

Wharton
Independent School District



**EMPLOYEE
COMPENSATION GUIDE**

2024-2025

PREFACE

The 2024-25 Staff Compensation Plan addresses each position in a manner comparable to the *Teacher Model* and is based on years of experience and pay steps. Currently, Wharton Independent School District expands years of experience for teachers, librarians, registered nurses and counselors to 30 years and then aligns all other salary guides to this model. For non-teaching professional and administrative staff, the salary guides have a minimum, mid-point, and maximum daily rate. Based on the number of days assigned, the salary range for each paygrade is determined. Placement is based on experience.

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

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

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

Respectfully,

Dr. Denise Hooker-Ware

Deputy Superintendent

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Section I: ADMINISTRATIVE AND PROFESSIONAL STAFF SALARY GUIDES

NOTES ON ADMINISTRATIVE AND PROFESSIONAL SALARY GUIDES

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

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

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

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

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

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

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

RETIRE-REHIRE All retire/rehire employees' salaries will be established and maintained by daily or hourly base rates according to the position and years of work history minus the TRS 16.5% Surcharge and the TRS Care Surcharge of \$535 per month if applicable.

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

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

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

DOCUMENTATION OF SERVICE CREDIT FOR EXPERIENCE

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

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

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

CAREER AND TECHNOLOGY EDUCATION (CATE) TEACHERS

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

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

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

CREDIT FOR TEACHERS WITH PRIOR TEACHER ASSISTANT EXPERIENCE

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

Section II: NON-EXEMPT STAFF SALARY GUIDES

NOTES ON NON-EXEMPT SALARY GUIDES

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

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

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

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

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

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

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

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

RETIRE-REHIRE All retire/rehire employees' salaries will be established and maintained by daily or hourly base rates according to the position and years of work history minus the TRS 16.5% Surcharge and the TRS Care Surcharge of \$535 per month, if applicable.

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

NOTES ON PARAPROFESSIONAL SALARY GUIDE

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

OVERTIME PAY

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

Section III: DUTY DAYS

Position	Duty Days	Starting Month
District Administration		
Superintendent of Schools	226	July
Deputy Superintendent	226	July
Assistant Superintendent	226	July
Executive Director of Curriculum & Instruction	226	July
Executive Director Technology	226	July
Director of Student Services	226	July
Campuses		
Campus Principals	226	July
Associate Principals	226	July
Assistant Principals - Sivells, WES, WJH, WHS	215, 226	July
Instructional Facilitator/Coach	192	July
Campus Receptionist/Attendance - Sivells, WES, WHS & WHS	197	Sept.
Sivells PEIMS	197	Sept.
WES PEIMS	197	Sept.
WJH PEIMS	197	Sept.
WHS Registrar	220	Sept.
Campus Secretary	226	Sept.
Counselor – Elementary	206	Sept.
Counselor – Secondary	215	Sept.
Classroom Teachers	187	Sept.
Instructional Aides	187	Sept.
Library Instructional Aide - Sivells	190	Sept.
Librarian - WJH & WHS	190	Sept.
District Nurse RN	187	Sept.
LVN	187	Sept.
Nurse's Aide	187	Sept.
Athletic Department		
Athletic Director	226	July
Athletic Trainer	202	Sept.
Athletic Secretary	226	Sept.
Business Department		
Chief Financial Officer	226	July
Business Manager	226	July
PEIMS Coordinator	226	July
Accounts Payable/ Bookkeeper	226	July
Payroll Specialist	226	Sept.
Payroll Clerk	226	Sept.
Human Resources Department		
HR Director	226	July
HR Coordinator	226	July
HR Benefits/Payroll Specialist	226	Sept.
HR Clerk	226	Sept.
District Security		
Chief of Police	226	Sept.
School Resource Officer	169, 202	Sept.
Wellness/Truancy Officer	190	July

Technology Department

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

Education Support Center

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

Special Education Department

Director of Special Education	226	July
Diagnostician	193	Sept.
Receptionist/Secretary	197	Sept.
Secretary	226	Sept.
LSSP	193	Sept.
Speech Pathologist	193	Sept.
Assistant Speech Therapist	193	Sept.

