		1	2	●	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

## 187 Professional Day Calendar

Assignment Start Date: August 3, 2023

Assignment End Date: May 30, 2024

- Staff Holiday
- Exchange Day

February 2024						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

September 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

District 4 day work week begins:  
May 29 - July 28, 2023

First Day Instruction 9th Grade: August 14, 2023

First Day Instruction PK-8, 10-12: August 15, 2023

Last Day Instruction PK-12: May 23, 2024

March 2024						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

October 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Month	Days	Total
Aug	21	21
Sep	20	41
Oct	20	61
Nov	17	78
Dec	11	89
Jan	21	110
Feb	20	130
Mar	15	145
Apr	21	166
May	21	187

April 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

November 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2024						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	●	31	

December 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2024						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

## ASSIGNMENT DAYS 2023-2024

187	LIBRARIAN
187	NURSE LVN
187	NURSE RN
187	SPECIAL EDUCATION ARD FACILITATOR
187	SPEECH LANGUAGE PATHOLOGIST ASSISTANT
187	TEACHER
187	INTERVENTIONIST

# La Porte ISD

2023-2024



July 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

January 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2023						
S	M	T	W	T	F	S
		1	2	●	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

February 2024						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

## 192 Day Calendar

Assignment Start Date: August 3, 2023

Assignment End Date: June 6, 2024

■ Staff Holiday

September 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

March 2024						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

District 4 day work week begins:  
May 29 - July 28, 2023

First Day Instruction 9th Grade: August 14, 2023  
 First Day Instruction PK-8, 10-12: August 15, 2023  
 Last Day Instruction PK-12: May 23, 2024

October 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

November 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2024						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

December 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2024						
S	M	T	W	T	F	S
						1
2	3	4	5	●	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

Month	Days	Total
Aug	21	21
Sep	20	41
Oct	20	61
Nov	17	78
Dec	11	89
Jan	21	110
Feb	20	130
Mar	15	145
Apr	21	166
May	22	188
June	4	192

## ASSIGNMENT DAYS 2023-2024

192	TEACHER, CTE
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# La Porte ISD

2023-2024



July 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

January 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2023						
S	M	T	W	T	F	S
		●	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

## 194 Day Calendar

Assignment Start Date: August 1, 2023

Assignment End Date: June 6, 2024

■ Staff Holiday

February 2024						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

September 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

March 2024						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

District 4 day work week begins:  
May 29 - July 28, 2023

First Day Instruction 9th Grade: August 14, 2023

First Day Instruction PK-8, 10-12: August 15, 2023

Last Day Instruction PK-12: May 23, 2024

October 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Month	Days	Total
Aug	23	23
Sep	20	43
Oct	20	63
Nov	17	80
Dec	11	91
Jan	21	112
Feb	20	132
Mar	15	147
Apr	21	168
May	22	190
June	4	194

November 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2024						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

December 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2024						
S	M	T	W	T	F	S
						1
2	3	4	5	●	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

## ASSIGNMENT DAYS 2023-2024

194	CUSTODIAN
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# La Porte ISD

2023-2024



July 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

January 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2023						
S	M	T	W	T	F	S
		●	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

February 2024						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

## 195 Day Calendar

Assignment Start Date: August 1, 2023

Assignment End Date: June 7, 2024

■ Staff Holiday

September 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

March 2024						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

District 4 day work week begins:  
May 29 - July 28, 2023

First Day Instruction 9th Grade: August 14, 2023

First Day Instruction PK-8, 10-12: August 15, 2023

Last Day Instruction PK-12: May 23, 2024

October 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Month	Days	Total
Aug	23	23
Sep	20	43
Oct	20	63
Nov	17	80
Dec	11	91
Jan	21	112
Feb	20	132
Mar	15	147
Apr	21	168
May	22	190
June	5	195

November 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2024						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

December 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2024						
S	M	T	W	T	F	S
						1
2	3	4	5	6	●	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

## ASSIGNMENT DAYS 2023-2024

195	BEHAVIOR SPECIALIST
195	BILINGUAL / ESL FACILITATOR
195	CLERK SPECIAL EDUCATION ARD
195	COORDINATOR NURSES
195	COUNSELOR ELEMENTARY
195	COUNSELOR STUDENT SUPPORT
195	DIAGNOSTICIAN
195	DISTRICT MENTAL HEALTH COUNSELOR
195	OCCUPATIONAL THERAPIST
195	PHYSICAL THERAPIST
195	SPEECH LANG PATHOLOGIST
195	TEACHER ELA COACH
195	TEACHER MATH COACH
195	TEACHER SCIENCE COACH
195	TEACHER SOCIAL STUDIES COACH
195	TRANSITION SUPERVISOR (LPHS)

