



# Weslaco Independent School District

## Employee Compensation Plan 2023 – 2024 School Year



*Dr. Richard Rivera,  
Superintendent of Schools*

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**Human Resources Department**

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# 2023-2024



WISD Board Approved 08/15/2023

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

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

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

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

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

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

- ◆ First Day of School August 28, 2023
- ◆ Last Day of School May 31, 2024

## BELL SCHEDULE

- Elementary 7:45 AM-3:30 PM •High School 8:15 AM-4:15 PM
- Middle School 8:00 AM-4:05 PM

## 169 Instructional Days

- SEMESTER 1 76 days**
- 1st Six Weeks August 28-October 6, 2023 28 days
  - 2nd Six Weeks October 10-November 10, 2023 24 days
  - 3rd Six Weeks November 13-December 21, 2023 24 days

- SEMESTER 2 93 days**
- 4th Six Weeks January 9-February 22, 2024 32 days
  - 5th Six Weeks February 26-April 19, 2024 32 days
  - 6th Six Weeks April 22-May 31, 2024 29 days

## TOTAL INSTRUCTIONAL MINUTES

- Elementary 78,585
- High School 81,120
- Middle School 81,965

## DISTRICT HOLIDAYS

- Labor Day September 4, 2023
- Thanksgiving November 20-24, 2023
- Winter Break December 25, 2023-January 5, 2024
- Spring Break March 11-15, 2024
- Good Friday March 29, 2024
- Memorial Day May 27, 2024

## WEATHER DAYS

- February 12, 2024
- April 1, 2024

## STAFF DEVELOPMENT

- August 14-16, 21-23, 2023
- November 7, 2023

## WORK DAYS

- August 17-18, 24, 2023
- May 27, 2024
- December 22, 2023
- June 1, 2024

## PROFESSIONAL LEARNING COMMUNITY DAYS (Teacher Planning)

- August 25, 2023
- February 23, 2024
- October 9, 2023
- March 28, 2024
- January 8, 2024

## TESTING

- TBD
- SPGHS May 29, 2024
- WEHS May 30, 2024
- WHS May 31, 2024

## GRADUATIONS

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

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

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

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

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

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

Dr. Richard Rivera, Superintendent of Schools

# Weslaco Independent School District

## 187 Day Work Calendar

### 187 Work Day Calendar

**First Day of Work**      **August 14, 2023**

**Last Day of Work**      **June 1, 2024**

**First Day of Instruction** **Aug. 28, 2023**

**Last Day of Instruction** **May 31, 2024**

	Holiday
	Weather Day
	Working Days
	First/Last Day

July 2023						
Sun	M	T	W	Th	F	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					0

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

September 2023						
Sun	M	T	W	Th	F	Sat
					1/15	2
3	4	5/16	6/17	7/18	8/19	9
10	11/20	12/21	13/22	14/23	15/24	16
17	18/25	19/26	20/27	21/28	22/29	23
24	25/30	26/31	27/32	28/33	29/34	30
						20

October 2023						
Sun	M	T	W	Th	F	Sat
1	2/35	3/36	4/37	5/38	6/39	7
8	9/40	10/41	11/42	12/43	13/44	14
15	16/45	17/46	18/47	19/48	20/49	21
22	23/50	24/51	25/52	26/53	27/54	28
29	30/55	31/56				
						22

November 2023						
Sun	M	T	W	Th	F	Sat
			1/57	2/58	3/59	4
5	6/60	7/61	8/62	9/63	10/64	11
12	13/65	14/66	15/67	16/68	17/69	18
19	20	21	22	23	24	25
26	27/70	28/71	29/72	30/73		
						17

December 2023						
Sun	M	T	W	Th	F	Sat
					1/74	2
3	4/75	5/76	6/77	7/78	8/79	9
10	11/80	12/81	13/82	14/83	15/84	16
17	18/85	19/86	20/87	21/88	22/89	23
24	25	26	27	28	29	30
31						16

January 2024						
Sun	M	T	W	Th	F	Sat
	1	2	3	4	5	6
7	8/90	9/91	10/92	11/93	12/94	13
14	15/95	16/96	17/97	18/98	19/99	20
21	22/100	23/101	24/102	25/103	26/104	27
28	29/105	30/106	31/107			
						18

February 2024						
Sun	M	T	W	Th	F	Sat
				1/108	2/109	3
4	5/110	6/111	7/112	8/113	9/114	10
11	12	13/115	14/116	15/117	16/118	17
18	19/119	20/120	21/121	22/122	23/123	24
25	26/124	27/125	28/126	29/127		
						20

March 2024						
Sun	M	T	W	Th	F	Sat
					1/128	2
3	4/129	5/130	6/131	7/132	8/133	9
10	11	12	13	14	15	16
17	18/134	19/135	20/136	21/137	22/138	23
24	25/139	26/140	27/141	28/142	29	30
31						15

April 2024						
Sun	M	T	W	Th	F	Sat
	1	2/143	3/144	4/145	5/146	6
7	8/147	9/148	10/149	11/150	12/151	13
14	15/152	16/153	17/154	18/155	19/156	20
21	22/157	23/158	24/159	25/160	26/161	27
28	29/162	30/163				
						21

May 2024						
Sun	M	T	W	Th	F	Sat
			1/164	2/165	3/166	4
5	6/167	7/168	8/169	9/170	10/171	11
12	13/172	14/173	15/174	16/175	17/176	18
19	20/177	21/178	22/179	23/180	24/181	25
26	27/182	28/183	29/184	30/185	31/186	
						23

June 2024						
Sun	M	T	W	Th	F	Sat
						1/187
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						1

**Total Days**      **187**

# Weslaco Independent School District

## 188 Day Work Calendar

### 188 Work Day Calendar

**First Day of Work**      **August 11, 2023**

**Last Day of Work**      **June 1, 2024**

**First Day of Instruction** **Aug. 28, 2023**

**Last Day of Instruction** **May 31, 2024**

	Holiday
	Weather Day
	Working Days
	First/Last Day

July 2023						
Sun	M	T	W	Th	F	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					0

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

September 2023						
Sun	M	T	W	Th	F	Sat
					1/16	2
3	4	5/17	6/18	7/19	8/20	9
10	11/21	12/22	13/23	14/24	15/25	16
17	18/26	19/27	20/28	21/29	22/30	23
24	25/31	26/32	27/33	28/34	29/35	30
						20

October 2023						
Sun	M	T	W	Th	F	Sat
1	2/36	3/37	4/38	5/39	6/40	7
8	9/41	10/42	11/43	12/44	13/45	14
15	16/46	17/47	18/48	19/49	20/50	21
22	23/51	24/52	25/53	26/54	27/55	28
29	30/56	31/57				
						22

November 2023						
Sun	M	T	W	Th	F	Sat
			1/58	2/59	3/60	4
5	6/61	7/62	8/63	9/64	10/65	11
12	13/66	14/67	15/68	16/69	17/70	18
19	20	21	22	23	24	25
26	27/71	28/72	29/73	30/74		
						17

December 2023						
Sun	M	T	W	Th	F	Sat
					1/75	2
3	4/76	5/77	6/78	7/79	8/80	9
10	11/81	12/82	13/83	14/84	15/85	16
17	18/86	19/87	20/88	21/89	22/90	23
24	25	26	27	28	29	30
31						16

January 2024						
Sun	M	T	W	Th	F	Sat
	1	2	3	4	5	6
7	8/91	9/92	10/93	11/94	12/95	13
14	15/96	16/97	17/98	18/99	19/100	20
21	22/101	23/102	24/103	25/104	26/105	27
28	29/106	30/107	31/108			
						18

February 2024						
Sun	M	T	W	Th	F	Sat
				1/109	2/110	3
4	5/111	6/112	7/113	8/114	9/115	10
11	12	13/116	14/117	15/118	16/119	17
18	19/120	20/121	21/122	22/123	23/124	24
25	26/125	27/126	28/127	29/128		
						20

March 2024						
Sun	M	T	W	Th	F	Sat
					1/129	2
3	4/130	5/131	6/132	7/133	8/134	9
10	11	12	13	14	15	16
17	18/135	19/136	20/137	21/138	22/139	23
24	25/140	26/141	27/142	28/143	29	30
31						15

April 2024						
Sun	M	T	W	Th	F	Sat
	1	2/144	3/145	4/146	5/147	6
7	8/148	9/149	10/150	11/151	12/152	13
14	15/153	16/154	17/155	18/156	19/157	20
21	22/158	23/159	24/160	25/161	26/162	27
28	29/163	30/164				
						21

May 2024						
Sun	M	T	W	Th	F	Sat
			1/165	2/166	3/167	4
5	6/168	7/169	8/170	9/171	10/172	11
12	13/173	14/174	15/175	16/176	17/177	18
19	20/178	21/179	22/180	23/181	24/182	25
26	27/183	28/184	29/185	30/186	31/187	
						23

June 2024						
Sun	M	T	W	Th	F	Sat
						1/188
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						1

**Total Days**      **188**

# Weslaco Independent School District

## 193 Day Work Calendar

Cooks, Bakers, Head Cooks

### 193 Work Day Calendar

First Day of Work August 17, 2023  
Last Day of Work June 1, 2024

First Day of Instruction Aug. 28, 2023  
Last Day of Instruction May 31, 2024

	Staff Development Day
	Holiday
	Working Days
	Paid Holiday
	First/Last Day

July 2023						
Sun	M	T	W	Th	F	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					0

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

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

October 2023						
Sun	M	T	W	Th	F	Sat
1	2/32	3/33	4/34	5/35	6/36	7
8	9/37	10/38	11/39	12/40	13/41	14
15	16/42	17/43	18/44	19/45	20/46	21
22	23/47	24/48	25/49	26/50	27/51	28
29	30/52	31/53				
						22

November 2023						
Sun	M	T	W	Th	F	Sat
			1/54	2/55	3/56	4
5	6/57	7/58	8/59	9/60	10/61	11
12	13/62	14/63	15/64	16/65	17/66	18
19	20	21	22	23/67	24/68	25
26	27/69	28/70	29/71	30/72		
						19

December 2023						
Sun	M	T	W	Th	F	Sat
					1/73	2
3	4/74	5/75	6/76	7/77	8/78	9
10	11/79	12/80	13/81	14/82	15/83	16
17	18/84	19/85	20/86	21/87	22/88	23
24	25/89	26/90	27	28	29	30
31						18

January 2024						
Sun	M	T	W	Th	F	Sat
	1/91	2/92	3	4	5	6
7	8/93	9/94	10/95	11/96	12/97	13
14	15/98	16/99	17/100	18/101	19/102	20
21	22/103	23/104	24/105	25/106	26/107	27
28	29/108	30/109	31/110			
						20

February 2024						
Sun	M	T	W	Th	F	Sat
				1/111	2/112	3
4	5/113	6/114	7/115	8/116	9/117	10
11	12/118	13/119	14/120	15/121	16/122	17
18	19/123	20/124	21/125	22/126	23/127	24
25	26/128	27/129	28/130	29/131		
						21

March 2024						
Sun	M	T	W	Th	F	Sat
					1/132	2
3	4/133	5/134	6/135	7/136	8/137	9
10	11	12	13	14	15	16
17	18/138	19/139	20/140	21/141	22/142	23
24	25/143	26/144	27/145	28/146	29/147	30
31						16

April 2024						
Sun	M	T	W	Th	F	Sat
	1/148	2/149	3/150	4/151	5/152	6
7	8/153	9/154	10/155	11/156	12/157	13
14	15/158	16/159	17/160	18/161	19/162	20
21	22/163	23/164	24/165	25/166	26/167	27
28	29/168	30/169				
						22

May 2024						
Sun	M	T	W	Th	F	Sat
			1/170	2/171	3/172	4
5	6/173	7/174	8/175	9/176	10/177	11
12	13/178	14/179	15/180	16/181	17/182	18
19	20/183	21/184	22/185	23/186	24/187	25
26	27/188	28/189	29/190	30/191	31/192	
						23

June 2024						
Sun	M	T	W	Th	F	Sat
						1/193
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						1

**Total Days 193**

# Weslaco Independent School District 196 Day Work Calendar

Bus Drivers

## 196 Work Day Calendar

First Day of Work August 14, 2023

Last Day of Work June 1, 2024

First Day of Instruction Aug. 28, 2023

Last Day of Instruction May 31, 2024

	Holiday
	Working Days
	Paid Holidays
	First/Last Day

July 2023						
Sun	M	T	W	Th	F	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					0

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

September 2023						
Sun	M	T	W	Th	F	Sat
					1/15	2
3	4	5/16	6/17	7/18	8/19	9
10	11/20	12/21	13/22	14/23	15/24	16
17	18/25	19/26	20/27	21/28	22/29	23
24	25/30	26/31	27/32	28/33	29/34	30
						20

October 2023						
Sun	M	T	W	Th	F	Sat
1	2/35	3/36	4/37	5/38	6/39	7
8	9/40	10/41	11/42	12/43	13/44	14
15	16/45	17/46	18/47	19/48	20/49	21
22	23/50	24/51	25/52	26/53	27/54	28
29	30/55	31/56				
						22

November 2023						
Sun	M	T	W	Th	F	Sat
			1/57	2/58	3/59	4
5	6/60	7/61	8/62	9/63	10/64	11
12	13/65	14/66	15/67	16/68	17/69	18
19	20	21	22	23/70	24/71	25
26	27/72	28/73	29/74	30/75		
						19

December 2023						
Sun	M	T	W	Th	F	Sat
					1/76	2
3	4/77	5/78	6/79	7/80	8/81	9
10	11/82	12/83	13/84	14/85	15/86	16
17	18/87	19/88	20/89	21/90	22/91	23
24	25/92	26/93	27	28	29/94	30
31						19

January 2024						
Sun	M	T	W	Th	F	Sat
	1/95	2	3	4	5	6
7	8/96	9/97	10/98	11/99	12/100	13
14	15/101	16/102	17/103	18/104	19/105	20
21	22/106	23/107	24/108	25/109	26/110	27
28	29/111	30/112	31/113			
						19

