

*Wharton*  
Independent School District



**EMPLOYEE  
COMPENSATION GUIDE**

**2023-2024**

## PREFACE

The 2023-24 Staff Compensation Plan addresses each position in a manner comparable to the *Teacher Model* and is based on years of experience and pay steps. Currently, Wharton Independent School District expands years of experience for teachers, librarians, registered nurses and counselors to 30 years and then aligns all other salary guides to this model. For non-teaching professional and administrative staff, the salary guides have a minimum, mid-point, and maximum daily rate. Based on the number of days assigned, the salary range for each paygrade is determined. Placement is based on experience.

For non-exempt staff, the salary guides have a minimum, mid-point, and maximum hourly rate. Based on the number of days assigned, the salary range for each paygrade is determined. Placement is based on experience.

The Superintendent shall propose a compensation plan for all district personnel. The compensation plan for the upcoming school will be reflected in the budget approved by the Board of Trustees and the administration shall be responsible for developing procedures and guidelines for proper implementation of the Board approved compensation plan.

The staff compensation goal is to make Wharton a district where employees are valued for their efforts and compensated competitively. The salary guides are intended to be informational and not contractual in nature.

Respectfully,

*Dr. Denise Hooker-Ware*

Deputy Superintendent

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# Section I: ADMINISTRATIVE AND PROFESSIONAL STAFF SALARY GUIDES

## *NOTES ON ADMINISTRATIVE AND PROFESSIONAL SALARY GUIDES*

**PURPOSE** The pay systems for certified and professional personnel shall be approved by the Board of Trustees and shall comply with all minimum pay entitlements established by state and federal law. In order to pay employees fairly and attract and retain qualified employees, local pay systems shall be based on the assessed worth of jobs and shall be administered to support the following objectives:

- To stay competitive with appropriate labor markets for the various categories of personnel
- To recognize the levels of skill, effort, and responsibility required of different jobs
- To reward continued length of service to the district and
- To be fiscally controlled and cost effective

**PAY STRUCTURE** The pay structure for all personnel shall be established and maintained by daily or hourly base rates to promote consistent treatment of employees who have different work year periods. The pay structure for each position shall be based on a "Teacher Model" to recognize years of work history and updated based on a thorough review of the job's worth when compared with similar jobs at other school districts within the region. Information provided by an outside agency, personnel staff, and other district officials is carefully reviewed before determining pay structure for positions. The superintendent or designee shall determine job classification or reclassification of positions based on an assessment of job requirements and comparability to other positions within the district and region. The only administrator authorized to make deviations to the Administrative and Professional Staff Salary Guides is the superintendent. Contracted employees' pay will never change until contract is renewed or promotion or demotion.

**PAY RANGE ADVANCEMENT** Pay ranges are established to provide opportunities to increase salaries of employees for continued satisfactory service to the district. Employee salaries shall be reviewed on an annual basis. Employees may advance within the pay range according to the amount of increase established from year to year by the Board of Trustees.

**NEW HIRE SALARY PLACEMENT** New employees must provide evidence of job-related professional work experience at the time of employment in order to be appropriately placed in a pay range. The salary guides shall determine salary placement based on experience allotted.

**PROMOTION** Employees within the district may be promoted to a new job position with a higher salary guide. When being placed in a higher salary guide, the salary will be based on the employee's experience in the same or similar job, or years of experience in education.

**DEMOTION** A voluntary demotion in position will require that the employee earn the salary associated with the salary guide of the new position. When being placed in a lower salary guide, the salary will be based on years of service for that salary guide. An involuntary demotion or reassignment determined by WISD may result in the employee retaining his/her existing salary, but not necessarily. The demotion may cause an employee's salary to be frozen until the salary is within the current salary guide or, more appropriately, to change to the correct amount or days between school years to align with the new position.

**RETIRE-REHIRE** All retire/rehire employees' salaries will be established and maintained by daily or hourly base rates according to the position and years of work history minus the TRS 15.75% Surcharge and the TRS Care Surcharge of \$535 per month if applicable.

**HEALTH INSURANCE PAY** WISD pays \$300 per month for Health Insurance. For those not taking coverage, WISD does not pay an amount to be applied toward a supplemental insurance or a qualified retirement plan.

**EXTRA-DUTY ASSIGNMENTS** The salary for teachers with certain extra-duty assignments shall be teacher's annual base salary plus a stipend. The campus principal / department director will assign persons accordingly. Stipends are provided for performing extra duties beyond the regular campus workday schedule. Individuals should not be assigned extra duties that will overlap each other. Exceptions may be made on an individual basis by the Superintendent upon receipt of a written recommendation submitted by the employee's campus principal / department director. When appropriate, and with the approval of the Superintendent, stipends may be shared.

**CREDITABLE YEARS OF SERVICE** Calculated in accordance to rules set by the Commissioner of Education.

**DOCUMENTATION OF SERVICE CREDIT FOR EXPERIENCE**

To receive service credit for prior work experience, personnel must provide documentation of service to Human Resources Department on an official Texas Education Agency (TEA) approved record and must be validated by the appropriate institutional official. Direct service and related experience for new hires must be documented prior to the determination of salary credit. The following forms of documentation are acceptable for review by the Human Resources Department:

- Service records from previous school employment (required for all service covered by TEA regulations)
- Contracts or Letters of Appointment
- Tax returns (for private practice)
- Completed "Verification of Prior Work Experience" Form, submitted from previous employers specifying position held, dates of employment and hours worked.

It is the responsibility of the employee to provide all official documentation.

**CAREER AND TECHNOLOGY EDUCATION (CATE) TEACHERS**

For CATE Teachers, prior work experience (not to exceed two years) will be considered in determining initial salary as if it were teaching experience with the following limitations:

- Work experience must have been required for certification;
- The teacher must have been employed in a CATE position within the 1982-1983 school year for at least 50% of the time in an approved CATE position, and thereafter;
- Prior (non-school, professional) work experience is not creditable towards Teacher Retirement System.

CATE teachers without degrees, may be employed if they possess comparable career or technological work, provided they possess an appropriate certificate. In the absence of a bachelor's degree, eight years of specifically related work experience will be credited for compensation determinations. Prior work experience not accredited by TEA should be documented on a statement of qualifications form.

**CREDIT FOR TEACHERS WITH PRIOR TEACHER ASSISTANT EXPERIENCE**

Effective May 5, 2005, a teacher assistant receiving a standard Texas teaching certificate during the 2004-2005 academic year, or any subsequent year, will be credited with up to two years of full-time student instruction equivalency for salary increment purposes when employed as a teacher (experience must be verified on the teacher service record (Amendment 19 TAC §153.1021m)). One year of teacher salary credit will be given for each creditable year of teacher assistant experience. A maximum of two years will be credited.