Food Service Department

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

Maintenance & Operations Department

Executive Director, Maintenance and Transportation	226	July
Maintenance Staff	260	Sept.
Custodial Staff	260	July
Custodial Services Supervisor	260	July
Maintenance Secretary	226	Sept.

Transportation Department

Transportation Director/Supervisor	230	July
Transportation Secretary	197	Sept.
Bus Drivers	171	Sept.
Bus Riders/Monitors	171	Sept.
Dawson Bus Ramp Monitor	175	Sept.
Transportation Shop Helper	230	July
Mechanic	260	Sept.

Section IV: TEACHER HIRING SCHEDULE

Wharton ISD 2024-2025
Teachers, Librarians & Nurses Pay Structure

Salary Guide for New Teachers - 187 Days

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

The salaries listed above are based on 10-month employment for the 2024-2025 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Section V: ADMINISTRATIVE PROFESSIONAL PAY PLAN

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1						
	School Resource Officer	169				
	Speech Language Pathologist Assistant	193				
	Athletic Trainer	202				
	School Resource Officer	202				
	Director – Food Service	226				
	Senior User Device Administrator	226				
	Coordinator – Public Relations	226				
			Daily	\$258.97	\$298.50	\$338.03
			169 Days	43,428	55,820	63,212
			193 Days	49,982	57,611	65,240
			202 Days	52,313	60,298	68,283
			226 Days	58,528	67,462	76,395
2A						
	Diagnostician	193				
	Licensed Specialist in School Psychology	193				
	Speech Language Pathologist	193				
	Instructional Specialist, K-8	200				
	Counselor – Elementary	206				
	Counselor – Secondary	215				
	Chief of Police	226				
	Coordinator - Bilingual/ESL Programming	226				
	Coordinator - Human Resources	226				
	Coordinator - Special Education/PBIS	226				
	Coordinator – Instructional Technology	226				
			Daily	\$283.50	\$335.08	\$386.66
			193 Days	54,716	64,670	74,625
			200 Days	56,700	67,016	77,332
			206 Days	58,401	69,027	79,652
			215 Days	60,953	72,042	83,132
			226 Days	64,071	75,728	87,385
2B						
	Assistant Principal – Elem	215				
	Director - Transportation	230				
	Dir - Maintenance (Works 260 Days)	226				
	Director - Professional Dev	226				
			Daily	\$302.74	\$354.25	\$405.76
			215 Days	65,088	76,163	87,238
			226 Days	68,418	80,060	91,701
			230 Days	69,629	81,477	93,324
3						
	Assistant Principal - JH	215				
	Assistant Principal - HS	215				
	Director Accountability & Student Services	226				
	Associate Prin – HS (Dean of Instruction)	226				
			Daily	\$305.05	\$361.87	\$418.69
			215 Days	67,110	79,610	92,111
			226 Days	68,940	81,782	94,623
4						
	Principal - Elem	226				
			Daily	\$320.28	\$379.94	\$439.60
			226 Days	72,383	85,866	99,350
5						
	Business Manager	226				
	Director - Special Education	226				
	Director - Technology	226				
	Principal – JH	226				
	Director – Human Resources	226				
			Daily	\$349.12	\$414.76	\$479.17
			226 Days	78,902	93,736	108,293