February 2024						
Sun	M	T	W	Th	F	Sat
				1/114	2/115	3
4	5/116	6/117	7/118	8/119	9/120	10
11	12/121	13/122	14/123	15/124	16/125	17
18	19/126	20/127	21/128	22/129	23/130	24
25	26/131	27/132	28/133	29/134		
						21

March 2024						
Sun	M	T	W	Th	F	Sat
					1/135	2
3	4/136	5/137	6/138	7/139	8/140	9
10	11	12	13	14	15	16
17	18/141	19/142	20/143	21/144	22/145	23
24	25/146	26/147	27/148	28/149	29/150	30
31						16

April 2024						
Sun	M	T	W	Th	F	Sat
	1/151	2/152	3/153	4/154	5/155	6
7	8/156	9/157	10/158	11/159	12/160	13
14	15/161	16/162	17/163	18/164	19/165	20
21	22/166	23/167	24/168	25/169	26/170	27
28	29/171	30/172				
						22

May 2024						
Sun	M	T	W	Th	F	Sat
			1/173	2/174	3/175	4
5	6/176	7/177	8/178	9/179	10/180	11
12	13/181	14/182	15/183	16/184	17/185	18
19	20/186	21/187	22/188	23/189	24/190	25
26	27/191	28/192	29/193	30/194	31/195	
						23

June 2024						
Sun	M	T	W	Th	F	Sat
						1/196
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						1

**Total Days 196**



# Weslaco Independent School District

## 2023-2024

### 197 Work Day Calendar

Cafeteria Clerks, Drivers, Attendants

### 197 Work Day Calendar

First Day of Work August 08, 2023

Last Day of Work June 1, 2024

First Day of Instruction Aug. 28, 2023

Last Day of Instruction May 31, 2024

	Staff Development Day
	Holiday
	Working Days
	Paid Holidays
	First/Last Day

July 2023						
Sun	M	T	W	Th	F	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					0

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

September 2023						
Sun	M	T	W	Th	F	Sat
					1/16	2
3	4	5/17	6/18	7/19	8/20	9
10	11/21	12/22	13/23	14/24	15/25	16
17	18/26	19/27	20/28	21/29	22/30	23
24	25/31	26/32	27/33	28/34	29/35	30
						20

October 2023						
Sun	M	T	W	Th	F	Sat
1	2/36	3/37	4/38	5/39	6/40	7
8	9/41	10/42	11/43	12/44	13/45	14
15	16/46	17/47	18/48	19/49	20/50	21
22	23/51	24/52	25/53	26/54	27/55	28
29	30/56	31/57				
						22

November 2023						
Sun	M	T	W	Th	F	Sat
			1/58	2/59	3/60	4
5	6/61	7/62	8/63	9/64	10/65	11
12	13/66	14/67	15/68	16/69	17/70	18
19	20	21	22	23/71	24/72	25
26	27/73	28/74	29/75	30/76		
						19

December 2023						
Sun	M	T	W	Th	F	Sat
					1/77	2
3	4/78	5/79	6/80	7/81	8/82	9
10	11/83	12/84	13/85	14/86	15/87	16
17	18/88	19/89	20/90	21/91	22/92	23
24	25/93	26/94	27	28	29	30
31						18

January 2024						
Sun	M	T	W	Th	F	Sat
	1/95	2/96	3	4	5	6
7	8/97	9/98	10/99	11/100	12/101	13
14	15/102	16/103	17/104	18/105	19/106	20
21	22/107	23/108	24/109	25/110	26/111	27
28	29/112	30/113	31/114			
						20

February 2024						
Sun	M	T	W	Th	F	Sat
				1/115	2/116	3
4	5/117	6/118	7/119	8/120	9/121	10
11	12/112	13/123	14/124	15/125	16/126	17
18	19/127	20/128	21/129	22/130	23/131	24
25	26/132	27/133	28/134	29/135		
						21

March 2024						
Sun	M	T	W	Th	F	Sat
					1/136	2
3	4/137	5/138	6/139	7/140	8/141	9
10	11	12	13	14	15	16
17	18/142	19/143	20/144	21/145	22/146	23
24	25/147	26/148	27/149	28/150	29/151	30
31						16

April 2024						
Sun	M	T	W	Th	F	Sat
	1/152	2/153	3/154	4/155	5/156	6
7	8/157	9/158	10/159	11/160	12/161	13
14	15/162	16/163	17/164	18/165	19/166	20
21	22/167	23/168	24/169	25/170	26/171	27
28	29/172	30/173				
						22

May 2024						
Sun	M	T	W	Th	F	Sat
			1/174	2/175	3/176	4
5	6/177	7/178	8/179	9/180	10/181	11
12	13/182	14/183	15/184	16/185	17/186	18
19	20/187	21/188	22/189	23/190	24/191	25
26	27/192	28/193	29/194	30/195	31/196	
						23

June 2024						
Sun	M	T	W	Th	F	Sat
						1/197
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						1

**Total Days 197**

# Weslaco Independent School District 2023-2024

## 198 Work Day Calendar

Managers,  
Asst. Managers

First Day of Work August 07, 2023

Last Day of Work June 1, 2024

First Day of Instruction Aug. 28, 2023

Last Day of Instructiona May 31, 2024

	Staff Development Day	
	Holiday	
	Working Days	
	Paid Holidays	
	First/Last Day	

July 2023						
Sun	M	T	W	Th	F	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					0

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

September 2023						
Sun	M	T	W	Th	F	Sat
					1/17	2
3	4	5/18	6/19	7/20	8/21	9
10	11/22	12/23	13/24	14/25	15/26	16
17	18/27	19/28	20/29	21/30	22/31	23
24	25/32	26/33	27/34	28/35	29/36	30
						20

October 2023						
Sun	M	T	W	Th	F	Sat
1	2/37	3/38	4/39	5/40	6/41	7
8	9/42	10/43	11/44	12/45	13/46	14
15	16/47	17/48	18/49	19/50	20/51	21
22	23/52	24/53	25/54	26/55	27/56	28
29	30/57	31/58				
						22

November 2023						
Sun	M	T	W	Th	F	Sat
			1/59	2/60	3/61	4
5	6/62	7/63	8/64	9/65	10/66	11
12	13/67	14/68	15/69	16/70	17/71	18
19	20	21	22	23/72	24/73	25
26	27/74	28/75	29/76	30/77		
						19

December 2023						
Sun	M	T	W	Th	F	Sat
					1/78	2
3	4/79	5/80	6/81	7/82	8/83	9
10	11/84	12/85	13/86	14/87	15/88	16
17	18/89	19/90	20/91	21/92	22/93	23
24	25/94	26/95	27	28	29	30
31						18

January 2024						
Sun	M	T	W	Th	F	Sat
	1/96	2/97	3	4	5	6
7	8/98	9/99	10/100	11/101	12/102	13
14	15/103	16/104	17/105	18/106	19/107	20
21	22/108	23/109	24/110	25/111	26/112	27
28	29/113	30/114	31/115			
						20

February 2024						
Sun	M	T	W	Th	F	Sat
				1/116	2/117	3
4	5/118	6/119	7/120	8/121	9/122	10
11	12/123	13/124	14/125	15/126	16/127	17
18	19/128	20/129	21/130	22/131	23/132	24
25	26/133	27/134	28/135	29/136		
						21

March 2024						
Sun	M	T	W	Th	F	Sat
					1/137	2
3	4/138	5/139	6/140	7/141	8/142	9
10	11	12	13	14	15	16
17	18/143	19/144	20/145	21/146	22/147	23
24	25/148	26/149	27/150	28/151	29/152	30
31						16

April 2024						
Sun	M	T	W	Th	F	Sat
	1/153	2/154	3/155	4/156	5/157	6
7	8/158	9/159	10/160	11/161	12/162	13
14	15/163	16/164	17/165	18/166	19/167	20
21	22/168	23/169	24/170	25/171	26/172	27
28	29/173	30/174				
						22

May 2024						
Sun	M	T	W	Th	F	Sat
			1/175	2/176	3/177	4
5	6/178	7/179	8/180	9/181	10/182	11
12	13/183	14/184	15/185	16/186	17/187	18
19	20/188	21/189	22/190	23/191	24/192	25
26	27/193	28/194	29/195	30/196	31/197	
						23

June 2024						
Sun	M	T	W	Th	F	Sat
						1/198
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						1

**Total Days 198**

# Weslaco Independent School District

## 2023 -2024

### 203, 207, 212, and 215 Work Day Calendar

203 Work Day Calendar	Last Day of Work for 203 work days - June 10, 2024		
207 Work Day Calendar	Last Day of Work for 207 work days - June 14, 2024		
212 Work Day Calendar	Last Day of Work for 212 work days - June 21, 2024		
215 Work Day Calendar	Last Day of Work for 215 work days - June 26, 2024		
1st Day of employment for 203, 207, 212, 215 Work Year employees is July 31st.			
First Day of Work	July 31, 2023		First Day of Instruction Aug. 28, 2023
			Last Day of Instruction May 31, 2024

	Staff Development Day	
	Holiday	
	Weather Day	
	Working Days	
	First/Last Day	

	<b>Staff Development Day</b>
	<b>Holiday</b>
	<b>Weather Day</b>
	<b>Working Days</b>
	<b>First/Last Day</b>

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

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

September 2023						
Sun	M	T	W	Th	F	Sat
					1/25	2
3	4	5/26	6/27	7/28	8/29	9
	11/30	12/31	13/32	14/33	15/34	16
17	18/35	19/36	20/37	21/38	22/39	23
24	25/40	26/41	27/42	28/43	29/44	30
						20

October 2023						
Sun	M	T	W	Th	F	Sat
1	2/45	3/46	4/47	5/48	6/49	7
8	9/50	10/205	11/52	12/53	13/54	14
15	16/55	17/56	18/57	19/58	20/59	21
22	23/60	24/61	25/62	26/63	27/64	28
29	30/65	31/66				
						22

November 2023						
Sun	M	T	W	Th	F	Sat
			1/67	2/68	3/69	4
5	6/70	7/71	8/72	9/73	10/74	11
12	13/75	14/76	15/77	16/78	17/79	18
19	20	21	22	23	24	25
26	27/80	28/81	29/82	30/83		
						17

December 2023						
Sun	M	T	W	Th	F	Sat
					1/84	2
3	4/85	5/86	6/87	7/88	8/89	9
10	11/90	12/91	13/92	14/93	15/94	16
17	18/95	19/96	20/97	21/98	22/99	23
24	25	26	27	28	29	30
31						16

January 2024						
Sun	M	T	W	Th	F	Sat
	1	2	3	4	5	6
7	8/100	9/101	10/102	11/103	12/104	13
14	15/105	16/106	17/107	18/108	19/109	20
21	22/110	23/111	24/112	25/113	26/114	27
28	29/115	30/116	31/117			
						18

February 2024						
Sun	M	T	W	Th	F	Sat
				1/118	2/119	3
4	5/120	6/121	7/122	8/123	9/124	10
11	12	13/125	14/126	15/127	16/128	17
18	19/129	20/130	21/131	22/132	23/133	24
25	26/134	27/135	28/136	29/137		
						20

March 2024						
Sun	M	T	W	Th	F	Sat
					1/138	2
3	4/139	5/140	6/141	7/142	8/143	9
10	11	12	13	14	15	16
17	18/144	19/145	20/146	21/147	22/148	23
24	25/149	26/150	27/151	28/152	29	30
31						15

April 2024						
Sun	M	T	W	Th	F	Sat
	1	2/153	3/154	4/155	5/156	6
7	8/157	9/158	10/159	11/160	12/161	13
14	15/162	16/163	17/164	18/165	19/166	20
21	22/167	23/168	24/169	25/170	26/171	27
28	29/172	30/173				
						21

May 2024						
Sun	M	T	W	Th	F	Sat
			1/174	2/175	3/176	4
5	6/177	7/178	8/179	9/180	10/181	11
12	13/182	14/183	15/184	16/185	17/186	18
19	20/187	21/188	22/189	23/190	24/191	25
26	27/192	28/193	29/194	30/195	31/196	
						23

June 2024						
Sun	M	T	W	Th	F	Sat
						1/197
2	3/198	4/199	5/200	6/201	7/202	8
9	10/203	11/204	12/205	13/206	14/207	15
16	17/208	18/209	19/210	20/211	21/212	22
23	24/213	25/214	26/215	27	28	29
30						19

Total Days Vary

**Weslaco Independent School District**  
**2023-2024**  
**220 Work Day Calendar**

<div>220 Work Day Calendar</div>							<div><div>Staff Development Day</div><div>Holiday</div><div>Weather Day</div><div>Working Day</div><div>First / Last Day</div></div>													
<div>First Day of Work - July 24, 2023</div>							<div>First Day of Instruction - August 28, 2023</div>													
<div>Last Day of Work - June 26, 2024</div>							<div>Last Day of Instruction - May 31,2024</div>													
<div>July 2023</div>							<div>August 2023</div>							<div>September 2023</div>						
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat
						1			1/7	2/8	3/9	4/10	5						1/30	2
2	3	4	5	6	7	8	6	7/11	8/12	9/13	10/14	11/15	12	3	4	5/31	6/32	7/33	8/34	9
9	10	11	12	13	14	15	13	14/16	15/17	16/18	17/19	18/20	19	10	11/35	12/36	13/37	14/38	15/39	16
16	17	18	19	20	21	22	20	21/21	22/22	23/23	24/24	25/25	26	17	18/40	19/41	20/42	21/43	22/44	23
23	24/1	25/2	26/3	27/4	28/5	29	27	28/26	29/27	30/28	31/29			24	25/45	26/46	27/47	28/48	29/49	30
30	31/6					6							23							20
<div>October 2023</div>							<div>November 2023</div>							<div>December 2023</div>						
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat
1	2/50	3/51	4/52	5/53	6/54	7				1/72	2/73	3/74	4						1/89	2
8	9/55	10/56	11/57	12/58	13/59	14	5	6/75	7/76	8/77	9/78	10/79	11	3	4/90	5/91	6/92	7/93	8/94	9
15	16/60	17/61	18/62	19/63	20/64	21	12	13/80	14/81	15/82	16/83	17/84	18	10	11/95	12/96	13/97	14/98	15/99	16
22	23/65	24/66	25/67	26/68	27/69	28	19	20	21	22	23	24	25	17	18/100	19/101	20/102	21/103	22/104	23
29	30/70	31/71					26	27/85	28/86	29/87	30/88			24	25	26	27	28	29	30
						22							17	31						16
<div>January 2024</div>							<div>February 2024</div>							<div>March 2024</div>						
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat
	1	2	3	4	5	6					1/123	2/124	3						1/143	2
7	8/105	9/106	10/107	11/108	12/109	13	4	5/125	6/126	7/127	8/128	9/129	10	3	4/144	5/145	6/146	7/147	8/148	9
14	15/110	16/111	17/112	18/113	19/114	20	11	12	13/133	14/131	15/132	16/133	17	10	11	12	13	14	15	16
21	22/115	23/116	24/117	25/118	26/119	27	18	19/134	20/135	1/1673	22/137	23/138	24	17	18/149	19/150	20/151	21/152	22/153	23
28	29/120	30/121	31/122				25	26/139	27/140	28/141	29/142			24	25/154	26/155	27/156	28/157	29	30
						18							20	31						15
<div>April 2024</div>							<div>May 2024</div>							<div>June 2024</div>						
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat
	1	2/158	3/159	4/160	5/161	6				1/179	2/180	3/181	4							1/202
7	8/162	9/163	10/164	11/165	12/166	13	5	6/182	7/183	8/184	9/185	10/186	11	2	3/203	4/204	5/205	6/206	7/207	8
14	15/167	16/168	17/169	18/170	19/171	20	12	13/187	14/188	15/189	16/190	17/191	18	9	10/208	11/209	12/210	13/211	14/212	15
21	22/172	23/173	24/174	25/175	26/176	27	19	20/192	21/193	22/194	23/195	24/196	25	16	17/213	18/214	19/215	20/216	21/217	22
28	29/177	30/178					26	27/197	28/198	29/199	30/200	31/201		23	24/218	25/219	26/220	27	28	29
						21							23	30						19
														<div>Total Days 220</div>						