## Section II: NON-EXEMPT STAFF SALARY GUIDES

### *NOTES ON NON-EXEMPT SALARY GUIDES*

**PURPOSE** The pay systems for non-exempt staff shall be approved by the Board of Trustees and shall comply with all minimum pay entitlements established by state and federal law. In order to pay employees fairly and attract and retain qualified employees, local pay systems shall be based on the assessed worth of jobs and shall be administered to support the following objectives:

- To stay competitive with appropriate labor markets for the various categories of personnel
- To recognize the levels of skill, effort, and responsibility required of different jobs
- To reward continued length of service to the district and
- To be fiscally controlled and cost effective

**PAY STATUS** All non-teaching support employees are considered non-exempt employees, and therefore, eligible for compensation of overtime at time and a half for all work performed in excess of 40 hours in a work week. **All overtime requires the campus principal or supervisor's prior approval.** Disciplinary action may be taken against employees who claim overtime without the supervisor's prior approval.

**PAY STRUCTURE** The pay structure for all personnel shall be established and maintained by daily or hourly base rates to promote consistent treatment of employees who have different work year periods. The pay structure for each position shall be based on a "Teacher Model" to recognize years of work history and updated based on a thorough review of the job's worth when compared with similar jobs at other school districts within the region. Information provided by an outside agency, personnel staff, and other district officials is carefully reviewed before determining pay structure for positions. The superintendent or designee shall determine job classification or reclassification of positions based on an assessment of job requirements and comparability to other positions within the district and region. The only administrator authorized to make deviations to the Non-Exempt Salary Guides is the superintendent.

**PAY RANGE ADVANCEMENT** Pay ranges are established to provide opportunities to increase salaries of employees for continued satisfactory service to the district. Employee salaries shall be reviewed on an annual basis. Employees may advance within the pay range according to the amount of increase established from year to year by the Board of Trustees.

**NEW HIRE SALARY PLACEMENT** New employees must provide evidence of job-related professional work experience at the time of employment in order to be appropriately placed in a pay range. The salary guides shall determine salary placement based on experience allotted.

**PROMOTION** Employees within the district may be promoted to a new job position with a higher salary guide. When being placed in a higher salary guide, the salary will be based on the employee's experience in the same or similar job, or years of experience in education.

**DEMOTION** A voluntary demotion in position will require that the employee earn the salary associated with the salary guide of the new position. When being placed in a lower salary guide, the salary will be based on years of service for that salary guide. An involuntary demotion or reassignment determined by Wharton ISD may result in the employee retaining his/her existing salary, but not necessarily. The demotion may cause an employee's salary to be frozen until the salary is within the current salary guide or, more appropriately, to change to the correct amount or days between school years to align with the new position.

**RETIRE-REHIRE** All retire/rehire employees' salaries will be established and maintained by daily or hourly base rates according to the position and years of work history minus the TRS 15.75% Surcharge and the TRS Care Surcharge of \$535 per month, if applicable.

**HEALTH INSURANCE PAY** WISD pays \$300 per month for Health Insurance. For those not taking coverage, WISD does not pay an amount to be applied toward a supplemental insurance or a qualified retirement plan.

## *NOTES ON PARAPROFESSIONAL SALARY GUIDE*

**EXTRA-DUTY ASSIGNMENTS** The pay for paraprofessionals with certain extra-duty assignments shall be based on hourly rate plus a stipend. Stipends are provided for performing extra duties beyond the regular campus workday schedule. Individuals should not be assigned extra duties that will overlap each other. All time spent working must be recorded using WISD's timekeeping system. Any work in excess of 40 hours during a work week will be accrued as overtime at time and a half and tracked. If compensation earned exceeds the stipend amount, then the non-exempt paraprofessional will be paid the difference at the end of the school year. Written prior approval must be obtained by the campus principal / department director and authorized by the Assistant Superintendent for a stipend amount to be increased in order to cover anticipated overtime. When appropriate, and with the approval of the Superintendent, stipends may be shared.

### **OVERTIME PAY**

- Exemption status is a legal determination based on a comparison of job duties to a series of Fair Labor Standards Act (FLSA) tests and the applicable case law. An "exempt" or "nonexempt" designation is then assigned to the job and applies to all employees who perform that job. The Legal department has final determination of a job's FLSA status. FLSA status is a legal compliance decision, not a measure of job worth.
- In addition to these federal and local laws, WISD has District and department requirements for advanced approval of overtime hours; regardless of approvals, if a job has been determined to be nonexempt and an employee in that job works overtime, the employee must be compensated or receive compensatory time.
- The general rule under the Fair Labor Standards Act is that all covered employees must be paid at least 1.5 times their regular rate of pay, which may be a blended rate, for all hours physically worked over forty in a workweek. A nonexempt employee must receive an overtime premium of one-half their regular rate of pay for all overtime hours worked. Paid time off (sick, personal leave, paid holiday, and vacation) does not count towards the 40 hour calculation with the exception of jury duty. Nonexempt employees and hourly nonexempt employees may be given 1.5 hours of paid compensatory time off for each hour of overtime worked rather than paying a premium rate for the overtime.
- Principals/Managers are responsible for documentation of approval to work overtime and the number of hours each employee worked.
- Earning of either compensatory time or overtime must be approved in advance by the supervisor or designee. All of the above compensatory time must be properly reported. Nonexempt employees are compensated for all hours worked.
- Exempt employees are ineligible for overtime pay. Administrators and exempt administrative support employees are often expected to work beyond a "typical" forty (40) hour workweek. Exempt employees are compensated with a salary versus an hourly wage. For exempt staff, completion of work assignments is the emphasis.
- Overtime will be monitored.

## Section III: DUTY DAYS

Position	Duty Days	Starting Month
<b>District Administration</b>		
Superintendent	226	July 1
Deputy Superintendent	226	July 1
Assistant Superintendent	226	July 1
Executive Director of Curriculum & Instruction	226	July 1
Executive Director Technology	226	July 1
Director of Student Services	226	July 1
<b>Campuses</b>		
Campus Principals	226	Jul. 1
Associate Principals	226	Jul. 1
Assistant Principals - Sivells, WES, WJH, WHS	215, 226	Jul. 1
Campus Receptionist/Attendance - Sivells, WES, WHS & WHS	197	Sept. 1
Sivells PEIMS	197	Sept. 1
WES PEIMS	197	Sept. 1
WJH PEIMS	197	Sept. 1
WHS Registrar	220	Sept. 1
Campus Secretary	226	Sept. 1
Counselor – Elementary	206	Sept. 1
Counselor – Secondary	215	Sept. 1
Classroom Teachers	187	Sept. 1
Instructional Aides	187	Sept. 1
Library Instructional Aide - Sivells	190	Sept. 1
Librarian - WJH & WHS	190	Sept. 1
District Nurse RN	187	Sept. 1
LVN	187	Sept. 1
Nurse's Aide	187	Sept. 1
<b>Athletic Department</b>		
Athletic Director	226	Jul. 1
Athletic Trainer	202	Sept. 1
Athletic Secretary	226	Sept. 1
<b>Business Department</b>		
Chief Financial Officer	226	Jul. 1
Business Manager	226	Jul. 1
PEIMS Coordinator	226	July 1
Accounts Payable/ Bookkeeper	226	July 1
Payroll Specialist	226	Sept. 1
Payroll Clerk	226	Sept. 1
<b>Human Resources Department</b>		
HR Director	226	Jul. 1
HR Coordinator	226	Jul. 1
HR Benefits/Payroll Specialist	226	Sept. 1
HR Clerk	226	Sept. 1
<b>District Security</b>		
Chief of Police	226	Sept. 1
School Resource Officer	202	Sept. 1
Wellness/Truancy Officer	193	July 1
Police Officer	169	Sept. 1