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

Daily		\$384.02	\$455.56	\$527.09
226	Days	86,789	102,957	119,123

7		
Assistant Superintendent		226

Daily		\$422.43	\$501.11	\$579.80
226	Days	95,468	113,250	131,034

8		
Deputy Superintendent		226

Daily		\$462.71	\$546.91	\$631.10
226	Days	104,573	123,603	142,629

Section VI: CLERICAL PARAPROFESSIONAL PAY PLAN

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
1				Hourly	\$11.59	\$13.63	\$15.67
	Educational Aide I - General Support*	187	187	Days	17,334	20,386	23,438
2				Hourly	\$12.52	\$14.72	\$16.92
	Educational Aide II - Specialized Support**	187	187	Days	18,728	22,019	25,301
	Secretary I (Receptionist/Attendance/ File Clerk/Gradebook)	197	197	Days	19,729	23,197	26,664
3				Hourly	\$14.34	\$16.86	\$19.40
	Educational Aide III - Differential Support***	187	187	Days	21,451	25,220	29,020
	Nurse Aide	187					
	Truancy Wellness Officer	190	190	Days	21,795	25,625	29,486
	Secretary II	197	197	Days	22,598	26,569	30,572
	(PEIMS SIV, PEIMS WES, WHS		226	Days	25,924	30,480	35,073
	Food Service, Trans, Maint, Attendance WHS						
	Secretary II (ESC)	226					
4				Hourly	\$15.85	\$18.64	\$21.43
	School Nurse - LVN	187	187	Days	23,705	27,879	32,052
	Secretary III (Campus Secretary SIV, WES, WJH)	226	226	Days	28,648	33,693	38,737
5				Hourly	\$17.01	\$20.10	\$23.19
	Aspiring Teacher (W.A.F.T. Co-hort)	187	187	Days	25,453	30,076	34,699
	Secretary IV	226	226	Days	30,762	36,348	41,935
	(Athletic Secretary, C&I, SPED)						
	Technology Support Technician	226					
6				Hourly	\$18.76	\$22.12	\$25.56
	Accounts Payable / Purchasing Specialist	226	226	Days	33,925	40,000	46,219
	Benefits Specialist	226					
7				Hourly	\$20.64	\$24.39	\$28.14
	Accountant/Bookkeeper	226	226	Days	37,314	44,094	50,874
	District PEIMS/Student Data Specialist	226	260	Days	42,927	50,727	58,527
	Payroll Specialist	226					
	Custodial Services Supervisor	260					
8				Hourly	\$23.04	\$27.44	\$31.80
	Secretary V - Superintendent	226	226	Days	41,653	49,608	57,491
	*General Support						
	**Specialized Support						
	***Differential Support						

Section VII: AUXILIARY PAY PLAN

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
1				Hourly	\$10.14	\$11.95	\$13.76
	Food Service Worker	180	180	Days	14,608	17,214	19,821
	Food Service Support / Driver	187	187	Days	15,176	17,884	20,592
	Custodian	215	215	Days	17,448	20,562	23,675
	Custodian	260	260	Days	21,100	24,865	28,630
	Groundskeeper I	260					
2				Hourly	\$12.20	\$14.34	\$16.48
	Food Service Manager	185	185	Days	18,058	21,225	24,392
	General Maintenance Worker I	260	260	Days	25,378	29,830	34,281
	Groundskeeper II	260					
3				Hourly	\$14.11	\$16.60	\$19.09
	General Maintenance Worker II	260	260	Days	29,339	34,518	39,698
	GM Worker - Electrical	260					
	GM Worker - HVAC	260					
	GM Worker - Plumbing	260					
4				Hourly	\$15.72	\$18.59	\$21.45
	Transportation Support Helper / Mechanic	230	230	Days	28,933	34,214	39,476
	HVAC - Controls	260	260	Days	32,707	38,677	44,626
5				Hourly	\$19.19	\$22.68	\$26.03
	HVAC - Licensed Technician	260	260	Days	39,925	47,184	54,152
BD							
	CDL Bus Driver - \$21.33/ hour	171					
	Sub CDL Bus Driver - \$21.33 / hour						
BM							
	Bus Monitor - \$13.80 / hour	171					
	Sub Bus Monitor - \$13.80/ hour						
BMS							
	Bus Monitor - Specialized Route - \$15.39 / hour	229					
	Sub Bus Monitor - Specialized Route - \$ 15.39 / hour						