# Weslaco Independent School District

## 2023 - 2024

### 226 Work Day Calendar

226 Work Day Calendar		
226 Work Day Calendar		<div style="display: flex; align-items: center;"><div style="width: 15px; height: 15px; background-color: red; border: 1px solid black; margin-right: 5px;"></div>Holidays</div>
		<div style="display: flex; align-items: center;"><div style="width: 15px; height: 15px; background-color: lightblue; border: 1px solid black; margin-right: 5px;"></div>Weather Day</div>
First Day of Work for 226 work days - July 17, 2023	1st Day of Instruction Aug. 28, 2023	<div style="display: flex; align-items: center;"><div style="width: 15px; height: 15px; background-color: yellow; border: 1px solid black; margin-right: 5px;"></div>Working Days</div>
Last Day of Work for 226 work days - June 27, 2024	Last Day of Instruction May 31, 2024	<div style="display: flex; align-items: center;"><div style="width: 15px; height: 15px; background-color: orange; border: 1px solid black; margin-right: 5px;"></div>First/Last Day</div>

First Day of Work	July 17, 2023	First Day of School	August 28, 2023	Last Day of Instruction	Aug. 31, 2023
-------------------	---------------	---------------------	-----------------	-------------------------	---------------

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

August 2023						
Sun	M	T	W	Th	F	Sat
		1/12	2/13	3/14	4/15	5
6	7/16	8/17	9/18	10/19	11/20	12
13	14/21	15/22	16/23	17/24	18/25	19
20	21/26	22/27	23/28	24/29	25/30	26
27	28/31	29/32	30/33	31/34		
						23

September 2023						
Sun	M	T	W	Th	F	Sat
					1/35	2
3	4	5/36	6/37	7/38	8/39	9
10	11/40	12/41	13/42	14/43	15/44	16
17	18/45	19/46	20/47	21/48	22/49	23
24	25/50	26/51	27/52	28/53	29/54	30
						20

October 2023						
Sun	M	T	W	Th	F	Sat
1	2/55	3/56	4/57	5/58	6/59	7
8	9/60	10/61	11/62	12/63	13/64	14
15	16/65	17/66	18/67	19/68	20/69	21
22	23/70	24/71	25/72	26/73	27/74	28
29	30/75	31/76				
						22

November 2023						
Sun	M	T	W	Th	F	Sat
			1/77	2/78	3/79	4
5	6/80	7/81	8/82	9/83	10/84	11
12	13/85	14/86	15/87	16/88	17/89	18
19	20	21	22	23	24	25
26	27/90	28/91	29/92	30/93		
						17

December 2023						
Sun	M	T	W	Th	F	Sat
					1/94	2
3	4/95	5/96	6/97	7/98	8/99	9
10	11/100	12/101	13/102	14/103	15/104	16
17	18/105	19/106	20/107	21/108	22/109	23
24	25	26	27	28	29	30
31						16

January 2024						
Sun	M	T	W	Th	F	Sat
	1	2	3	4	5	6
7	8/110	9/111	10/112	11/113	12/114	13
14	15/115	16/116	17/117	18/118	19/119	20
21	22/120	23/121	24/122	25/123	26/124	27
28	29/125	30/126	31/127			
						18

February 2024						
Sun	M	T	W	Th	F	Sat
				1/128	2/129	3
4	5/130	6/131	7/132	8/133	9/134	10
11	12	13/135	14/136	15/137	16/138	17
18	19/139	20/140	21/141	22/142	23/143	24
25	26/144	27/145	28/146	29/147		
						20

March 2024						
Sun	M	T	W	Th	F	Sat
					1/148	2
3	4/149	5/150	6/151	7/152	8/153	9
10	11	12	13	14	15	16
17	18/154	19/155	20/156	21/157	22/158	23
24	25/159	26/160	27/161	28/162	29	30
31						15

April 2024						
Sun	M	T	W	Th	F	Sat
	1	2/163	3/164	4/165	5/166	6
7	8/167	9/168	10/169	11/170	12/171	13
14	15/172	16/173	17/174	18/175	19/176	20
21	22/177	23/178	24/179	25/180	26/181	27
28	29/182	30/183				
						21

May 2024						
Sun	M	T	W	Th	F	Sat
			1/184	2/185	3/186	4
5	6/187	7/188	8/189	9/190	10/191	11
12	13/192	14/193	15/194	16/195	17/196	18
19	20/197	21/198	22/199	23/200	24/201	25
26	27/202	28/203	29/204	30/205	31/206	
						23

June 2024						
Sun	M	T	W	Th	F	Sat
						1/207
2	3/208	4/209	5/210	6/211	7/212	8
9	10/213	11/214	12/215	13/216	14/217	15
16	17/218	18/219	19/220	20/221	14/222	22
23	24/223	25/224	26/225	27/226	14/219	29
30						20

Total Days Vary 226

# Weslaco Independent School District

## 230 Day Work Calendar

### 230 Work Day Calendar

First Day of Work	July 11, 2023
Last Day of Work	June 27, 2024

First Day of Instruction	Aug. 28, 2023
Last Day of Instruction	May 31, 2024

	Staff Development Day
	Holiday
	Weather Day
	Working Days
	First/Last Day

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

August 2023						
Sun	M	T	W	Th	F	Sat
		1/16	2/17	3/18	4/19	5
6	7/20	8/21	9/22	10/23	11/24	12
13	14/25	15/26	16/27	17/28	18/29	19
20	21/30	22/31	23/32	24/33	25/34	26
27	<28/35>	29/36	30/37	31/38		
						23

September 2023						
Sun	M	T	W	Th	F	Sat
					1/39	2
3	4	5/40	6/41	7/42	8/43	9
10	11/44	12/45	13/46	14/47	15/48	16
17	18/49	19/50	20/51	21/52	22/53	23
24	25/54	26/55	27/56	28/57	29/58	30
						20

October 2023						
Sun	M	T	W	Th	F	Sat
1	2/59	3/60	4/61	5/62	6/63	7
8	9/64	10/65	11/66	12/67	13/68	14
15	16/69	17/70	18/71	19/72	20/73	21
22	23/74	24/75	25/76	26/77	27/78	28
29	30/79	31/80				
						22

November 2023						
Sun	M	T	W	Th	F	Sat
			1/81	2/82	3/83	4
5	6/84	7/85	8/86	9/87	10/88	11
12	13/89	14/90	15/91	16/92	17/93	18
19	20	21	22	23	24	25
26	27/94	28/95	29/96	30/97		
						17

December 2023						
Sun	M	T	W	Th	F	Sat
					1/98	2
3	4/99	5/100	6/101	7/102	8/103	9
10	11/104	12/105	13/106	14/107	15/108	16
17	18/109	19/110	20/111	21/112	22/113	23
24	25	26	27	28	29	30
31						16

January 2024						
Sun	M	T	W	Th	F	Sat
	1	2	3	4	5	6
7	8/114	9/115	10/116	11/117	12/118	13
14	15/119	16/120	17/121	18/122	19/123	20
21	22/124	23/125	24/126	25/127	26/128	27
28	29/129	30/130	31/131			
						18

February 2024						
Sun	M	T	W	Th	F	Sat
				1/132	2/133	3
4	5/134	6/135	7/136	8/137	9/138	10
11	12	13/139	14/140	15/141	16/142	17
18	19/143	20/144	21/145	22/146	23/147	24
25	26/148	27/149	28/150	29/151		
						20

March 2024						
Sun	M	T	W	Th	F	Sat
					1/152	2
3	4/153	5/154	6/155	7/156	8/157	9
10	11	12	13	14	15	16
17	18/158	19/159	20/160	21/161	22/162	23
24	25/163	26/164	27/165	28/166	29	30
31						15

April 2024						
Sun	M	T	W	Th	F	Sat
	1	2/167	3/168	4/169	5/170	6
7	8/171	9/172	10/173	11/174	12/175	13
14	15/176	16/177	17/178	18/179	19/180	20
21	22/181	23/182	24/183	25/184	26/185	27
28	29/186	30/187				
						21

May 2024						
Sun	M	T	W	Th	F	Sat
			1/188	2/189	3/190	4
5	6/191	7/192	8/193	9/194	10/195	11
12	13/196	14/197	15/198	16/199	17/200	18
19	20/201	21/202	22/203	23/204	24/205	25
26	27/206	28/207	29/208	30/209	31/210>	
						23

June 2024						
Sun	M	T	W	Th	F	Sat
						1/211
2	3/212	4/213	5/214	6/215	7/216	8
9	10/217	11/218	12/219	13/220	14/221	15
16	17/222	18/223	19/224	20/225	21/226	22
23	24/227	25/228	26/229	27/230	28	29
30						20

**Total Days 230**

# Weslaco Independent School District

## 2023 - 2024

### 260 Calendar Work Days

#### 260 Work Day Calendar

First Day of Work	July 1, 2023
Last Day of Work	June 28, 2024

First Day of Instruction	Aug. 28, 2023
Last Day of Instruction	May 31, 2024

<span style="background-color: #00FF00; border: 1px solid black; padding: 2px;"> </span>	Paid Holiday
<span style="background-color: #FF0000; border: 1px solid black; padding: 2px;"> </span>	Holiday
<span style="background-color: #ADD8E6; border: 1px solid black; padding: 2px;"> </span>	Weather Day (Paid)
<span style="background-color: #FFFF00; border: 1px solid black; padding: 2px;"> </span>	Working Days
<span style="background-color: #FFA500; border: 1px solid black; padding: 2px;"> </span>	First/Last Day

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

August 2023						
Sun	M	T	W	Th	F	Sat
		1/22	2/23	3/24	4/25	5
6	7/26	8/27	9/28	10/29	11/30	12
13	14/31	15/32	16/33	17/34	18/35	19
20	21/36	22/37	23/38	24/39	25/40	26
27	28/41	29/42	30/43	31/44		
						23

September 2023						
Sun	M	T	W	Th	F	Sat
					1/45	2
3	4	5/46	6/47	7/48	8/49	9
10	11/50	12/51	13/52	14/53	15/54	16
17	18/55	19/56	20/57	21/58	22/59	23
24	25/60	26/61	27/62	28/63	29/64	30
						20

October 2023						
Sun	M	T	W	Th	F	Sat
1	2/65	3/66	4/67	5/68	6/69	7
8	9/70	10/71	11/72	12/73	13/74	14
15	16/75	17/76	18/77	19/78	20/79	21
22	23/80	24/81	25/82	26/83	27/84	28
29	30/85	31/86				
						22

November 2023						
Sun	M	T	W	Th	F	Sat
			1/87	2/88	3/89	4
5	6/90	7/91	8/92	9/93	10/94	11
12	13/95	14/96	15/97	16/98	17/99	18
19	20/100	21/101	22/102	23/103	24/104	25
26	27/105	28/106	29/107	30/108		
						22

December 2023						
Sun	M	T	W	Th	F	Sat
					1/109	2
3	4/110	5/111	6/112	7/113	8/114	9
10	11/115	12/116	13/117	14/118	15/119	16
17	18/120	19/121	20/122	21/123	22/124	23
24	25/125	26/126	27/127	28/128	29/129	30
31						21

January 2024						
Sun	M	T	W	Th	F	Sat
	1/130	2/131	3/132	4/133	5/134	6
7	8/135	9/136	10/137	11/138	12/139	13
14	15/140	16/141	17/142	18/143	19/144	20
21	22/145	23/146	24/147	25/148	26/149	27
28	29/150	30/151	31/152			
						23

February 2024						
Sun	M	T	W	Th	F	Sat
				1/153	2/154	3
4	5/155	6/156	7/157	8/158	9/159	10
11	12/160	13/161	14/162	15/163	16/164	17
18	19/165	20/166	21/167	22/168	23/169	24
25	26/170	27/171	28/172	29/173		
						21

March 2024						
Sun	M	T	W	Th	F	Sat
					1/174	2
3	4/175	5/176	6/177	7/178	8/179	9
10	11/180	12/181	13/182	14/183	15/184	16
17	18/185	19/186	20/187	21/188	22/189	23
24	25/190	26/191	27/192	28/193	29/194	30
						21

April 2024						
Sun	M	T	W	Th	F	Sat
	1/195	2/196	3/197	4/198	5/199	6
7	8/200	9/201	10/202	11/203	12/204	13
14	15/205	16/206	17/207	18/208	19/209	20
21	22/210	23/211	24/212	25/213	26/214	27
28	29/215	30/216				
						22

May 2024						
Sun	M	T	W	Th	F	Sat
			1/217	2/218	3/219	4
5	6/220	7/221	8/222	9/223	10/224	11
12	13/225	14/226	15/227	16/228	17/229	18
19	20/230	21/231	22/232	23/233	24/234	25
26	27/235	28/236	29/237	30/238	31/239	
						23

June 2024						
Sun	M	T	W	Th	F	Sat
						1/240
2	3/241	4/242	5/243	6/244	7/245	8
9	10/246	11/247	12/248	13/249	14/250	15
16	17/251	18/252	19/253	20/254	21/255	22
23	24/256	25/257	26/258	27/259	28/260	29
30						21

**Total Days 260**

# Compensation Policy

Refer to Weslaco ISD Board Policies DEA, DEAA, and DEAB (Legal) and (Local) for all district policies, state and federal regulations governing employee pay practices

## **DEA (Local) – Compensation and Benefits**

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 Superintendent or designee shall classify each job title within the compensation plan 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 bimonthly 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. The Superintendent or designee shall determine pay adjustments for individual employees, within the approved budget following established procedures.