**Technology Department**

Executive Director of Technology	226	Jul. 1
Director of Technology	226	Jul. 1
Assistant Director of Technology	226	Jul. 1
Senior User Device Administrator	226	Jul. 1
Technology Integration Specialist	226	Jul. 1
Technology Support	226	Sept. 1

**Education Support Center**

Director of Professional Development	226	Jul. 1
Secretary to Superintendent	226	Sept. 1
Secretary to Deputy Superintendent	226	Sept. 1
Secretary to Assistant Superintendent	226	Sept. 1
ESC Secretary	226	Sept. 1
ESC Custodian	260	Sept. 1

**East Wharton County Cooperative**

Director of Special Education	226	Jul. 1
Diagnostician	193	Sept. 1
EWWC Receptionist/Secretary	197	Sept. 1
EWWC Secretary	226	Sept. 1
LSSP	193	Sept. 1
Speech Pathologist	193	Sept. 1

**Food Service Department**

Director of Food Services	226	Sept. 1
Food Service Secretary	196	Sept. 1
Food Service Delivery Driver	187	Sept. 1
Food Service Managers	185	Sept. 1
Food Service Workers	180	Sept. 1

**Maintenance & Operations Department**

Maintenance Director	260	Jul. 1
Maintenance Staff	260	Sept. 1
Custodial Staff	260	Jul. 1
Custodial Services Supervisor	260	Jul. 1
Maintenance Secretary	226	Sept. 1

**Transportation Department**

Transportation Director/Supervisor	230	Jul. 1
Transportation Secretary	197	Sept. 1
Bus Drivers	176	Sept. 1
Bus Riders/Monitors	176	Sept. 1
Dawson Bus Ramp Monitor	175	Sept. 1
Transportation Shop Helper / Mechanic	230	Sept. 1

**Section IV: TEACHER HIRING SCHEDULE**

**Wharton ISD 2023-2024**

**Teachers, Librarians & Nurses Pay Structure**

**Salary Guide for New Teachers - 187 Days**

Completed Years of Experience	New Hire Annual Salary
0	\$54,000
1	\$54,510
2	\$55,020
3	\$55,530
4	\$56,040
5	\$56,550
6	\$57,060
7	\$57,570
8	\$58,080
9	\$58,590
10	\$59,100
11	\$59,610
12	\$60,120
13	\$60,630
14	\$61,140
15	\$61,650
16	\$62,160
17	\$62,670
18	\$63,180
19	\$63,690
20	\$64,200
21	\$64,710
22	\$65,220
23	\$65,730
24	\$66,240
25	\$66,750
26	\$67,260
27	\$67,770
28	\$68,280
29	\$68,790
30	\$69,300

*The salaries listed above are based on 10-month employment for the 2023-2024 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.*

## Section V: ADMINISTRATIVE PROFESSIONAL PAY PLAN

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>						
	Athletic Trainer	202				
	School Resource Officer	226				
	Police Officer	169				
	Director - Food Service	226				
	Senior User Device Administrator	226				
	Coordinator - Public Relations	226				
			<b>Daily</b>	<b>\$253.12</b>	<b>\$292.65</b>	<b>\$332.18</b>
			<b>187 Days</b>	47,333	54,725	62,117
			<b>202 Days</b>	51,130	59,115	67,100
			<b>226 Days</b>	57,205	66,138	75,072
<b>2A</b>						
	Chief of Police	226				
	Coordinator - Bilingual/ESL Programming	226				
	Coordinator - Human Resources	226				
	Coordinator - Special Education/PBIS	226				
	Counselor - Elementary	206				
	Counselor - Secondary	215				
	Coordinator - Instructional Technology	226				
	Diagnostician	193				
	Instructional Specialist, K-8	200				
	LSSP	193				
	Speech Language Pathologist	193				
			<b>Daily</b>	<b>\$276.93</b>	<b>\$328.51</b>	<b>\$380.09</b>
			<b>193 Days</b>	53,448	63,403	73,358
			<b>196 Days</b>	54,279	64,388	74,498
			<b>200 Days</b>	55,386	65,702	76,018
			<b>203 Days</b>	56,217	66,688	77,159
			<b>206 Days</b>	57,048	67,673	78,299
			<b>207 Days</b>	57,325	68,002	78,679
			<b>215 Days</b>	59,540	70,630	81,720
			<b>226 Days</b>	62,586	74,244	85,901
<b>2B</b>						
	Assistant Principal - Elem	215				
	Dir - Maintenance (Works 260 Days)	226				
	Director - Professional Dev	226				
	Director - Transportation	330				
			<b>Daily</b>	<b>\$295.79</b>	<b>\$347.30</b>	<b>\$398.81</b>
			<b>207 Days</b>	61,229	71,891	82,554
			<b>215 Days</b>	63,595	74,669	85,744
			<b>220 Days</b>	65,074	76,406	87,738
			<b>226 Days</b>	66,848	78,490	90,131
			<b>230 Days</b>	68,032	79,879	91,726
<b>3</b>						
	Assistant Principal - JH	215				
	Assistant Principal - HS	215				
	Dir-Student Svcs/Fed Pgrms/Dist	226				
	Testing	226				
	Director - Special Education					
			<b>Daily</b>	<b>\$297.95</b>	<b>\$354.77</b>	<b>\$411.59</b>
			<b>215 Days</b>	64,059	76,276	88,492
			<b>215 Days</b>	65,548	78,049	90,549
			<b>226 Days</b>	67,336	80,177	93,018
<b>4</b>						
	Principal - Elem	226				
			<b>Daily</b>	<b>\$312.83</b>	<b>\$372.49</b>	<b>\$432.15</b>
			<b>226 Days</b>	70,700	84,184	97,667
<b>5</b>						
	Business Manager	226				
	Director - East Wharton Cooperative	226				
	Director - Technology	226				
	Principal - JH	226				
			<b>Daily</b>	<b>\$340.99</b>	<b>\$406.63</b>	<b>\$471.04</b>
			<b>226 Days</b>	77,064	91,761	106,455

<b>6</b>		
Director - Athletics	226	
Principal - HS	226	
Executive Dir - Curr/Inst & Accountability	226	
Executive Director - Professional Dev	226	
Executive Director - Human Resources	226	
Executive Director - Maint, Ops, Trans	226	
Executive Director, Technology	226	
Chief Financial Officer	226	

<b>Daily</b>		<b>\$375.09</b>	<b>\$446.63</b>	<b>\$518.16</b>
<b>226</b>	<b>Days</b>	84,770	100,938	117,104

<b>7</b>		
Assistant Superintendent	226	

<b>Daily</b>		<b>\$412.60</b>	<b>\$491.28</b>	<b>\$569.97</b>
<b>226</b>	<b>Days</b>	93,248	111,030	128,814

<b>8</b>		
Deputy Superintendent	226	

<b>Daily</b>		<b>\$431.17</b>	<b>\$515.37</b>	<b>\$599.56</b>
<b>226</b>	<b>Days</b>	101,130	118,803	137,830

