



2024 - 2025

COMPENSATION PLAN

REVISED FEBRUARY 11, 2025

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2024-2025 COMPENSATION PLAN

The Pearland Independent School District Compensation Plan for 2024-2025 is intended to facilitate salary communications within the District and to serve as a guide for administering salaries and wages for all employees.

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 Pearland Independent School District and any employee; perspective 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 2024-2025 school year only. Neither past nor future salaries may be accurately calculated or predicted from information contained in the 2024-2025 Compensation Plan. The Pearland Independent School District Board of Trustees approves general pay increases for all employees. There are no salary increases given automatically. The Superintendent (or designee: Human Resource Services), regardless of possible typographical errors in the 2024-2025 Compensation Plan, shall determine final calculations of salaries. The Pearland Independent School District further hereby reserves and retains the right to amend, alter, change, delete, or modify any of the provisions of the 2024-2025 Compensation Plan during the school year in the best interest of the District.

For further clarification or information, please contact Human Resource Services at (281) 485-3203.

PAY ADMINISTRATION GUIDELINES

PURPOSE

The purpose of this compensation plan booklet is for the administration of salaries and wages for classroom teachers, administrative educational programs and business operations, administrative support, instructional support and auxiliary employees of the Pearland Independent School District. Practices described are intended to implement local Board policy and Board approved compensation plans and to comply with state and federal regulations.

BOARD POLICY

Board Policy DEA (Local) – Salaries, Wages, and Stipends – 5-11-2023

The Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. [See also DEAA] The recommended plan shall support District goals for hiring and retaining highly qualified employees. The Board shall review and approve the compensation plan to be used by the District. The Board shall also determine the total compensation package for the Superintendent. [See BJ series]

PAY ADMINISTRATION: The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The classification of each job title within the compensation plans shall be based on the qualifications, duties, and market value of the position.

ANNUALIZED SALARY: The District shall pay all salaried employees over 12 months in equal monthly or semi-monthly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations.

PAY INCREASES: The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. Any pay adjustments for individual employees shall be determined within the approved budget following established procedures.

MID-YEAR PAY INCREASES CONTRACT EMPLOYEES: A contract employee's pay may be increased after performance once the contract has begun only if authorized by the compensation plan of the District or there is a change in the employee's job assignment or duties during the term of the contract that warrants additional compensation.

Any such changes in pay that do not conform with the compensation plan shall require Board approval. [See DEA(LEGAL) for provisions on pay increases and public hearing requirements.]

MID-YEAR PAY INCREASES NON-CONTRACT EMPLOYEES: The Superintendent may grant a pay increase to a noncontract employee after duties have begun because of a change in the employee's job assignment or to address pay equity. The Superintendent shall report any such pay increases to the Board at the next regular meeting.

PAY DURING CLOSING: During an emergency closure, all employees shall continue to be paid for their regular duty schedule unless otherwise provided by Board action. Following an emergency closure, the Board shall adopt a resolution or take other Board action establishing the purpose and parameters for such payments. [See EB for the authority to close schools.]

PREMIUM PAY DURING DISASTERS: Non-exempt employees who are required to work to mitigate the reason for an emergency closing shall be paid at the rate of one and one-half times their regular rate of pay for all hours worked up to 40 hours per week. All other nonexempt employees who are required to work during an emergency closing shall be paid their regular rate of pay.

Overtime for time worked over 40 hours in a week shall be calculated and paid according to law. [See DEAB] The Superintendent or designee shall approve payments and ensure that accurate time records are kept of actual hours worked during emergency closings.

Board Policy DEAB (Local) – Wage and Hour Laws – 4-11-2023

CLASSIFICATION OF POSITIONS: The Superintendent or designee shall determine the classification of positions or employees as "exempt" or "non-exempt" for purposes of payment of overtime in compliance with the Fair Labor Standards Act (FLSA).

EXEMPT: The District shall pay employees who are exempt from the overtime pay requirements of the FLSA on a salary basis. The salaries of these employees are intended to cover all hours worked, and the District shall not make deductions that are prohibited under the FLSA.

An employee who believes deductions have been made from his or her salary in violation of this policy should bring the matter to the District's attention, through the District's complaint policy. [See DGBA] If improper deductions are confirmed, the District will reimburse the employee and take steps to ensure future compliance with the FLSA.

NON-EXEMPT: Non-exempt employees may be compensated on an hourly basis or on a salary basis. Employees who are paid on an hourly basis shall be compensated for all hours worked.

An employee who are paid on a salary basis is paid for the workweek specified in the job description for the employee's position. If the workweek for the position requires fewer than 40 hours, the employee shall earn additional pay at the employee's regular hourly rate when working more than the scheduled hours but not more than 40 hours.

A non-exempt employee shall have the approval of his or her supervisor before working overtime. An employee who works overtime without prior approval is subject to discipline but shall be compensated in accordance with the FLSA.

WORKWEEK DEFINED: For purposes of FLSA compliance, the workweek for District employees shall begin at 12:01 a.m. Sunday and end at 12:00 a.m. Sunday.

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

ACCRUAL OF COMPENSATORY TIME: Compensatory time earned by non-exempt employees may not accrue beyond a maximum balance of 24 hours. If an employee has a balance of more than 24 hours of compensatory time, the District shall require the employee to use the compensatory time, or at the District's option, the District shall pay the employee for the compensatory time.

USE OF COMPENSATORY TIME: An employee shall use compensatory time within the duty year in which it is earned. If an employee has any unused compensatory time remaining at the end of a duty year, the District shall pay the employee for the compensatory time.

Compensatory time may be used at either the employee's or the District's option. An employee may use compensatory time in accordance with the District's leave policies and if such use does not unduly disrupt the operations of the District. [See DEC(LOCAL)] The District may require an employee to use compensatory time when in the best interest of the District.

1.0 PAY SYSTEMS

1.1 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 guidelines.

1.2 Description of Systems

The Superintendent or designee will assign positions to pay ranges that set the minimum and maximum base pay for the position. Jobs are classified for pay purposes based on qualifications and duties as defined by the District, and market surveys of competitive pay rates. All employees will be paid within the assigned pay range unless exceptions are granted by the Board. Pay ranges are reviewed annually and adjusted as needed. Employees will advance through the pay range according to the annual pay increase budget approved by the Board. There are no automatic pay raises built into the compensation plan.

The District shall not grant any extra compensation, fee or allowance to a public officer, agent, servant, or contractor after service has been rendered or a contract entered and performed in whole or in part. Tex. Const. Art. III, Sec. 53 (See Policy DEAB (Legal)).

Legal and Local Policies DEA, DEAA, and DEAB address wages and salaries.

2.0 JOB CLASSIFICATION - EXEMPT AND NON-EXEMPT

2.1 Process and Authority

Job classification determines the assigned pay range for a position and is based on an assessment of job qualifications and assigned duties. All jobs are classified based on common factors that assess the level of skill, effort, and responsibility of assigned duties and working conditions. Human Resource Services will collect job classification review information, evaluate jobs for classification purposes in consultation with TASB as needed, and recommend pay grade assignments. The Superintendent or designee has final authority to recommend job classifications.

2.2 Reclassification of Current Positions

Pay grade assignments may be changed based on changes in the job duties assigned (increased or reduced) or changes in the competitive job market. A job reclassification occurs when the same position is moved to a higher or lower pay grade. A job reclassification is not the same as an employee promotion to a new job. Normally, no immediate pay change will result from a job reclassification if the employee(s) are already paid within the new pay range. There are conditions which merit prospective adjustment and are defined in section 2.3. No employee will be paid less than the minimum of the new pay range. An upward or downward job reclassification will result in greater or lesser potential for pay advancement over time.

2.3 Salary Adjustments for Job Reclassification

- (a) 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.
- (b) 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.
- (c) 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 or designee. Refer to procedures on individual equity adjustments (section 4.3).
- (d) 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 or designee. In this case the reclassification will be treated as a demotion. Refer to procedures on pay adjustments for demotion.

2.4 Procedures for Job Classification Review

Annually Human Resource Services will review job reclassifications recommended by the Texas Association of School Boards (TASB). Additionally, a reclassification can be initiated by the job supervisor. If submitted the following procedures will be occur:

- (a) The supervisor of a position may request a classification review during the annual review period designated by Human Resource Services.
- (b) The supervisor must submit a completed job classification review form to HRS in a timely manner.
- (c) HRS is responsible for reviewing the questionnaire, obtaining additional job information if needed, and assessing the compensable job factors.
- (d) HRS will prepare a recommendation for final approval by the Superintendent. HRS will notify the supervisor and employee(s) of any action taken and the effective date.

2.5 Classification of New Positions

New positions must have a written job description. Human Resource Services 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.

3.0 BASE PAY FOR EXEMPT/NON-EXEMPT EMPLOYEES

3.1 Classification of Positions

All jobs will be classified as exempt or non-exempt in accordance with the requirements of the federal Fair Labor Standards Act. Human Resource Services will determine the classification of each position based on a description of assigned job duties and the method of compensation. Generally, an employee is exempt if the employee's primary duties are executive, administrative, or professional in nature, as defined in the federal Fair Labor Standards Act, and the employee is compensated on a salary basis.

3.2 Base Pay for Exempt Employees

Exempt employees are paid on a semi-monthly salary basis for the number of days in their annual employment period. Exempt employees are not entitled to overtime compensation.

3.3 Base Pay for Non-Exempt Employees

Non-exempt employees are paid for all hours worked and are entitled to overtime compensation for hours worked in excess of 40 in a workweek.

3.4 Fractional Pay for Deductions

Salaries will be adjusted proportionately for employees who work less than the normal full-time equivalent for the assigned position or who work less than the full year (e.g., employment begins mid-year).

4.0 PAY RAISES

4.1 Eligibility for General Pay Increase

Employee salaries and wages will be reviewed annually for adjustment. General pay increases are given to employees to reward continued service to the District. The District reserves the right to withhold the general pay increase from employees with below average job performance.

Employees must have worked for the District for at least 90 days in the preceding fiscal year to be eligible for a general pay increase. In any event, classroom teachers and certain professionals will be paid at least statutory minimum salary amounts.

4.2 Pay Increase Budget

The Superintendent will recommend an amount for general pay increases, expressed as a percent of salary cost, as part of the annual budget process. Budget recommendations for general pay increases and adjustments will be based on available revenue, changes in minimum pay laws, competitive job markets, and District compensation objectives. Employee pay increases and adjustments will be based on the budget approved by the Board. Salary placement guidelines and hiring schedules do not imply or promise salary increases for subsequent years.

4.3 Equity Adjustments

The Superintendent or designee may make special adjustments to individual employee's compensation to correct identified pay equity problems. Equity adjustments may be made to retain incumbent(s) in jobs at risk due to dramatic market shifts or remedy internal pay alignment based on relevant compensable factors.

4.4 General Pay Increase Calculations

The general pay increase will be calculated for each employee by applying the percent increase approved by the Board to the midpoint or control point of each employee's pay range and may vary with employee's position in range and job group. No employee may be paid over the maximum of the assigned pay range without the approval of the Superintendent or designee.

4.5 Pay Increases for Employees at Max

Each year administration will review salaries of employees whose pay has reached the maximum of their designated pay range. Employees whose pay has maxed out due to longevity in the job may be eligible for a one-time payment equal to the Board approved general pay increase or may receive the pay increase paid over the maximum with approval of the Superintendent or designee. General pay increase for any eligible employee shall not exceed the maximum daily rate for the respective pay range unless approved by the Superintendent or designee.

4.6 One-Time Payments

One-time payments approved by the Board can be paid to employees upon Board approval. One-time payments are typically paid as a single payment, but occasionally can be split into two payments. One-time payments are not added to employee's base salary for subsequent years.

4.7 Teacher Incentive Allotment

For any funds received by Pearland ISD for a designated teacher under the Teacher Incentive Allotment (TIA), (90) percent will be paid to the designated teacher. The remaining (10) percent will be used for training and support of the system, expansion of the system, administrative expenses, and/or professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

5.0 2024-2025 PAY RAISES

5.1 Classroom Teachers/Librarians:

Eligible teachers and librarians will receive Board approved general pay increase of a minimum 2.0% of the 2024-2025 teacher/librarian pay range control point \$66,696. Eligible employees continue to receive \$75.00 for each year of creditable local service to the District earned prior to 2002-2003. On July 1, 2024, teachers/librarians will be credited with one year of service if they were paid for 90 days or the equivalent of 90 days of service during the preceding fiscal year.

5.2 Exempt Administrative Educational (AE) and Business Operations (AB):

Eligible AE and AB employees shall be paid at their adjusted 2023-2024 daily rate plus 2.0% of the midpoint of their 2024-2025 respective pay grade. General pay increase for any eligible employee shall not exceed the maximum daily rate for the respective pay range unless approved by the Superintendent or designee.

All new employees and employees who change job classifications shall be paid according to the adopted pay ranges. Eligible employees continue to receive \$75.00 for each year of creditable local service to the District earned prior to 2009-2010. On July 1, 2024, administrators/professionals will be credited with one year of service if they were paid for 90 days or the equivalent of 90 days of service in the District during the preceding fiscal year.

5.3 Non-Exempt Administrative Support (AS), Instructional Support (IS), Auxiliary (AX): Eligible AS, IS, and AX employees shall be paid at their adjusted 2023-2024 hourly rate plus 2.0% of the midpoint of their 2024-2025 respective pay grade. The general pay increase for any eligible employee shall not exceed the maximum hourly rate for the respective pay range unless

approved by the Superintendent or designee.

All new employees and employees who change job classifications shall be paid according to the adopted pay ranges. AS, IS, and AX employees will be credited with one year of service on the first day of their new fiscal year if they were paid for 90 days of service in the District during the preceding fiscal year.

6.0 NEW HIRE PLACEMENT GUIDES

Employment, assignment, and salary placement are in accordance with the job requirements as specified by the job description. For all employees, the District will only consider actual years of experience, not purchased years of experience for TRS purposes. The District does not pay for teaching experience unless verified with an official Teacher Service Record [TSR]. Out of state or private school experience must be verified on a TSR. Work experience at a college or university must also be verified by a service record and by the College Verification Form.

Where job requirements include transcripts, certificates, or licenses, these must be official and on file with Human Resource Services. Official transcripts become property of the Pearland Independent School District as long as he/she remains a District employee. All college degrees obtained, or semester hours earned to obtain employment or to receive graduate or undergraduate pay are accepted only if they are from institutions accredited by nationally recognized accrediting agencies. Audits for official documents are performed annually.

Human Resource Services will determine hiring rates based upon job-related qualifications, salary history, and salaries of other employees in the same position. Hiring rates shall normally not be set at a rate above the salary of other employees with equal or more experience in the same position/pay grade. The Executive Director of HRS and Communications sets hiring rates. Hiring rates may be set above the midpoint of the pay grade when an applicant has exceptional job qualifications, or the position cannot otherwise be filled. Salaries are determined on an individual basis based on each person's credited years of experience, current shortage needs of the District, and credentials related to instructional leadership or method.