#### ***Mid-Year Pay Increases***

##### **Contract Employees**

A contract employee's pay may be increased after performance on 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]

##### **Noncontract 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**

If the Board chooses to pay employees during an emergency closure for which the workdays are not scheduled to be made up at a later date, then that authorization shall be by resolution or other Board action and shall reflect the purpose served by the expenditure. [See EB for the authority to close schools]



**DEAA (Local) – Incentives and Stipends**

<b>Stipend</b>	The Superintendent shall recommend a stipend pay schedule as part of the annual compensation plan of the District. [See DEA]
Supplemental Duties	The Superintendent or designee may assign noncontractual supplemental duties to personnel exempt under the Fair Labor Standards Act (FLSA), as needed. [See DK(LOCAL)] The employee shall be compensated for these assignments according to the compensation plan of the District.
<b>Incentive and Innovation Programs</b>	<p>The Superintendent shall have authority to submit plans and grant applications for incentive and innovation programs to TEA or other granting organizations on behalf of the Board. Incentive plans shall address teacher eligibility, including any exclusions.</p> <p>Locally developed incentive programs, if any, shall be addressed in the compensation plan of the District.</p>

## DEAB (Local) – Wage and Hour Laws

<b>Classification of Positions</b>	The Superintendent or designee shall determine the classification of positions or employees as “exempt” or “nonexempt” for purposes of payment of overtime in compliance with the Fair Labor Standards Act (FLSA).
<b>Exempt</b>	<p>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.</p> <p>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.</p>
<b>Nonexempt</b>	<p>Nonexempt 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. Employees who are paid on a salary basis are paid for up to and including a 40-hour workweek.</p> <p>A nonexempt 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.</p>
<b>Workweek Defined</b>	For purposes of FLSA compliance, the workweek for District employees shall begin at 12:00 a.m. Sunday and end at 11:59p.m. Saturday.
<b>Compensatory Time</b>	At the District’s option, nonexempt employees may receive compensatory time off, rather than overtime pay, for overtime work. The employee shall be informed in advance if overtime hours will accrue compensatory time rather than pay.
<b>Accrual</b>	Compensatory time earned by nonexempt employees may not accrue beyond a maximum of 60 hours. If an employee has a balance of more than 60 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.
<b>Use</b>	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.

# Pay Systems Administrative Regulations

## 1.0 Description of 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 regulations.

### 1.2 Descriptions of Systems

Certified classroom teachers, librarians, nurses (RN), will be paid no less than the state minimum salary schedule based on years of experience. The local salary schedule for teachers, librarians, nurses, will be determined annually after board approval of the pay increase budget.

For all other district positions, the superintendent will assign positions to pay range structures that set the minimum, midpoint, and maximum base pay for the position. Jobs are classified for pay purposes on the basis of required job qualifications and skill; duties and responsibilities as defined by the district; and market surveys of competitive pay rates.

Weslaco ISD pay structures are organized as follows:

- Teacher Salary Schedule – Teachers, Librarians, Nurses (RN)
- Education Administrative – Professional Staff
- Business Administrative – Professional Staff
- Clerical / Technical – Nonexempt Staff
- Auxiliary – Nonexempt Staff
- Paraprofessional – Nonexempt Staff

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.

### 1.3 Pay Periods

Employees will receive bank deposits according to the district's payroll schedule distributed on a monthly or biweekly basis. Annual salaries for ten, eleven, and twelve-month employees will be prorated over a twelve month pay period.

## 2.0 Job Classification – Process and Authority

### 2.1 Job Documentation (Job Description)

Job documentation is an essential function in the administration of the compensation system. Accurate and complete job documentation will be collected and maintained by the Human Resources Department with input from job supervisors. Job descriptions will define common factors that assess the level of skills, effort, job qualifications, primary purpose, major duties and responsibilities, working conditions, and exemption status.

Job titles are assigned by Human Resources to accurately reflect the level and nature of work and the organizational structure of the district.

## **2.2 Exemption Status**

All jobs will be classified as exempt or nonexempt in accordance with the requirements of the federal Fair Labor Standards Act (FLSA) and documented on the job description. The Human Resources Department will determine the classification of each position based on a description of assigned job duties. In order to be considered exempt, the employee's primary duties must meet the requirements defined by federal regulations for the Executive, Administrative, or Professional exemption test or be a teacher. In these cases, the employee must be compensated on a salary basis. All employees who do not meet the legal requirements for exemption are classified as nonexempt.

## **2.3 Job Classification**

Job classification determines the assigned pay range for a position and is based on an assessment of job qualifications and assigned duties (Job Descriptions). The Human Resources Department will evaluate jobs for classification purposes, and recommend pay-grade assignments. The Superintendent has final authority concerning job classifications.

## **2.4 Reclassification of Current Position**

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 or to a different job group. 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 identified in section 2.3 of these guidelines and regulations.

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.

## **2.5 Salary Adjustments for Job Reclassification**

A change in job classification will result in a greater or lesser potential for long-term pay advancement. Salary adjustments cannot be made for contract employees after the beginning of the contract term. Aside from the restriction of contractual salary changes during the contract term, salary adjustments for job reclassification may be approved in the following circumstances:

- (a) 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 (Section 6.0, page ).
- (b) If the job is reclassified due to organizational changes and the employee is being paid within the assigned pay range, there will be no immediate pay increase.
- (c) If the job is reclassified due to a change in the competitive job market for hard-to-fill positions, special equity adjustments may be made at the direction of the Superintendent subject to contractual restrictions. Refer to procedures on individual equity adjustments (Section 5.4, page ).
- (d) If the job is reclassified downward to a lower pay range based on a change in duties assigned, the employee's pay may be reduced at the direction of the Superintendent for the following school year. In this case, the reclassification will be treated as a demotion. Refer

to procedures on pay adjustments for demotion (Section 7.0, page ).

## **2.6 Procedures for Job Classification Review**

Review of a job's classification must be initiated by the job supervisor. A job review initiated by a supervisor can be considered for review only once in 24 months. Reviews will be conducted as follows:

- (1) The supervisor of a position may request a classification review during the time period designated by the Human Resources Department.
- (2) The supervisor must submit a completed Job Reclassification Review (Page ) and a new job analysis questionnaire to the Human Resources Department. The request must include a current or proposed job description and explanation of changes in job duties and responsibilities and the rationale for reclassifying the position. The request must be approved by the leadership level supervisor before submitting to the Human Resources Department for review.
- (3) The Human Resources Department is responsible for reviewing the questionnaire, obtaining additional job information if needed, evaluating the compensable job factors, and analyzing external job market pay data.
- (4) The Human Resources Department will prepare a recommendation for final approval by the Superintendent. The Human Resources Department will notify the supervisor and employee(s) of any action taken and the effective date.

## **2.7 Classification of New Positions**

New positions must be classified in the pay system prior to hiring new employees. New positions must have a written job description. Job titles should align with the scheme outlined in the pay guidelines reference section. The Human Resources Department will recommend to the superintendent the pay-grade classification of new positions based on the job description and consultation with the job supervisor. Newly classified jobs will not be reviewed for at least 24 calendar months after first new job employee is assigned.

## **3.0 Base Pay for Exempt/Nonexempt Employees**

### **3.1 Classification of Positions**

All jobs will be classified as exempt or nonexempt in accordance with the requirements of the federal Fair Labor Standards Act. The Human Resources Department 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 monthly salary basis for the number of months in their annual employment period. Exempt employees are not entitled to overtime compensation.

### **3.3 Base Pay for Nonexempt Employees**

Nonexempt employees are paid on an hourly wage basis for all hours worked each week and are entitled to overtime compensation.

## **4.0 Overtime Compensation**

### **4.1 Overtime Compensation**

Nonexempt employees who work more than 40 hours (43 hours for certified police officers) in any workweek will receive overtime compensation at time-and-a-half rates in compensatory time off or pay. Nonexempt employees shall not be allowed to work beyond their regular schedule without prior authorization from their supervisor.

Required overtime will be compensated with compensatory time off whenever possible.

An employee's regular work schedule may be adjusted during the week to prevent overtime. The district's workweek begins at 12:00 a.m. on Sunday and ends at 11:59 p.m. on Saturday. Official time records of all hours worked, including overtime, and all compensatory time earned and used each week shall be maintained in the payroll office for all nonexempt employees.

### **4.2 Use of Compensatory Time**

Compensatory time may be accumulated up to a maximum limit of 60 hours at time-and-a-half rates. Compensatory time accrued should be used or paid before the end of the fiscal year.

### **4.3 Authorization of Overtime**

All overtime worked must be approved by a supervisor in advance. Supervisors are responsible for preventing unauthorized overtime. Supervisors of nonexempt employees must ensure an agreement or understanding with the employees regarding the form of compensation for overtime (compensatory time off or overtime pay) prior to the employee working overtime hours. Compensatory time off is to be taken responsibly with prior approval by the Supervisor. Compensatory overtime pay is paid monthly.

### **4.4 Weekly Time Records**

Time records will be maintained for all nonexempt personnel on the district electronic time tracking system (TimeClock Plus) and/or forms approved by the district.

Records will indicate all hours worked each week, including compensatory time earned and used. Failure to maintain accurate records of hours worked may result in disciplinary actions.

It is the job requirement of all employees to accurately record, track, and report time worked. Weekly time records must be verified by the supervisor. Official weekly time records shall be maintained in the central payroll office for all nonexempt personnel.

## 5.0 General Pay Increase and Eligibility

### 5.1 Eligibility for General Pay Increase

Employee salaries and wages will be reviewed annually for adjustment. General pay increases are based upon the annual budget approved by the Board and intended to reward employees' continued service to the district.

To receive a general pay increase, an employee must be in a paid status or an approved leave of absence at the time of the first pay cycle reflecting the pay increase and must not be paid above the maximum of the assigned pay range.

An employee's performance must be satisfactory to receive a pay increase. Employees must have worked for the district for at least 90 days the previous year to be eligible for a general pay increase.

### 5.2 Pay Increase Budget

The Superintendent will recommend an amount for general pay increases, expressed as a set amount or as a percent of salary cost, as part of the annual budget process.

Budget recommendations for general pay increases will be based on available revenue, changes in minimum pay laws, competitive job markets, and district compensation objectives.

Employee pay increases will be based on the budget approved by the board.

### 5.3 General Pay Increase Calculations

**Employees on Pay Range Plans** - The general pay increase will be calculated for each employee by applying the percent increase approved by the board to the midpoint of each employee's pay range.

No employee will be paid over the maximum of the assigned pay range; therefore, employees at the maximum of their pay range will not qualify and will not receive the approved pay increase unless otherwise approved by the board.

Pay ranges will be adjusted by the Human Resources Department on a regular basis to accommodate inflationary change in market competitive pay.

Example:      Range Mid-point (hourly rate) x Percent Increase = Pay Increase

Midpoint (\$14.87) x Percent Increase (4%) = Pay Increase (\$0.59)

Pay Increase (\$0.59) x Duty Hours (7.5) x Duty Days (226) = Annual Increase (\$1,000.05)

**Employees on Step Schedules** - Pay increases for classroom teachers, librarians, nurses (RN), will be recommended to the Board by the Superintendent each year. The approved pay raise will be reflected in the salary schedule for years of experience in the subsequent school year.

### 5.4 Equity Adjustments

With board approval, the superintendent 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.

## **6.0 Promotion Increases**

### **6.1 Promotion Defined**

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

Reclassification of an existing job does not constitute a promotion unless significant job responsibilities have been added to the position.

### **6.2 Promotion Increase for the Exempt Pay Structures**

A promotion increase is based on an employee's current base rate (hourly or daily rate) less any stipends paid for supplemental duties. Base pay for teachers will include incentives paid for the teaching assignment such as advanced degree, certification field, career ladder, etc., only when teachers are being promoted to another certified educator position. Stipends paid for extra duties are not included in a promotion increase.

Promotion increases will be based on rates of pay for the assigned duty calendar and will be determined by these guidelines:

- (1) A pay increase for a promotion to a job in a higher pay range may be up to 5 percent of the new range midpoint, subject to pay equity with peer employees who have similar experience, when the incumbent total base salary is below the annual salary of the new midpoint.
- (2) A minimum pay increase for a promotion will be 2 percent of the new range midpoint salary.
- (3) Employees promoted internally will not be paid less than a new hire with similar experience and will not be paid more than other job incumbents with similar experience.

The following limits apply to the promotion increase amount:

- (1) The general pay increase approved by the board is added to the employee's base pay prior to determining a promotion increase that is effective at the beginning of a new school year.
- (2) Consideration will be given to maintaining internal equity with other employees in the same position. Promotion increases may be modified if another employee with more experience in the same job title is paid less.
- (3) No employee will be paid below the minimum or more than the maximum of the new pay range.
- (4) The promotion increases for a teacher promoted to an administrative / professional position will be added to the base salary plus stipends for teaching assignments such as advanced degree, certification field, career ladder, etc. Stipends for extra-duty assignments will not be included.