Section VIII: SUPPLEMENTAL DUTY STIPENDS

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

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

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

ACADEMIC

DESCRIPTION	AMOUNT	PAYMENT FREQUENCY
Academic Rodeo Sponsor – WJHS, WHS	\$200	Annually
Academic UIL Campus Coordinator - WES	\$1,000	Annually
Academic UIL Campus Coordinator - WHS	\$1,000	Annually
Academic UIL Campus Coordinator - WJH	\$1,000	Annually
Academic UIL District Coordinator	\$1,000	Annually
CTE Health Science	\$5,000	Monthly
FFA Lead Sponsor (1)	\$11,000	Monthly
FFA Sponsor (3)	\$5,000	Monthly
Rodeo Art Coordinator - District	\$400	Annually
WCYF Spelling Bee – ES, JH	\$200	Annually
ROTC CO or Lead JROTC	\$10,000	Monthly
ROTC NCO	\$6,000	Monthly
Speech <i>[Includes Speech/Debate/UIL Events]</i>	\$2,500	Monthly
Theatre Arts <i>[Includes One Act Play/Fall Play]</i>	\$4,000	Monthly
Theatre Arts Assist <i>[Includes all Productions]</i>	\$1,000	Monthly
Tiger Stars Drill Team Assistant	\$2,000	Semester
UIL Academic Event <i>(paid per event/not per grade level/up to 5 events)</i>	\$200	Annually
Anchor Club Sponsor	\$300	Annually
Freshman Class Sponsor	\$250	Annually
Sophomore Class Sponsor	\$250	Annually
Junior Class Sponsor	\$500	Annually
Senior Class Sponsor	\$250	Annually
Power Set Sponsor <i>(Nuclear Power Institute)</i>	Paid by A&M	Annually
Wit Sponsor <i>(Nuclear Power Institute)</i>	Paid by A&M	Annually
Spanish Club	\$350	Annually
NJHS, NHS Sponsor	\$350	Annually
Student Council (WHS) Sponsor	\$700	Annually
Student Council (WJHS) Sponsor	\$700	Annually
Interact Sponsor	\$350	Annually
Yearbook (WHS) Sponsor	\$1,500	Annually
Yearbook (WJHS) Sponsor	\$800	Annually
Yearbook (WES) Sponsor	\$800	Annually
Yearbook (Sivells) Sponsor	\$800	Annually
NJHS (WJHS) Sponsor	\$700	Annually

Sivells Clubs Sponsors (Up to 5 clubs)	\$500	Annually
WES Clubs Sponsors (Up to 5 clubs)	\$500	Annually

ATHLETICS			
DESCRIPTION	AMOUNT WITH CDL	AMOUNT WITHOUT CDL	PAYMENT FREQUENCY
Athletic Coordinator (HS)	\$4,000	\$2,000	Monthly
Athletic Coordinator (MS)	\$2,000	\$1,000	Monthly
Athletic Trainer	\$10,000		Monthly
Stadium Security	\$1,000		Monthly
BASEBALL			
Baseball - Head	\$6,000	\$3,000	Monthly
Baseball - Assistant (2)	\$3,000	\$1,500	Monthly
BASKETBALL			
Basketball - Head - Boys	\$6,000	\$3,000	Monthly
Basketball - Head - Girls	\$6,000	\$3,000	Monthly
Basketball - Assistant (4)	\$3,000	\$1,500	Monthly
CROSS COUNTRY			
Cross Country - Head	\$4,000	\$2,000	Monthly
Cross Country - Assistant (1)	\$2,000	\$1,000	Monthly
CHEERLEADING			
Cheerleading – Head (HS)	\$6,000	\$3,000	Monthly
Cheerleading – Head (MS)	\$4,000	\$2,000	Monthly
FOOTBALL			
Football - First Assistant	\$2,000	\$1,000	Monthly
Football - Assistant	\$5,000	\$2,500	Monthly
Football - Defensive Coordinator	\$7,500	\$3,750	Monthly
Football - Offensive Coordinator	\$7,500	\$3,750	Monthly
Football - Special Teams Coordinator	\$500	\$250	Monthly
Football - Strength & Conditioning	\$4,000	\$2,000	Monthly
Football – Asst. Strength & Conditioning	\$2,000	\$1,000	Monthly
GOLF			
Golf - Head [Fall & Spring]	\$4,000	\$2,000	Monthly
JUNIOR HIGH SCHOOL			

Jr High Coach 1 Sport	\$1,700	\$850	Monthly
Jr High Coach 2 Sports	\$3,300	\$1,650	Monthly
Jr High Coach 3 Sports	\$5,000	\$2,500	Monthly
SOCCER			
Soccer - Boys - Head	\$6,000	\$2,000	Monthly
Soccer - Girls - Head	\$6,000	\$2,000	Monthly
Soccer - Assistant (2)	\$3,000	\$1,500	Monthly