Breaks in continuous service for any reason means the new hire placement guidelines are used. Movement from one pay group to another (i.e. teacher to administrative professional or instructional support to administrative support) will result in the use of new hire salary placement guidelines.

Rate of pay will not exceed the maximum or be below the minimum of the pay grade without Superintendent approval.

6.1 CLASSROOM TEACHERS/LIBRARIANS PAY STRUCTURE

Teachers new to the District will be placed on the teacher pay range. Salary placement for classroom teachers and librarians is based on the Board approved teacher pay range Teachers with a master's degree are eligible for a \$1,200 Master's Degree stipend. Teaching positions requiring more than 185 days of service will receive a daily rate of the ten-month contract times the assigned number days.

Educational aide experience: A certified teacher aide, who received teacher certification or placed on a SBEC teaching permit beginning with the 2004-2005 contract year, may receive up to two years of experience for salary purposes. To qualify, the teacher aide must have: 1) held a teaching aide certification at the time the service was rendered; 2) been employed by a TEA recognized entity; and 3) met the minimum required number of days for a year of experience as an aide.

6.2 ADMINISTRATIVE EDUCATIONAL (AE) AND BUSINESS OPERATIONS (AB) PAY STRUCTURE

Placement of new hires in the AE and AB pay structure will be determined on an individual basis considering the person's job qualifications, salary history, salaries for other District employees in the same position, and the number of job applicants. Human Resource Services will determine each person's level of job experience.

The guidelines for placement in the AE and AB pay structure are as follows:

- (a) New hires may be placed up to the pay range midpoint based on relevant job experience. Exceptions may be made by the Superintendent or Executive Director of HRS and Communications in special circumstances.
- (b) Placement of a new hire typically will not exceed pay rates of other employees in the same job title with similar task specific experience.
- (c) No employee may be placed below the minimum of the range.
- (d) Placement will be determined based on the new hire's level of work experience and qualifications, District goals, and pay levels of others in the same job title. Recommended placement for new hires will be determined by Human Resource Services as follows:

Skill / Task Experience Level	Training Necessary	Pay Ratio to Midpoint
Meets minimum qualifications with no or limited job experience	Worksite orientation, general duty procedures, significant training	Up to 89%
Job experience less than 3 years with some direct job experience & fully certified	Worksite orientation, general duty procedures, significant training	90% to 94%
Highly experienced with less than 6 years' experience in the same work	Worksite orientation, general duty procedures, review duties	95% to 97%
Highly experienced with critical skills matching District goals	Brief orientation	98% to 100%

6.3 ADMINISTRATIVE SUPPORT, INSTRUCTIONAL SUPPORT, AND AUXILIARY PAY STRUCTURE

Placement of new hires will be determined by the minimum requirements of the job and pay rates of other employees in the same job title with similar experience. Human Resource Services will determine each person's level of job-related experience.

The guidelines for placement are as follows:

- (a) New hires may be placed at the range minimum when the position qualifications require no previous job experience irrespective of candidate experience. Job title exceptions are degreed classroom assistants and other direct student service jobs.

- (b) New hires in jobs that require previous job-specific experience may be placed up to midpoint. Human Resource Services will determine each new hire's level of job-specific experience based on employment application, resume, documentation from previous employer (e.g., employment verification letter, pay stubs) submitted by the new hire at point of hire.
- (c) Placement of new hires typically will not exceed pay rates of other employees in the same job title with similar experience.
- (d) New hire placement guides may be adjusted as deemed necessary by HRS for hard-to-fill positions (defined by HRS).
- (e) No employee may be placed below the minimum of the range.
- (f) New hires may be placed up to the pay range midpoint based on relevant job experience. Exceptions may be made by the Executive Director of HRS and Communications in special circumstances.
- (g) Instructional Support and Auxiliary employees new to the District will be placed within a salary pay range. Salary placement is based on the Board approved pay range and correlates midpoint pay to years of experience up to 15 years for Instructional Support and 15 years for Auxiliary employees, effective 07/01/2024.
- (h) New hires for Administrative Support positions that require previous job-related experience will be placed on a salary pay range. Salary placement is based on the Board approved pay range and correlates midpoint pay to years of relevant work experience up to 15 years.

7.0 EMPLOYMENT OF FORMER EMPLOYEES

A District employee rehired in his/her former position or in a position in the same job family and pay grade is compensated at a hiring rate equal to or greater than their former hourly/daily rate. In addition, a rehire who has earned a creditable year of experience during the preceding fiscal year and the break in employment does not exceed 90 calendar days will receive the general pay increase. Returning employees not eligible for the general pay increase will be employed as a new hire. Rate of pay will not exceed the maximum of the pay grade without Superintendent approval.

A District employee rehired in his/her former position or in a position in the same job family and pay grade shall normally not be started at a rate above the base salary of other District employees with equal or more experience in a similar job.

An employee who was previously employed by the District for at least two consecutive years shall have his or her balance of local leave restored if he or she returns within three calendar years following separation of employment. The District shall not reinstate local leave for which an employee has been reimbursed upon retirement. [DEC (LOCAL): Leaves and Absences]

A full-time employee who returns within three calendar years following termination of employment will receive longevity pay earned for the years accumulated prior to 2002-2003 for teachers and 2009-2010 for administrative professionals at the rate of \$75 per year. A half-time employee will receive half of earned longevity pay.

8.0 PAYCHECKS

---NEW HIRE EMPLOYEES---

New hire employees who are 187 days/year or less and start at beginning of their work calendar will receive their annual salary over 25 pay periods for their initial year. The following year annual salaries will revert to 24 pay periods.

--FOR ALL EMPLOYEES and SUBSTITUTES--

All employees are paid through direct deposit.

--LATE HIRE BUS DRIVERS AND BUS MONITORS--

10-month bus drivers and bus monitors hired after March 1 will be paid through June 30 and will not receive a paycheck in July or the first check in August. Benefit expenses for July and August will be the responsibility of the employee. Returning employee's annualized pay will resume August 30 for 25 checks. The following year annual salaries will revert to 24 pay periods.

9.0 PROMOTION

9.1 Promotion Defined

A promotion occurs when an employee is selected for a different job in a higher pay grade in the same pay group. Pay adjustments for promotions will begin with the effective date of the new assignment. For promotions that take effect at the beginning of a school year, the promotion increase is exclusive of any general increase granted by the Board of Trustees. Reclassification of an existing job does not always constitute a promotion unless significant job responsibilities have been added to the position.

9.2 Promotion Increase Guidelines

A promotion increase is based on an employee's current base salary for exempt employees and hourly rate for non-exempt. Promotion salary increases will be calculated using the new hire guidelines defined in section 6.0. The following limits apply to the promotion increase amount.

- (a) The general pay increase approved by the Board is added before determining a promotion increase that is effective at the beginning of a new school year.
- (b) Consideration will be given to maintaining internal equity with regard to experience and salary of other employees in the same position.
- (c) No employee will be paid below the minimum or more than the maximum of the new pay range.
- (d) The promotion rate may be adjusted at the discretion of the Executive Director of HRS and Communications.

10.0 DEMOTION AND REASSIGNMENT

For compensation purposes, a demotion occurs when an employee is moved to a position in a lower pay grade. Demotion may be voluntary or involuntary. When a demotion occurs, an employee's pay is reduced to the same relative position in the lower pay range. This also applies to an employee who is placed in a lower pay grade resulting from a reassignment. Programmatic, organizational, or funding changes and/or employee requests may create a reassignment.

When demotion occurs, also compare new salary with peers with the same experience and do not assign employees at a higher rate than someone with the same experience regardless of demotion rate.

Employees demoted or reassigned to a lower pay grade may return to their previous daily rate in the lower pay grade plus any general pay increases for the lower pay grade provided there is a written request from the supervisor and request is approved by the Executive Director of HRS and Communications.

Administrative Professionals returning to the classroom will have their pay recalculated as a new hire according to the teacher pay range.

The Executive Director of HRS and Communications may freeze an employee's current compensation until such time as the lower pay grade salary range includes the employee's current salary. When the rate is recaptured, general pay increases are granted in accordance with compensation pay practices.

11.0 PAID HOLIDAYS

261- day employees are eligible for 13 paid holidays per year.

Employees who are eligible for paid holidays shall earn one (1) paid holiday for every ten (10) days they are on the payroll prior to a holiday.

2024-2025 Paid Holidays:

September 2, 2024

November 28-29, 2024

December 23-27, 2024

December 31, 2024

January 1, 2025

January 20, 2025

April 18, 2025

May 26, 2025

12.0 VACATION

Policy Reference: DED (LOCAL) COMPENSATION AND BENEFITS: VACATIONS AND HOLIDAYS 8/24/2017

Eligibility: Any employee who works at least six hours per day in a position normally requiring at least 240 workdays per year shall be eligible for paid vacation under this policy.

Employment Year: All vacation calculations under this policy shall be made using an employment year of July 1 through June 30 each year. Vacation for a fiscal year shall be calculated on employment through June 30 of each year.

Vacation Days Earned: After six months in a position in which one earns vacation days, an eligible employee shall be entitled to ten paid vacation days per year, to be earned at the rate of five-sixths of one vacation day for each full month of employment within the fiscal year. An eligible employee who was not eligible to earn vacation days prior to August 10, 2004, shall earn a maximum of ten paid vacation days per year.

FORMULA TO CALCULATE NUMBER OF DAYS EARNED/YEAR PER CURRENT BOARD POLICY
NUMBER OF MONTHS/YR X .834 (5/6ths) = Number of Days Earned

Grandfathered Accrual of Vacation: Each employee who earned paid vacation as of August 10, 2004 in accordance with previous Board policy, shall continue until retirement to earn annually the number of paid vacation days he or she earned as of August 10, 2004 in accordance with summary chart below.

ELIGIBILITY CHART BASED ON PREVIOUS BOARD POLICY*		
Credible Yrs. of Service	Vacation Days Earned	Formula
1 - 10	10	12 months X .834 (5/6ths)
11 - 19	15	12 months X 1.25 (1 1/4ths)
20 +	20	12 months X 1.667 (1 2/3rds)

**Summary of previous Board policy.*

Previous service in a position less than 240 days is calculated by adding the total number of full months worked continuously in prior years divided by 12, rounding to the nearest full year.

Use of Vacation Days: The Superintendent or designee shall approve all use of vacation days.

Non-Cumulative: All earned vacation days shall be used prior to the November 1 that is 16 months after the end of the fiscal year in which the vacation days were earned. Any exception to carry over vacation days after the November 1 deadline shall require the written approval of the Superintendent or designee.

Note: Upon separation of employment, an employee is paid for any earned vacation days at his/her current daily/hourly rate. Vacation days shall not accumulate unless written approval is given by the Superintendent or designee.

13.0 NON-DUTY DAYS

Employees with assigned duty days of 230 are expected to work their days within the designated official school calendar. Non-duty days are accrued July 1. Employees earning non-duty days that begin their assignment after July 1 begin earning non-duty days at the start of their work assignment the following year. A 230-day employee has ten non-duty days to schedule with his/her supervisor. Non-duty days are unpaid and do not accumulate. Non-duty days are not a form of leave category or leave bank. Non-duty days should be taken prior to September 1 (two months after the end of the preceding fiscal year). Upon separation of employment, a 230-day employee is not compensated for any unused non-duty days. If an employee separates from the district, before the end of their work calendar, they will have to pay back any non-duty days that were used during the current school year.

14.0 MAKE-UP TIME

Non-exempt employees, who report to work at the start of their work calendar, whose scheduled workdays are less than their paid workdays, will be required to complete make-up time. Make-up time that exceeds 40 hours per week will be counted as time and a half. All make-up time must be completed by June 30th of the corresponding school year.

14.1 Make-up time for mid-year hires: For those who begin working after the first day of their work calendar, make-up time is not required during their initial school year. Make-up time will be required for the upcoming school year.

14.2 Make-up time calculation:

Number of paid hours – Number of scheduled hours = Number of Make-up hours

15.0 INCLEMENT WEATHER RELEASE TIME

The following guideline should be used in the event the District designates release time for inclement weather.

Non-exempt employees who leave work prior to the designated inclement weather release time will have their personal leave time deducted. However, a non-exempt employee has the option to make-up no more than two hours upon return to work. A deadline for make-up of said time will be designated. If the employee does not take his/her normal lunch time, this time is counted as time worked.

CLASSROOM TEACHER AND LIBRARIAN PAY



2024-2025

TEACHER/LIBRARIAN PAY RANGE		
Minimum	Control Point	Maximum
\$62,700	\$66,696	\$80,000

Returning teachers and librarians receive Board approved general pay increase of a minimum 2% of the 2024-2025 teacher pay range control point \$66,696.

Starting salaries for new hire teachers are calculated based on experience and area of teaching specialty.

DEGREE STIPENDS		
CLASSROOM TEACHERS		
Master's	Doctorate	Cash for College*
\$1,200	\$1,800	\$600
<i>*See Cash for College website for more details.</i>		

TEACHING AREA STIPENDS	
Must be certified in area listed AND teacher of record in positions listed below.	
Dual Language Teacher	\$3,400
Behavior Teacher (BSI)	\$1,700
English Second Language Teacher	\$3,400
PEARS Teacher	\$1,700
PPCD Teacher	\$1,700
<i>See district stipend listing for additional stipend amounts.</i>	

SUBSTITUTES, TEMPORARY EMPLOYEES, TUTORS

SUBSTITUTE SELECTION AND PLACEMENT PROCEDURE

SELECTION PROCESS:

The position of substitute teacher is a non-contract, as needed position. The District has no obligation to guarantee assignments. Substitute teachers may be removed from assignments if they fail to meet the expectations required of the position. Substitute teachers may be dismissed for job misconduct.

JOB PLACEMENT PROCEDURES:

Frontline begins to call substitutes at 5:30 a.m. to offer the opportunity to fill absences. Substitute teachers may accept, or decline offers. Substitutes may designate preferred days and/or schools.

While every effort is made to contact substitutes prior to the day they are needed, substitutes are expected to be available from 5:30 a.m. to 9:30 a.m. and 5:00 p.m. to 10:00 p.m. each day to receive calls.

Substitute teachers who are required to be on duty for more than four and one-half (4.5) hours within the scheduled school day will be paid for the full day. Those who are required to be on duty up to or less than four and one-half (4.5) hours will be paid for one-half (1/2) day.

Substitute teachers are subject to assignment by the Principal during lunch and/or conference periods. Substitute teachers will not receive additional compensation for additional assignments during the normal school workday.

Any rate of pay not specifically authorized by the 2024-2025 Compensation Plan must be approved by the Superintendent or designee in writing.

1.0 ADMINISTRATIVE/PROFESSIONAL SUBSTITUTE

Administrative/professional positions necessitating a substitute will be paid the minimum daily rate for the respective pay grade or as approved by the Superintendent. At the direction of the Superintendent or designee, an administrative/professional substitute may receive the corresponding supplements, travel, and other benefits associated with the respective position. For nurse substitutes refer to section 5.0.