## Section VI: CLERICAL PARAPROFESSIONAL PAY PLAN

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
<b>1</b>				<b>Hourly</b>	<b>\$11.32</b>	<b>\$13.36</b>	<b>\$15.40</b>
	Educational Aide I - General Support*	187	<b>187</b>	<b>Days</b>	16,938	19,990	23,041
<b>2</b>				<b>Hourly</b>	<b>\$12.23</b>	<b>\$14.43</b>	<b>\$16.63</b>
	Educational Aide II - Specialized Support**	187	<b>187</b>	<b>Days</b>	18,301	21,592	24,883
	Secretary I (Receptionist/Attendance/ File Clerk/Gradebook)	197	<b>197</b>	<b>Days</b>	19,279	22,746	26,214
<b>3</b>				<b>Hourly</b>	<b>\$14.05</b>	<b>\$16.57</b>	<b>\$19.11</b>
	Educational Aide III - Differential Support***	190	<b>190</b>	<b>Days</b>	21,356	25,186	29,047
	Secretary II	197, 207, 226	<b>197</b>	<b>Days</b>	22,143	26,114	30,117
	(Athletic Secretary, PEIMS SIV, PEIMS WES, PEIMS WJH, Food Service, Trans, Maint, Attendance WHS, ESC, Asst. Principal)		<b>207</b>	<b>Days</b>	23,267	27,440	31,646
			<b>226</b>	<b>Days</b>	25,402	29,959	34,551
<b>4</b>				<b>Hourly</b>	<b>\$15.48</b>	<b>\$18.27</b>	<b>\$21.06</b>
	School Nurse - LVN	187	<b>187</b>	<b>Days</b>	23,155	27,329	31,503
	Secretary III (Campus Secretary SIV, WES, WJH)	226	<b>220</b>	<b>Days</b>	27,242	32,152	37,062
<b>5</b>				<b>Hourly</b>	<b>\$16.62</b>	<b>\$19.71</b>	<b>\$22.80</b>
	Secretary IV	220, 226	<b>220</b>	<b>Days</b>	29,245	34,683	40,122
	Technology Support Technician	226	<b>226</b>	<b>Days</b>	30,042	35,629	41,216
<b>6</b>				<b>Hourly</b>	<b>\$18.33</b>	<b>\$21.69</b>	<b>\$25.13</b>
	Accounts Payable / Purchasing Specialist	226	<b>226</b>	<b>Days</b>	32,851	39,216	45,381
	Benefits Specialist / Payroll Specialist	226					
<b>7</b>				<b>Hourly</b>	<b>\$20.16</b>	<b>\$23.91</b>	<b>\$27.66</b>
	Bookkeeper	226	<b>226</b>	<b>Days</b>	36,449	43,229	50,009
	Student Data Specialist	226	<b>260</b>	<b>Days</b>	41,933	49,733	57,533
	Payroll Specialist	226					
	Custodial Services Supervisor	260					
<b>8</b>				<b>Hourly</b>	<b>\$22.50</b>	<b>\$26.90</b>	<b>\$31.26</b>
	Secretary V - Superintendent	226	<b>226</b>	<b>Days</b>	40,680	48,635	56,554
	*General Support						
	**Specialized Support						
	***Differential Support						

## Section VII: AUXILIARY PAY PLAN

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
<b>1</b>				<b>Hourly</b>	<b>\$9.91</b>	<b>\$11.72</b>	<b>\$13.53</b>
	Food Service Worker	180	<b>180</b>	<b>Days</b>	14,270	16,877	19,483
	Food Service Support / Driver	187	<b>187</b>	<b>Days</b>	14,825	17,533	20,241
	Custodian	260	<b>260</b>	<b>Days</b>	20,612	24,377	28,142
	Groundskeeper I	260					
<b>2</b>				<b>Hourly</b>	<b>\$11.92</b>	<b>\$14.06</b>	<b>\$16.20</b>
	Food Service Manager	185	<b>185</b>	<b>Days</b>	17,635	20,802	23,969
	General Maintenance Worker I	260	<b>260</b>	<b>Days</b>	24,794	29,245	33,687
	Groundskeeper II	260					
<b>3</b>				<b>Hourly</b>	<b>\$13.78</b>	<b>\$16.27</b>	<b>\$18.76</b>
	General Maintenance Worker II	260	<b>260</b>	<b>Days</b>	28,660	33,840	39,019
	GM Worker - Electrical	260					
	GM Worker - HVAC	260					
	GM Worker - Plumbing	260					
<b>4</b>				<b>Hourly</b>	<b>\$15.36</b>	<b>\$18.23</b>	<b>\$21.09</b>
	HVAC - Controls	260	<b>230</b>	<b>Days</b>	28,265	33,538	38,812
	Transportation Mechanic	230	<b>260</b>	<b>Days</b>	31,949	37,918	43,867
<b>5</b>				<b>Hourly</b>	<b>\$18.75</b>	<b>\$22.24</b>	<b>\$25.59</b>
	HVAC - Licensed Technician	260	<b>260</b>	<b>Days</b>	38,995	46,251	53,227
<b>BD</b>							
	CDL Bus Driver - \$20.91 / hour	171					
	Sub CDL Bus Driver - \$20.91 / hour						
<b>BM</b>							
	Bus Monitor - \$13.53 / hour	171					
	Sub Bus Monitor - \$13.53/ hour						
<b>BMS</b>							
	Bus Monitor - Specialized Route - \$15.09 / hour	229					
	Sub Bus Monitor - Specialized Route - \$ 15.09 / hour						

## **Section VIII: SUPPLEMENTAL DUTY STIPENDS**

The following information provides the framework for Wharton ISD Supplemental Compensation:

1. Supplemental compensation is not guaranteed wages and may be amended or eliminated at any time.
2. Supplemental compensation is not included in individual base salaries quoted by the Human Resources Department.
3. Authorization to pay approved supplemental compensation requires permission from the Assistant Superintendent of the Campus/Department prior to actual work being performed.
4. The Superintendent of Schools has the authority to authorize ad hoc stipends.
5. Supplemental pay duties may not be conducted from home.
6. It is the responsibility of the campus or department to notify the Human Resources Department when all extra duties have been performed and to ensure overtime guidelines for non-exempt employees have been followed.
7. An employee who has separated from the district (or is no longer active) is not eligible to accrue additional earnings past their effective separation date. A new employee is not eligible to earn supplemental pay prior to their effective start date.
8. Long-term Substitute Teachers that remain in the same classroom, with the same students, and have no break in service are eligible to receive supplemental pay for before, after, and Saturday school tutoring only, not to exceed 10 hours per week. Additionally, long-term substitute teachers are eligible to maintain long-term status following an absence for personal/family illness or bereavement, not to exceed three-days.
9. Supplemental duties should take place outside of an employee's normal work hours or calendar days and should be considered voluntary, infrequent and distinctly different from the employee's normal job description. Nonexempt employees should not receive supplemental pay outside of the exceptions outlined in this guide.
10. All supplemental earnings are subject to the employee and employer's statutory deductions. Earnings may qualify for Teachers Retirement System (TRS) eligibility.
11. Any recurring stipend allotted to an active employee will be paid on a prorated basis if the employee does not work the complete work days for their respective contract.