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

DISTRICT		
DESCRIPTION	AMOUNT	PAYMENT FREQUENCY
ARD Facilitator	\$4,000	Monthly
Bilingual Certification <i>Teaching bilingual students</i>	\$5,000	Monthly
Counselor, District Coordinator	\$5,000	Monthly
Department Head (HS) ELAR/Math/Sci/SS/SpEd/CTE	\$1,500	Monthly
Department Head (JH) ELAR/Math/Sci/SS /SPED	\$900	Monthly
Diagnostician/LSSP/Speech Pathologist/Special Education Counselor	\$4,000	Monthly
ESL Certified - Assigned to ESL Students	\$500	Annually
Fitness Gram Coordinator	\$600	May
G/T Coordinator (District)	\$4,000	Monthly
Grade Level Chair Elem (Pre-K)	\$300	Monthly
Grade Level Chair Elem (K-5)	\$700	Monthly
High Demand <i>(JH Math, HS: Math, Science, Sign-Language, Spanish)</i>	\$5,000	Monthly
High Demand (HS ELAR)	\$3,000	Monthly
High Demand <i>(Life Skills)</i>	\$4,000	Monthly
High Demand <i>(Behavior)</i>	\$1,500	Monthly
Instructional Coach	\$4,000	Monthly
Master's Degree	\$1,000	Monthly
Doctorate's Degree	\$2,000	Monthly
New Teacher Mentor	\$1,000	Annually
Nurse, District Coordinator	\$5,000	Annually
SHAC Coordinator	\$600	Annually
Speech Therapy Assistant	\$1,250	Monthly
Speech Therapy Assistant Supervision	\$1,250	Monthly
Testing Coordinator Stipend (JH)	\$2,000	Monthly
Testing Coordinator Stipend (WES)	\$2,000	Monthly
Testing Coordinator Stipend (HS)	\$2,250	Monthly
Webmaster, District	\$2,000	Monthly

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

OTHER SUPPLEMENTAL PAY	
DESCRIPTION	AMOUNT
Summer School Instructional Aides/Clerks/Receptionist	\$15/Hour
Summer School Nurse Aides	\$15/Hour
Summer School Teacher	\$30/Hour
Summer School Bus Aide	Position Rate
Summer School Bus Driver	Position Rate
Summer School Counselor	\$30/Hour
Summer School Food Service	Position Rate
Summer School Nurse	\$35/Hour
Summer School Principal/Coordinator	\$4,000
Summer School Assistant Principal	\$4,000
Tutorials (Professionals)	\$25/Hour
Tutorials (Para-Professionals)	10/Hour
Strengthening & Conditioning	\$20/Hour
Graduation Worker	\$15/Hour
Summer School Resource Officer	\$25/Hour

ATHLETIC EVENTS			
FOOTBALL	VARSITY	SUB VARSITY	PLAY-OFF/UIIL EVENTS
Clock/Scoreboard Keeper	\$40	\$15/Game	\$45
Coordinator	\$65		\$70
Home Tickets	\$50	\$20/Game	\$55
Visitor Tickets	\$50		\$55
Visitor Band Gate	\$50		\$55
Home Pass Gate	\$50		\$55

Monitors <i>(Temperature Checkers, Social Distancing, etc.)</i>	\$50		\$50
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VOLLEYBALL	VARSITY	SUB VARSITY	PLAY-OFF/UIIL EVENTS
Clock/Scoreboard Keeper	\$10/Match	\$10/Match	\$15/Match
Gate Worker	\$20/Match	\$20/Match	\$25/Match

BASKETBALL	VARSITY	SUB VARSITY	PLAY-OFF/UIIL EVENTS
Clock/Scoreboard Keeper	\$15/Game		
Gate Worker	\$20/Game		

SOCCER	VARSITY	SUB VARSITY	PLAY-OFF/UIIL EVENTS
Clock/Scoreboard Keeper	\$10/Game		
Gate Worker	\$20/Game		

