



**WESLACO INDEPENDENT SCHOOL DISTRICT**

# **COMPENSATION PLAN**

## **2024-2025 SCHOOL YEAR**



*Dr. Richard Rivera.*  
Superintendent of Schools

# **Human Resources Department**

319 West Fourth Street-Weslaco, TX 78596

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# Weslaco ISD School Calendar



## 2024-2025



◆ First Day of School August 19, 2024  
 ◆ Last Day of School May 23, 2025

### BELL SCHEDULE

◆ Elementary 7:45 am—3:30 pm (465 mins)  
 ◆ Middle School 8:00 am—4:05 pm (485 mins)  
 ◆ High School 8:15 am—4:15 pm (480 mins)

### INSTRUCTIONAL DAYS-168

**SEMESTER 1** 79 days  
 1st Six Weeks Aug. 19—Sept. 26 **28 days**  
 2nd Six Weeks Sept. 30—Nov. 4 **25 days**  
 3rd Six Weeks Nov. 6—Dec. 18 **26 days**

**SEMESTER 2** 89 days  
 4th Six Weeks Jan. 8—Feb. 21 **32 days**  
 5th Six Weeks Feb. 24—Apr. 11 **29 days**  
 6th Six Weeks Apr. 14—May 23 **28 days**

### TOTAL INSTRUCTIONAL MINUTES

•Elementary 78,120 •High School 80,640  
 •Middle School 81,480

### HOLIDAYS / No Classes

•Labor Day September 2, 2024  
 •Indigenous Peoples' Day October 14, 2024  
 •Thanksgiving Break November 25 - 29, 2024  
 •Winter Break December 23, 2024- January 3, 2025  
 •Weather Day February 10, 2025  
 •Spring Break March 17 - 21, 2025  
 •Good Friday April 18, 2025  
 •Weather Day April 21, 2025  
 •Memorial Day May 26, 2025

### STAFF DEVELOPMENT

•July 31, 2024 New Teacher Orientation  
 •August, 5-8, 2024 •January 6, 2025

### WORK DAYS

•August 9 & 12-14, 2024 •May 27-28, 2025  
 •December 20, 2024

### TEACHER PLANNING (PLC) DAYS

•August 15-16, 2024 •December 19, 2024  
 •September 27, 2024 •January 7, 2025  
 •November 5, 2024 •March 14, 2025

### GRADUATIONS

•SPGS May 21, 2025  
 •WHS May 22, 2025  
 •WEHS May 23, 2025

### TESTING

•December 3 - 13, 2024  
 •February 17—March 28, 2025  
 •April 8 - May 2, 2025  
 •June 17 - 20, 2025

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

AUGUST 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

SEPTEMBER 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					

OCTOBER 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		

NOVEMBER 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

DECEMBER 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				

JANUARY 2025						
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 2025						
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	

MARCH 2025						
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 2025						
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 2025						
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 2025						
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

First Day of Work..... 8/05/24  
 Last Day of Work for .....5/28/25

<b>GO PANTHERS</b>	<b>GO WILDCATS</b>
<b>THIS IS OUR YEAR</b>	

## Weslaco ISD 187 Work Day Calendar

CALENDAR LEGEND			
	Weather Day		Staff Dev.
	Work Days		Holiday
	First/Last Day		PLC