### **6.3 Promotional Increase for Non-Exempt pay structures**

A promotion increase is based on an employee's current hourly rate of pay and will be determined by these guidelines:

- (1) A pay increase for a promotion may be up to 8 percent of the new range midpoint when incumbent total base salary is below the annual salary of the new midpoint.



- (2) A pay increase for a promotion may be up to 4 percent of the new range midpoint when incumbent total base salary is above the annual salary of the new midpoint.
- (3) A minimum pay increase for a promotion may be up to 2 percent of the new range midpoint salary.
- (4) The general pay increase approved by the board is added to the employee's base pay prior to determining a promotion increase that is effective at the beginning of a new school year.
- (5) Consideration will be given to maintaining internal equity with other employees in the same position. Promotion increases may be modified if another employee with more experience in the same job title is paid less.
- (6) No employee will be paid below the minimum or more than the maximum of the new pay range.

## **7.0 Reassignments to a Lower Pay Grade – Demotion**

### **7.1 Demotion Defined**

A demotion occurs when an employee is reassigned to a different job with a reduction in their base pay. Demotions may be voluntary or involuntary. Position reclassification or general salary structure changes that do not result in reassignment to a new position or reduction of pay are not considered demotions.

### **7.2 Pay Adjustments for Demotions**

#### **A. Reorganization**

An employee who is reassigned to a lower pay grade as a result of reorganization and through no fault of their own may retain the salary paid in their last position for one year and be reevaluated at the beginning of the next school year. Although they may retain the salary, their reassignment will reflect the lower pay grade assigned.

The following guidelines will apply:

- (1) If the employee is being paid above the maximum rate of the lower pay grade to where they have been reassigned, no further pay increases (raises) will be given.
- (2) If the employee is being paid within the pay ranges of the lower pay grade, future pay increases will be calculated based on the midpoint of the lower pay grade assignment.

#### **B. Poor Performance**

An employee who is reassigned to a lower pay grade for performance reasons will have a corresponding reduction in pay as follows:

- (1) The pay reduction may take effect during this year or the following school year for a contract employee.
- (2) The pay reduction will take effect with the effective date of the reassignment for non- contract (MT) employees.
- (3) An employee reassigned to a lower pay grade will be placed at the same position in range (daily or hourly rate divided by range midpoint) plus annual pay adjustments for any change in duty days.

Example of position in range reduction:

Higher pay grade midpoint = \$15.87

Employee rate = \$14.50

Employee position = 0.91 (\$14.50/\$15.87)  
Lower pay grade midpoint = \$13.60  
Employee's new rate = \$12.38 (\$13.60 x 0.91)

## **8.0 Hiring New Employees – Salary Placement**

### **8.1 Teachers / Librarian / Nurse (RN)**

Salaries for teacher, librarian, nurse (RN), who are new to the district will be determined by the Human Resources Department according to the district's step placement schedule (New Hire Guide) for the current year. Salary step schedules are adjusted annually based on pay raises approved by the Board and should not be used to predict future salaries. Salary schedules are used only for pay determination for new employees and will designate a maximum year of new-hire placement.

Salaries for new employees on salary step schedules will be determined by their total years of creditable experience as defined by state regulation at the time of employment.  
(TAC Title 19, part II, 153.1021)

### **8.2 Exempt Pay Structures (Pay Grades 100 – 200 Series)**

Placement of new hires in the exempt pay structure will be determined by Human Resources on an individual basis according to each person's job-related experience, qualifications, and salaries paid to peer employees in the same position with similar experience.

In multi-incumbent positions (e.g. principals), salary for a new hire should not exceed rates being paid to other employees in the same position with similar experience and qualifications.

The general guidelines for placement in the exempt pay structure are as follows:

1. Recommended placement in pay grades for new hires will be estimated by the Human Resources Department as follows stated below:
  - a. Half of one percent above minimum for each year of creditable teaching experience up to 10 years.
  - b. Two percent above minimum for each year of administrative or job-specific experience up to the midpoint of the pay range.
2. Placement of a new hire may not exceed pay rates of other employees in the same job with more experience in the position.
3. A starting salary for a new hire may exceed these guidelines at the direction of the superintendent for a hard-to-fill key staff position.
4. No employee will be placed below the minimum rate of the pay range.

### **8.3 Nonexempt Structures (Pay Grades 300, 400, 500 Series)**

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.

The guidelines for placement, subject to peer equity limits, are as follows:

1. One percent above the minimum rate for each year of verified job experience up to the range midpoint
2. A starting salary for a new hire may exceed these guidelines at the direction of the Superintendent for a hard-to-fill key staff position.

3. Placement of a new hire may not exceed pay rates of other employees in the same job title with similar experience.
4. No employee will be placed below the minimum rate of the pay range.

#### **8.4 Bus Drivers**

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.

The guidelines for placement, subject to peer equity limits, are as follows:

1. A starting salary for a new hire may exceed these guidelines at the direction of the Superintendent for a hard-to-fill key staff position.
2. Placement of a new hire may not exceed pay rates of other employees in the same job title with similar experience.
3. No employee may will be placed below the minimum rate of the pay range.
4. A new hire will be placed at a % of the minimum based on number of years related work experience as stipulated below:
  - a. 1 to 3 years: 0 – 4%
  - b. 4 to 6 years: 4 – 8%
  - c. 7 to 10 years: 8 – 12%
  - d. 12+ years: Midpoint

#### **8.5 Credit for Job-Related Experience – Nurse (RN)**

Verifiable experience in a nursing assignment requiring a Registered Nurse license will be allowed on a one-for-one full time basis based on the current teacher salary schedule. Note that this prior experience is not credited for Teacher Retirement System purposes, according to Commissioner's Rules on Creditable Service (TAC 153.1021).

#### **8.6 Hard-to-Fill Position Placement**

New hire placement may be adjusted from these guidelines as deemed necessary and as recommended by the Human Resources Department for hard-to-fill positions (advertised positions vacant more than 30 days) with the Superintendent's approval.

### **9.0 Adjusting Pay – Range Structures**

#### **9.1 Structure Reviews**

The Human Resources Department will review pay ranges annually and recommend adjustments as needed to maintain competitive alignment with external job markets.

Pay ranges should be adjusted by a percent factor that is less than the percent of salary costs budgeted for pay raises. To prevent salary compression problems between new employees and experienced employees, employees must advance in pay within the range faster than the range itself is being adjusted. After the pay increase budget is established, the Superintendent will determine the appropriate adjustment factor for pay-range structures in the district.

To adjust a pay-range structure, the adjustment factor will be applied to the midpoint of each pay range. The minimum and maximum rates of each range will then be recalculated off of the adjusted midpoint to preserve the structure. Adjustments to pay ranges should be made prior to the calculation of general pay increases.

Example based on a 2% proposed pay increase and 80/120% Structure adjustment established by the Superintendent:

Unadjusted Minimum (80% of midpoint) \$2,400.00	Unadjusted Midpoint \$3,000.00	Unadjusted Maximum (120% of midpoint) \$3,600.00
Adjusted Minimum (80% of midpoint) \$2,448.00	Adjusted Midpoint \$3,060.00	Adjusted Maximum (120% of midpoint) \$3,672.00

## **10.0 Supplemental Duty Pay – Stipends and Incentives**

### **10.1 Exempt Personnel**

The Board will approve a schedule of salary stipends for extra duties. Exempt employees who are assigned supplemental duties that accrue extra pay will be compensated according to the district's schedule for extra duty stipends. Exempt employees will not be compensated if the extra duty assignment falls within their regular work schedule.

### **10.2 Nonexempt Personnel**

Nonexempt employees will not be assigned supplemental duties for extra duty pay.

### **10.3 Method of payment**

Salary stipends will be paid as follows:

- Athletics, Fine Arts, ROTC, and some CTE and Special Education stipends shall be distributed in the employee's regular monthly payroll check throughout the year.
- Club stipends will be paid in a lump sum in the June scheduled payroll distribution.
- Elementary UIL stipends will be paid in a lump sum in the December scheduled payroll distribution.
- Secondary UIL stipends will be paid in a lump sum in the June scheduled payroll distribution.
- All other stipends will be paid in two lump sums: one in the December scheduled payroll distribution and the other in June. (Elem. Cheer Sponsor).

## **11.0 Retiree/Rehire Personnel**

### **11.1 Procedures for Placement**

A retired employee who is rehired will be placed according to the procedures for all new hires in the same job category.

## **12.0 Substitute Teacher Pay**

### **12.1 Category I – Substitute Pay**

A substitute teacher who works in place of a teacher on an as-needed basis:

Non-degreed (59 or less College hours)	Non-degreed (60+ College hours)	Degreed	Certified
\$105.00	\$120.00	\$150.00	\$180.00

➤ Above rates are on a per day basis

## 12.2 Category II – Substitute Pay

### 1. Filling in for a Teacher Vacancy

A substitute teacher who fills a vacant teaching position on a long-term basis until such time as the vacancy is filled is considered a Category II Substitute.

In this category, the substitute teacher performs all tasks and assumes all the responsibilities of a teacher including, but not limited to, writing lesson plans, performing all assigned duties, grading papers, attending faculty meetings, parent meetings, and training sessions and any other activity deemed necessary by the principal.

### 2. Filling in for a Teacher on Approved Leave

A substitute teacher who fills in for a teacher on approved leave is also considered a Category II Substitute.

In this case, the substitute teacher is required to perform all the duties and tasks of the teacher on leave pending the teacher's return to duty and assumes all the responsibilities of a teacher including, but not limited to, writing lesson plans, performing all assigned duties, grading papers, attending faculty meetings, parent meetings, and training sessions and any other activity deemed necessary by the principal.

Non-degreed (59 or less College hours)	Non-degreed (60+ College hours)	Degreed	Certified
\$135.00	\$150.00	\$180.00	\$210.00

- Above rates are on a per day basis
- Above rates are effective after the 17<sup>th</sup> consecutive workday in the same assignment.

Example of a Non-degreed sub working in the same assignment for 34 Days over a 2-month period:

Month 1: \$1,785.00  
(17 Days @ \$105.00)

Month 2: \$2,295.00  
(17 Days @ \$135.00)

## 13.0 Reinstatement Following Break-in-Service

An employee who is rehired following a break-in-service that is less than 12 months shall be reinstated at the same pay rate previously held prior to the break-in-service if rehired for the same position.

If rehired at a different pay grade level or rehired following a break-in-service greater than 12 months, the employee will be placed according to the procedures for placement of new hires.

# Weslaco ISD

## 2023-2024 New Hire Guide for Teacher, Librarian, and Nurses (RN)N

Years of Experience	New Hire Salary
0	\$55,000.00
1	\$55,500.00
2	\$56,280.00
3	\$57,310.00
4	\$57,415.00
5	\$57,670.00
6	\$58,030.00
7	\$58,755.00
8	\$59,675.00
9	\$60,290.00
10	\$61,120.00
11	\$61,735.00
12	\$62,350.00
13	\$62,970.00
14	\$63,690.00
15	\$64,310.00
16	\$64,925.00
17	\$65,750.00
18	\$66,160.00
19	\$66,570.00
20+	\$66,985.00

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.

This schedule is only utilized for hiring purposes for new teachers coming into the district.

Future salaries cannot be predicted from this schedule.

**\$1,000 Master's Degree- General Stipend**  
**\$2,000 Master's Degree -Subject - Area Stipend**  
**\$2,000 National Board Certified**

**Master's Degree Stipend apply only to Classroom Teachers.**

# JROTC Teacher Pay Scale

## Weslaco ISD's Share

1. Base Salary from Teacher Base Salary Schedule divided by 187 Days equals Daily Rate
2. Daily Rate times 207 Days equals annual salary per Weslaco ISD

$$\begin{aligned}\text{Teacher Base Salary} / 187 &= \text{Daily Rate} \\ \text{Daily Rate} \times 207 &= \text{Weslaco ISD's Share}\end{aligned}$$

## Department of Defense's (DOD) Share of Minimum Instructor Pay (MIP)

1. 50% of the MIP stated on the acceptance letter from the DOD
2. Multiply the 50% of the MIP by 12 equals annual salary per DOD

$$\begin{aligned}\text{MIP Amount} / 2 &= \text{Monthly DOD Share} \\ \text{Monthly DOD Share} \times 12 &= \text{DOD Annual Share}\end{aligned}$$

### Formula

$$\begin{aligned}&\text{Weslaco ISD's Share} \\ &+ \text{DOD's Annual Salary (50\% of MIP)} \\ &\hline &\text{Total Annual Salary}\end{aligned}$$

$$\text{Total Annual Salary} / 12 \text{ months} = \text{Monthly Gross Income}$$

### Example:

Weslaco ISD Base Salary Schedule: \$52,800.00

MIP acceptance letter: \$4,000.00/Month

Weslaco ISD Share:

$$\$52,800 / 187 = \$282.35$$

$$\$282.35 \times 207 = \$58,446.45$$

DOD Share:

$$\$4,000.00 / 2 = \$2,000.00$$

$$\$2,000.00 \times 12 = \$24,000.00$$

Total Annual Salary:

$$\$58,446.45 + \$24,000.00 = \$82,446.45$$

Total Monthly:

$$\$82,446.45 / 12 = \$6,870.54$$

# Adjunct Teacher Pay

Provide students with appropriate learning activities and experiences designed to fulfill their potential for intellectual, emotional, physical, and social growth. Enable students to develop competencies and skills to function successfully in society. Prepare students to meet and succeed in district curriculum and all assessments. Collaborate with other teachers in all aspects of guided materials and instruction. The position is based on need and will be structured on a course-by-course basis. The position term is contingent upon the annual life of the course and the identified need at the campus, as determined by the Superintendent.

<b>Rate:</b>	\$26.25/Hour
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## Notes:

- Effective: 2023 – 2024 School Year
- This salary schedule applies to the 2023 – 2024 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year
- This position is considered a Part-Time position on an as-needed basis



# Education Administrative/Professional Salary Schedule

Pay Grade	Minimum	Midpoint	Maximum
101	\$263.25	\$325.00	\$386.75
102	\$295.28	\$360.10	\$424.92
103	\$310.05	\$378.11	\$446.17
104	\$325.56	\$397.02	\$468.48
105	\$341.83	\$416.87	\$491.91
106	\$365.76	\$446.05	\$526.34
107	\$385.88	\$470.58	\$555.28
108	\$405.17	\$494.11	\$583.05
109	\$425.43	\$518.82	\$612.21
110	\$467.55	\$570.18	\$672.81
111	\$612.64	\$730.46	\$848.28
112	\$677.16	\$806.14	\$935.12

## Notes:

- Effective: 2023 – 2024 School Year
- This salary schedule applies to the 2023 – 2024 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.