**NOTE:** Item 4 in the Educator's Term Contract states, "Supplemental duties, as defined by the District, and any payment and/or stipend that may be paid for such duties and/or assignments are not covered by this contract. Any such payments are not included as part of the annual salary under this contract. This contract does not create a property interest or right under this contract to the assignment of any such supplemental duties or any stipend or payment for such supplemental duties. No property right to continued employment exists in such supplemental duties."

## ACADEMIC

DESCRIPTION	AMOUNT	PAYMENT FREQUENCY
Academic Rodeo Sponsor - WHS	\$200	Annually
Academic UIL Campus Coordinator - WES	\$1,000	Annually
Academic UIL Campus Coordinator - WHS	\$1,000	Annually
Academic UIL Campus Coordinator - WJH	\$1,000	Annually
Academic UIL District Coordinator	\$1,000	Annually
CTE Health Science	\$5,000	Monthly
FFA Lead Sponsor (1)	\$11,000	Monthly
FFA Sponsor (3)	\$5,000	Monthly
Rodeo Art Coordinator - District	\$400	Annually
ROTC CO or Lead JROTC	\$10,000	Monthly
ROTC NCO	\$6,000	Monthly
Speech <i>[Includes Speech/Debate/UIL Events]</i>	\$2,500	Monthly
Theatre Arts <i>[Includes One Act Play/Fall Play]</i>	\$4,000	Monthly
Theatre Arts Assist <i>[Includes all Productions]</i>	\$1,000	Monthly
Tiger Stars Drill Team Assistant	\$2,000	Semester
UIL Academic Event <i>(per event up to 5 Events)</i>	\$200	Annually
Anchor Club Sponsor	\$300	Annually
Freshman Class Sponsor	\$250	Annually
Sophomore Class Sponsor	\$250	Annually
Junior Class Sponsor	\$500	Annually
Senior Class Sponsor	\$250	Annually
Power Set Sponsor <i>(Nuclear Power Institute)</i>	Paid by A&M	Annually
Wit Sponsor <i>(Nuclear Power Institute)</i>	Paid by A&M	Annually
Spanish Club	\$350	Annually
NJHS, NHS Sponsor	\$350	Annually
Student Council (WHS) Sponsor	\$700	Annually
Student Council (WJHS) Sponsor	\$700	Annually
Interact Sponsor	\$350	Annually
Yearbook (WHS) Sponsor	\$1,500	Annually
Yearbook (WJHS) Sponsor	\$800	Annually
Yearbook (WES) Sponsor	\$800	Annually
Yearbook (Sivells) Sponsor	\$800	Annually
NJHS (WJHS) Sponsor	\$700	Annually
Sivells Clubs Sponsors (Up to 5 clubs)	\$500	Annually
WES Clubs Sponsors (Up to 5 clubs)	\$500	Annually



ATHLETICS			
DESCRIPTION	AMOUNT WITH CDL	AMOUNT WITHOUT CDL	PAYMENT FREQUENCY
Athletic Coordinator (HS)	\$4,000	\$2,000	Monthly
Athletic Coordinator (MS)	\$2,000	\$1,000	Monthly
Athletic Trainer	\$5,800		Monthly
<b>BASEBALL</b>			
Baseball - Head	\$6,000	\$3,000	Monthly
Baseball - Assistant (2)	\$3,000	\$1,500	Monthly
<b>BASKETBALL</b>			
Basketball - Head - Boys	\$6,000	\$3,000	Monthly
Basketball - Head - Girls	\$6,000	\$3,000	Monthly
Basketball - Assistant (4)	\$3,000	\$1,500	Monthly
<b>CROSS COUNTRY</b>			
Cross Country - Head	\$4,000	\$2,000	Monthly
Cross Country - Assistant (1)	\$2,000	\$1,000	Monthly
<b>CHEERLEADING</b>			
Cheerleading - Head	\$4,000	\$2,000	Monthly
<b>FOOTBALL</b>			
Football - First Assistant	\$2,000	\$1,000	Monthly
Football - Assistant	\$5,000	\$2,500	Monthly
Football - Defensive Coordinator	\$7,500	\$3,750	Monthly
Football - Offensive Coordinator	\$7,500	\$3,750	Monthly
Football - Special Teams Coordinator	\$500	\$250	Monthly
<b>GOLF</b>			
Golf - Head [Fall & Spring]	\$4,000	\$2,000	Monthly
<b>JUNIOR HIGH SCHOOL</b>			
Jr High Coach 1 Sport <i>(including cheer)</i>	\$1,700	\$850	Monthly
Jr High Coach 2 Sports	\$3,300	\$1,650	Monthly
Jr High Coach 3 Sports	\$5,000	\$2,500	Monthly
<b>SOCCER</b>			
Soccer - Boys - Head	\$6,000	\$2,000	Monthly
Soccer - Girls - Head	\$6,000	\$2,000	Monthly
Soccer - Assistant (2)	\$3,000	\$1,500	Monthly

<b>SOFTBALL</b>			
Softball - Head	\$6,000	\$2,000	Monthly
Softball - Assistant (2)	\$3,000	\$1,250	Monthly
<b>SWIMMING</b>			
Swim Team - Head	\$4,000	\$2,000	Monthly
<b>TENNIS</b>			
Tennis - Head (Fall and Spring)	\$7,000	\$3,500	Monthly
Tennis - Assistant (1)	\$2,500	\$1,250	Monthly
Tennis - Jr. High (1)	\$500	\$250	Monthly
<b>TRACK</b>			
Track - Boys - Head	\$6,000	\$3,000	Monthly
Track - Girls - Head	\$6,000	\$3,000	Monthly
Track - Assistant (2)	\$3,000	\$1,500	Monthly
<b>VOLLEYBALL</b>			
Volleyball - Head	\$6,000	\$3,000	Monthly
Volleyball - Assistant (2)	\$3,000	\$1,500	Monthly
<b>WEIGHT PROGRAM</b>			
Power Lifting - Head	\$4,000	\$2,000	Monthly
Power Lifting – Assistant	\$2,000	\$1,000	Monthly

DISTRICT		
DESCRIPTION	AMOUNT	PAYMENT FREQUENCY
ARD Facilitator	\$4,000	Monthly
Bilingual Certification <i>Teaching bilingual students</i>	\$5,000	Monthly
Counselor, District Coordinator	\$5,000	Monthly
Department Head (HS) ELAR/Math/Sci/SS/SpEd/CTE	\$1,100	Monthly
Department Head (JH) ELAR/Math/Sci/SS /SPED	\$700	Monthly
Diagnostician/LSSP/Speech Pathologist/Special Education Counselor	\$4,000	Monthly
ESL Certified - Assigned to ESL Students	\$500	Annually
Fitness Gram Coordinator	\$600	May
G/T Coordinator	\$4,000	Monthly
Grade Level Chair Elem (Pre-K)	\$300	Monthly
Grade Level Chair Elem (K-5)	\$700	Monthly
High Demand <i>(JH Math, HS: Math, Science, Sign-Language, Spanish)</i>	\$5,000	Monthly
High Demand (HS ELAR)	\$3,000	Monthly
High Demand <i>(Life Skills)</i>	\$4,000	Monthly
High Demand <i>(Behavior)</i>	\$1,500	Monthly
Instructional Coach	\$4,000	Monthly
Master's Degree	\$1,000	Monthly
Doctorate's Degree	\$2,000	Monthly
New Teacher Mentor	\$500	Annually
Nurse, District Coordinator	\$5,000	Annually
SHAC Coordinator	\$600	Annually
Speech Therapy Assistant	\$1,250	Monthly
Speech Therapy Assistant Supervision	\$1,250	Monthly
Testing Coordinator Stipend (JH)	\$2,000	Monthly
Testing Coordinator Stipend (WES)	\$2,000	Monthly
Testing Coordinator Stipend (HS)	\$2,250	Monthly
Webmaster, District	\$2,000	Monthly