July 2024							August 2024							September 2024						
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	2	3	1	2	3/21	4/22	5/23	6/24	7
7	8	9	10	11	12	13	4	5/1	6/2	7/3	8/4	9/5	10	8	9/25	10/26	11/27	12/28	13/29	14
14	15	16	17	18	19	20	11	12/6	13/7	14/8	15/9	16/10	17	15	16/30	17/31	18/32	19/33	20/34	21
21	22	23	24	25	26	27	18	19/11	20/12	21/13	22/14	23/15	24	22	23/35	24/36	25/37	26/38	27/39	28
28	29	30	31				25	26/16	27/17	28/18	29/19	30/20	31	29	30/40					
						0							20							20
October 2024							November 2024							December 2024						
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat
		1/41	2/42	3/43	4/44	5						1/63	2	1	2/79	3/80	4/81	5/82	6/83	7
6	7/45	8/46	9/47	10/48	11/49	12	3	4/64	5/65	6/66	7/67	8/68	9	8	9/84	10/85	11/86	12/87	13/88	14
13	14	15/50	16/51	17/52	18/53	19	10	11/69	12/70	13/71	14/72	15/73	16	15	16/89	17/90	18/91	19/92	20/93	21
20	21/54	22/55	23/56	24/57	25/58	26	17	18/74	19/75	20/76	21/77	22/78	23	22	23	24	25	26	27	28
27	28/59	29/60	30/61	31/62			24	25	26	27	28	29	30	29	30	31				
						22							16							15
January 2025							February 2025							March 2025						
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							1							1
5	6/94	7/95	8/96	9/97	10/98	11	2	3/114	4/115	5/116	6/117	7/118	8	2	3/133	4/134	5/135	6/136	7/137	8
12	13/99	14/100	15/101	16/102	17/103	18	9	10	11/119	12/120	13/121	14/122	15	9	10/138	11/139	12/140	13/141	14/142	15
19	20/104	21/105	22/106	23/107	24/108	25	16	17/123	18/124	19/125	20/126	21/127	22	16	17	18	18	20	21	22
26	27/109	28/110	29/111	30/112	31/113		23	24/128	25/129	26/130	27/131	28/132		23	24/143	25/144	26/145	27/146	28/147	29
						20							19							16
April 2025							May 2025							June 2025						
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat
		1/149	2/150	3/151	4/152	5					1/169	2/170	3	1	2	3	4	5	6	7
6	7/153	8/154	9/155	10/156	11/157	12	4	5/171	6/172	7/173	8/174	9/175	10	8	9	10	11	12	13	14
13	14/158	15/159	16/160	17/161	18	19	11	12/176	13/177	14/178	15/179	16/180	17	15	16	17	18	19	20	21
20	21	22/162	23/163	24/164	25/165	26	18	19/181	20/182	21/183	22/184	23/185	24	22	23	24	25	26	27	28
27	28/166	29/167	30/168				25	26	27/186	28/187	29	30	31	29	30					
						20							19							0
<b>TOTAL NUMBER OF WORKDAYS 187</b>																				

## Weslaco Independent School District THE RIGHT CHOICE

Weslaco ISD does not discriminate on the basis of race, religion, color, national origin, sex, age or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; section 504 of the Rehabilitation Act of 1973, as amended.

# Weslaco Independent School District

First Day of Work..... 8/05/24  
 Last Day of Work for .....5/29/25

<b>GO PANTHERS</b>	<b>GO WILDCATS</b>
<b>THIS IS OUR YEAR</b>	

## Weslaco ISD 188 Work Day Calendar

CALENDAR LEGEND			
	Weather Day		Staff Dev.
	Work Days		Holiday
	First/Last Day		PLC

July 2024							August 2024							September 2024							
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	2	3	1	2	3/21	4/22	5/23	6/24	7	
7	8	9	10	11	12	13	4	5/1	6/2	7/3	8/4	9/5	10	8	9/25	10/26	11/27	12/28	13/29	14	
14	15	16	17	18	19	20	11	12/6	13/7	14/8	15/9	16/10	17	15	16/30	17/31	18/32	19/33	20/34	21	
21	22	23	24	25	26	27	18	19/11	20/12	21/13	22/14	23/15	24	22	23/35	24/36	25/37	26/38	27/39	28	
28	29	30	31				25	26/16	27/17	28/18	29/19	30/20	31	29	30/40						
						0							20								20
October 2024							November 2024							December 2024							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1/41	2/42	3/43	4/44	5						1/63	2	1	2/79	3/80	4/81	5/82	6/83	7	
6	7/45	8/46	9/47	10/48	11/49	12	3	4/64	5/65	6/66	7/67	8/68	9	8	9/84	10/85	11/86	12/87	13/88	14	
13	14	15/50	16/51	17/52	18/53	19	10	11/69	12/70	13/71	14/72	15/73	16	15	16/89	17/90	18/91	19/92	20/93	21	
20	21/54	22/55	23/56	24/57	25/58	26	17	18/74	19/75	20/76	21/77	22/78	23	22	23	24	25	26	27	28	
27	28/59	29/60	30/61	31/62			24	25	26	27	28	29	30	29	30	31					
						22							16								15
January 2025							February 2025							March 2025							
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							1								1
5	6/94	7/95	8/96	9/97	10/98	11	2	3/114	4/115	5/116	6/117	7/118	8	2	3/133	4/134	5/135	6/136	7/137	8	
12	13/99	14/100	15/101	16/102	17/103	18	9	10	11/119	12/120	13/121	14/122	15	9	10/138	11/139	12/140	13/141	14/142	15	
19	20/104	21/105	22/106	23/107	24/108	25	16	17/123	18/124	19/125	20/126	21/127	22	16	17	18	18	20	21	22	
26	27/109	28/110	29/111	30/112	31/113		23	24/128	25/129	26/130	27/131	28/132		23	24/143	25/144	26/145	27/146	28/147	29	
						20							19	30	31/148						16
April 2025							May 2025							June 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1/149	2/150	3/151	4/152	5					1/169	2/170	3	1	2	3	4	5	6	7	
6	7/153	8/154	9/155	10/156	11/157	12	4	5/171	6/172	7/173	8/174	9/175	10	8	9	10	11	12	13	14	
13	14/158	15/159	16/160	17/161	18	19	11	12/176	13/177	14/178	15/179	16/180	17	15	16	17	18	19	20	21	
20	21	22/162	23/163	24/164	25/165	26	18	19/181	20/182	21/183	22/184	23/185	24	22	23	24	25	26	27	28	
27	28/166	29/167	30/168				25	26	27/186	28/187	29/188	30	31	29	30						
						20							20								16
<b>TOTAL NUMBER OF WORKDAYS 188</b>																					