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

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

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

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

Track	JV/VARSITY		
Gate Worker	\$40		

Section IX: DAILY WORK SCHEDULES

The following policies pertain to daily work schedules in WISD:

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

Campus / Department	Campus/Office Hours	Support Staff Non-Exempt	Professional Staff Exempt
WISD Education Support Center	8:00 am - 4:30 pm	8:00 am - 4:30 pm	8:00 am - 4:30 pm
Sivells Elementary	7:25 am - 3:35 pm	7:15 am - 3:45 pm	7:15 am - 3:45 pm
Wharton Elementary	7:25 am - 3:35 pm	7:15 am - 3:45 pm	7:15 am - 3:45 pm
Wharton Junior High School	7:45 am - 3:55 pm	7:45 am - 4:15 pm	7:45 am - 4:15 pm
Wharton High School	7:35 am - 3:45 pm	7: 15 am - 3:45 pm	7:15 am - 3:45 pm
Child Nutrition Staff	7:30 am – 3:30 pm	Varies	Varies
Custodial	8:00 am – 4:00 pm	Varies	Varies
Maintenance	8:00 am – 4:00 pm	7:00 am - 4:00 pm	7:00 am – 4:00 pm
Transportation	7:00 am – 5:00 pm	Varies	Varies

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

Section X: SUBSTITUTE WORKERS SALARY GUIDE

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

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

SUBSTITUTE TRANSPORTATION	
BUS DRIVER	CURRENT RATE
BUS RIDER	CURRENT RATE

SUBSTITUTE FOOD SERVICE/CUSTODIAN	
FOOD SERVICE WORKER/CUSTODIAN	\$9/Hour

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

Note:

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

* Paychecks are through Direct Deposit.

Section XI: HEALTH INSURANCE BENEFITS

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

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

Section XII: BENEFITS

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

Section XIII: OTHER IMPORTANT INFORMATION

Please see Wharton Independent School District Employee Handbook for Payroll cut-off dates and paydays for 2024-25.

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



2024 - 2025
187(184) Calendar – Sec. 1 & 2

Working Days
Non-Working Days

First Work Day: July 17
Last Work Day: May 20

Workday Calendar Events

Aug

18 First Student Day

Dec

22 Last Student Day

No Students Professional Learning Days

Non-Working Calendar Events

July
24 Independence Day

Aug
26 Holiday

Sept
12 Labor Day
27 Holiday

Oct
11 Holiday
14 Holiday

Nov
11 Holiday
20-22 Thanksgiving Break

Dec
20-21 Winter Break

Jan
21-22 Winter Break
MLA Holiday

Feb
17 President's Holiday

Mar
10-11 Spring Break

Apr
04 Fair Day
18 Good Friday

21 Easter Monday

May
26 Memorial Day

June
19 Juneteenth

2024-25 Entitlements

88 Local Days
88 State Days

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

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

September 2024 (19)						
S	M	T	W	Th	F	S
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29	30					

October 2024 (21)						
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10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

November 2024 (18)						
S	M	T	W	Th	F	S
					01	02
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17	18	19	20	21	22	23
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December 2024 (18)						
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29	30	31				

January 2025 (18)						
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February 2025 (18)						
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23	24	25	26	27	28	29

March 2025 (18)						
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23	24	25	26	27	28	29
30	31					

April 2025 (18)						
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17	18	19	20	21	22	23
24	25	26	27	28	29	30

May 2025 (17)						
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10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2025 (19)						
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08	09	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					



2024 - 2025
2024 (202) Calendar - WISD Counselor, Band Teacher

Working Days
Non-Working Days

First Work Day: July 08
Last Work Day: Jun 23

Workday Calendar Events

July
08 First Student Day

May
22 Last Student Day

No Students, Professional Learning Days

Non-Working Calendar Events

July
04 Independence Day

June
20 Holiday

May
01 Labor Day
02 Holiday

Oct
01 Holiday
02 Holiday

Nov
01 Holiday
22-24 Thanksgiving Break

Dec
20-21 Winter Break

Jan
01-03 Winter Break
03 MLK Holiday

Feb
17 President's Holiday

Mar
10-12 Spring Break

Apr
04 Fair Day
05 Good Friday
07 Easter Monday

May
20 Memorial Day

Jun
03 Juneteenth

2024-25 Endtime

01 Local Days
02 State Days

July 2024 (18)