FINE ARTS		
DESCRIPTION	AMOUNT	PAYMENT FREQUENCY
Band Director - Head	\$12,000	Monthly
Band Director - Assistant / Head JH Band Director	\$6,000	Monthly
Band - Color Guard	\$1,200	Monthly
Choir Director - JH	\$3,500	Monthly
Fine Arts Coordinator - District	\$1,000	Monthly

OTHER SUPPLEMENTAL PAY	
DESCRIPTION	AMOUNT
Summer School Instructional Aides/Clerks	\$15/Hour
Summer School Teacher	\$30/Hour
Summer School Bus Aide	Position Rate
Summer School Bus Driver	Position Rate
Summer School Counselor	\$30/Hour
Summer School Food Service	Position Rate
Summer School Nurse	\$35/Hour
Summer School Principal/Coordinator	\$2,500
Tutorials (Professionals)	\$25/Hour
Tutorials (Para-Professionals)	10/Hour
Strengthening & Conditioning	\$20/Hour
Graduation Worker	\$15/Hour

ATHLETIC EVENTS			
FOOTBALL	VARSITY	SUB VARSITY	PLAY-OFF/UII EVENTS
Clock/Scoreboard Keeper	\$40	\$15/Game	\$45
Coordinator	\$65		\$70
Home Tickets	\$50	\$20/Game	\$55
Visitor Tickets	\$50		\$55
Visitor Band Gate	\$50		\$55
Home Pass Gate	\$50		\$55
Monitors <i>(Temperature Checkers, Social Distancing, etc.)</i>	\$50		\$50

<b>VOLLEYBALL</b>	<b>VARSITY</b>	<b>SUB VARSITY</b>	<b>PLAY-OFF/UII EVENTS</b>
Clock/Scoreboard Keeper	\$10/Match	\$10/Match	\$15/Match
Gate Worker	\$20/Match	\$20/Match	\$25/Match

<b>BASKETBALL</b>	<b>VARSITY</b>	<b>SUB VARSITY</b>	<b>PLAY-OFF/UII EVENTS</b>
Clock/Scoreboard Keeper	\$15/Game		
Gate Worker	\$20/Game		

<b>SOCCER</b>	<b>VARSITY</b>	<b>SUB VARSITY</b>	<b>PLAY-OFF/UII EVENTS</b>
Clock/Scoreboard Keeper	\$10/Game		
Gate Worker	\$20/Game		

<b>BASEBALL/SOFTBALL</b>	<b>1 GAME</b>	<b>2 GAMES</b>	<b>3 GAMES</b>
Clock/Scoreboard Keeper	\$15		
Gate Worker	\$25/Game	\$40	\$50

<b>JUNIOR HIGH FOOTBALL</b>	<b>1 GAME</b>	<b>2 GAMES</b>	<b>PLAY-OFF/UII EVENTS</b>
Clock/Scoreboard Keeper	\$15	\$30	
Gate Worker	\$20	\$35	

<b>JUNIOR HIGH VOLLEYBALL</b>	<b>1 GAME</b>	<b>2 GAMES</b>	<b>PLAY-OFF/UII EVENTS</b>
Clock/Scoreboard Keeper	\$10	\$20	
Gate Worker	\$15	\$25	

<b>JUNIOR HIGH BASEBALL</b>	<b>1 GAME</b>	<b>2 GAMES</b>	<b>PLAY-OFF/UII EVENTS</b>
Clock/Scoreboard Keeper	\$15	\$25	
Gate Worker	\$15	\$25	

<b>Track</b>	<b>JV/VARSITY</b>		
Gate Worker	\$40		

## Section IX: INCENTIVE

### WHARTON ELEMENTARY SCHOOL

Wharton ISD Board of Trustees approved a Strategic Staffing Initiative allotment for Wharton Elementary School's **core subject teachers**. The goal is to attract, select, and retain educators with a proven track record of high-performing student achievement to improve academic outcomes at our lowest performing campus. The amount is \$4,000 per year for **Sivells Elementary and Wharton Elementary** and \$3,000 for **Wharton Junior High and Wharton High Schools**.

Candidates must meet minimum requirements:

- Bachelor's Degree
- Applicable content certification required
- T-TESS score of Proficient or higher

### RESPONSIBILITIES

Teachers:

- Attend at least three days of District professional development/learning held during the summer with no additional pay.
- Conduct Saturday tutorials during testing season, additional pay according to the applicable year Compensation Guide.
- Conduct weekly, after school tutorials focused on student assessment data, additional pay according to the applicable year Compensation Guide
- Work 3 additional days above the regular teacher calendar.
- Provide instruction to students aligned with the written curriculum.
- Actively participate in the grade level PLC (including instructional planning, assessment development, and data analysis).
- Organize student engagement activities.
- Support consistent parent communication using identified protocols.
- Analyze student data to ensure that students' needs are met.
- Engage in professional learning and team building with the campus and team.

### ELIGIBILITY REQUIREMENTS

- Employees must be a
  - Full-time, PK3-1st grade, core subject (Reading/English, Math, Science, Social Studies) teacher of record
- Employees must be employed by the first day of school
- Must have Proficient or higher on T-TESS for the previous school year
- Must not have more than 2 absences (16 hours) per semester. Absences associated with approved leave types listed below will not be counted:
  - Family Medical Leave (FML)
  - Assault Leave
  - Worker's Comp
  - Religious Holiday
  - Compensatory Time
  - Military Leave
  - Jury Duty
  - Bereavement
  - Authorized Off-campus Duty

Additionally, the teacher:

- Must not be on a Prescriptive Plan for Assistance/Growth Plan at the time of payment.
- Must be considered in Good Standing at the time of payout. In the event the employee is reassigned pending the outcome of an investigation, any recruitment/retention pay will be withheld until the completion of the investigation. If the investigation results in findings of misconduct, no payment will be made. If the investigation results do not include findings of misconduct, and the employee otherwise qualifies, the incentive payment will be paid. Absences from the campus during the reassignment period will not be counted against the employee for purposes of qualifying for the incentive payment, so long as the procedures for a new duty assignment or home duty are followed.

Wharton ISD shall provide an incentive for **paraprofessional aides at Sivells Elementary and Wharton Elementary Schools**. The amount is \$1,000 per year.