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# Weslaco Independent School District

First Day of Work..... 8/08/24  
 Last Day of Work for .....5/28/25

<b>GO PANTHERS</b>	<b>GO WILDCATS</b>
<b>THIS IS OUR YEAR</b>	

## Weslaco ISD 193 Work Day Calendar

CALENDAR LEGEND	
Paid Weather Day	Staff Dev.
Work Days	Holiday
First/Last Day	Paid Holidays

July 2024							August 2024							September 2024							
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	2	3	1	2	3/18	4/19	5/20	6/21	7	
7	8	9	10	11	12	13	4	5	6	7	8/1	9/2	10	8	9/22	10/23	11/24	12/25	13/26	14	
14	15	16	17	18	19	20	11	12/3	13/4	14/5	15/6	16/7	17	15	16/27	17/28	18/29	19/30	20/31	21	
21	22	23	24	25	26	27	18	19/8	20/9	21/10	22/11	23/12	24	22	23/32	24/33	25/34	26/35	27/36	28	
28	29	30	31				25	26/13	27/14	28/15	29/16	30/17	31	29	30/37						
						0							17							20	
October 2024							November 2024							December 2024							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1/38	2/39	3/40	4/41	5						1/60	2	1	2/78	3/79	3/80	5/81	6/82	7	
6	7/42	8/43	9/44	10/45	11/46	12	3	4/61	5/62	6/63	7/64	8/65	9	8	9/83	10/84	11/85	12/86	13/87	14	
13	14	15/47	16/48	17/49	18/50	19	10	11/66	12/67	13/68	14/69	15/70	16	15	16/88	17/89	18/90	19/91	20/92	21	
20	21/51	22/52	23/53	24/54	25/55	26	17	18/71	19/72	20/73	21/74	22/75	23	22	23	24/93	25/94	26	27	28	
27	28/56	29/57	30/58	31/59			24	25	26	27	28/76	29/77	30	29	30	31/95					
						22							18							18	
January 2025							February 2025							March 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/96	2	3	4							1							1	
5	6/97	7/98	8/99	9/100	10/101	11	2	3/117	4/118	5/119	6/120	7/121	8	2	3/137	4/138	5/139	6/140	7/141	8	
12	13/102	14/103	15/104	16/105	17/106	18	9	10/122	11/123	12/124	13/125	14/126	15	9	10/142	11/143	12/144	13/145	14/146	15	
19	20/107	21/108	22/109	23/110	24/111	25	16	17/127	18/128	19/129	20/130	21/131	22	16	17	18	19	20	21	22	
26	27/112	28/113	29/114	30/115	31/116		23	24/132	25/133	26/134	27/135	28/136		23	24/147	25/148	26/149	27/150	28/151	29	
						21							20	30	31/152						16
April 2025							May 2025							June 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1/153	2/154	3/155	4/156	5					1/175	2/176	3	1	2	3	4	5	6	7	
6	7/157	8/158	9/159	10/160	11/161	12	4	5/177	6/178	7/179	8/180	9/181	10	8	9	10	11	12	13	14	
13	14/162	15/163	16/164	17/165	18/166	19	11	12/182	13/183	14/184	15/185	16/186	17	15	16	17	18	19	20	21	
20	21/167	22/168	23/169	24/170	25/171	26	18	19/187	20/188	21/89	22/190	23/191	24	22	23	24	25	26	27	28	
27	28/172	29/173	30/174				25	26	27/192	28/193	28	30	31	29	30						
						22							19							0	
<b>TOTAL NUMBER OF WORKDAYS 193</b>																					

## Weslaco Independent School District THE RIGHT CHOICE

Weslaco ISD does not discriminate on the basis of race, religion, color, national origin, sex, age or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; section 504 of the Rehabilitation Act of 1973, as amended.