Assistant Principals who sub for Principal vacancies or when the Principal is on FMLA get minimum pay for a Principal for the time they sub.

Employee-Substitutes

Employees substituting for a higher paying position than their own will receive the minimum pay for the position they are subbing for upon the approval of the Executive Director of HRS and Communications

Teachers Serving as Long-Term- Assistant- Principals

Eligible teachers may have the opportunity, at the Principal's discretion to serve as an Assistant Principal sub during a long-term absence (greater than five consecutive work days). An eligible teacher is one who has completed 15 hours or more of credit towards a principal certification program. Eligible teachers serving as a substitute for an Assistant Principal will receive a supplemental flat daily rate in the amount of \$150 in addition to their daily rate. Supplemental pay is processed according to the payroll cycle calendar.

Eligible teachers are selected by their campus Principal and verified through HRS prior to starting as a long-term substitute. Principals may contact HRS for verification and assistance in processing eligible teachers.

2.0 CLASSROOM TEACHER SUBSTITUTE

Certified to teach in Texas

Sub for Classroom teacher	\$100/day
On 11 th consecutive workday*	\$125/day
On 21 st consecutive workday**	\$150/day

Degreed but not certified to teach in Texas

Sub for classroom teacher.....	\$90/day
On 11 th consecutive workday*	\$110/day
On 21 st consecutive workday**	\$120/day

Non-degreed with a minimum of 60 college hours

Sub for classroom teacher.....	\$80/day
On 11 th consecutive workday*	\$90/day

Certified, Degreed or Non-degreed sub for BSI, PEARS or PPCD teacher

Sub for Classroom teacher	\$100/day
On 11 th consecutive workday*	\$125/day
On 21 st consecutive workday**	\$150/day

*Rate on the eleventh (11th) consecutive workday and each consecutive day thereafter for the same assignment.

**Rate on the twenty-first (21st) consecutive workday and each consecutive day thereafter for the same assignment.

LONG-TERM ASSIGNMENTS

Long-term substitute teacher assignment refers to a person substituting in the same job assignment for more than ten (10) consecutive days. Long-term substitute teachers are involved in planning instruction and evaluating student performance. They are expected to attend faculty meetings, in-services, and staff development opportunities, in addition to other responsibilities as assigned.

New hire teachers with a start date after the first day of school may start as a long-term sub receiving the minimum teacher daily rate of pay until after Board approval.

Substitutes who occupy a vacant teaching position can receive minimum teacher daily rate of pay at Principal's request to Human Resource Services. These individuals may participate in Welcome Week orientation and are expected to maintain regular teacher duties until official date of hire.

3.0 ADMINISTRATIVE AND INSTRUCTIONAL SUPPORT SUBSTITUTE

Administrative and Instructional Support substitutes*	\$10.00/hour
BSI, PEARS or PPCD Aide substitute	\$100.00/day

*An administrative or instructional support substitute that works in the same position on the 11 consecutive days will be paid the minimum hourly/daily rate of the pay grade for the position employed.

4.0 AUXILIARY SUBSTITUTE

Custodial/Food Service substitutes	\$12.00/hour
Office Administration/Student Trainees*	\$8.00/hour
Bus driver substitutes	\$20.00/hour
Bus monitor substitutes	\$12.75/hour

*Pearland ISD students only.

5.0 CLINIC SUBSTITUTE

Registered Nurse (RN)	\$122 per day
Health Care Assistant (HCA)	\$75 per day

6.0 SPECIAL PROGRAMS or HOMEBOUND SUBSTITUTE

Compensated according to the 2024-2025 teacher minimum daily rate and prorated 1/6 for each student served. For each hour of homebound instruction, the teacher will be paid: **\$67.78/hr.** to compensate for planning time, conferencing, and grading.

$$\$62,700 \text{ (Teacher Base Pay)} \div 185 \text{ days} \div 6 \text{ (1/6 of daily rate)} = \$56.48 \quad | \quad \$56.48 \times 1.2 = \$67.78$$

IN HOME PARENT TRAINING (SPECIAL PROGRAMS DEPARTMENT)

Compensated at an hourly rate of \$30.00 per hour for after school student instruction and parent training. This compensation is for those professionals working with students recommended by their ARD committee to have the related service of In Home/Parent Training.

7.0 SPECIAL PROGRAMS EVALUATION SUPPORT - EXTRA DUTY PAY

Compensated at an hourly rate of \$40 per hour for work related to special education evaluation (testing, scoring, report-writing) outside the regular work day. Compensated at an hourly rate of \$30 per hour for ARD scheduling or preparation.

8.0 TUTORS

Campuses who use substitutes for State Assessment tutoring/preparation during the school day will be paid accordingly. Tutors can only work a maximum of 15 hours per week.

SBEC certified or degreed tutor pulling students out ¹	\$30/hour
Non-degreed tutor pulling students out ²	\$17/hour
Substitute teacher used for teacher pull out ³	
SBEC certified substitute teacher	\$100/day
Degreed substitute teacher	\$90/day
Non-degreed substitute teacher	\$80/day

1. If the substitute/tutor pulls the students out of the classroom and provides tutoring (pull-out model) and that person has a college degree or is SBEC certified, the tutor is paid \$30.00 per hour and their time is submitted on an Estimated Wage Report from TCP

2. If the substitute/tutor pulls the students out of the classroom and provides tutoring (pull-out model) and that person has at least 60 college hours, the tutor is paid \$17.00 per hour.

3. If a substitute/tutor is used in the classroom while a teacher is pulling the students out for tutoring (push-in model), the substitute/tutor is paid the lowest substitute pay per day based on the individual's credentials and their time is tracked in AESOP

****If you work as a substitute and in a one-half time or less position (tutor or proctor) in the same month, your combined work must not exceed 11 workdays in that calendar month. Working any part of a day counts as working a full day.**

****TRS retirees who exceed half time employment are subject to employment restrictions.**

8.0 TEMPORARY EMPLOYEES

Temporary employees (TE) are hired to provide additional assistance as defined by the supervisor on an as needed basis regardless of the existence of a Board approved vacancy. All use of temporary employees must be approved by Human Resource Services.

Approval of a Temporary Employee is subject to the following guidelines:

1. TE should have a definite start and end date not to exceed four (4) months in a school year.
2. Requesting Supervisor defines the hourly rate of pay and funding source. If the TE is a TRS retiree, any surcharge and TRS Care state contribution fees will be charged to the campus/department requesting the position.
3. TE may not exceed 40 work hours in a District designated workweek during the four months of temporary employment.
4. TE will clock in and out using TCP for actual hours worked. The TE must clock in and out for breaks and lunch.
5. Temporary employees cannot substitute during their temporary assignment.

9.0 AP PROCTOR EMPLOYEES

AP Proctors are hired to be present during, and accountable for, the administration of an individual AP exam. AP Proctors will be processed as temporary employees and must be approved by Human Resources Services. Active substitutes serving as AP Proctors are allowed to substitute.

Approval of an AP Proctor is subject to the following guidelines:

1. AP Proctors should have a definite start and end date.
2. AP Proctors will be paid an hourly rate of \$30/hr. If the AP Proctor is a TRS retiree, any surcharge and TRS Care state contribution fees will be charged to the campus/department requesting the position.
3. AP Proctors will clock in and out using TCP for actual hours worked. The AP Proctor must clock in and out for breaks and lunch.

SALARY SUPPLEMENTS

SALARY SUPPLEMENTS

A supplemental duty assignment and related stipend, if any, is effective only for the 2024-2025 school year. Both the assignment and stipend conclude at the end of the 2024-2025 school year except for dual assignment contract personnel.

BOARD POLICY

SUPPLEMENTAL DUTIES Board Policy DK (Local) – Assignment and Schedules 04-11-2023

Non-contractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may do so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty.

Pearland Independent School District
Stipends 2024-2025

<i>Teaching</i>	Description	Eligibility	Amount
	DIST TCHR DUAL LANGUAGE	t	3,400
	DIST TCHR BSI	t	1,700
	DIST TCHR ESL	t	3,400
	DIST TCHR PEARS	t	1,700
	DIST TCHR PPCD	t	1,700
	DIST MS FA BAND DIR ASST	t	3,057
	DIST JH FA BAND DIR ASST	t	3,057
	DIST HS FA BAND DIR ASST	t	4,800
	DIST HS COLOR GUARD	t	2,400
	SUMMER SCHOOL SPED ESY	20	200 <i>per session (2)</i>
	SUMMER SCHOOL SPED DYSLEXIA	10	200
<i>Shortage Area</i>	Description	Eligibility	Amount
	DIST CRITICAL SHORTAGE SCIENCE	g	500 <i>per section taught</i>
	DIST CRITICAL SHORTAGE MATH	g	500 <i>per section taught</i>
	DIST CRITICAL SHORTAGE LOTE	g	500 <i>per section taught</i>
	DIST CRITICAL SHORTAGE SPECIALIST	g	3,000
<i>Lead Areas</i>	Description	Positions	Amount
	CAREER AND TECHNICAL EDUCATION	1	250 <i>per tchr sponsor^</i>
	DIST FA INSTRUMENT INVENTORY MGR	1	1,000
	DIST LEAD LIBRARIAN	1	800
	DIST LEAD LOTE TEACHER	1	1,200
	DIST LEAD NURSE	2	1,500
	DIST LEAD PE TCHR ELEMENTARY	1	1,000
	DIST LEAD PE TCHR SECONDARY	1	3,000
	DIST LEAD SPEECH PATH	1	3,000
	DIST SPED EARLY CHILDHOOD EVAL	2	2,500
	DIST SPED DUAL LANGUAGE	4*	2,500
	DIST SPED EVALUATOR	1	2,500
	DIST SPECIAL OLYMPICS	1*	3,200
	DIST PRE-K COORD	1	9,000
	HS LEAD EDGENUITY TCHR	1	600
	DIST STADIUM MANAGER	1	7,000
	SUMMER SCHOOL COORDINATOR K-8	1	5,250
	SUMMER SCHOOL ADMINISTRATOR (K-4, 5-8)	2	3,750
	SUMMER SCHOOL PRINCIPAL HIGH SCHOOL	1	6,500
	SUMMER SCHOOL AP HIGH SCHOOL**	1	4,500
	SUMMER SCHOOL COUNSELOR HIGH SCHOOL**	1	3,600
	SUMMER SCHOOL ESY ADMINISTRATOR	1	2,880
	TEACHER OF THE YEAR-CAMPUS	23	1,000
	TEACHER OF THE YEAR-DISTRICT	2	2,000
<i>Education</i>	Description	Eligibility	Amount
	UNDERGRADUATE EARNED HOURS	e	Up to \$600
	BACHELORS DEGREE	e	Up to \$600
	MASTERS DEGREE	e	Up to \$1,200
	MASTERS DEGREE	g	Up to \$1,400
	DOCTORATE DEGREE	e	Up to \$1,800

*May Divide

**This position is budgetary only and will be revisited prior to summer school in 2024

g=Grandfathered for teachers in position prior to 2011

t=Teacher assigned to designated position

e=Employee seeking or obtaining degree not required in current position

^=\$250 per teacher sponsor at local, state, and national competitions

Pearland Independent School District

Campus Stipends

DAWSON HIGH SCHOOL

<i>Academic</i>	Position Description	Sponsors	Amount	Notes:
	ASSOCIATE PRINCIPAL	1	13,000	
	HS ADV ACADEMICS	1	1,400	Future Problem Solvers
	HS DEPT CHAIR CTE	1	2,000	No Add'l Conf
	HS DEPT CHAIR ELA	1	1,500	+ Conf perio
	HS DEPT CHAIR FA	1	1,000	No Add'l Conf
	HS DEPT CHAIR LOTE	1	2,000	No Add'l Conf
	HS DEPT CHAIR MATH	1	1,500	+ Conf perio
	HS DEPT CHAIR PE	1	1,000	No Add'l Conf
	HS DEPT CHAIR SCI	1	1,500	+ Conf perio
	HS DEPT CHAIR SPED	1	1,500	+ Conf perio
	HS DEPT CHAIR SS	1	1,500	+ Conf perio
	HS FA AUDITORIUM MGR	1	1,000	
	HS FA BAND DIR ASST	2	4,800	
	HS FA BAND DIR HEAD	1	12,000	
	HS FA CHOIR DIR ASST	1	3,000	
	HS FA CHOIR DIR HEAD	1	5,400	
	HS FA DANCE ASST	1	2,500	+ 5 day
	HS FA DANCE HEAD	1	5,500	+18 days
	HS FA DRAMA TCH ASST	1	2,000	
	HS FA DRAMA TCH HEAD	1	5,860	
	HS FFA SPONSOR ASST	1	1,500	
	HS HONOR SOCIETY	1	1,000	May Divide
	HS NEWSPAPER/YRBK	1	2,790	May Divide
	HS ROBOTICS ASST	1	2,500	
	HS SPCH/DEBATE	1	3,265	May Divide
	HS STUDENT COUNCIL	1	1,500	May Divide
	HS UIL COORDINATOR	1	1,500	
	HS UIL SPONSOR	6	1,000	
<i>Athletic</i>	Position Description	Sponsors	Amount	Notes:
	HS ATHLETIC COOR B	1	7,000	
	HS ATHLETIC COOR G	1	7,000	
	HS BASEBALL ASST	2	3,250	No Extra Days
	HS BASEBALL HEAD	1	7,750	+5 days
	HS BASEBALL VA	1	4,500	+5 days, Varsity Assistant
	HS BASKETBALL ASST B	1	3,250	
	HS BASKETBALL ASST B	3	3,250	No Extra Days
	HS BASKETBALL ASST G	1	3,250	No Extra Days
	HS BASKETBALL ASST G	1	3,250	No Extra Days
	HS BASKETBALL HEAD B	1	7,750	+5 days
	HS BASKETBALL HEAD G	1	7,750	+5 days
	HS BASKETBALL VA B	1	4,500	+5 days, Varsity Assistant
	HS BASKETBALL VA G	1	4,500	+5 days, Varsity Assistant
	HS CC HEAD	1	7,750	+5 days, multi-gender
	HS CC VA BOYS	1	4,500	No Extra Days, Varsity Assistant
	HS CC VA GIRLS	1	4,500	No Extra Days, Varsity Assistant
	HS CHEER ASST	1	2,000	+5 days