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

August 2024 (21)

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18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 2024 (24)

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29	30					

October 2024 (21)

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November 2024 (14)

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December 2024 (14)

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29	30	31				

January 2025 (18)

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February 2025 (18)

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23	24	25	26	27	28	29

March 2025 (18)

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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April 2025 (18)

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27	28	29	30			

May 2025 (14)

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25	26	27	28	29	30	31

June 2025 (14)

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08	09	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					



2024 - 2025

218 (211) Calendar - Asst. Principal, WHS Counselor

Working Days
Non-Working Days

First Work Day: July 08
Last Work Day: June 13

Workday Calendar Events

Aug

08 First Student Day

Nov

20 Last Student Day

No Students Professional Learning Days

Non-Working Calendar Events

July

04 Independence Day

Aug

26 Holiday

Sept

02 Labor Day
07 Holiday

Oct

11 Holiday
18 Holiday

Nov

11 Holiday
20-24 Thanksgiving Break

Dec

20-21 Winter Break

Jan

01-02 Winter Break
09 MLK Holiday

Feb

17 President's Holiday

Mar

16-18 Spring Break

Apr

08 Fair Day
09 Good Friday
21 Easter Monday

May

26 Memorial Day

Jun

16 Juneteenth

2024-25 Endorsements

00 Load Days
00 State Days

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

August 2024 (21)						
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24	25	26	27	28	29	30
31						

September 2024 (19)						
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22	23	24	25	26	27	28
29	30					

October 2024 (21)						
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20	21	22	23	24	25	26
27	28	29	30	31		

November 2024 (14)						
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					01	02
03	04	05	06	07	08	09
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17	18	19	20	21	22	23
24	25	26	27	28	29	30

December 2024 (14)						
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

January 2025 (18)						
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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February 2025 (18)						
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						01
02	03	04	05	06	07	08
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16	17	18	19	20	21	22
23	24	25	26	27	28	

March 2025 (18)						
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02	03	04	05	06	07	08
09	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April 2025 (18)						
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		01	02	03	04	05
06	07	08	09	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

May 2025 (17)						
S	M	T	W	Th	F	S
				01	02	03
04	05	06	07	08	09	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

June 2025 (19)						
S	M	T	W	Th	F	S
01	02	03	04	05	06	07
08	09	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					



2024 - 2025
226 (202) Calendar July 1

Working Days
Non-Working Days

First Work Day: July 01
Last Work Day: Jun 30

Workday Calendar Events

Aug
08 First Student Day

Mar
27 Last Student Day

No Students, Professional Learning Days

Non-Working Calendar Events

July
04 Independence Day

Aug
30 Holiday

Sept
02 Labor Day
03 Holiday

Oct
10 Holiday
12 Holiday

Nov
11 Holiday
20-24 Thanksgiving Break

Dec
20-21 Winter Break

Jan
01-02 Winter Break
03 MLK Holiday

Feb
17 President's Holiday

Mar
10-12 Spring Break

Apr
06 Fair Day
08 Good Friday
21 Easter Monday

May
26 Memorial Day

Jun
19 Juneteenth

2024-25 Entitlements

01 Non-Work Day
02 Local Days
03 State Days

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

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

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

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

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

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

January 2025 (18)						
S	M	T	W	Th	F	S
						01
02	03	04	05	06	07	08
09	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

February 2025 (18)						
S	M	T	W	Th	F	S
						01
02	03	04	05	06	07	08
09	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

March 2025 (18)						
S	M	T	W	Th	F	S
						01
02	03	04	05	06	07	08
09	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April 2025 (18)						
S	M	T	W	Th	F	S
		01	02	03	04	05
06	07	08	09	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

May 2025 (18)						
S	M	T	W	Th	F	S
				01	02	03
04	05	06	07	08	09	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

June 2025 (18)						
S	M	T	W	Th	F	S
01	02	03	04	05	06	07
08	09	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