Candidates must meet minimum requirements:

### **RESPONSIBILITIES**

Paraprofessional/Instructional Aides:

- Attend at least three days of District professional development/learning held during the summer with no additional pay.
- Substitute in absence of a teacher of record on campus.
- Provide instruction to students aligned with the written curriculum.
- Actively participate in planning.
- Organize student engagement activities.
- Support consistent parent communication using identified protocols.
- Analyze student data to ensure that students' needs are met.
- Engage in professional learning and team building with the campus and team.

### **ELIGIBILITY REQUIREMENTS**

- Employees must be a
  - Full-time paraprofessionals at Sivells and Wharton Elementary Schools
- Employees must be employed by the first day of school
- Must have Proficient or higher on evaluation for the previous school year
- Must not have more than 2 absences (16 hours) per semester. Absences associated with approved leave types listed below will not be counted:
  - Family Medical Leave (FML)
  - Assault Leave
  - Worker's Comp
  - Religious Holiday
  - Compensatory Time
  - Military Leave
  - Jury Duty
  - Bereavement
  - Authorized Off-campus Duty

Additionally, the paraprofessional/instructional aide:

- Must not be on a performance assistance plan at the time of payment.
- Must be considered in Good Standing at the time of payout. In the event the employee is reassigned pending the outcome of an investigation, any recruitment/retention pay will be withheld until the completion of the investigation. If the investigation results in findings of misconduct, no payment will be made. If the investigation results do not include findings of misconduct, and the employee otherwise qualifies, the incentive payment will be paid. Absences from the campus during the

reassignment period will not be counted against the employee for purposes of qualifying for the incentive payment, so long as the procedures for a new duty assignment or home duty are followed.

**RETENTION INCENTIVE**

- Employed with the district for 75 days prior to distribution
- Must be employed by the District on the date of distribution
- Must be continually employed through July 15 of the school year or the money will be taken from the employee's last paycheck
- Exempt staff shall receive \$2000 (July/Dec payout, \$1000 per semester)
- Non-exempt staff shall receive \$1000 (July/Dec payout, \$500 per semester)



## Section XI: DAILY WORK SCHEDULES

The following policies pertain to daily work schedules in WISD:

- All WISD contract and regular personnel in the following categories and jobs are required to work an eight (8) hour day, exclusive of the lunch period, unless assigned to a position established for a different number of hours. Applicable categories and jobs include the following: administrators, counselors, specialists, non-instructional, and administrative support (including, but not limited to instructional aides, clerks, school secretaries, custodians, maintenance, instructional coaches, and coordinators).
- The Superintendent of schools has the authority to change the length of the duty day and/or the work schedule for various summer programs as needed and as long as it is consistent with state law.

Campus / Department	Campus/Office Hours	Support Staff Non-Exempt	Professional Staff Exempt
WISD Education Support Center	8:00 am - 4:30 pm	8:00 am - 4:30 pm	8:00 am - 4:30 pm
Sivells Elementary	7:35 am - 3:15 pm	7:15 am - 3:45 pm	7:15 am - 3:45 pm
Wharton Elementary	7:35 am - 3:15 pm	7:15 am - 3:45 pm	7:15 am - 3:45 pm
Wharton Junior High School	8:05 am - 3:45 pm	7:45 am - 4:15 pm	7:45 am - 4:15 pm
Wharton High School	7:50 am - 3:30 pm	7:30 am - 4:00 pm	7:30 am - 4:00 pm
Child Nutrition Staff	7:30 am – 3:30 pm	Varies	Varies
Custodial		Varies	Varies
Maintenance	7:30 am – 4:00 pm	7:00 am - 4:00 pm	7:00 am – 4:00 pm
Transportation	7:00 am – 5:00 pm	Varies	Varies

**\*Campuses will “flex” start and stop times to cover arrival and dismissal while creating an 8-hour workday.** Administration shall determine the distribution of work among members of the staff. The superintendent and principals shall require each staff member to be on duty before and after regular school hours long enough to plan and carry out individual professional responsibilities. These responsibilities shall include planning, supervision, guidance, instruction, and other routine duties or assignments made by the superintendent or the principal, such as work related to extracurricular activities, car duty, and cafeteria duty. All full-time non-exempt employees will be on a 40-hour workweek. All non-exempt employees will document time worked through the *Time and Attendance* software program.

## Section XII: SUBSTITUTE WORKERS SALARY GUIDE

<b>SUBSTITUTE TEACHER</b>			
<i>NUMBER OF DAYS</i>	<i>CERTIFIED</i>	<i>DEGREED RATE</i>	<i>NON-DEGREED RATE</i>
1-7 DAYS	\$90	\$80	\$70
LONG TERM	\$110	\$100	\$85

<b>SUBSTITUTE TEACHER AIDE</b>	
<i>NUMBER OF DAYS</i>	<i>DEGREED/NON-DEGREED</i>
1-7 DAYS	\$60
LONG TERM	\$70
LIFE SKILLS (AUTHORIZED BY SPED DIRECTOR)	\$80

<b>SUBSTITUTE TRANSPORTATION</b>	
BUS DRIVER	CURRENT RATE
BUS RIDER	CURRENT RATE

<b>SUBSTITUTE FOOD SERVICE/CUSTODIAN</b>	
FOOD SERVICE WORKER/CUSTODIAN	\$9/Hour

<b>SUBSTITUTE NURSE</b>	
LVN	\$95/Day
RN	\$110/Day
AIDE	\$65/Day

**Note:**

\*\* All eligible substitute workers must attend an annual Substitute Worker orientation and meet all District required compliance training updates.

\* Paychecks are through Direct Deposit or mailed monthly to the home address on file.

## **Section XIII: HEALTH INSURANCE BENEFITS**

Wharton ISD participates in TRS-Active Care Health Insurance. See the TRS-Active Care Enrollment Guide or HMO Evidence of Coverage for more details.

District Contribution Full-time employees participating in group health insurance will receive \$300 per month toward their cost of health insurance.

## **Section XIV: BENEFITS**

The Wharton Independent School District provides a \$10,000 life insurance policy for all current employees. Other benefit options are available for employees through US Employee Benefits.

## **Section XV: OTHER IMPORTANT INFORMATION**

Please see Wharton Independent School District Employee Handbook for Payroll cut-off dates and paydays for 2023-24.

Please see Wharton Independent School District Financial Procedures Manual for other information pertaining to compensation.