Pearland Independent School District Campus Stipends

HS CHEER HEAD	1	4,225	+5 days
HS FB EQUIPMENT SUPV	1	2,650	
HS FB WEIGHT PROGRAM	2	3,150	
HS FOOTBALL ASST	6	3,250	+13 days
HS FOOTBALL ASST HD	2	1,850	Head Assistant
HS FOOTBALL ASST ND	1	3,250	No Extra Days
HS FOOTBALL COMP SCT	1	750	
HS FOOTBALL COORD	2	1,300	
HS FOOTBALL DISC	1	10,000	May Split
HS FOOTBALL VA	9	4,500	+13 days, Varsity Assistant
HS GOLF HEAD B	1	7,750	No Extra Days
HS GOLF HEAD G	1	7,750	No Extra Days
HS POWERLIFTING HEAD	1	4,000	No Extra Days
HS SOCCER ASST B	2	3,250	No Extra Days
HS SOCCER ASST G	1	3,250	No Extra Days
HS SOCCER BOYS VA	1	4,500	+5 days, Varsity Assistant
HS SOCCER GIRLS VA	1	4,500	+5 days, Varsity Assistant
HS SOCCER HEAD B	1	7,750	+5 days
HS SOCCER HEAD G	1	7,750	+5 days
HS SOFTBALL ASST	1	3,250	No Extra Days
HS SOFTBALL HEAD	1	7,750	+5 days
HS SOFTBALL VA	1	4,500	+5 days, Varsity Assistant
HS SWIM/POLO ASST	1	5,400	No Extra Days
HS SWIM/POLO HEAD	1	8,500	+7 days
HS TENNIS ASST FALL	1	2,700	No Extra Days
HS TENNIS ASST SPRNG	1	2,700	No Extra Days
HS TENNIS HEAD	1	8,500	No Extra Days
HS TRACK ASST	5	3,250	No Extra Days, multi-gender
HS TRACK HEAD	1	8,500	+5 days, multi-gender
HS TRACK VA	1	5,400	No Extra Days, Varsity Assistant
HS VOLLEYBALL ASST	2	3,250	+10 days
HS VOLLEYBALL HEAD	1	7,750	+10 days
HS VOLLEYBALL VA	1	4,500	+10 days, Varsity Assistant

Pearland Independent School District
Campus Stipends

PACE CENTER

<i>Academic</i>	Position Description	Sponsors	Amount	Notes:
	HS DEPT CHAIR ELA	1	600	+ Conf period
	HS DEPT CHAIR MATH	1	600	
	HS DEPT CHAIR SCI	1	600	
	HS DEPT CHAIR SS	1	600	

Pearland Independent School District Campus Stipends

PEARLAND HIGH SCHOOL

<i>Academic</i>	Position Description	Sponsors	Amount	Notes:
	ASSOCIATE PRINCIPAL	1	13,000	
	HS ACAD DECATH ASST	3	2,475	
	HS ACAD DECATH HEAD	1	4,200	
	HS DEPT CHAIR CTE	1	2,000	No Add'l Conf
	HS DEPT CHAIR ELA	1	1,500	+ Conf period
	HS DEPT CHAIR FA	1	1,000	No Add'l Conf
	HS DEPT CHAIR LOTE	1	2,000	No Add'l Conf
	HS DEPT CHAIR MATH	1	1,500	+ Conf period
	HS DEPT CHAIR PE	1	1,000	No Add'l Conf
	HS DEPT CHAIR SCI	1	1,500	+ Conf period
	HS DEPT CHAIR SPED	1	1,500	+ Conf period
	HS DEPT CHAIR SS	1	1,500	+ Conf period
	HS FA AUDITORIUM MGR	1	1,000	
	HS FA BAND DIR ASST	2	4,800	
	HS FA BAND DIR HEAD	1	12,000	
	HS FA CHOIR DIR ASST	1	3,000	
	HS FA CHOIR DIR HEAD	1	5,400	
	HS FA COLOR GUARD	1	2,400	
	HS FA DANCE ASST	1	2,500	+ 5 days
	HS FA DANCE HEAD	1	5,500	+18 days
	HS FA DRAMA TCH ASST	1	2,000	
	HS FA DRAMA TCH HEAD	1	5,860	
	HS FFA SPONSOR ASST	2	1,500	
	HS HONOR SOCIETY	1	1,000	May Divide
	HS NEWSPAPER/YRBK	1	2,790	May Divide
	HS ROBOTICS ASST	1	2,500	
	HS SPCH/DEBATE	1	3,265	May Divide
	HS STUDENT COUNCIL	1	1,500	May Divide
	HS UIL COORDINATOR	1	1,500	
	HS UIL SPONSOR	6	1,000	
<i>Athletic</i>	Position Description	Sponsors	Amount	Notes:
	HS ATHLETIC COOR B	1	7,000	
	HS ATHLETIC COOR G	1	7,000	
	HS BASEBALL ASST	2	3,250	No Extra Days
	HS BASEBALL HEAD	1	7,750	+5 days
	HS BASEBALL VA	1	4,500	+5 days, Varsity Assistant
	HS BASKETBALL ASST B	3	3,250	No Extra Days
	HS BASKETBALL ASST G	2	3,250	No Extra Days
	HS BASKETBALL HEAD B	1	7,750	+5 days
	HS BASKETBALL HEAD G	1	7,750	+5 days
	HS BASKETBALL VA B	1	4,500	+5 days, Varsity Assistant
	HS BASKETBALL VA G	1	4,500	+5 days, Varsity Assistant
	HS CC HEAD	1	7,750	+5 days, multi-gender
	HS CC VA BOYS	1	4,500	No Extra Days, Varsity Assistant
	HS CC VA GIRLS	1	4,500	No Extra Days, Varsity Assistant
	HS CHEER ASST	1	2,000	+5 days
	HS CHEER HEAD	1	4,225	+5 days
	HS FB EQUIPMENT SUPV	1	2,650	
	HS FB WEIGHT PROGRAM	2	3,150	
	HS FOOTBALL ASST	6	3,250	+13 days
	HS FOOTBALL ASST HD	2	1,850	Assistant Head

Pearland Independent School District Campus Stipends

HS FOOTBALL ASST ND	1	3,250	
HS FOOTBALL COMP SCT	1	750	
HS FOOTBALL COORD HS	2	1,300	
FOOTBALL DISC	1	10,000	May Split
HS FOOTBALL VA	9	4,500	+13 days, Varsity Assistant No
HS GOLF HEAD B	1	7,750	Extra Days
HS GOLF HEAD G	1	7,750	No Extra Days
HS POWERLIFTING HEAD	1	4,000	No Extra Days
HS SOCCER ASST B	2	3,250	No Extra Days
HS SOCCER ASST G	2	3,250	No Extra Days
HS SOCCER BOYS VA HS	1	4,500	+5 days, Varsity Assistant
SOCCER GIRLS VA HS	1	4,500	+5 days, Varsity Assistant
SOCCER HEAD B	1	7,750	+5 days
HS SOCCER HEAD G	1	7,750	+5 days
HS SOFTBALL ASST	2	3,250	No Extra Days
HS SOFTBALL HEAD	1	7,750	+5 days
HS SOFTBALL VA	1	4,500	+5 days, Varsity Assistant
HS SWIM ASST DIVE	1	3,250	No Extra Days
HS SWIM/POLO ASST HS	1	5,400	No Extra Days
SWIM/POLO HEAD HS	1	8,500	No Extra Days
TENNIS ASST FALL HS	1	2,700	No Extra Days
TENNIS ASST SPRNG HS	1	2,700	No Extra Days
TENNIS HEAD	1	8,500	No Extra Days
HS TRACK ASST	5	3,250	No Extra Days, multi-gender
HS TRACK HEAD	1	8,500	+5 days, multi-gender
HS TRACK VA	1	5,400	No Extra Days, Varsity Assistant
HS VOLLEYBALL ASST	2	3,250	+10 days
HS VOLLEYBALL HEAD	1	7,750	+10 days
HS VOLLEYBALL VA	1	4,500	+10 days, Varsity Assistant

Pearland Independent School District Campus Stipends

TURNER COLLEGE & CAREER HS

<i>Academic</i>	Position Description	Sponsors	Amount	Notes:
	ASSOCIATE PRINCIPAL	1	6,500	
	HS ACAD DECATH ASST	3	2,475	
	HS ACAD DECATH HEAD	1	4,200	
	HS DEPT CHAIR CTE	1	3,000	No Add'l Conf
	HS DEPT CHAIR ELA	1	3,000	No Add'l Conf
	HS DEPT CHAIR MATH	1	3,000	No Add'l Conf
	HS DEPT CHAIR SCI	1	3,000	No Add'l Conf
	HS DEPT CHAIR SPCL	1	1,000	No Add'l Conf
	HS DEPT CHAIR SPED	1	3,000	No Add'l Conf
	HS DEPT CHAIR SS	1	3,000	No Add'l Conf
	HS FA AUDITORIUM MGR	1	1,000	
	HS FFA SPONSOR ASST	3	1,500	
	HS FFA SPONSOR HEAD	1	2,500	
	HS HONOR SOCIETY	1	1,000	May Divide
	HS NEWSPAPER/YRBK	1	2,790	May Divide
	HS ROBOTICS ASST	1	2,500	
	HS ROBOTICS HEAD	1	3,500	
	HS SPCH/DEBATE	1	3,265	May Divide
	HS STUDENT COUNCIL	1	1,500	May Divide
	HS UIL COORDINATOR	1	1,500	
	HS UIL SPONSOR	6	1,000	

Pearland Independent School District

Campus Stipends

JUNIOR HIGH SCHOOL

<i>Academic</i>	Position Description	Sponsors	Amount	Notes:
	JH CLUB ACADEMIC	1	600	May divide by 2
	JH CLUB MATH/SCI	1	600	
	JH CLUB PROB SOLVERS	1	600	
	JH CLUB QUIZ BOWL	1	600	
	JH DEPT CHAIR ELAR	1	700	
	JH DEPT CHAIR ELAR	1	700	
	JH DEPT CHAIR ELECT	1	700	
	JH DEPT CHAIR MATH	1	700	
	JH DEPT CHAIR SCI	1	700	
	JH DEPT CHAIR SPED	1	700	
	JH DEPT CHAIR SS	1	700	
	JH FA BAND DIRECTOR	1	3,950	
	JH FA CHOIR DIRECTOR	1	2,700	
	JH FA DRAMA TEACHER	1	1,000	
	JH HONOR SOCIETY	1	800	May Divide by 2
	JH ROBOTICS	1	2,000	
	JH STUDENT COUNCIL	1	800	May Divide by 2
	JH YEARBOOK	1	800	GF @ 1,000 for 15-16 recipient
	MORNING DUTY JH	1	1,500	
<i>Athletic</i>	Position Description	Sponsors	Amount	Notes:
	JH ATHLETIC COORD B	1	1,350	
	JH ATHLETIC COORD G	1	1,350	
	JH BASKETBALL ASST B	3	2,250	No Extra Days
	JH BASKETBALL ASST G	3	2,250	No Extra Days
	JH BASKETBALL HEAD B	1	2,750	No Extra Days
	JH BASKETBALL HEAD G	1	2,750	No Extra Days
	JH CHEERLEADING	1	1,500	
	JH FOOTBALL ASST	5	2,250	+13 days
	JH FOOTBALL HEAD	1	2,750	+13 days
	JH FOOTBALL SCOUT HS	6	200	
	JH SOCCER BOYS GIRLS	2	1,250	No Extra Days
	JH TENNIS BOYS	1	1,125	No Extra Days
	JH TENNIS GIRLS	1	1,125	No Extra Days
	JH TRACK/CC ASST B	1	2,250	No Extra Days
	JH TRACK/CC ASST G	1	2,250	No Extra Days
	JH TRACK/CC HEAD B	1	2,750	No Extra Days
	JH TRACK/CC HEAD G	1	2,750	No Extra Days
	JH VOLLEYBALL ASST	3	2,250	+7 days
	JH VOLLEYBALL HEAD	1	2,750	+7 days

Pearland Independent School District Campus Stipends

MIDDLE SCHOOL

<i>Academic</i>	Position Description	Sponsors	Amount	Notes:
	MS CLUB ACADEMIC	2	500	May Divide
	MS CLUB MATH	1	500	
	MS CLUB PROB SOLVERS	1	500	
	MS CLUB QUIZ BOWL	1	500	
	MS DEPT CHAIR ELA	1	600	
	MS DEPT CHAIR ELECT	1	400	
	MS DEPT CHAIR MATH	1	600	
	MS DEPT CHAIR READ	1	600	
	MS DEPT CHAIR SCI	1	600	
	MS DEPT CHAIR SPED	1	600	
	MS DEPT CHAIR SS	1	600	
	MS FA BAND DIR ASST	1	3,057	

**Pearland Independent School District
Campus Stipends**

ELEMENTARY

<i>Academic</i>	Position Description	Sponsors	Amount
	ELEM TEAM LDR 1	1	600
	ELEM TEAM LDR 2	1	600
	ELEM TEAM LDR 3	1	600
	ELEM TEAM LDR 4	1	600
	ELEM TEAM LDR K	1	600
	ELEM TEAM LDR PK DL	1	600
	ELEM TEAM LDR SPCLS	1	600
	ELEM TEAM LDR SPED	1	600

1.0 ATHLETICS

FOOTBALL

- 1.0 Ticket Manager \$150/game**
Responsible for trouble shooting all issues with the ticketing system and season passes. Transports all the monies to and from all ticket booths and reconciles all ticket booths at the end of the night.
Returns the startup bank to PHS and makes the night deposit at the bank.
- 1.1 Gate/Ticket Redemption \$65/game**
- 1.2 Elevator Monitor \$65/game**
Works in conjunction with press box manager and the police officers to ensure single elevator is appropriately used. At half time makes sure elevator is available to the coaches first.
- 1.3 Field Gatekeeper \$65/game**
Monitor gate and only allow people with sideline passes on the field.
- 1.4 Press Box Manager \$125/game**
Responsible for all operations in the press box - manage all the refreshments/food, seat scouts and media, and coordinate use of the elevator.
- 1.5 Press Box Hostess \$65/game**
- 1.6 Railing Supervisors \$65/game**
Make sure no patrons stand at the railing. All patrons must be seated or moving.
- 1.7 Gatekeepers \$65/game**
Monitor the gates leading into the reserved section of seats. Allow only reserved ticket holders into the section. Make sure people are not interfering with fans' ability to watch the game.
- 1.8 Field House Manager \$125/game**
Oversee field house area. Makes sure home team and visiting team have what they need. Makes sure that the officials are situated – provide food/drinks, fill out official pay forms/W-9, and turns in forms to the athletic office.
- 1.9 Pass Gate \$65/game**
Checks all pass holders at the gate. He/she only allows those with District passes, student passes, and coaches' passes to enter.
- 1.10 End Zone \$65/game**
Prevent students and patrons from traveling to the opposite side of the stadium.
- 1.11 Elevator Pass Gate \$65/game**
Unlock gate and monitor workers entering the stadium. Must arrive by 3:45pm and will work until 8:00pm. At 6:00pm, the gate will be locked, and this person will work in an area designated by the stadium supervisor.
- 1.12 Parking Lot \$125/game**
Pearland & Dawson JROTC assist in the parking lot by helping patrons park. Monies paid to school activity account.
- 1.13 Parking Duty \$75/game**
Monitor and assist with handicap parking, event staff and booster club parking.
- 1.14 Announcer \$125/game**
Announces all public address announcements and provides viewers with a play by play account of the game.
- 1.15 Spotter \$65/game**
Assists announcer with play by play account of game. Provides players' name and jersey number.