# La Porte ISD

2023-2024



July 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

January 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2023						
S	M	T	W	T	F	S
		●	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

February 2024						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

## 197 Day Calendar

Assignment Start Date: August 1, 2023

Assignment End Date: June 11, 2024

■ Staff Holiday

September 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

March 2024						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

District 4 day work week begins:  
May 29 - July 28, 2023

First Day Instruction 9th Grade: August 14, 2023

First Day Instruction PK-8, 10-12: August 15, 2023

Last Day Instruction PK-12: May 23, 2024

October 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Month	Days	Total
Aug	23	23
Sep	20	43
Oct	20	63
Nov	17	80
Dec	11	91
Jan	21	112
Feb	20	132
Mar	15	147
Apr	21	168
May	22	190
June	7	197

November 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2024						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

December 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2024						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	●	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

## ASSIGNMENT DAYS 2023-2024

197	AIDE INSTRUCTIONAL ECC
197	OPENER/CLOSER ECC
197	INSTRUCTOR ECC
197	LICENSED SPECIALIST SCHOOL PSYCHOLOGY

# La Porte ISD

2023-2024



July 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

January 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2023						
S	M	T	W	T	F	S
		●	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

## 200 Day Calendar

Assignment Start Date: August 1, 2023

Assignment End Date: June 14, 2024

■ Staff Holiday

February 2024						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

September 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

District 4 day work week begins:  
May 29 - July 28, 2023

First Day Instruction 9th Grade: August 14, 2023  
First Day Instruction PK-8, 10-12: August 15, 2023  
Last Day Instruction PK-12: May 23, 2024

March 2024						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

October 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Month	Days	Total
Aug	23	23
Sep	20	43
Oct	20	63
Nov	17	80
Dec	11	91
Jan	21	112
Feb	20	132
Mar	15	147
Apr	21	168
May	22	190
June	10	200

April 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

November 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2024						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

December 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2024						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	●	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

## ASSIGNMENT DAYS 2023-2024

200	CLERK ATTENDANCE
200	CLERK COUNSELOR/REGISTRAR
200	CLERK DAEP
200	COUNSELOR SECONDARY
200	TEACHER

# La Porte ISD

2023-2024



July 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

January 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2023						
S	M	T	W	T	F	S
		●	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

## 206 Day Calendar

Assignment Start Date: August 1, 2023

Assignment End Date: June 24, 2024

■ Staff Holiday

February 2024						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

September 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

March 2024						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

District 4 day work week begins:  
May 29 - July 28, 2023

First Day Instruction 9th Grade: August 14, 2023

First Day Instruction PK-8, 10-12: August 15, 2023

Last Day Instruction PK-12: May 23, 2024

October 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Month	Days	Total
Aug	23	23
Sep	20	43
Oct	20	63
Nov	17	80
Dec	11	91
Jan	21	112
Feb	20	132
Mar	15	147
Apr	21	168
May	22	190
June	16	206

November 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2024						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

December 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2024						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	●	25	26	27	28	29
30						

## ASSIGNMENT DAYS 2023-2024

206	TEACHER, CTE
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# La Porte ISD

2023-2024



July 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	●	27	28	29
30	31					

January 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2023						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

February 2024						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

## 210 Day Calendar

Assignment Start Date: July 26, 2023

Assignment End Date: June 24, 2024

■ Staff Holiday

September 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

March 2024						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

District 4 day work week begins:  
May 29 - July 28, 2023

First Day Instruction 9th Grade: August 14, 2023  
 First Day Instruction PK-8, 10-12: August 15, 2023  
 Last Day Instruction PK-12: May 23, 2024

October 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

November 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2024						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Month	Days	Total
July	4	4
Aug	23	27
Sep	20	47
Oct	20	67
Nov	17	84
Dec	11	95
Jan	21	116
Feb	20	136
Mar	15	151
Apr	21	172
May	22	194
June	16	210

December 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2024						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	●	25	26	27	28	29
30						