# Appendix A: DUTY CALENDARS



2023 - 2024  
187(183) Calendar

**Working Days**  
**Non-Working Days**

First Work Day: July 26  
Last Work Day: May 24

**Workday Calendar Events**

**Aug**

03 First Student Day

**Mar**

22 Last Student Day

**No 3 students Professional Learning Days**

**Non-Working Calendar Events**

**Sept**  
04 Labor Day  
08 Holiday

**Oct**  
6 Holiday  
9 Holiday  
27 Holiday

**Nov**  
20-24 Thanksgiving Break

**Dec**  
15-29 Winter Break

**Jan**  
01 Holiday  
15 Holiday  
16 Holiday  
26 Holiday

**Feb**  
18 & 26 President's Holiday

**Mar**  
11-15 Spring Break  
22 Holiday  
29 Good Friday

**Apr**  
01 Holiday

**2023-2024 Entitlements**

5 Local Sick Days  
5 State Personal Days

July 2023 (4)						
S	M	T	W	Th	F	S
						01
			04	05	06	08
	02	03				
	09	10	11	12	13	15
	16	17	18	19	20	22
	23	24	25	26	27	29
	30	31				

August 2023 (23)						
S	M	T	W	Th	F	S
			01	02	03	05
	06	07	08	09	10	12
	13	14	15	16	17	19
	20	21	22	23	24	26
	27	28	29	30	31	

September 2023 (19)						
S	M	T	W	Th	F	S
					01	02
		04	05	06	07	09
	10	11	12	13	14	16
	17	18	19	20	21	23
	24	25	26	27	28	30

October 2023 (19)						
S	M	T	W	Th	F	S
	01	02	03	04	05	07
	08	09	10	11	12	14
	15	16	17	18	19	21
	22	23	24	25	26	28
	29	30	31			

November 2023 (17)						
S	M	T	W	Th	F	S
				01	02	04
	05	06	07	08	09	11
	12	13	14	15	16	18
	19	20	21	22	23	25
	26	27	28	29	30	

December 2023 (10)						
S	M	T	W	Th	F	S
					01	02
	03	04	05	06	07	09
	10	11	12	13	14	16
	17	18	19	20	21	23
	24	25	26	27	28	30
	31					

January 2024 (19)						
S	M	T	W	Th	F	S
		01	02	03	04	06
	07	08	09	10	11	13
	14	15	16	17	18	20
	21	22	23	24	25	27
	28	29	30	31		

February 2024 (18)						
S	M	T	W	Th	F	S
					01	03
	04	05	06	07	08	10
	11	12	13	14	15	17
	18	19	20	21	22	24
	25	26	27	28	29	

March 2024 (14)						
S	M	T	W	Th	F	S
					01	02
		04	05	06	07	09
	10	11	12	13	14	16
	17	18	19	20	21	23
	24	25	26	27	28	30
	31					

April 2024 (21)						
S	M	T	W	Th	F	S
		01	02	03	04	06
	07	08	09	10	11	13
	14	15	16	17	18	20
	21	22	23	24	25	27
	28	29	30			

May 2024 (22)						
S	M	T	W	Th	F	S
				01	02	04
	05	06	07	08	09	11
	12	13	14	15	16	18
	19	20	21	22	23	25
	26	27	28	29	30	31

June 2024						
S	M	T	W	Th	F	S
						01
	02	03	04	05	06	08
	09	10	11	12	13	15
	16	17	18	19	20	22
	23	24	25	26	27	29
	30					



2023 - 2024  
228 (221) Calendar July 1

**Working Days**  
**Non-Working Days**

First Work Day: July 03  
Last Work Day: Jun 30

**Workday Calendar Events**

**Aug**  
03 First Student Day  
**Mar**  
22 Last Student Day

**No Students Professional Learning Days**

**Non-Working Calendar Events**

**Jul**  
04 Independence Day  
**Sept**  
04 Labor Day  
08 Holiday  
**Oct**  
8 Holiday  
9 Holiday  
27 Holiday  
**Nov**  
20-24 Thanksgiving Break  
**Dec**  
15-29 Winter Break  
**Jan**  
01 Holiday  
15 Holiday  
18 Holiday  
28 Holiday  
**Feb**  
18 & 28 President's Holiday  
**Mar**  
11-15 Spring Break  
22 Fair Day  
29 Good Friday  
**Apr**  
01 Holiday  
**May**  
27 Memorial Day  
31 Holiday

**2023-2024 Entitlements**

5 Local Sick Days  
5 State Personal Days

July 2023 (20)						
S	M	T	W	Th	F	S
						01
02	03	04	05	06	07	08
09	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

August 2023 (23)						
S	M	T	W	Th	F	S
		01	02	03	04	05
06	07	08	09	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

September 2023 (18)						
S	M	T	W	Th	F	S
					01	02
03	04	05	06	07	08	09
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

October 2023 (18)						
S	M	T	W	Th	F	S
01	02	03	04	05	06	07
08	09	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

November 2023 (17)						
S	M	T	W	Th	F	S
			01	02	03	04
05	06	07	08	09	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

December 2023 (10)						
S	M	T	W	Th	F	S
					01	02
03	04	05	06	07	08	09
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

January 2024 (18)						
S	M	T	W	Th	F	S
	01	02	03	04	05	06
07	08	09	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

February 2024 (18)						
S	M	T	W	Th	F	S
				01	02	03
04	05	06	07	08	09	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

March 2024 (14)						
S	M	T	W	Th	F	S
					01	02
03	04	05	06	07	08	09
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

April 2024 (21)						
S	M	T	W	Th	F	S
	01	02	03	04	05	06
07	08	09	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

May 2024 (21)						
S	M	T	W	Th	F	S
			01	02	03	04
05	06	07	08	09	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

June 2024 (18)						
S	M	T	W	Th	F	S
						01
02	03	04	05	06	07	08
09	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						



2023 - 2024  
228 (222) Calendar Sept 1

Working Days
Non-Working Days

First Work Day: Sept 01  
Last Work Day: Aug 31

**Workday Calendar Events**

**Aug**  
03 First Student Day  
**Max**  
22 Last Student Day

**No Students Professional Learning Days**

**Non-Working Calendar Events**

**July**  
04 Independence Day

**Sept**  
04 Labor Day  
05 Holiday

**Oct**  
6 Holiday  
9 Holiday  
27 Holiday

**Nov**  
20-24 Thanksgiving Break

**Dec**  
15-20 Winter Break

**Jan**  
01 Holiday  
15 Holiday  
16 Holiday  
26 Holiday

**Feb**  
15 & 26 President's Holiday

**Mar**  
11-15 Spring Break  
22 Fair Day  
29 Good Friday

**Apr**  
01 Holiday

**May**  
27 Memorial Day  
31 Holiday

**2023-2024 Entitlements**

5 Local Sick Days  
5 State Personal Days  
1 Non-Duty Day

September 2023 (18)						
S	M	T	W	Th	F	S
					01	02
03	04	05	06	07	08	09
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

October 2023 (18)						
S	M	T	W	Th	F	S
01	02	03	04	05	06	07
08	09	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

November 2023 (17)						
S	M	T	W	Th	F	S
			01	02	03	04
05	06	07	08	09	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

December 2023 (10)						
S	M	T	W	Th	F	S
					01	02
03	04	05	06	07	08	09
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

January 2024 (18)						
S	M	T	W	Th	F	S
	01	02	03	04	05	06
07	08	09	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

February 2024 (18)						
S	M	T	W	Th	F	S
				01	02	03
04	05	06	07	08	09	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

March 2024 (14)						
S	M	T	W	Th	F	S
					01	02
03	04	05	06	07	08	09
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

April 2024 (21)						
S	M	T	W	Th	F	S
	01	02	03	04	05	06
07	08	09	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

May 2024 (21)						
S	M	T	W	Th	F	S
			01	02	03	04
05	06	07	08	09	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

June 2024 (18)						
S	M	T	W	Th	F	S
						01
02	03	04	05	06	07	08
09	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

July 2024 (22)						
S	M	T	W	Th	F	S
	01	02	03	04	05	06
07	08	09	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2024 (22)						
S	M	T	W	Th	F	S
				01	02	03
04	05	06	07	08	09	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31