1.16	Additional Workers	\$65/game
	Additional workers may be required during homecoming and playoff games	
1.17	Video Board Manager/Video Board/Camera Crew.....	\$225/game
1.18	Video Board Camera Crew	Student - \$50/game
	Non-Student - \$65/game
1.19	Technology Support	\$125/game

FOOTBALL | PLAYOFF | HOST

1.20	Athletic Trainer	\$40/hour
	Sub-contract pay	
1.21	Playoff Event Staff.....	\$20 event
	Playoff event staff will be paid this amount in addition to any of the above duties.	
1.22	Stadium Supervisor for Non-PISD Games	\$625/game
	Assign all workers prior to the game. Transport money and tickets to the game. Oversee all workers and handle any problems that may arise during the game.	

ALL OTHER SPORTS | PLAYOFF | HOSTING

1.23	Soccer Field Prep / Gym Setup	\$75/game
1.24	Baseball/Softball Field Prep.....	\$125/game
1.25	Custodial.....	\$75/game
1.26	Gate/Ticket Redemption	\$50/game
1.27	Announcer	\$65/game
1.28	Scoreboard/Book/Pitch Counter/ Libero	\$50/game
1.29	Administrator.....	\$100/game
1.30	Supervision	\$50/game
1.31	Bookkeeper.....	\$65/game

VOLLEYBALL | BASKETBALL | WATER POLO

1.31 *	Gate/Ticket Redemption	\$25/game
	Responsible for redeeming tickets at the gate.	
1.32	Clock	\$25/game
	Responsible for running the game clock during the game.	
1.33	Book.....	\$25/game
	Responsible for keeping the official book during the game.	
1.34	Libero	\$25/game
1.35	Announcer (Varsity Only).....	\$50/game

SUB-VARSITY FOOTBALL | SOCCER **BASEBALL | SOFTBALL**

1.36 *	Gate/Ticket Redemption	\$30/game
1.37	Clock.....	\$25/game
	Responsible for running the game clock during the game.	
1.38	Book	\$25/game

Responsible for keeping the official book during the game.

1.39 Pitch Counter (Baseball Only)..... \$35/game

Pitch counter for all scrimmages, tournaments, season games, post-season games.

1.40 Announcer (Varsity Only)..... \$50/game

TRACK (JH | HS)

1.41 * Gate/Ticket Redemption \$65/meet

1.42 Starter \$30/hour

Responsible for starting each race.

1.43 Clerk \$30/hour

Responsible for checking all entries before the races.

1.44 Finish Judge \$30/hour

Responsible for collecting all finish information after each race.

1.45 Timing System.....\$500-\$1,500/meet

Used to electronically time races at varsity meets.

SUMMER ATHLETICS

1.46 Clerical..... \$15/hour

General office duties, ticket software training.

1.47 Training..... \$15/hour

Training of ticketing software.

1.48 Technical.....\$20/hour

Responsible for answering phones, taking messages and general office duties.

1.49 Strength & Conditioning\$30/hour*

*Self-funded budget will dictate hourly rate range

1.50 Weight Room..... \$30/hour

*Gate/Ticket Redemption workers will be paid double the amount when working games during the following school holidays: Thanksgiving, Christmas, and Spring Break.

2.0 READING ACADEMIES

Teachers employed in grades K-3, for the 2023-2024 school year who have not received Reading Academies Training will be enrolled in Pearland ISD's June 2024 Cohort. This sign-up makes that teacher eligible for five training days in the months of July and August at a rate of \$100 per day. Teachers who were employed elsewhere, during the 2023-2024 school year, may be eligible if hired by Pearland ISD before the training dates to be enrolled in our Cohort.

3.0 COLLEGE COURSEWORK

Active employees of Pearland ISD with college coursework leading to an undergraduate/graduate level degree or with a degree conferred may be eligible to participate in the Cash for College Incentive. Payment for completed coursework or conferred degrees are granted at a rate of \$25 per college hour with a passing grade. See awarded amounts below for details.

Degree Category	Eligibility Requirements	Max Amount [^]	Required Documentation	Expiration
Earned hours leading to or bachelor's degree conferred	Current job assignment does <u>not require</u> a bachelor's degree	\$600	1. Completed Online Request Form 2. Transcript(s) with earned hours or degree conferred	Upon acceptance of position which <u>requires</u> a bachelor's degree
Earned hours leading to or master's degree conferred	Current job assignment does <u>not require</u> a master's degree	\$1,200 <small>*hours leading up to a master's degree will cap at \$600 and upon completion an increase of \$1,200 will occur.</small>		Upon acceptance of position which <u>requires</u> a master's degree
Earned hours leading to doctorate degree	Current job assignment does <u>not require</u> a degree above a master's degree	\$1,800 <small>*hours leading up to a doctorate degree will cap at \$600 and upon completion an increase of \$1,800 will occur.</small>		Upon completion of doctorate degree submission**

** Pay for graduate hours will cease and a stipend of \$1,800 will be added to your annual salary upon submission of your conferred degree to HRS.

[^] Payment for multiple degrees of the same level (i.e. two master's degrees) is prohibited.

***Payment for ALL degrees above the requirement is limited to the highest for non teacher staff.

Upon first disbursement of incentive, a check of a **one-time** payment will be issued. Following the next school year, the incentive will be added into your annual salary until the max payout is reached. Payment will be processed with 60 days of the completion of the online request form and receipt of your transcript(s) and after first paycheck is received. HRS reserves the right to request additional information. Substitutes, temporary employees, tutors are ineligible for the incentive. Rehired employees will not receive a one-time payment but will have the incentive added to their annual salary.

- Grandfathered rates for employees prior to 10/2022. A separation in employment voids grandfathered status for Cash for College rates.

4.0 CROSSING GUARDS

4.1 Crossing Guard*\$30.00/hour

*Guaranteed half-hour of pay upon clock-in for morning or afternoon crossing guard duties.

5.0 FINE ARTS

5.1	Music Accompanist.....	\$30/hour
5.2	Clinician/Judging/Choreography/Consulting/Design	\$30/hour
5.3	Senior Clinician	\$50/hour
5.4	Staff Development preparation or presentation	\$30/hour
5.5	Inventory Management/Event Tech Support/Rodeo Art Prep	\$30/hour
5.6.1	Ticket Taker/Ticket Scanner.	\$65/event
5.6.2	Ticket Seller	\$50/event
5.7	Ticket Manager.....	\$150/event
5.8	Summer Private Lesson Supervision.....	\$30/hour
5.9	Fine Arts Event Manager.....	\$150/event

6.0 INCENTIVES

All incentive pay not already defined in policy must be Board approved. Pay amounts are subject to Board approval annually. Upon Board approval, updated compensation plan materials will be released.

6.1 COMPENSATION FOR UNUSED LOCAL LEAVE UPON RETIREMENT

Any employee who retires from the District, or who retires within 75 days of resignation from the District, under the rules of Teacher Retirement System of Texas shall receive at the end of the last year of employment a lump sum payment for unused local leave earned since the 1981-82 school year, up to a maximum of 100 days. The amount shall be determined by multiplying the number of eligible days of unused local leave by the final year's annual salary (divided by twice the number of days employed per year) and by the number of years of service in the District (divided by 20).

If the calculated lump sum payment is less than \$100, no payment shall be made.

Leave for which reimbursement has been made shall be deleted from the service record and shall not be reinstated if the employee returns to District employment. *Policy Reference: [DEC (LOCAL) COMPENSATION AND BENEFITS: LEAVES and ABSENCES]*

6.2 CARLESTON ELEMENTARY HIGH NEED ADDITIONAL COMPENSATION

- Eligible teachers will receive a \$1,000 high need one-time payment
- Eligible instructional aides will receive a \$500 high need one-time payment
- One-time payment will be issued in two separate installments during December and June
- Eligible employees must be employed at Carlestone Elementary at the issuance of each payment
- End of year terminations that have completed their work calendar are eligible for final payment
- Employees are ineligible for payment if reassigned to another location throughout the school year
- 3-year compensation plan beginning in 2023-2024 through 2025-2026

6.3 TEACHER OF THE YEAR (TOY) INCENTIVE

- One-time stipend of \$1,000 presented to each campus TOY (one per campus except employees named District TOY) during the year in which they are selected.
- One-time stipend of \$2,000 presented to the District TOY (one for Elementary, one for Secondary) for the year in which they are selected. This stipend is also added to their base salary each year thereafter in which they serve as a classroom teacher within Pearland ISD. If teacher is selected as District TOY more than once, they receive the \$1,000 campus TOY award and continue to receive the \$2,000 District TOY award annually.

6.4 ADVANCED PLACEMENT MERIT PAY*

- Qualifying teachers will receive \$50 for each student who scores a 3, \$100 for each student who scores a 4, and \$150 for each student who scores a 5. If funds are not available for the full payout, teachers can receive a reduced rate.
- Must be Advanced Placement Teacher of Record
- 90% of students on teacher's roster must take the Advanced Placement Exam
- Must be employed by the District (exempt retirees) when payments are rendered (fall semester following the July release of AP exam scores)
- Must verify, sign, and submit class rosters as requested

**See Advanced Academics Department for guidelines and for how to submit requests for payments to qualifying teachers.*

^Qualifying employees must return to Pearland ISD the year after the award is earned or officially retire from Pearland ISD at the end of the year the award is earned. Qualifying employees who are not retired must be employed with Pearland ISD at time of payout.

6.5 STAAR/STAAR EOC TEACHER INCENTIVE PAY - *If included in the 2024-2025 Budget Plan*

- Every STAAR Tested Teacher of Record (TOR) who either returned to Pearland ISD or retired from education and was on a campus that either received an "A" rating or improved their campus rating one letter would receive an equal portion of the District incentive pay allocation. Every Non-Teacher of Record (NTOR) who either returned to Pearland ISD or retired from education and was on a campus that either received an "A" rating or improved their campus rating one letter would receive an equal portion of the District incentive pay allocation.

6.6 CTE INCENTIVE PAY*

- Qualifying TOR who have 50% or more students taking one exam or one sub-exam will receive \$90 for each student who is enrolled in the specific CTE course and passes a correlating career certification / licensure exam in accordance with CTE Incentive Pay Guidelines.
- Qualifying TOR who have 49% or fewer students taking one exam or one sub-exam will receive \$75 for each student who is enrolled in the specified CTE course and passes a correlating career certification / licensure exam in accordance with CTE Incentive Pay Guidelines.

**See CTE Department for guidelines and process to submit requests for payments to qualifying teachers.*

6.7 SAT PREP TEACHER MERIT PAY - *If included in the 2024-2025 Budget Plan*

- Qualifying teachers will be eligible for \$30 per qualifying score (split if there are two teachers for the same students).

**See Advanced Academics Department for guidelines and process to submit requests for payments to qualifying teachers.*

7.0 INSTRUCTIONAL/ADMINISTRATIVE SUPPORT

Employees assigned to the below or similar programs despite funding source are paid at the following rates.

- Extended Day Program
- Summer School
- Tutorials beyond School Day
- Saturday School
- TEKS/State Assessment Tutoring
- TEKS/State Assessment Preparation
- AP Science Labs
- Translation Services
- Testing Outside of School Day
- Curriculum Writing
- Staff Development Preparation and Presentation
- All Grant Programs or Projects
- Instructional Technology
- Detention Hall
- Substitute during conference period
- Summer paraprofessional office help

7.1 Classroom teachers or SBEC certified professional employees\$30/hour

7.2 Degreed Paraprofessional used for tutoring.....\$30/hour

7.3 Paraprofessional \$ 15/hour

7.4 MIDDLE SCHOOL/JUNIOR HIGH MORNING DUTY

Each middle school and junior high may assign two paraprofessionals to work for supplemental pay to assist with campus morning duty. The selected employee's regularly scheduled work hours must be 7.75 hours or less. Each selected employee is approved to work one 15-minute shift (morning or afternoon) per day, unless otherwise approved by the Executive Director of HRS and Communications.

7.5 ACC DUAL CREDIT INSTRUCTIONAL ASSISTANTS/STUDY HALL MONITORS

Dual credit Instructional Assistants and Study Hall Monitors, responsible for submitting final grades, will receive a one-time payment at the end of each semester. Compensation cannot be split amongst multiple employees.

8.0 AUXILIARY SUPPORT

MAINTENANCE & FOOD SERVICE

Employees assigned extra duty during summer, weekends, or holidays for a District position they do not currently hold are paid according to the guide below. Employees who use a paid leave day are not eligible to work extra duty in another District position. Extra duty must be approved and must be for work assigned by Maintenance or Food Service Director(s).

- **Non-Exempt employees** who work extra duty for a non-exempt district position will be paid their regular hourly rate or minimum hourly rate for the District position they are working, whichever is greater. Employees whose hours exceed 40 for the current workweek will be paid overtime. Examples: 1) A cafeteria worker performing extra duty as a custodian will be paid their regular hourly rate because these two jobs are the same pay grade. 2) A custodian performing extra duty on the weekend as a painter will be paid their regular hourly rate or minimum pay for painter, whichever is greater.

- **Exempt employees** who work extra duty for a non-exempt district position will be paid the minimum hourly rate for the District position. Exempt employees are only eligible for overtime pay during weeks in which they do not perform their regular duty and when hours exceed 40 during the workweek. Examples: 1) A teacher who performs custodial work during the summer will be paid minimum pay for a custodian. 2) A counselor who performs painting during Christmas Break will be paid the minimum pay for a painter.

8.1 AUXILIARY SUPPORT CONCESSION

FOOD SERVICE

Employees assigned to work concession for varsity games will be compensated at their regular hourly rate. Employees whose hours exceed 40 for the current workweek will be paid overtime. Employees must clock the extra hours worked through TimeClockPlus and must acknowledge the expectations agreement for the work being performed.

9.0 SUMMER SCHOOL

Employees assigned to summer school or similar programs despite funding source are paid at the following rates.

Effective September 1, 2024 - August 31, 2025

9.1 Summer School Employees

SBEC certified dual language administrator.....	\$35/hour
SBEC certified teacher.....	\$30/hour
Nurse	\$30/hour
Paraprofessional	\$15/hour

9.2 Summer School Substitutes

SBEC certified or degreed substitute teacher	\$30/hour
Non-degreed substitute teacher	\$17/hour
Paraprofessional substitute	\$10/hour

10.0 TRANSPORTATION

10.1 Extra Duty Pay for Transportation Employees Employee Hourly Rate

Examples of Extra Duties performed by Pearland ISD Transportation Employees:

- State required Texas School Bus Driver Certification Training Course (20 hours)
- State required Texas School Bus Driver Recertification Training Course (8 hours)
- Supplemental training outside of duty calendar
- Periodic Professional Development and Safety Meetings
- Field Trips*
- Tutorial and activity routes
- Annual driver physical (conducted on-site at a Pearland ISD facility)

*Bus drivers who accept a field trip assignment will be paid their hourly rate for a minimum of 1 hour (weekdays 6 am to 5 pm) or 2 hours (weekdays after 5 pm and weekends). If a trip is canceled, a driver will not receive compensation if canceled before the on-duty time for the trip. If the trip is canceled after the on-duty time, the driver will receive the minimum trip pay for that trip. Overtime rules apply to any non-exempt employee who physically works in excess of 40 hours during the Pearland ISD workweek.