## ASSIGNMENT DAYS 2023-2024

210	ASSISTANT PRINCIPAL ELEMENTARY/SECONDARY
210	CLERK ATTENDANCE OFFICER
210	CLERK HS AP/COUNSELOR
210	CLERK SPED PEIMS/SP PGMS
210	COORDINATOR DATA ANALYTICS
210	COUNSELOR LEAD
210	GIRLS' ATHLETIC TRAINER
210	INSTRUCTIONAL TECHNOLOGY SUPPORT
210	LICENSED SPECIALIST SCHOOL PSYCHOLOGY
210	STRENGTH & CONDITIONING COACH
210	TEACHER

# La Porte ISD

2023-2024



July 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	●	19	20	21	22
23	24	25	26	27	28	29
30	31					

January 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2023						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

February 2024						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

## 220 Day Calendar

Assignment Start Date: July 18, 2023

Assignment End Date: June 28, 2024

■ Staff Holiday

September 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

March 2024						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

District 4 day work week begins:  
May 29 - July 28, 2023

First Day Instruction 9th Grade: August 14, 2023

First Day Instruction PK-8, 10-12: August 15, 2023

Last Day Instruction PK-12: May 23, 2024

October 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

November 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2024						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Month	Days	Total
Jul	10	10
Aug	23	33
Sep	20	53
Oct	20	73
Nov	17	90
Dec	11	101
Jan	21	122
Feb	20	142
Mar	15	157
Apr	21	178
May	22	200
June	20	220

December 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2024						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	●	29
30						

## ASSIGNMENT DAYS 2023-2024

220	ASSOCIATE PRINCIPAL SECONDARY
220	CLERK HIGH SCHOOL REGISTRAR
220	COORDINATOR ADVANCE ACADEMICS & CAREER AND TECHNICAL EDUCATION (CTE)
220	COORDINATOR RESTORATIVE PRACTICES
220	COORDINATOR SCHOOL NUTRITION TRAINER
220	COORDINATOR SOCIAL EMOTIONAL LEARNING (SEL) & STUDENT WELLNESS
220	SPECIALIST SCHOOL NUTRITION
220	TEACHER CTE

# La Porte ISD

2023-2024



July 2023						
S	M	T	W	T	F	S
						1
2	●	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

January 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2023						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

February 2024						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

## 240 Day Calendar

Assignment Start Date: July 3, 2023

Assignment End Date: June 28, 2024

- Staff Holiday
- Non-Work Day - District will be closed. \*

\*Employees will need to use an available leave day.

September 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

March 2024						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

District 4 day work week begins:  
May 29 - July 28, 2023

First Day Instruction 9th Grade: August 14, 2023  
 First Day Instruction PK-8, 10-12: August 15, 2023  
 Last Day Instruction PK-12: May 23, 2024

October 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

November 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2024						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Month	Days	Total
Jul	21	21
Aug	23	44
Sep	20	64
Oct	22	86
Nov	20	106
Dec	12	118
Jan	21	139
Feb	21	160
Mar	15	175
Apr	22	197
May	23	220
June	20	240

December 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2024						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	●	29
30						