## Pay Grade 101

Assistant, Speech Language Pathologist – 187 Days  
 Coordinator, ACE Site – 220 Days  
 Coordinator, Accelerated Learning Campus – 220 Days

## Pay Grade 102

College, Career & Military Readiness Specialist– 212 Days  
 Coordinator, ACE District – 226 Days  
 Counselor, Elementary – 203 Days  
 Counselor, SPED – 207 Days  
 Counselor, Student Attendance Intervention – 203 Days  
 Counselor/Social Worker, SPED – 207 Days  
 Facilitator, Gear Up – 212 Days  
 Instructional Coach– 207 Days  
 Specialist, ACE Program – 220 Days

## Pay Grade 103

Athletic Trainer – 207 Days  
 Advisor, Career Development – 220 Days  
 College, Career & Military Readiness Advisor– 212 Days  
 Counselor, High School – 212 Days  
 Counselor, Middle School – 207 Days  
 Educational Diagnostician – 207 Days  
 Licensed Professional Counselor – 212 Days  
 Occupational Therapist – 197 Days  
 School Psychologist – 207 Days  
 Speech Language Pathologist Licensed – 187 Days  
 Specialist, College Readiness – 212 Days  
 Specialist, Evaluation & Accountability – 226/230 Days  
 Supervisor, Career/Technology Education – 226/230 Days

**Pay Grade 104**

Assistant Principal, ES – 215 Days  
Assistant Principal, HS – 226 Days  
Assistant Principal, MS – 220 Days  
Director of Bands, HS – 206 Days

**Pay Grade 105 (226/230 Days)**

Coordinator, Advanced Academics  
Coordinator, Emergent Bilingual  
Coordinator, Instructional Technology  
Coordinator, Math  
Coordinator, Migrant  
Coordinator, Reading Language Arts  
Coordinator, Science  
Coordinator, Social Studies  
Coordinator, Student Recruitment & Marketing  
Coordinator, Student Support Services  
Lead Librarian

**Pay Grade 106 (226/230 Days)**

Manager , SPED Program  
Manager, Instructional Programs

**Pay Grade 107 (226/230 Days)**

Director, Assessment & Accountability  
Director, Career & Technology  
Director, External Funding State/Fed  
Director, Fine Arts  
Director, Instructional Technology  
Director, SPED  
Director, Student Support Services

**Pay Grade 108 (226/230 Days)**

Head Football Coach/Athletic Coordinator

**Pay Grade 109**

Principal, Elementary – 220 Days  
Principal, DAEP – 220 Days  
Principal, Middle School – 226 Days

**Pay Grade 110 (226/230 Days)**

Director, Athletics  
Principal, High School

**Pay Grade 111 (226 Days)**

Assistant Superintendent, School Leadership  
Assistant Superintendent, Human Resources

**Pay Grade 112 (226 Days)**

Deputy Superintendent

# Business Administrative/Professional Salary Schedule

Pay Grade	Minimum	Midpoint	Maximum
<b>201</b>	\$244.36	\$298.00	\$351.64
<b>202</b>	\$261.47	\$318.86	\$376.25
<b>203</b>	\$311.14	\$379.44	\$447.74
<b>204</b>	\$349.25	\$425.92	\$502.59
<b>205</b>	\$381.04	\$464.68	\$548.32
<b>206</b>	\$480.30	\$600.37	\$720.44

## Notes:

- Effective: 2023 – 2024 School Year
- This salary schedule applies to the 2023 – 2024 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.

## **Pay Grade 201**

Graphic Artist – 226 Days  
 HR Compensation Specialist – 226 Days  
 Parent Specialist – 188 Days  
 KWES Reporter/Producer/Writer – 226/230 Days

## **Pay Grade 202**

Accountant – 226/230 Days  
 Dietician – 226 Days  
 Intervention Specialist – 220 Days  
 Programmer Analyst – 226/230 Days  
 Social Worker – 207 Days

## **Pay Grade 203**

Assistant Director, Food Service – 226 Days  
 Coordinator, Health Services – 226/230 Days  
 Coordinator, ESSER Funded Programs – 226/230 Days  
 Coordinator, Parent & Family Engagement – 226 Days  
 Coordinator, PEIMS – 226/230 Days  
 Internal Auditor (part-time) – 226 Days  
 Public Information Officer– 226 Days  
 Teacher Incentive Allotment Coordinator– 226 Days

## **Pay Grade 204 (226/230 Days)**

Director, Budget  
 Director, Internet Systems  
 Director, Payroll, Business Operations  
 Director, Purchasing  
 Director, Technology Information  
 Director, Technology Systems  
 Manager, Employee Benefits/Risk  
 Manager, Transportation

**Pay Grade 205 (226/230 Days)**

Director, Food & Nutrition Services  
Director, Human Resources  
Director, Information Technology Systems  
Director, Maintenance  
Director, Operations

**Pay Grade 206 (226 Days)**

Chief Financial Officer  
Executive Director, Bond Construction Management and School Design  
Executive Director, District Communication  
Executive Director, Maintenance & Operations  
Executive Director, Payroll, Bond Management  
Executive Director, Safe and Supportive Schools & Admin  
Executive Director, Technology

# Clerical/Technical Salary Schedule

Pay Grade	Minimum	Midpoint	Maximum
<b>301</b>	\$15.25	\$18.60	\$21.95
<b>302</b>	\$16.75	\$20.42	\$24.09
<b>303</b>	\$18.25	\$22.26	\$26.27
<b>304</b>	\$19.75	\$24.09	\$28.43
<b>305</b>	\$20.75	\$25.31	\$29.87
<b>306</b>	\$22.25	\$27.13	\$32.01
<b>307</b>	\$24.75	\$30.19	\$35.63
<b>308</b>	\$26.75	\$32.62	\$38.49
<b>309</b>	\$28.75	\$35.07	\$41.39
<b>310</b>	\$30.75	\$37.49	\$44.23

## Notes:

- Effective: 2023 – 2024 School Year
- This salary schedule applies to the 2023 -2024 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.

## Pay Grade 301

Accountability Clerk, Food Service – 207 Days  
 Accountability Clerk, High School – 226/230 Days  
 Assistant, Child Care – 187 Days  
 Asst, Attendance/At Risk ES– 187/203 Days  
 Asst, Attendance/At Risk HS– 203 Days  
 Asst, Attendance/At Risk MS– 187 Days  
 Asst, Band – 226 Days  
 Asst, Counselor – 203/207/212 Days  
 Asst, Health Records – 187 Days  
 Asst, HS Athletic Coordinator – 226 Days  
 Asst, Kitchen – 197 Days  
 Asst, Media – 187 Days  
 Asst, Office – 187/220/226 Days  
 Asst, SEMS– 226 Days  
 Asst, SHARS– 226 Days  
 Asst, Technical – 187 Days  
 Attendance/At-Risk Clerk – 187 Days  
 Attendance/At-Risk Clerk, High School – 203 Days  
 Case Management Clerk – 187 Days  
 Clerk, Print Shop – 226/230 Days  
 Clerk, SEMS – 226 Days  
 Clerk, SHARS – 226 Days  
 Counselor Aide, Elementary – 203 Days  
 Counselor Aide, High School – 212 Days  
 Counselor Aide, Middle School – 207 Days  
 Health Records Clerk – 187 Days  
 Kitchen Clerk, Elementary/Middle School (7.5 Hours) – 197 Days  
 Kitchen Clerk, WHS/WEHS – 197 Days  
 Media Clerk – 187 /212 /226 /230 Days  
 Office Clerk MS – 220 Days  
 Office Clerk HS – 226 Days

### **Pay Grade 301 (Continued)**

Office Clerk, Athletic Office (WHS, WEHS, Athletic Office) – 226/230 Days  
Office Clerk, Campus ES – 187 Days  
Office Clerk, Central Office – 226/230 Days  
Office Clerk, Central Office (CTE, Special Education) – 226 Days  
Office Clerk, CTE– 226 Days  
Speech Clerk, Special Education – 187 Days  
Switchboard Operator, Central Office – 226/230 Days  
Switchboard Operator, High School – 220 Days  
Technology Assistant, Secondary – 187 Days  
Utilities Clerk – 226/230 Days

### **Pay Grade 302**

Clerk, Purchasing – 226/230 Days  
Clerk, Staff Development – 226/230 Days  
Data Entry Clerk, Campus – 203 Days  
Data Entry Clerk, CTE/Transportation – 226 Days  
Data Entry Clerk, TIR/Local – 226 Days  
Data Entry Clerk, WHS/WEHS – 226 Days  
NGS Clerk/Migrant Recruiter – 226 Days  
Receptionist, Business Office – 226/230 Days  
Records Clerk, Human Resources – 226 Days  
Records Clerk, Warehouse – 226/230 Days

### **Pay Grade 303**

Administrative Assistant, Athletics HS – 226/230 Days  
Bookkeeper, Department – 226/230 Days  
Bookkeeper, HS – 226 Days  
Registrar, HS – 226 Days

### **Pay Grade 304**

Administrative Assistant, ES- 220 Days  
Administrative Assistant, MS - 226/230 Days  
Administrative Assistant, Coordinator - 226/230 Days  
Administrative Assistant, Parent & Family Engagement - 226 days  
Bookkeeper, Business Office – 226/230 Days  
Computer Information Specialist, HS– 226 Days  
Computer Information Specialist, Transportation– 226 Days

### **Pay Grade 305**

Administrative Assistant, Athletic Director – 226/230 Days  
Administrative Assistant, Band – 226 Days  
Administrative Assistant, Bond Construction Management – 226 Days  
Administrative Assistant, Business Office – 226 Days  
Administrative Assistant, HS – 226/230 Days  
Administrative Assistant, CATE Complex – 226/230 Days  
Administrative Assistant, Construction – 226/230 Days  
Administrative Assistant, Custodial– 226/230 Days  
Administrative Assistant, Energy Management– 226//230 Days  
Administrative Assistant, ESSER– 226/230 Days

### **Pay Grade 305 Continued**

Administrative Assistant, Fine Arts– 226 Days  
Administrative Assistant, Food Service– 226/230 Days  
Administrative Assistant, KWES- 226/230 Days  
Administrative Assistant, Maintenance– 226/230 Days  
Administrative Assistant, Personnel- 226 Days  
Administrative Assistant, Public Information- 226/230 Days  
Administrative Assistant, Safety & Security – 226/230 Days  
Administrative Assistant, SPED- 226/230 Days  
Administrative Assistant, Staff Development- 226/230 Days  
Administrative Assistant, State Assessment- 226/230 Days  
Administrative Assistant, State Compensatory ED- 226/230 Days  
Administrative Assistant, Student Support Services- 226 Days  
Administrative Assistant, Technology- 226 Days  
Administrative Assistant, Title 1- 226/230 Days  
Administrative Assistant, Transportation 226/230 Days  
Technician, Computer Help Desk 226/230 Days

### **Pay Grade 306 (226/230 Days)**

Specialist, Budget  
Specialist, Certification  
Specialist, Computer Information II  
Specialist, Human Resources  
Specialist, Insurance  
Specialist, Leave  
Specialist, Payroll  
Specialist, PEIMS  
Specialist, Position Control  
Specialist, Purchasing  
Specialist, Theater Production  
Specialist, Workers Compensation  
Technician, Hardware

### **Pay Grade 307 (226/230 Days)**

Associate Programmer  
Specialist, Internet Systems  
Specialist, Network Security  
Supervisor, Network & Computer Maintenance  
Technician, Telecommunications

### **Pay Grade 308**

Administrative Assistant, Asst. Superintendent - 226/230 Days  
Technician, Television - 226/230 Days

### **Pay Grade 309**

Assistant, Occupational Therapist - 197 Days  
Specialist, Television Production - 207 Days

### **Pay Grade 310 (226/230 Days)**

Executive Administrative Assistant, Deputy Superintendent  
Executive Administrative Assistant, School Board  
Executive Administrative Assistant, Superintendent

# Auxiliary Salary Schedule

Pay Grade	Minimum	Midpoint	Maximum
<b>401</b>	\$14.25	\$16.97	\$19.69
<b>402</b>	\$15.00	\$17.86	\$20.72
<b>403</b>	\$15.75	\$18.75	\$21.75
<b>404</b>	\$16.75	\$19.94	\$23.13
<b>405</b>	\$17.75	\$21.13	\$24.51
<b>406</b>	\$18.75	\$22.59	\$26.43
<b>407</b>	\$20.25	\$24.40	\$28.55
<b>408</b>	\$21.75	\$26.20	\$30.65
<b>409</b>	\$28.25	\$34.03	\$39.81

- Effective: 2023 – 2024 School Year
- This salary schedule applies to the 2023 – 2024 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.
- If no hours are noted directly next to position, it is understood to be an 8-hour position.