COACH/TEACHER/SPONSOR DRIVING FOR SPORT/CLASS/ACTIVITY

10.2 Not on the clock and driving for their own sport/class/activity..... \$40.00/event

10.3 Not on the clock and driving for another/sport/class/activity** Starting hourly rate for bus driver

**Must be certified bus driver. Driver of SUV's do not receive any compensation.

10.4 While on the clock and driving for any sport/class/activity \$40.00/event

10.5 CDL Examiner Certification^\$1.00/hour

^ A transportation department employee who is certified as a DPS 3rd Party Examiner and designated for that role by Pearland ISD Transportation Department.

10.6 CDL Exam Administration for outside entities (Must be conducted outside of employee's on-duty hours)

- Non-Exempt Employee... normal hourly rate with consideration for overtime as required
 - 3 hours per full test given
 - 2 hours per retest given
- Exempt Employee..... \$50.00/hour
 - 3 hours per full test given
 - 2 hours per retest given

10.7 Mechanic Incentive..... up to \$2.00/hour

All mechanics and parts technicians are eligible to participate in the Mechanic Incentive Program. This incentive encourages eligible employees to be rewarded financially for furthering their professional development.

See chart below for details.

Pathway to Certification	Amount	Required Documentation	Expiration
Courses/tests leading to ASE and/or TASBT certification	\$.20 per hour per course/test*	1. Completed Online Request Form 2. Certificate showing course or certification completed NOTE: Only completed request forms with certificates attached will be reviewed.	Upon completion of ASE & TASBT Certifications
Completed Master School Bus Technician Designation for ASE initial Certification** <ul style="list-style-type: none"> • S1 – Body Systems & Special Equipment • S2 – Diesel Engines • S3 – Drive Train • S4 – Brakes • S5 – Suspension & Steering • S6 – Electrical/Electronic Systems • S7- Air Conditioning Systems & Controls 	\$1.50 per hour		Based on certificate renewal schedule***
Completed Master School Bus Technician Designation for TASBT Certification <ul style="list-style-type: none"> • Wheel & Tire Maintenance & Repair • School Bus Preventive Maintenance and Inspection • Air Brakes • School Bus Body Electrical • A/C • Basic Electronics • Advanced Electronics • PDC 01 Intro to Transportation • PDC 03 Purchasing 	\$2.00 per hour		

*This adjustment will cap at \$1.00 per hour and will remain in effect for the entirety of your employment or until a completed ASE or TASBT certification with Master School Bus Technician Designation is achieved.

**There will be no additional money awarded for ASE certifications above the Master School Bus Technician Designation.

***Failure to provide the renewal to HRS in a timely manner may result in the removal of extra monies.

Increases in amounts earned per hour towards each pathway to certification will be applied to the current hourly rate.

ASE or TASBT courses and/or certifications required in an employee's job description are ineligible for this incentive and HRS shall determine final eligibility of courses/tests completed.

10.8 BUS DRIVER SAFETY INCENTIVE PAY

This safety program is an incentive for bus drivers and master drivers to encourage and promote safe driving practices. Eligibility to receive this incentive is based upon the following guidelines:

- A driver involved in a preventable collision will lose his or her safety incentive for that semester, but will again become eligible the following semester.
- To be eligible, an employee must be employed in a regular position on the first workday of the semester.
- A driver who separates their employment with the District prior to the last workday of the school year is not eligible to receive the incentive.
- Beginning with the 2020-2021 school year, a driver who maintains 5 consecutive years driving with Pearland ISD without a preventable collision will receive an additional \$300 incentive for that year. (The first time a driver will be eligible to receive the 5-year incentive will be at the end of the 2024-2025 school year.)

***A preventable collision is defined as any event involving a Pearland ISD vehicle that results in vehicle damage, property damage, and/or bodily injury in which the driver was at fault or failed to exercise the appropriate caution or preventive action.*

11.0 WELCOME WEEK ORIENTATION

New to district teachers may earn up to a maximum of \$250 in supplemental pay for attending training during the designated orientation prior to the employee's official start date in August. Attendance will be verified with TimeClockPlus and pay will be adjusted accordingly. Teachers (coaches, band directors, etc.) who are already on-duty, receiving a daily rate of pay during Welcome Week are not eligible for this supplemental pay.

12.0 NEW SCHOOL NURSE ORIENTATION

- New School Nurse Orientation will be up to two (2) days of orientation that will be scheduled to occur prior to the first day of work for School Nurses.
- Any School Nurses new to Pearland ISD will be invited and encouraged to attend.
- Training and Orientation will be provided by the School Health Coordinator and Lead Nurse.
- Training and Orientation will be held at the Education Support Center if a training location is available. If not, training will be held on a Pearland ISD campus.
- Training will be from approximately 8:00 am – 4:00 pm each day.
- New School Nurses will receive \$100 per day for attending orientation that occurs prior to the first day of work.
- The Special Programs School Health Services Budget will pay the \$100 per day per nurse (Local Fund 098 – 199.33)

SCHEDULED DUTY DAYS

PEARLAND INDEPENDENT SCHOOL DISTRICT

2024-2025 WORK CALENDAR

AUXILIARY EMPLOYEES

DIRECTIONS:

1. Locate your position below to confirm your number of workdays.
2. Locate number of workdays under **START DATES**. Match the **UPPER CASE LETTER** in correspondence with the calendar to determine your start date.
3. Locate number of workdays under **END DATES**. Match the **lower case letter** in correspondence with the calendar to determine your end date.

FOOD SERVICE

ADMIN ASST DIR FOOD SVC 240
 ASST DIR FOOD SVC 230
 CAFÉ MGR/ASST MGR 187
 CAFÉ WKR/LEAD WKR 178
 CATERING MANAGER 215
 CLK FOOD SERVICE 215
 DIETITIAN 230
 DIR FOOD SERVICE 240
 EQUIPMENT TECH FOOD 261
 RECEPTIONIST FS 215
 SPEC FOOD SVC TRAIN 240
 SUPV FOOD SVC OPS 230
 SUPV WAREHOUSE EQUIP 261
 TECH FOOD SERVICES 240

MAINTENANCE

ADMIN ASST DIR MAINT/OPS 240
 ASST DIR MAINT/OPS 261
 CLK MAINT & OPS 261
 DIR MAINT & OPS 230
 MAINT DEPT ALL 261
 SPEC SAFE AND SEC SCH 240

OPERATIONS

CUSTODIAL ALL 261

TRANSPORTATION

ADMIN ASST DIR TRANS 240
 ASST DIR TRANS 230
 BUS DRIVER/LEAD 178

TRANSPORTATION

BUS MONITOR 178
 CLK TRANS 240
 DIR TRANS 230
 MECHANIC ASST/LINE/LEAD 261
 PARTS TECHNICIAN 261
 ROUTE COORD 240
 SUPERVISOR TRANS 230
 SUPV SAFETY/TRAINING 230
 TRANS FLEET SPVR 261
 TRANS LOG COORD 240
 TRANS MGR OPERATIONS 230
 TRANS SHOP FOREMAN 261

FALL BREAK

DO NOT WORK: 10/17 & 10/18
187

IN-SERVICE DAYS

DO NOT WORK: 9/20, 10/16-10/18,
 11/15, 1/6, 2/17, 4/21
WORK: 8/6-8/9, 1/7, 5/23
178

District holiday

District offices closed

START DATES JULY | AUG 2024

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

AUG 2024	S	M	T	W	Th	F	S
					1N	2	3
	4	5	6P	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

START DATES

A	230, 240, 261	N	187
B	215	P	178

END DATES

c	178, 187	k	215
		I	230, 240, 261

END DATES MAY | JUNE 2025

MAY 2025	S	M	T	W	Th	F	S
					1	2	3
	4	5	6	7	8	9	10
	11	12	13	14	15	16	17
	18	19	20	21	22	23c	24
	25	26	27	28	29	30	31

JUNE 2025	S	M	T	W	Th	F	S
	1	2	3	4	5	6	7
	8	9	10k	11	12	13	14
	15	16	17	18	19	20	21
	22	23	24	25	26	27	28
	29	30I					

MAKE-UP TIME HOURS

240 DAYS

-Food Service Training Specialist	80 hrs
-Route Coordinators -Transportation Log Coord	32 hrs
-240 ESC Paraprofessional/Auxiliary	75 hrs
-Maintenance Clerk -Operations Clerk -Clerk Accounting M&O	45 hrs

PEARLAND INDEPENDENT SCHOOL DISTRICT

2024-2025 WORK CALENDAR

CAMPUS EMPLOYEES

DIRECTIONS:

1. Locate your position below to confirm your number of workdays.
2. Locate number of workdays under **START DATES**. Match the **UPPER CASE LETTER** in correspondance with the calendar to determine your start date.
3. Locate number of workdays under **END DATES**. Match the **lower case letter** in correspondance with the calendar to determine your end date.

ADMINISTRATIVE

ASST PRIN MS/EL	210
ASST/ASSOC PRIN HS/JH/PACE	215
ATHLETIC TRNR ASST	200A
ATHLETIC TRNR HEAD	215
COACH HS FOOTBALL HD	230
COUNSELOR ELE	192
COUNSELOR ELE LAWHON	197
COUNSELOR HS LEAD	215
COUNSELOR HS/JH	210
COUNSELOR MS	197
COUNSELOR STDNT SUP	210
NURSE	187A
PRINCIPAL ELEM/MS/PACE	215
PRINCIPAL JH/HS	230
PROF REGISTRAR	230
SPEC GT ACADEMY	215
SPEC STUDENT DATA	215
MANUAL TRADES	
CUSTODIAN ATH	261
PARAPROFESSIONAL	
ADMIN ASST COUNSELOR HS	197
ADMIN ASST EL/MS/PACE	215
ADMIN ASST GRADE LVL HS	200

PARAPROFESSIONAL

ADMIN ASST JH/HS	240
AIDE	179
AIDE NURSE	192
CLK ACCOUNTING HS	240
CLK ATTENDANCE	205
CLK CREDIT RECOVERY	185
CLK DISCIPLINE	187
CLK GUIDANCE JH	200
CLK RECORDS	197
LIBRARY MGR	192
RECEPTIONIST EL/MS/JH	187
RECEPTIONIST HS	210
REGISTRAR ASSISTANT	240
REGISTRAR JH/PACE	205
SECURITY MONITOR	179
TEACHER	
COORD JROTC	215
INSTR COLOR GUARD 0.5 FTE	208B
INSTR JROTC	215
CHEER HS ASST/HEAD	190
COACH AQUATICS	192A
COACH FOOTBALL	198A
COACH HS BASEBALL HD/VA	190B

TEACHER

COACH HS BSKTBLL HD/VA	190B
COACH HS CROSS CNTRY HD	190A
COACH SOCCER HD	190B
COACH SOFTBALL HD/VA	190B
COACH TRACK HD	190B
COACH VOLLEYBALL HS	195A
COACH VOLLEYBALL JH	192A
LIBRARIAN	190
TCHR	185
TCHR AGRI SCIENCE	185/213
TCHR AUTO TECH	195
TCHR BAND ASST	198
TCHR BAND HEAD HS	208
TCHR BUILDING TRADES	195
TCHR CAREER PREP	195
TCHR CHOIR ASST HS	190C
TCHR CHOIR HEAD HS	195B
TCHR CULINARY ARTS	190
TCHR DANCE (HEAD)	203B
TCHR DANCE ASST	190C
TCHR FMLY CNSMR PRS	195
TCHR HEALTH SCI	185/195
TCHR HEALTH SCI CLINIC	195

TEACHER

TCHR HVAC	195
TCHR INFO TECH	195
TCHR INSTRUCT COACH	185
TCHR PHYSICS	185/190
TCHR PRACTICUM IN ENTR	195/203
TCHR PRE CALC	185/190
TCHR PRJ LD THE WAY	195
TCHR PRJ LD THE WAY 0.5 FTE	190
TCHR SPECIAL ED VOCA PHS	213
TCHR VIDEO TECH	195
TCHR WELDING	195

FALL BREAK

DO NOT WORK: 10/17 & 10/18
185, 187, 187A, 190, 190A, 190B, 192, 192A, 192B, 195, 195A, 198A, 200A, 203, 213

IN-SERVICE DAYS

DO NOT WORK: 10/17-10/18, 11/15,
 1/6-1/7, 2/17, 4/21, 5/23
WORK: 8/5-8/9, 9/20, 10/16
179

	District holiday
	District offices closed

START DATES JULY | AUG 2024

JULY 2024	S	M	T	W	Th	F	S
		1A	2	3	4	5	6
7		8B	9	10C	11D	12	13
14		15F	16	17G	18	19H	20
21		22I	23J	24	25K	26	27
28		29L	30	31M			

AUG 2024	S	M	T	W	Th	F	S
					1N	2	3
4		5O	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

START DATES

A	230, 240, 261	I	195A, 197
B	210, 213, 215	J	192, 195, 195B
C	203	K	192A
D	205, 208	L	190, 190A
F	200, 200A	M	187A, 190C
G	198A, 203B	N	187
H	198, 208B	O	179, 185, 190B

END DATES

b	179, 187A, 192	f	203, 203B
c	185, 187, 190, 190A, 190B, 190C, 192A, 195A, 195B, 198, 198A, 200, 200A	g	205, 208
		h	210
		j	208B
d	197	k	213, 215
e	195	i	230, 240, 261

END DATES MAY | JUNE 2025

MAY 2025	S	M	T	W	Th	F	S
					1	2	3
4		5	6	7	8	9	10
11		12	13	14	15	16	17
18		19	20	21	22b	23c	24
25		26	27d	28e	29f	30g	31

JUNE 2025	S	M	T	W	Th	F	S
	1	2	3h	4	5	6	7
8		9j	10k	11	12	13	14
15		16	17	18	19	20	21
22		23	24	25	26	27	28
29		30l					

MAKE-UP TIME HOURS

240 DAYS

-Admin Asst JH & HS 8 hr/day	80 hrs
-Campus Paras <8 hr/day	75 hrs

FRIDAY WORKDAYS

200A & 208 (Head Band & Trainer)	July: 12, 19, 26
198, 198A, 203B, 208B (Football, Dance HD, Band Asst & Inst Color Guard)	July: 19, 26
192A, 195A (Volleyball HS & JH, Aquatics)	July: 26

PEARLAND INDEPENDENT SCHOOL DISTRICT

2024-2025 WORK CALENDAR

ESC EMPLOYEES

DIRECTIONS:

1. Locate your position below to confirm your number of workdays.
2. Locate number of workdays under **START DATES**. Match the **UPPER CASE LETTER** in correspondence with the calendar to determine your start date.
3. Locate number of workdays under **END DATES**. Match the **lower case letter** in correspondence with the calendar to determine your end date.