## ASSIGNMENT DAYS 2023-2024

240	ACCOUNTANT
240	ADMIN ASSISTANT TO SUPERINTENDENT
240	AIDE, INSTRUCTIONAL ECC
240	ASSISTANT SUPERINTENDENT
240	BOOKKEEPER
240	CHIEF FINANCIAL OFFICER
240	CLERK DATA TECHNOLOGY
240	CLERK HIGH SCHOOL ASSOCIATE PRINCIPAL
240	CLERK HIGH SCHOOL FINANCE
240	CLERK RECEPTIONIST COMMUNICATIONS
240	CLERK RECEPTIONIST HIGH SCHOOL
240	COORDINATOR COMMUNICATIONS
240	COORDINATOR EVENTS
240	COORDINATOR GRANTS & ACCOUNTING
240	COORDINATOR HELP DESK
240	COORDINATOR HUMAN RESOURCES
240	COORDINATOR INSTRUCTIONAL TECHNOLOGY
240	COORDINATOR PAYROLL & BENEFITS
240	COORDINATOR PEIMS
240	COORDINATOR PURCHASING CONTRACTS
240	COORDINATOR SCHOOL NUTRITION
240	COORDINATOR SUPPORT SERVICES
240	CUSTODIAN
240	DATABASE ADMINISTRATOR I
240	DATABASE ADMINISTRATOR II
240	DEPUTY SUPERINTENDENT
240	DIRECTOR ATHLETICS
240	DIRECTOR COMMUNICATIONS
240	DIRECTOR EARLY CHILDHOOD CENTER (ECC)
240	DIRECTOR EARLY CHILDHOOD CENTER (ECC) / ASST. PRINCIPAL
240	DIRECTOR FINANCE
240	DIRECTOR HUMAN RESOURCES
240	DIRECTOR OF PARENT ASSISTANCE AND ENGAGEMENT
240	DIRECTOR PERFORMING & VISUAL ARTS
240	DIRECTOR SCHOOL NUTRITION
240	DIRECTOR SPECIAL PROGRAMS
240	DIRECTOR STATE & FEDERAL PROGRAMS & ASSESSMENT
240	DIRECTOR TRANSPORTATION
240	DISTRICT ATHLETIC TRAINER
240	DISTRICT ATTENDANCE OFFICER
240	EXECUTIVE DIRECTOR
240	INSTRUCTOR EC
240	INSTRUCTOR/ASSISTANT DIRECTOR EC
240	LAUNDRY WORKER
240	MANAGING DIRECTOR TECHNOLOGY
240	PRINCIPAL ELEMENTARY/SECONDARY
240	REGISTRAR HIGH SCHOOL
240	SECRETARY ATHLETIC OFFICE
240	SECRETARY CFO
240	SECRETARY DEPUTY SUPERINTENDENT
240	SECRETARY DIRECTOR
240	SECRETARY EXECUTIVE DIRECTOR
240	SECRETARY PRINCIPAL
240	SPECIALIST ACCOUNTS PAYABLE
240	SPECIALIST ACCOUNTS PAYABLE
240	SPECIALIST BENEFITS
240	SPECIALIST HUMAN RESOURCES
240	SPECIALIST PAYROLL
240	SPECIALIST STUDENT SUPPORT
240	SUPERINTENDENT
240	TEACHER
240	TECHNICIAN PRINT SHOP
240	TECHNICIAN TECHNOLOGY

# La Porte ISD

2023-2024



July 2023						
S	M	T	W	T	F	S
						1
2	●	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

January 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2023						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

February 2024						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

## 250 Day Calendar

Assignment Start Date: July 3, 2023  
 Assignment End Date: June 28, 2024

■ Staff Holiday

September 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

March 2024						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

District 4 day work week begins:  
 May 29 - July 28, 2023

First Day Instruction 9th Grade: August 14, 2023  
 First Day Instruction PK-8, 10-12: August 15, 2023  
 Last Day Instruction PK-12: May 23, 2024

October 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2024						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

November 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2024						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Month	Days	Total
Jul	20	20
Aug	23	43
Sep	20	63
Oct	22	85
Nov	20	105
Dec	19	124
Jan	21	145
Feb	21	166
Mar	20	186
Apr	22	208
May	22	230
June	20	250

December 2023						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2024						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	●	29
30						

## ASSIGNMENT DAYS 2023-2024

250	CARPENTER/CABINET MAKER
250	CLERK WAREHOUSE/DRIVER/RECEIVER
250	CUSTODIAN
250	CUSTODIAN HEAD HIGH SCHOOL
250	FOREMAN CUSTODIAL
250	FOREMAN ELECTRICAL
250	FOREMAN GENERAL MAINTENANCE
250	FOREMAN GROUNDS MAINTENANCE
250	FOREMAN HVAC
250	GENERAL MAINTENANCE ROOFER
250	GROUNDS MAINTENANCE
250	GROUNDS MAINTENANCE/ATHLETICS
250	LEAD CARPENTER
250	LOCKSMITH
250	PAINTER
250	PLUMBER
250	PLUMBER'S HELPER
250	SENIOR ELECTRICIAN
250	SENIOR GENERAL MAINTENANCE TECHNICIAN
250	SENIOR HVAC TECHNICIAN
250	SENIOR PLUMBER
250	SPECIALIST CENTRAL RECEIVING
250	SUPERVISOR CENTRAL RECEIVING
250	SUPERVISOR TRANSPORTATION SHOP
250	SUPERVISOR WAREHOUSE
250	SYSTEM ADMINISTRATOR
250	TECHNICIAN ELECTRICAL
250	TECHNICIAN ELECTRONICS
250	TECHNICIAN GENERAL MAINTENANCE
250	TECHNICIAN HVAC
250	TRANSPORTATION MECHANIC
250	TRANSPORTATION MECHANIC HELPER
250	TRANSPORTATION SUPERVISOR DISCIPLINE & SAFETY
250	TRANSPORTATION SUPERVISOR ROUTING & LOGISTICS
250	TRANSPORTATION SUPERVISOR TRAINING & TRIPS
250	WAREHOUSE WORKER/DRIVER