## **Pay Grade 401**

Bus Aide – 196 Days – 6 Hours  
 Bus Aide, Special Education – 196 Days  
 Cook – 193 Days – 5.5 Hours  
 Cook – 193 Days – 6.5 Hours  
 Custodian – 260 Days  
 Food Service Attendant – 197 Days  
 Substitute Cook – As Needed  
 Substitute Custodian – As Needed  
 Substitute Yard Crew – As Needed

## **Pay Grade 402**

Deliver Driver, Food Service – 197 Days  
 Delivery Driver, Warehouse – 260 Days  
 Head Baker – 193 Days – 7 Hours  
 Head Meat Cook – 193 Days – 7 Hours  
 HVAC Night Crew – 260 Days  
 Security Guard – 260 Days  
 Yard Crew – 260 Days

## **Pay Grade 403**

Assistant Manager, Food Service – 198 Days  
 Assistant, Carpenter – 260 Days  
 Assistant, Electrician – 260 Days  
 Assistant, HVAC – 260 Days  
 Assistant, Painter – 260 Days  
 Assistant, Plumber – 260 Days



**Pay Grade 403 (Continued)**

Assistant, Welder – 260 Days  
Clerk, Maintenance Inventory – 260 Days  
Clerk, Warehouse – 226/230 Days  
Head Custodian Elementary – 260 Days

**Pay Grade 404**

Assistant Manager, Parts – 260 Days  
Armed Security Guard - 260 Days  
Food Service Manager, Elementary – 198 Days  
Head Custodian Middle School – 260 Days  
Parts Manger, Transportation – 260 Days

**Pay Grade 405**

Assistant Route Supervisor, Transportation – 260 Days  
Food Service Manager, MS – 198 Days  
Head Custodian HS – 260 Days  
Head Security Guard – 260 Days  
Security Guard/K9 Handler – 260 Days  
Skilled, Painter – 260 Days  
Supervisor, Fix Asset – 226/230 Days

**Pay Grade 406**

Certified Welder – 260 Days  
Food Service Manager, High School – 198 Days  
Route Supervisor, Transportation – 260 Days  
Skilled, Carpenter – 260 Days

**Pay Grade 407 (260 Days)**

Assistant Manager, Transportation  
Certified Public Safety Officer  
Skilled, Electrician  
Skilled, Plumber  
Skilled, HVAC  
Skilled, Mechanic

**Pay Grade 408**

Carpentry, Foreman – 260 Days  
Electrician, Foreman – 260 Days  
HVAC, Foreman – 260 Days  
Paint, Foreman – 260 Days  
Plumber, Foreman– 226 Days  
Supervisor, Warehouse – 226/230 Days  
Yard Crew, Foreman – 226/230 Days

**Pay Grade 409**

Field, Supervisor, Food Service– 226/230 Days  
Supervisor, Custodial – 260 Days  
Supervisor, Maintenance– 226/230 Days

# Bus Driver Salary Schedule

Pay Grade	Minimum	Midpoint	Maximum
<b>Trainee</b>	\$10.00 (Flat Rate)		
<b>404 - BD</b>	\$20.25	\$25.31	\$30.37

- Effective: 2023 – 2024 School Year
- This salary schedule applies to the 2023 – 2024 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.
- If no hours are noted directly next to position, it is understood to be an 8-hour position.

## **Pay Grade 404 – BD**

6 Hour Bus Driver – 196 Days

8 Hour Bus Driver – 260 Days

## **Trainee**

Bus Driver (Hours TBD based on need)

# Instructional Support Salary Schedule

Pay Grade	Minimum	Midpoint	Maximum
<b>501</b>	\$15.25	\$18.16	\$21.07
<b>502</b>	\$16.00	\$19.05	\$22.10
<b>503</b>	\$16.75	\$19.94	\$23.13
<b>504</b>	\$18.75	\$22.59	\$26.43

- Effective: 2023 – 2024 School Year
- This salary schedule applies to the 2023 – 2024 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.

## **Pay Grade 501**

Aide, Accelerated Learning – 187 Days  
Aide, Instructional – 187/226 Days  
Aide, Nurse – 187 Days (CNA)  
Aide, Special Education Resource Inclusion – 187 Days  
Instructional Assistant, CTE – 187 Days  
Instructional Assistant, ISS – 187 Days

## **Pay Grade 502**

Aide, Community – 187 Days  
Aide, Computer Lab – 187 Days  
Aide, Library – 203 Days  
Aide, Special Education Self Contained – 187 Days

## **Pay Grade 503 (187 Days)**

Medical Assistant

## **Pay Grade 504 (187 Days)**

Licensed Vocational Nurse

# Substitute Teacher Salary Schedule / STAAR Mentor

## Category I: Regular Assignment Daily Rate:

All substitute teachers who work in place of a teacher on an as-needed basis are set at the Category I daily rate.

<b>Non-Degreed (59 or less College Hours)</b>	<b>Non-Degreed (60+ College Hours)</b>	<b>Degreed</b>	<b>Certified</b>
\$105.00	\$120.00	\$150.00	\$180.00

## Category II: Long-Term Daily Rate:

Any one of the following criteria will qualify a substitute for the Category II daily rate:

- long-term assignments that meet or exceed 17 consecutive work days or more in the same assignment
- an assignment for a vacant teaching position on a long-term basis until such time as the vacancy is filled
- an assignment for a teacher on approved leave on a long-term basis until such time as the teacher returns or the vacancy is filled

<b>Non-Degreed (59 or less College Hours)</b>	<b>Non-Degreed (60+ College Hours)</b>	<b>Degreed</b>	<b>Certified</b>
\$135.00	\$150.00	\$180.00	\$210.00

### Notes:

- Effective: 2023 – 2024 School Year
- This salary schedule applies to the 2023 – 2024 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.
- STAAR mentor will follow Substitute rates.
- Long-term assignment rates not applicable to STAAR mentors.

## Part-Time Employee Salary Schedule

### Certified Lifeguard

- \$13.00 per hour

# Part-Time Employee Salary Schedule

## High School Student: Hourly Rate

Must be currently classified as a Junior or Senior in High School.

Classroom Tutor	Part-Time Office Help	Summer Recreation Program
\$12.00	\$12.00	\$12.00

## College Student: Hourly Rate

Must be currently enrolled in a College or University and provide a detailed student schedule.

Classroom Tutor	Part-Time Office Help	Summer Recreation Program
\$13.00	\$13.00	\$13.00

### Notes:

- Effective: 2023 – 2024 School Year
- This salary schedule applies to the 2023 – 2024 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.
- Seasonal Part-Time Employees are allowed to work up to 29 hours a week, only.
- Long Term Part-Time Employees are allowed to work up to 14.5 hours a week, only.

# Summer School Pay Per Hour

- Summer School Administrators \$40 per hour
- Summer School Professionals \$35 per hour
- Summer School Paraprofessionals/Non-Professionals \$20 per hour
- Summer Recreation Program Coordinator Summer \$40 per hour
- Recreation Program Professionals \$35 per hour
- Curriculum Writers \$35 per hour

# Extra Duty Pay Per Hour

- School Professionals \$35 per hour

## Staff Development

Program	Description	Rate
Beginning of the year New Teacher Training	Professional-off calendar	\$250 flat rate

# Teacher Incentive Allotment (TIA)

Teachers who have earned a designation through their National Board Certification are eligible for the Teacher Incentive Allotment (TIA).

<i>Campus</i>	<i>Recognized</i>	<i>Exemplary</i>	<i>Master</i>
A.N. Tony Rico Elementary	\$6,282.90	\$12,565.80	\$22,742.10
Airport Elementary	\$5,631.30	\$11,262.60	\$20,570.40
Dr. Armando Cuellar Middle School	\$5,853.60	\$11,707.20	\$21,312.90
Beatriz G Garza Middle School	\$4,827.60	\$9,655.20	\$17,892.00
Central Middle School	\$5,024.70	\$10,049.40	\$18,549.00
Cleckler Heald Elementary	\$5,442.30	\$10,883.70	\$19,939.50
Dr. R. E. Margo Elementary	\$5,740.20	\$11,481.30	\$20,934.90
Mary Hoge Middle School	\$6,364.80	\$12,729.60	\$23,016.60
Memorial Elementary	\$4,669.20	\$9,339.30	\$17,365.50
North Bridge Elementary	\$6,888.60	\$13,778.10	\$24,763.50
PFC Mario Ybarra Elementary	\$6,007.50	\$12,015.90	\$21,825.90
Raul A Gonzalez Elementary	\$4,697.10	\$9,394.20	\$17,456.40
Rodolfo “Rudy” Silva Elementary	\$4,908.60	\$9,816.30	\$18,161.10
Sam Houston Elementary	\$5,877.90	\$11,755.80	\$21,393.90
South Palm Gardens High School	\$5,895.90	\$11,792.70	\$21,454.20
Weslaco East High School	\$5,754.60	\$11,508.30	\$20,980.80
Weslaco High School	\$4,908.60	\$9,818.10	\$18,162.90

**Note:** TIA will be funded by the Texas Education Agency (TEA).

# Academic Stipend Schedule

Group	Amount
1	\$250.00
2	\$350.00
3	\$450.00
4	\$500.00
5	\$700.00
6	\$800.00
7	\$900.00
8	\$1,000.00
9	\$1,200.00
10	\$1,500.00
11	\$1,610.00
12	\$2,200.00
13	\$3,000.00
14	\$4,900.00

- Effective: 2023 – 2024 School Year
- This stipend schedule applies to the 2023 – 2024 school year only. Future stipend amounts cannot be predicted from this schedule. New stipend schedules are developed each year.
- Academic/Club sponsor amounts are based on a full year term and completion of all applicable duties. Should duties not be fulfilled, the stipend will be prorated accordingly

## **Group 1**

STC Concurrent Class (per section/per semester)

## **Group 2**

On Ramps/Dual Enrollment (per section/per semester)

## **Group 3**

Agriculture Science Lead Teacher

## **Group 4**

Academic Team Leader

Club Sponsor

D.I. Coach (State Competition

D.I. Coach (World Competition

Destination Imagination (D.I. Coach

Future Problem Solving

HS Science Fair Coordinator (International Competition

MS/HS Science Fair Coordinator (State Competition

MS/HS Science Fair Coordinator (Regional Competition

Robotics (Advance to Internationals

Robotics (Advance to Nationals

Robotics (Advance to State

Spelling Bee

TMSCA

**Group 4 (Continued)**

TMSCA (Advance to State)

**Group 5**

Advance Placement (per section/per semester)

Student Council (MS)

**Group 6**

Campus Communications Coordinator

Certified Nurse Aide Program

Class Sponsor (Freshman/Sophomore)

CTE Co-Club Sponsor

Destination Imagination Coordinator PK-8

Drill Team MS

Elementary Cheer Sponsor (Year-Round)

Gifted Talented Specialist (Elementary & Middle School)

Robotics Coach

Science Fair Coordinator

**Group 7**

CTE Training Plans

UIL Campus Coordinator PK-8

UIL Coordinator TMSCA

Vocational Education Coordinator

**Group 8**

Tech Ed (CTE Market Demand)

UIL Coach (Elementary )

**Group 9**

Yearbook Sponsor

Student Council (High School)

**Group 10**

UIL HS/MS Coach

**Group 11**

Class Sponsor (Junior/Senior)

CTE Club Sponsor HS

Registered Dietician

Skills USA

FFCLA

FFA

**Group 12**

Clay Shooting

ROTC

UIL Campus Coordinator HS

Agriculture FFA Farm & Livestock Show Competitions



**Group 13**

Health Science (CTE Market Demand)

**Group 14**

Special Olympics Coordinator

KPAN HS

# Department Head/Grade Level Chair Stipend Schedule

- Effective: 2023 – 2024 School Year
- This salary schedule applies to the 2023 – 2024 school year only. Future salaries cannot be predicted from this schedule. New salary schedules are developed each year.
- Bilingual
- Advanced Academics

Campus Level	Amount
Elementary	\$2,000.00
Middle School	
High School	

# Emergent Bilingual Education Stipend Schedule

- Effective: 2023 – 2024 School Year
- This stipend schedule applies to the 2023 – 2024 school year only. Future stipend amounts cannot be predicted from this schedule. New stipend schedules are developed each year.
- Based on Emergent Bilingual Student Enrollment.
- Verified by Principal & Bilingual/ESL Department
- Bilingual/ESL amounts are based on a full year term and completion of all applicable duties. Should duties not be fulfilled, the stipend will be prorated accordingly

## *Emergent Bilingual*

Number of EB Students Served	Proposed Stipend	Last Year's Stipend
1-4	\$500.00	\$1,500.00
5-15	\$1,000.00	\$1,500.00
16-30	\$1,500.00	\$1,500.00
31-40	\$2,000.00	\$1,500.00
41 and Up	\$2,400.00	\$1,500.00

# Special Education Stipend Schedule

- Effective: 2023 – 2024 School Year
- This stipend schedule applies to the 2023 – 2024 school year only. Future stipend amounts cannot be predicted from this schedule. New stipend schedules are developed each year.
- Verified by Principal & Special Education Department
- Special Education Stipend amounts are based on a full year term and completion of all applicable duties. Should duties not be fulfilled, the stipend will be prorated accordingly.
- Stipends for non-traditional special education teachers including homebound, visually impaired, adaptive PE, are distributed according to students being serviced in 2023-2024.

<b>Classroom Setting Type</b>	<b>Amount</b>
Resource/Mainstream	\$2,000.00
Self-Contained	\$5,000.00

## **Special Olympics**

Head Coach	\$800.00
Coach	\$600.00

# Performing Arts Stipend Schedule

## Band

Head MS Director/Assistant HS Director	\$12,000.00
Head HS Director	\$16,000.00
Assistant HS/MS Director	\$8,500.00

## Choir

Head HS Director	\$7,000.00
Assistant HS Director	\$3,000.00
Head MS Director	\$3,000.00

## Orchestra

Head HS Director	\$7,000.00
Assistant HS Director	\$3,000.00
Head MS Director	\$3,000.00

## Mariachi

Head HS/MS Director	\$7,500.00
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## Theater Arts

Head HS Director	\$7,000.00
MS Director	\$3,000.00

## Dance

Head MS Director	\$3,000.00
Head HS Director	\$7,000.00

## Drill Team/Color Guard/Conjunto Band

Head HS Director	\$5,200.00
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## Drill Team/Color Guard/Conjunto Band/Theatre

HS Assistant Director (Full Year)	\$2,400.00
HS Assistant Director (Half Year)	\$1,610.00
MS Assistant Director	\$800.00

# Visual Arts Stipend Schedule

POSITION	STIPEND
HS Visual Arts Teacher (VASE)	\$2,700.00
MS Visual Arts Teacher (Jr VASE)	\$500.00

# Athletic Stipend Schedule

- All assistant coaching positions are contingent upon athletic enrollment numbers for each respective program.