ADMINISTRATIVE

ACCOUNTANT	230
ACCOUNTANT SENIOR	230
ADMIN FED GRANTS PRG	230
ANALYSTS	230
ASST DIR	230
ASST SUPT	230
ATTENDANCE OFFICER	200B
BUSINESS LIAISON	230
CHIEF OFFICER	230
COORD 12 MO	230
COORD ADVANCED PRGM	230
COORD HEALTH SVCS	230
DEPUTY SUPT	230
DIAG	197A
DIR EDUCATION FOUND	215
DIRECTORS 12 MO	230/240
EXECUTIVE DIRECTOR	230
GENERAL COUNSEL	230
HOMELESS LIAISON	200C
LEARNING TECH ADMIN	215
LSSP	197A

ADMINISTRATIVE

LSSP INTERN	187
MANAGERS 12 MO	230/240
NETWORK ENGINEER	230
NURSE LEAD	205
PROGRAMMERS	230
SCHOOL PSYCHOLOGIST	210
SPEC ESC 11 MO	215
SPEC ESC 12MO	230
SPEECH PATH	192B
SPEECH PATH LEAD	215
STDT DATA SYS ADMIN	230
SUPERINTENDENT	230
THERAPIST (PT/OT)	187

MANUAL TRADES

AG FACILITY ASST	261
SPEC SAFE AND SEC SCH	240
TECH I	205
TECH I DISTRICT	240
TECH II	240

PARAPROFESSIONAL

ADMIN ASST ESC 12 MO	240
AIDE DEAF BLIND INT	187
CLERKS 12 MO	240
CLK ATHLETIC 0.5 FTE	210
CLK DISTRICT INST MAT	215
CLK SPEC PRG PEIMS	210
EXEC ASST CABINET	240
EXEC ASST DPTY SUPT	240
EXEC ASST SUPT/BOT	240
RECEPTIONIST ESC	240

TEACHER

ARD FACILITATOR	185
ASST TECH LIAISON	185
INSTRUCTIONAL COACH	190
LIAISON O & M	185
LPAC FACILITATOR	190
TCHR ADAPTIVE PE	185
TCHR BAND ASST	198
TCHR GT RESOURCE	185
TCHR HOMEBOUND	185
TCHR VIS IMPAIRED	185

FALL BREAK

DO NOT WORK: 10/17 & 10/18
185, 187, 190, 192B, 197A

District holiday

District offices closed

START DATES JULY | AUG 2024

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

AUG 2024	S	M	T	W	Th	F	S
					1N	2	3
	4	5O	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

START DATES

A	230, 240, 261	I	197A, 200C
B	210, 215	L	190, 192B, 200B
D	205	N	187
H	198	O	185

END DATES

c	185, 187, 190, 198	h	210
e	192B	i	200B
f	197A	k	215
g	200C, 205	l	230, 240, 261

END DATES MAY | JUNE 2025

MAY 2025	S	M	T	W	Th	F	S
					1	2	3
	4	5	6	7	8	9	10
	11	12	13	14	15	16	17
	18	19	20	21	22	23c	24
	25	26	27	28e	29f	30g	31

JUNE 2025	S	M	T	W	Th	F	S
	1	2	3h	4	5i	6	7
	8	9	10k	11	12	13	14
	15	16	17	18	19	20	21
	22	23	24	25	26	27	28
	29	30l					

MAKE-UP TIME HOURS

240 DAYS

-District Tech I and Tech II	80 hrs
-240 ESC/Paraprofessionals	75 hrs

FRIDAY WORKDAYS

-Tchr Band Asst 198	July: 19, 26
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ADMINISTRATIVE EDUCATIONAL AND BUSINESS OPERATIONS



PEARLAND INDEPENDENT SCHOOL DISTRICT

Administrative Educational Program Pay Grades

Pay Grade
AE101

LSSP INTERN - (187)

	Minimum	Midpoint	Maximum	GPI
Daily	230.00	230.00	230.00	\$4.60
187 Days	\$43,010	\$43,010	\$43,010	\$860

Pay Grade
AE102

ATTENDANCE OFFICER - (200)
HOMELESS LIAISON - (200)
INSTR COLOR GUARD - (208)
INSTRUCTOR JROTC - (215)
MGR STUDENT OUTREACH - (200)
PROF REGISTRAR - (230)
SPEC CERTIFICATION - (230)
SPEECH PATH ASST - (192)

	Minimum	Midpoint	Maximum	GPI
Daily	278.71	335.80	392.89	\$6.72
192 Days	\$53,512	\$64,474	\$75,435	\$1,289
200 Days	\$55,742	\$67,160	\$78,578	\$1,343
208 Days	\$57,972	\$69,846	\$81,721	\$1,397
215 Days	\$59,923	\$72,197	\$84,471	\$1,444
230 Days	\$64,103	\$77,234	\$90,365	\$1,545

Pay Grade
AE103

ATHLETIC TRNR ASST - (200)
ATHLETIC TRNR HEAD - (215)
COORD JROTC - (215)
NURSE - (187)
NURSE LEAD - (205)

	Minimum	Midpoint	Maximum	GPI
Daily	328.88	396.24	463.60	\$7.92
187 Days	\$61,501	\$74,097	\$86,693	\$1,482
200 Days	\$65,776	\$79,248	\$92,720	\$1,585
205 Days	\$67,420	\$81,229	\$95,038	\$1,625
210 Days	\$69,065	\$83,210	\$97,356	\$1,664
215 Days	\$70,709	\$85,192	\$99,674	\$1,704
230 Days	\$75,642	\$91,135	\$106,628	\$1,823

Pay Grade
AE104

COUNSELOR ELE - (192)
COUNSELOR ELE - (197)
COUNSELOR JH - (210)
COUNSELOR MS - (197)
DIAGNOSTICIAN - (197)
DIAGNOSTICIAN BILINGUAL - (197)
LEARNING TECH ADMIN - (215)
SPEC ADV ACADEMICS - (215)
SPEC BEHAVIOR - (215)
SPEC C&I DGTL MEDIA - (215)
SPEC C&I DUAL/TRANS - (215)
SPEC C&I ELA 5-8 - (215)
SPEC C&I ELA 9-12 - (215)
SPEC C&I ELA K-6 - (215)
SPEC C&I ELA PK-4 - (215)
SPEC C&I MATH 5-8 - (215)
SPEC C&I MATH 9-12 - (215)
SPEC C&I MATH PK-4 - (215)
SPEC C&I SCI 7-12 - (215)
SPEC C&I SCI K-6 - (215)
SPEC C&I SS K-12 - (215)
SPEC C&I TEST 9-12 - (215)
SPEC C&I TEST K-8 - (215)
SPEC CAREER - (215)

	Minimum	Midpoint	Maximum	GPI
Daily	345.32	416.05	486.78	\$8.32
187 Days	\$64,575	\$77,801	\$91,028	\$1,556
192 Days	\$66,301	\$79,882	\$93,462	\$1,598
197 Days	\$68,028	\$81,962	\$95,896	\$1,639
205 Days	\$70,791	\$85,290	\$99,790	\$1,706
210 Days	\$72,517	\$87,371	\$102,224	\$1,747
215 Days	\$74,244	\$89,451	\$104,658	\$1,789
230 Days	\$79,424	\$95,692	\$111,959	\$1,914



PEARLAND INDEPENDENT SCHOOL DISTRICT

Administrative Educational Program Pay Grades

Pay Grade **AE104**

SPEC DUAL LANG ESL - (230)
SPEC ED TECHNOLOGY - (215)
SPEC GT ACADEMY - (215)

Pay Grade **AE105**

ASST PRINCIPAL ELEM - (210)
ASST PRINCIPAL MS - (210)
ASST PRINCIPAL PACE - (215)
CERT OCC THERAPIST - (187)
COUNSELOR HS - (210)
COUNSELOR HS LEAD - (215)
COUNSELOR STDT SUPT - (210)
LSSP - (197)
PHYSICAL THERAPIST - (187)
SPEC RECRUITMENT & RETENTION - (230)
SPEECH PATH ASHA/CFY - (192)
SPEECH PATH DUAL - (192)
SPEECH PATH LEAD - (215)

	Minimum	Midpoint	Maximum	GPI
Daily	362.59	436.85	511.11	\$8.74
187 Days	\$67,804	\$81,691	\$95,578	\$1,634
192 Days	\$69,617	\$83,875	\$98,133	\$1,678
197 Days	\$71,430	\$86,059	\$100,689	\$1,721
205 Days	\$74,331	\$89,554	\$104,778	\$1,791
210 Days	\$76,144	\$91,739	\$107,333	\$1,835
215 Days	\$77,957	\$93,923	\$109,889	\$1,878
230 Days	\$83,396	\$100,476	\$117,555	\$2,010

Pay Grade **AE106**

ADMIN FED GRNTS PRG - (230)
ASST PRINCIPAL JH - (215)
COORD ADVANCED PRGM - (230)
COORD CAREER & TECH - (230)
COORD FINE ARTS - (230)
COORD GUIDANCE SERV - (230)
COORD HEALTH SVCS - (230)
COORD INSTRUCTIONAL - (230)
COORD LPAC - (230)
COORD SPEC PRG - (230)
COORD SPEC PRG-EVAL - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	380.71	458.69	536.67	\$9.17
215 Days	\$81,853	\$98,618	\$115,384	\$1,972
230 Days	\$87,563	\$105,499	\$123,434	\$2,110

Pay Grade **AE107**

ASSOC PRINCIPAL HS - (215)
ASST DIR ATHLETICS - (230)
ASST PRINCIPAL HS - (215)
SCHOOL PSYCHOLOGIST - (210)

	Minimum	Midpoint	Maximum	GPI
Daily	399.74	481.62	563.50	\$9.63
210 Days	\$83,945	\$101,140	\$118,335	\$2,023
215 Days	\$85,944	\$103,548	\$121,153	\$2,071
230 Days	\$91,940	\$110,773	\$129,605	\$2,215

Pay Grade **AE108**

HD HS FOOTBALL COACH - (230)
PRINCIPAL ELEMENTARY - (215)
PRINCIPAL MS - (215)
PRINCIPAL PACE - (215)

	Minimum	Midpoint	Maximum	GPI
Daily	424.79	505.70	586.61	\$10.11
215 Days	\$91,330	\$108,726	\$126,121	\$2,175
230 Days	\$97,702	\$116,311	\$134,920	\$2,326

Pay Grade **AE109**

DIR ADV ACADEMICS - (230)
DIR ASSESS/PRG EVAL - (230)
DIR CAREER & TECH ED - (230)
DIR EDUCATIONAL TECH - (230)
DIR ELEMENTARY INSTR - (230)
DIR FINE ARTS - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	458.77	546.16	633.55	\$10.92
230 Days	\$105,517	\$125,617	\$145,717	\$2,512



PEARLAND INDEPENDENT SCHOOL DISTRICT

Administrative Educational Program Pay Grades

Pay Grade
AE109

DIR HRS - (230)
DIR MULTILINGUAL PROGRAMS - (230)
DIR SECONDARY INSTR - (230)
DIR SPECIAL PROGRAMS - (230)
DIR STDNT OUTREACH - (230)
PRINCIPAL JH - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	458.77	546.16	633.55	\$10.92
230 Days	\$105,517	\$125,617	\$145,717	\$2,512

Pay Grade
AE110

DIR ATHLETICS - (230)
EXEC DIR C&I - (230)
EXEC DIR ELEM SCHOOL - (230)
EXEC DIR HRS/COMM - (230)
EXEC DIR INT SCHOOLS - (230)
PRINCIPAL HS - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	566.37	666.32	766.27	\$13.33
230 Days	\$130,265	\$153,254	\$176,242	\$3,065

Pay Grade
AE111

ASST SUPT ED SVCS - (230)
CHIEF FINANCIAL OFCR - (230)
GENERAL COUNSEL - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	673.32	782.93	892.54	\$15.66
230 Days	\$154,864	\$180,074	\$205,284	\$3,601

Pay Grade
AE112

DEPUTY SUPT - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	728.83	837.74	946.65	\$16.75
230 Days	\$167,631	\$192,680	\$217,730	\$3,854



PEARLAND INDEPENDENT SCHOOL DISTRICT

Administrative Business Operations Pay Grades

Pay Grade
AB100

BUSINESS LIAISON - (230)
SPEC ACCOUNTING - (230)
SPEC PAYROLL - (230)
SUPV TRANSPORTATION - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	195.05	235.00	274.95	\$4.70
230 Days	\$44,862	\$54,050	\$63,239	\$1,081

Pay Grade
AB101

NETWORK ENGINEER - (230)
PROGRAMMER - (230)
SPEC PURCHASING - (230)
SPEC SAFE AND SECURE SCHOOLS - (240)
SPEC STU DATA SUPP - (230)
SPEC STUDENT DATA - (215)
SUPERVISOR CUSTODIAL - (261)
SUPERVISOR GEN MAINT - (261)
SUPERVISOR GROUND MT - (261)
SUPERVISOR MEP - (261)
SUPERVISOR SAFE/TRN - (230)
SUPERVISOR WAREHOUSE - (261)
SYSTEMS DATA ANALYST - (230)
TRANS FLEET SPVR - (261)

	Minimum	Midpoint	Maximum	GPI
Daily	242.37	292.01	341.65	\$5.84
215 Days	\$52,110	\$62,782	\$73,455	\$1,256
230 Days	\$55,745	\$67,162	\$78,580	\$1,343
240 Days	\$58,169	\$70,082	\$81,996	\$1,402
261 Days	\$63,259	\$76,215	\$89,171	\$1,524

Pay Grade
AB102

ACCOUNTANT - (230)
DIETITIAN - (230)
SPEC COMM PROJ - (230)
SPEC DIST STDNT DATA - (230)
SPEC PEIMS - (230)
SPEC STUDENT MENTOR - (215)
SPEC WEBSITE - (230)
STDY DATA SYS ADMIN - (230)
SUPERVISOR FS OPS - (230)
TRANS MGR OPERATIONS - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	279.93	337.27	394.61	\$6.75
215 Days	\$60,185	\$72,513	\$84,841	\$1,450
230 Days	\$64,384	\$77,572	\$90,760	\$1,551

Pay Grade
AB103

ACCOUNTANT SENIOR - (230)
ASST DIR FOOD SER - (230)
ASST DIR MAINTENANCE AND OPERATIONS - (261)
ASST DIR TRANS - (230)
BUSINESS ANALYST - (230)
COORD PURCHASING - (230)
MGR INFRASTRUCTURE - (240)
NETWORK ENGINEER SR - (230)
PROGRAMMER SR - (230)
SPEC COMPENSATION - (230)
SPEC EMP BENEFITS - (230)
SPEC MULTIMEDIA - (230)
SPEC SUPPORT SERVICE - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	297.57	358.52	419.47	\$7.17
230 Days	\$68,441	\$82,460	\$96,478	\$1,649
240 Days	\$71,417	\$86,045	\$100,673	\$1,721
261 Days	\$77,666	\$93,574	\$109,482	\$1,871



PEARLAND INDEPENDENT SCHOOL DISTRICT

Administrative Business Operations Pay Grades

Pay Grade
AB104 DIR EDU FOUNDATION - (215)
MGR PAYROLL - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	339.23	408.71	478.19	\$8.17
215 Days	\$72,934	\$87,873	\$102,811	\$1,757
230 Days	\$78,023	\$94,003	\$109,984	\$1,880
261 Days	\$88,539	\$106,673	\$124,808	\$2,133

Pay Grade
AB105 DIR ACCOUNTING - (230)
DIR COMMUNICATIONS - (230)
DIR DEV/DATA MGMT - (230)
DIR FINANCE - (230)
DIR INFO SECURITY - (240)
DIR PEIMS - (230)
DIR PURCHASING - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	394.82	470.02	545.22	\$9.40
230 Days	\$90,809	\$108,105	\$125,401	\$2,162
240 Days	\$94,757	\$112,805	\$130,853	\$2,256

Pay Grade
AB106 DIR FOOD SERVICE - (240)
DIR MAINT OPS & FAC - (230)
DIR TRANSPORTATION - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	485.01	570.60	656.19	\$11.41
230 Days	\$111,552	\$131,238	\$150,924	\$2,625
240 Days	\$116,402	\$136,944	\$157,486	\$2,739

Pay Grade
AB107 CHIEF TECH OFFICER - (230)
EXEC DIR SAFETY & OPS - (230)

	Minimum	Midpoint	Maximum	GPI
Daily	542.73	638.50	734.28	\$12.77
230 Days	\$124,828	\$146,855	\$168,884	\$2,937

ADMINISTRATIVE SUPPORT AND INSTRUCTIONAL SUPPORT



PEARLAND INDEPENDENT SCHOOL DISTRICT

Administrative Support Pay Grades

Pay Grade AS201

CLERK DISCIPLINE - (187)
CLERK GUIDANCE JH - (200)
CLERK RECORDS - (197)
CLERK STUDENT ACCT - (215) RECEPTIONIST -
(187)
RECEPTIONIST - (210)
RECEPTIONIST FS - (215)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		13.50	16.27	19.04	\$0.33
187 Days	7.50	\$18,934	\$22,819	\$26,704	\$456
197 Days	7.50	\$19,946	\$24,039	\$28,132	\$481
200 Days	7.50	\$20,250	\$24,405	\$28,560	\$488
210 Days	7.50	\$21,263	\$25,625	\$29,988	\$513
215 Days	7.50	\$21,769	\$26,235	\$30,702	\$525

Pay Grade AS202

CLERK ATHLETICS - (210)
CLERK C & I - (240)
CLERK CREDIT RECOVERY - (185)
CLERK FOOD SERVICE - (215)
CLERK SPEC PRG L2 - (240)
CLERK SPEC PRG PEIMS - (210)
CLERK TRANSPORTATION - (240)
RECEPTIONIST ESC - (240)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		15.50	18.68	21.86	\$0.37
185 Days	7.50	\$21,506	\$25,919	\$30,331	\$518
192 Days	7.50	\$22,320	\$26,899	\$31,478	\$538
210 Days	7.50	\$24,413	\$29,421	\$34,430	\$588
210 Days	10.00	\$32,550	\$39,228	\$45,906	\$785
215 Days	7.50	\$24,994	\$30,122	\$35,249	\$602
240 Days	7.50	\$27,900	\$33,624	\$39,348	\$672
261 Days	7.50	\$30,341	\$36,566	\$42,439	\$731

Pay Grade AS203

ADMIN ASST COUNSELOR - (197)
ADMIN ASST GRD LV HS - (200)
CLERK ACCOUNTING HS - (240)
CLERK ACCOUNTING M&O - (261)
CLERK ACCOUNTING TRANSPORTATION - (240)
CLERK ATTENDANCE - (205)
CLERK BENEFITS - (240)
CLERK COMMUNICATIONS/EDUCATION
FOUNDATION - (240)
CLERK DIST INST MAT - (215)
CLERK FED PRGM/GRNTS - (240)
CLERK HUMAN RESOURCE - (240)
CLERK MAINTENANCE - (261)
CLERK OPERATIONS - (261)
CLERK POS CTRL - (240)
CLERK TECHNOLOGY - (240)
REGISTRAR ASSISTANT - (240)
REGISTRAR JH - (205)
REGISTRAR PACE - (205)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		16.75	20.18	23.61	\$0.40
197 Days	7.50	\$24,748	\$29,816	\$34,884	\$596
200 Days	7.50	\$25,125	\$30,270	\$35,415	\$605
205 Days	7.50	\$25,753	\$31,027	\$36,300	\$621
205 Days	8.00	\$27,470	\$33,095	\$38,720	\$662
215 Days	7.50	\$27,009	\$32,540	\$38,071	\$651
240 Days	7.50	\$30,150	\$36,324	\$42,498	\$726
261 Days	7.50	\$32,788	\$39,502	\$46,217	\$790

Pay Grade AS204

ADMIN ASST DIRECTOR - (240)
ADMIN ASST EL/MS - (215)
ADMIN ASST JH - (240)
ADMIN ASST PACE - (215)
CLERK ACC PAYABLE - (240)
CLERK BUSINESS SERVICES - (240)
CLERK DISTRICT PEIMS - (240)
CLERK PAYROLL - (240)
CLERK SUBSTITUTE - (240)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		19.00	22.89	26.78	\$0.46
215 Days	8.00	\$32,680	\$39,371	\$46,062	\$787
240 Days	7.50	\$34,200	\$41,202	\$48,204	\$824
240 Days	8.00	\$36,480	\$43,949	\$51,418	\$879
261 Days	7.50	\$37,193	\$44,807	\$52,422	\$896



PEARLAND INDEPENDENT SCHOOL DISTRICT

Administrative Support Pay Grades

Pay Grade
AS205
ADMIN ASST HS - (240)
CLERK BENEFITS SR - (240)
CLERK POS CTRL SR - (240)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		22.29	26.85	31.41	\$0.54
240 Days	7.50	\$40,122	\$48,330	\$56,538	\$967
240 Days	8.00	\$42,797	\$51,552	\$60,307	\$1,031

Pay Grade
AS206
EXEC ASST CABINET - (240)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		25.84	30.76	35.68	\$0.62
240 Days	7.50	\$46,512	\$55,368	\$64,224	\$1,107

Pay Grade
AS207
EXEC ASST DPTY SUPT - (240)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		30.49	36.30	42.11	\$0.73
240 Days	7.50	\$54,882	\$65,340	\$75,798	\$1,307

Pay Grade
AS208
EXEC ASST SUPT/BOT - (240)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		32.02	38.12	44.22	\$0.76
240 Days	7.50	\$57,636	\$68,616	\$79,596	\$1,372



PEARLAND INDEPENDENT SCHOOL DISTRICT

Instructional Support Pay Grades

Pay Grade
IS201

AIDE CLASSROOM - (179)
AIDE DUAL LANG - (179)
AIDE PE - (179)
AIDE PK - (179)
AIDE PK DUAL LANG - (179)
AIDE SPECIAL PROGRAM - (179)
AIDE TITLE III - (179)

Hours		Minimum	Midpoint	Maximum	GPI
Hourly		13.50	16.27	19.04	\$0.33
179 Days	7.75	\$18,728	\$22,571	\$26,413	\$451
179 Days	8.00	\$19,332	\$23,299	\$27,265	\$466

Pay Grade
IS202

AIDE ALA CLASSROOM - (179)
AIDE BSI - (179)
AIDE NURSE - (192)

Hours		Minimum	Midpoint	Maximum	GPI
Hourly		14.50	17.47	20.44	\$0.35
179 Days	7.75	\$20,115	\$24,235	\$28,355	\$485
192 Days	7.50	\$20,880	\$25,157	\$29,434	\$503

Pay Grade
IS203

AIDE PEARS - (179)
AIDE PEARS TRANSITION CTR - (179)
AIDE PPCD - (179)

Hours		Minimum	Midpoint	Maximum	GPI
Hourly		15.50	18.68	21.86	\$0.37
179 Days	7.75	\$21,502	\$25,914	\$30,325	\$518
205 Days	7.50	\$23,831	\$28,721	\$33,610	\$574

Pay Grade
IS204

AIDE DEAF BLIND INT - (187)
LIBRARY MGR EL/MS - (192)

Hours		Minimum	Midpoint	Maximum	GPI
Hourly		17.50	21.09	24.68	\$0.42
187 Days	7.75	\$25,362	\$30,565	\$35,767	\$611
192 Days	8.00	\$26,880	\$32,394	\$37,908	\$648

AUXILIARY



PEARLAND INDEPENDENT SCHOOL DISTRICT

Auxiliary Pay Grades

Pay Grade 301

CAFETERIA WORKER - (178)
CUSTODIAN - (261)
CUSTODIAN ATH DHS - (261)
CUSTODIAN ATH PHS - (261)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		12.50	15.06	17.62	\$0.30
178 Days	4.00	\$8,900	\$10,723	\$12,545	\$214
178 Days	5.00	\$11,125	\$13,403	\$15,682	\$268
178 Days	6.00	\$13,350	\$16,084	\$18,818	\$322
178 Days	7.00	\$15,575	\$18,765	\$21,955	\$375
261 Days	8.00	\$26,100	\$31,445	\$36,791	\$629

Pay Grade 302

BUS MONITOR - (178)
CAFETERIA WKR LEAD - (178)
CUSTODIAN ASST HEAD - (261)
GROUNDSKEEPER - (261)
MECHANIC ASST - (261)
SECURITY MONITOR - (179)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		13.50	16.26	19.02	\$0.33
178 Days	5.00	\$12,015	\$14,471	\$16,928	\$289
178 Days	6.00	\$14,418	\$17,366	\$20,313	\$347
178 Days	7.50	\$18,023	\$21,707	\$25,392	\$434
178 Days	8.00	\$19,224	\$23,154	\$27,084	\$463
179 Days	8.00	\$19,332	\$23,284	\$27,237	\$466
261 Days	8.00	\$28,188	\$33,951	\$39,714	\$679

Pay Grade 303

APPRENTICE CRAFTSMAN - (261)
BUILDING ATTENDANT - (261)
CAFETERIA ASST MGR - (187)
CUSTODIAN HEAD I - (261)
WAREHOUSEMAN - (261)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		14.50	17.47	20.44	\$0.35
187 Days	8.00	\$21,692	\$26,135	\$30,578	\$523
205 Days	7.50	\$22,294	\$26,860	\$31,427	\$537
240 Days	8.00	\$27,840	\$33,542	\$39,245	\$671
261 Days	8.00	\$30,276	\$36,477	\$42,679	\$730

Pay Grade 304

DISTRICT TECH I - (240)
TECH I - (205)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		16.53	19.92	23.31	\$0.40
205 Days	7.50	\$25,415	\$30,627	\$35,839	\$613
240 Days	8.00	\$31,738	\$38,246	\$44,755	\$765

Pay Grade 305

AG FACILITY ASST - (261)
CAFETERIA MANAGER I - (187)
CATERING MGR - (215)
GENERAL MAINT (IPM) - (261)
GENERAL MAINTENANCE - (261)
PAINTER - (261)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		18.97	22.85	26.73	\$0.46
187 Days	8.00	\$28,379	\$34,184	\$39,988	\$684
215 Days	8.00	\$32,542	\$38,562	\$44,582	\$771
261 Days	8.00	\$39,609	\$47,711	\$55,812	\$954

Pay Grade 306

CAFETERIA MANAGER II - (187)
CUSTODIAN HEAD II - (261)
LOCK TECHNICIAN - (261)
MECHANIC MAINTENANCE - (261)
PAINTER MASTER - (261)
PARTS TECHNICIAN - (261)

	Hours	Minimum	Midpoint	Maximum	GPI
Hourly		19.91	23.99	28.07	\$0.48
187 Days	8.00	\$29,785	\$35,889	\$41,993	\$718
261 Days	8.00	\$41,572	\$50,091	\$58,610	\$1,002



PEARLAND INDEPENDENT SCHOOL DISTRICT

Auxiliary Pay Grades

Pay Grade 307

CAFETERIA MGR HS III - (187)
CARPENTER - (261)
EQUIPMENT TECH FOOD - (261)
EQUIPMENT TECHNICIAN - (261)
LOW VOLTAGE TECH - (261)
MECHANIC LINE - (261)
ROUTE COORDINATOR - (240)
SUPERVISOR WAREHOUSE EQUIP - (261)

Hours		Minimum	Midpoint	Maximum	GPI
Hourly		21.31	25.67	30.03	\$0.51
187 Days	8.00	\$31,880	\$38,402	\$44,925	\$768
240 Days	8.00	\$40,915	\$49,286	\$57,658	\$986
261 Days	8.00	\$44,495	\$53,599	\$62,703	\$1,072

Pay Grade 308

ELECTRICIAN - (261)
HVAC TECHNICIAN - (261)
MECHANIC LEAD - (261)
PLUMBER - (261)
SPEC FOOD SVC TRAIN - (240)
TECH FOOD SERVICE - (240)
TECH II - (240)
TRANS LOGISTICS COORD - (240)

Hours		Minimum	Midpoint	Maximum	GPI
Hourly		23.02	27.73	32.44	\$0.55
240 Days	7.50	\$41,436	\$49,914	\$58,392	\$998
240 Days	8.00	\$44,198	\$53,242	\$62,285	\$1,065
261 Days	8.00	\$48,066	\$57,900	\$67,735	\$1,158

Pay Grade 309

ASST SUPERVISOR CUST - (261)
ELECTRICIAN MASTER - (261)
HVAC TECH MASTER - (261)
PLUMBER MASTER - (261)
SHOP FOREMAN (CDL) - (261)

Hours		Minimum	Midpoint	Maximum	GPI
Hourly		27.39	33.00	38.61	\$0.66
261 Days	8.00	\$57,190	\$68,904	\$80,618	\$1,378

Pay Grade 400

BUS DRIVER NON-CDL - (178)

Hours		Minimum	Midpoint	Maximum	GPI
Hourly		14.13	16.83	19.53	\$0.34
178 Days	6.00	\$15,091	\$17,974	\$20,858	\$359
178 Days	7.50	\$18,864	\$22,468	\$26,073	\$449
178 Days	8.00	\$20,121	\$23,966	\$27,811	\$479

Pay Grade 401

BUS DRIVER - (178)

Hours		Minimum	Midpoint	Maximum	GPI
Hourly		20.10	23.93	27.76	\$0.48
178 Days	6.00	\$21,467	\$25,557	\$29,648	\$511
178 Days	7.50	\$26,834	\$31,947	\$37,060	\$639
178 Days	8.00	\$28,622	\$34,076	\$39,530	\$682

Pay Grade 402

BUS DRIVER LEAD - (178)

Hours		Minimum	Midpoint	Maximum	GPI
Hourly		21.11	25.13	29.15	\$0.50
178 Days	8.00	\$30,061	\$35,785	\$41,510	\$716

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Pearland Independent School District
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