## *Middle School Sport*

<b>Sport</b>	<b>Amount</b>
Head Football Coach	\$4,500.00
Football Assistant	\$3,500.00
All Other MS Sports	\$3,000.00
MS Campus Coordinator	\$4,500.00

## *High School Football*

<b>Position</b>	<b>Amount</b>
Varsity 1 <sup>st</sup> Assistant	\$16,700.00
Defensive Coordinator	\$13,700.00
Offensive Coordinator	\$13,700.00
Special Teams Coordinator	\$13,700.00
Varsity Assistant	\$10,000.00
Freshman Football	\$6,100.00

## *Basketball*

<b>Position</b>	<b>Amount</b>
Head Coach	\$10,000.00
Varsity 1 <sup>st</sup> Assistant	\$6,100.00
JV Assistant	\$5,400.00
Freshman	\$4,400.00
Freshman Light	\$3,300.00

## *Soccer*

<b>Position</b>	<b>Amount</b>
Head Coach	\$10,000.00
Varsity 1 <sup>st</sup> Assistant	\$6,100.00
JV Assistant	\$5,400.00
Freshman	\$4,400.00
Freshman Light	\$3,300.00

## *Baseball/Softball*

<b>Position</b>	<b>Amount</b>
Head Coach	\$10,000.00
Varsity 1 <sup>st</sup> Assistant	\$6,100.00
JV Assistant	\$5,400.00
Freshman	\$4,400.00
Freshman Light	\$3,300.00

***Cross-Country/Track***

<b>Position</b>	<b>Amount</b>
Head Coach	\$10,000.00
Varsity 1 <sup>st</sup> Assistant	\$6,100.00
JV Assistant	\$5,400.00
Freshman	\$4,400.00
Freshman Light	\$3,300.00

***Volleyball***

<b>Position</b>	<b>Amount</b>
Head Coach	\$10,000.00
Varsity 1 <sup>st</sup> Assistant	\$6,100.00
JV Assistant	\$5,400.00
Freshman	\$4,400.00
Freshman Light	\$3,300.00

***Powerlifting***

<b>Position</b>	<b>Amount</b>
Head Coach	\$10,000.00
Varsity 1 <sup>st</sup> Assistant	\$6,100.00
Freshman	\$4,400.00

***Wrestling***

<b>Position</b>	<b>Amount</b>
Head Coach	\$10,000.00
Varsity 1 <sup>st</sup> Assistant	\$6,100.00
JV Assistant	\$5,400.00
Freshman Light	\$3,300.00

***Golf (Year-Round)***

<b>Position</b>	<b>Amount</b>
Head Coach	\$11,700.00
Varsity 1 <sup>st</sup> Assistant	\$7,100.00

***Tennis (Year-Round)***

<b>Position</b>	<b>Amount</b>
Head Coach	\$11,700.00
Varsity 1 <sup>st</sup> Assistant	\$7,100.00
Freshman Assistant	\$5,400.00

***Swimming (Year-Round)***

<b>Position</b>	<b>Amount</b>
Head Coach	\$11,700.00
Varsity 1 <sup>st</sup> Assistant	\$7,100.00

***Cheerleading***

<b>Position</b>	<b>Amount</b>
Head Sponsor	\$10,000.00
Varsity Assistant Sponsor	\$5,700.00
M.S. Sponsor	\$3,000.00

***Coordinators***

<b>Position</b>	<b>Amount</b>
Assistant Athletic Coordinator: MS	\$5,100.00
Assistant Athletic Coordinator: HS	\$8,900.00
Track Coordinator*	\$4,100.00

\*Stipend for FY 2023-2024 only.



# Athletic Game Workers Pay Schedule

- \$10.00 more for playoff games, unless otherwise indicated on contract
- Paraprofessional game workers will receive:
  - a minimum payment of two hours per game for sports other than varsity football
  - a minimum payment of four hours per game for varsity football

## Varsity – Volleyball/Basketball

Position	Professional	Paraprofessional
Gatekeeper	\$20.00/Game	\$10.00/Hour
Clock Keeper	\$30.00/Game	\$15.00/Hour
Bookkeeper	\$30.00/Game	\$15.00/Hour
Libero	\$25.00/Game	\$13.00/Hour
Announcer/Music/Graphics	\$50.00/Game	\$25.00/Hour

### Tournaments

Position	Professional	Paraprofessional
Gatekeeper	\$9.00/Hour	\$9.00/Hour
Clock Keeper	\$25.00/Game	\$13.00/Hour
Bookkeeper	\$25.00/Game	\$13.00/Hour
Libero	\$20.00/Game	\$10.00/Hour
Announcer/Music/Graphics	\$25.00/Game	\$13.00/Hour

## Varsity – Softball/Baseball

Position	Professional	Paraprofessional
Gatekeeper	\$20.00/Game	\$10.00/Hour
Clock Keeper	\$30.00/Game	\$15.00/Hour
Bookkeeper	\$30.00/Game	\$15.00/Hour
Announcer/Music/Graphics	\$30.00/Game	\$15.00/Hour

### Tournaments

Position	Professional	Paraprofessional
Gatekeeper	\$9.00/Hour	\$9.00/Hour
Clock Keeper	\$25.00/Game	\$13.00/Hour
Bookkeeper	\$25.00/Game	\$13.00/Hour
Announcer/Music/Graphics	\$25.00/Game	\$13.00/Hour

## Varsity – Soccer

Position	Professional	Paraprofessional
Gatekeeper	\$20.00/Game	\$10.00/Hour
Clock Keeper	\$30.00/Game	\$15.00/Hour
Announcer/Music/Graphics	\$30.00/Game	\$15.00/Hour

### Tournaments

Position	Professional	Paraprofessional
Gatekeeper	\$9.00/Hour	\$9.00/Hour
Clock Keeper	\$25.00/Game	\$13.00/Hour
Announcer/Music/Graphics	\$25.00/Game	\$13.00/Hour

### Varsity – Wrestling

Position	Professional	Paraprofessional
Gatekeeper	\$9.00/Hour	\$9.00/Hour

#### Tournaments

Position	Professional	Paraprofessional
Gatekeeper	\$9.00/Hour	\$9.00/Hour

### Varsity – Powerlifting

Position	Professional/Paraprofessional
Gatekeeper	\$9.00/Hour
Judges	\$100.00/Meet
Judges: Regional Meet	\$150.00/Meet

#### Tournaments

Position	Varsity
Gatekeeper	\$9.00/Hour
Judges	\$100.00/Meet

### Varsity – Track

Position	Professional/Paraprofessional
Gatekeeper	\$9.00/Hour
Meet Referee	\$250.00/Meet
Starter	\$200.00/Meet
Backup Starter	\$150.00/Meet
Hy-Tek Manager	\$250.00/Meet
Assistant Hy-Tek Manager	\$200.00/Meet
FAT Technician	\$200.00/Meet

### Varsity – Swimming

Position	Professional/Paraprofessional
Gatekeeper	\$9.00/Hour
Hy-Tek Operator	\$150.00/Meet

### Cheerleading

Judge	\$100.00 (Per Tryout)
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### JV/Freshman - Volleyball/Basketball

Position	Professional	Paraprofessional
Gatekeeper	\$20.00/Game	\$10.00/Hour
Clock Keeper	\$25.00/Game	\$13.00/Hour
Bookkeeper	\$25.00/Game	\$13.00/Hour
Libero	\$25.00/Game	\$13.00/Hour

#### Tournaments

Position	Professional	Paraprofessional
Gatekeeper	\$9.00/Hour	\$9.00/Hour

Clock Keeper	\$20.00/Game	\$10.00/Hour
Bookkeeper	\$20.00/Game	\$10.00/Hour
Libero	\$20.00/Game	\$10.00/Hour

#### **JV/Freshman - Softball/Baseball**

<b>Position</b>	<b>Professional</b>	<b>Paraprofessional</b>
Gatekeeper	\$20.00/Game	\$10.00/Hour
Clock Keeper	\$25.00/Game	\$13.00/Hour
Bookkeeper	\$25.00/Game	\$13.00/Hour

#### **Tournaments**

<b>Position</b>	<b>Professional</b>	<b>Paraprofessional</b>
Gatekeeper	\$9.00/Hour	\$9.00/Hour
Clock Keeper	\$20.00/Game	\$10.00/Hour
Bookkeeper	\$20.00/Game	\$10.00/Hour

#### **JV/Freshman – Football**

<b>Position</b>	<b>Professional</b>	<b>Paraprofessional</b>
Gatekeeper	\$20.00/Game	\$10.00/Hour
Clock Keeper	\$20.00/Game	\$10.00/Hour

#### **JV/Freshman – Soccer**

<b>Position</b>	<b>Professional</b>	<b>Paraprofessional</b>
Gatekeeper	\$20.00/Game	\$10.00/Hour
Clock Keeper	\$25.00/Game	\$13.00/Hour

#### **Tournaments**

<b>Position</b>	<b>Professional</b>	<b>Paraprofessional</b>
Gatekeeper	\$9.00/Hour	\$9.00/Hour
Clock Keeper	\$20.00/Game	\$10.00/Hour

#### **JV/Freshman – Wrestling**

<b>Position</b>	<b>Professional</b>	<b>Paraprofessional</b>
Gatekeeper	\$9.00/Hour	\$9.00/Hour

#### **JV/Freshman – Track**

<b>Position</b>	<b>Professional/Paraprofessional</b>
Gatekeeper	\$9.00/Hour

#### **JV/Freshman – Track**

<b>Position</b>	<b>Professional/Paraprofessional</b>
Gatekeeper	\$9.00/Hour

**JV/Freshman - Swimming**

<b>Position</b>	<b>Professional/Paraprofessional</b>
Gatekeeper	\$9.00/Hour
Hy-Tek Operator	\$150.00/Meet

**Middle School – Volleyball/Basketball**

<b>Position</b>	<b>Professional</b>	<b>Paraprofessional</b>
Gatekeeper	\$15.00/Game	\$10.00/Hour
Clock Keeper	\$20.00/Game	\$10.00/Hour
Bookkeeper	\$20.00/Game	\$10.00/Hour

**Tournaments**

<b>Position</b>	<b>Professional</b>	<b>Paraprofessional</b>
Gatekeeper	\$9.00/Hour	\$9.00/Hour
Clock Keeper	\$15.00/Game	\$15.00/Hour
Bookkeeper	\$15.00/Game	\$15.00/Hour

**Middle School – Softball/Baseball**

<b>Position</b>	<b>Professional</b>	<b>Paraprofessional</b>
Gatekeeper	\$15.00/Game	\$10.00/Hour
Clock Keeper	\$20.00/Game	\$10.00/Hour
Bookkeeper	\$20.00/Game	\$10.00/Hour

**Tournaments**

<b>Position</b>	<b>Professional</b>	<b>Paraprofessional</b>
Gatekeeper	\$9.00/Hour	\$9.00/Hour
Clock Keeper	\$15.00/Game	\$10.00/Hour
Bookkeeper	\$15.00/Game	\$10.00/Hour

**Middle School – Football**

<b>Position</b>	<b>Professional</b>	<b>Paraprofessional</b>
Gatekeeper	\$15.00/Game	\$10.00/Hour
Clock Keeper	\$20.00/Game	\$10.00/Hour

**Middle School – Soccer**

<b>Position</b>	<b>Professional</b>	<b>Paraprofessional</b>
Gatekeeper	\$15.00/Game	\$13.00/Hour
Clock Keeper	\$20.00/Game	\$10.00/Hour

**Tournaments**

<b>Position</b>	<b>Professional</b>	<b>Paraprofessional</b>
Gatekeeper	\$9.00/Hour	\$9.00/Hour
Clock Keeper	\$15.00/Game	\$10.00/Hour

**Middle School – Track/Cross-Country**

<b>Position</b>	<b>Professional/Paraprofessional</b>
Gatekeeper	\$9.00/Hour

### **Middle School – Swimming**

<b>Position</b>	<b>Professional/Paraprofessional</b>
Gatekeeper	\$9.00/HR
Hy-Tek Operator	\$150.00/Meet

# Athletic Game Worker Pay Schedule – Bobby Lackey Stadium

- Non-District sponsored events
- Future rates cannot be determined from these schedules
- Paraprofessional game workers will receive:
  - a minimum payment of two hours per game for sports other than varsity football
  - a minimum payment of four hours per game for varsity football

	<b>Professional Employee</b>	<b>Paraprofessional Employee</b>
Chain Crew – (3) people	\$40.00/ Game	\$10.00/Hour
Announcer	\$100.00/ Game	\$25.00/Hour
Spotter	\$30.00 / Game	\$12.00/Hour
:25/:40 Clock	\$45.00 / Game	\$12.00/Hour
Computer Tech.	\$45.00 / Game	\$12.00/Hour
Clock Monitor	\$40.00 / Game	\$10.00/Hour
Scorekeeper	\$35.00 / Game	\$9.00/Hour
Auxiliary Clock	\$35.00 / Game	\$9.00/Hour
Media Clerk	\$45.00 /Game	\$12.00 /Hour
Ticket Sellers	\$60.00/ Game	\$15.00/Hour
Ticker Takers	\$50.00 / Game	\$13.00/Hour
Ushers	\$40.00/ Game	\$10.00/Hour
Play-off game	+\$10.00 /Game	+\$2.50/Hour



Telephone (956) 969-6619  
Fax (956) 969-6932

# Weslaco Independent School District

## Human Resources Department

319 West 4<sup>th</sup> Street  
P.O. Box 266  
Weslaco, TX 78599-0266



*Dr. Richard Rivera*  
*Superintendent of Schools*

## Job Reclassification Review Request Form

Request Date:	Job Title to Review:
Current Pay Grade:	Requesting Supervisor:
Requested Pay Grade:	Supervisor Job Title:

The purpose of job classification is to group jobs of similar value into pay grades and pay ranges based on the requirements of the job considering the following factors:

- Knowledge (education and specialized experience)
- Effort (decision-making, complexity, level of communication)
- Responsibility (scope of impact, financial accountability, supervisory role)
- Environment (exposure to hazardous working conditions)
- External Job Market Value

Requests should include a copy of the current job description and organizational chart.

1. Why do you feel that this job is assigned to the wrong pay grade level?

2. How has the job changed? What led to the change in job duties and responsibilities?

3. List core job responsibilities and percent time required for each (use additional pages if needed).

%  
time:

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%  
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%  
time:  
  
\_\_\_\_\_

\_\_\_\_\_  
Signature of Supervisor

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Leadership-Level  
Supervisor

\_\_\_\_\_  
Date