# Weslaco Independent School District

First Day of Work..... 8/05/24  
 Last Day of Work for.....5/28/25

<b>GO PANTHERS</b>	<b>GO WILDCATS</b>
<b>THIS IS OUR YEAR</b>	

## Weslaco ISD 196 Work Day Calendar

CALENDAR LEGEND			
Weather Day	Staff Dev.	Holiday	PLC
Work Days	First/Last Day	Holiday	PLC

July 2024							August 2024							September 2024							
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	2	3	1	2	3/21	4/22	5/23	6/24	7	
7	8	9	10	11	12	13	4	5/1	6/2	7/3	8/4	9/5	10	8	9/25	10/26	11/27	12/28	13/29	14	
14	15	16	17	18	19	20	11	12/6	13/7	14/8	15/9	16/10	17	15	16/30	17/31	18/32	19/33	20/34	21	
21	22	23	24	25	26	27	18	19/11	20/12	21/13	22/14	23/15	24	22	23/35	24/36	25/37	26/38	27/39	28	
28	29	30	31				25	26/16	27/17	28/18	29/19	30/20	31	29	30/40						
						0							20							20	
October 2024							November 2024							December 2024							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1/41	2/42	3/43	4/44	5						1/63	2	1	2/81	3/82	4/83	5/84	6/85	7	
6	7/45	8/46	9/47	10/48	11/49	12	3	4/64	5/65	6/66	7/67	8/68	9	8	9/86	10/87	11/88	12/89	13/90	14	
13	14	15/50	16/51	17/52	18/53	19	10	11/69	12/70	13/71	14/72	15/73	16	15	16/91	17/92	18/93	19/94	20/95	21	
20	21/54	22/55	23/56	24/57	25/58	26	17	18/74	19/75	20/76	21/77	22/78	23	22	23	24	25/96	26/97	27	28	
27	28/59	29/60	30/61	31/62			24	25	26	27	28/79	29/80	30	29	30	31					
						22							18							17	
January 2025							February 2025							March 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/98	2/99	3	4							1							1	
5	6/100	7/101	8/102	9/103	10/104	11	2	3/120	4/121	5/122	6/123	7/124	8	2	3/140	4/141	5/142	6/143	7/144	8	
12	13/105	14/106	15/107	16/108	17/109	18	9	10/125	11/126	12/127	13/128	14/129	15	9	10/145	11/146	12/147	13/148	14/149	15	
19	20/110	21/111	22/112	23/113	24/114	25	16	17/130	18/131	19/132	20/133	21/134	22	16	17	18	18	20	21	22	
26	27/115	28/116	29/117	30/118	31/119		23	24/135	25/136	26/137	27/138	28/139		23	24/150	25/151	26/152	27/153	28/154	29	
						22							20	30	31/155						16
April 2025							May 2025							June 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1/156	2/157	3/158	4/159	5					1/178	2/179	3	1	2	3	4	5	6	7	
6	7/160	8/161	9/162	10/163	11/164	12	4	5/180	6/181	7/182	8/183	9/184	10	8	9	10	11	12	13	14	
13	14/165	15/166	16/167	17/168	18/169	19	11	12/185	13/186	14/187	15/188	16/189	17	15	16	17	18	19	20	21	
20	21/170	22/171	23/172	24/173	25/174	26	18	19/190	20/191	21/192	22/193	23/194	24	22	23	24	25	26	27	28	
27	28/175	29/176	30/177				25	26	27/195	28/196	28	30	31	29	30						
						22							19							7	
<b>TOTAL NUMBER OF WORKDAYS 196</b>																					

## Weslaco Independent School District THE RIGHT CHOICE

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# Weslaco Independent School District

First Day of Work..... 8/02/24  
 Last Day of Work for .....5/28/25

<b>GO PANTHERS</b>	<b>GO WILDCATS</b>
<b>THIS IS OUR YEAR</b>	

## Weslaco ISD

# 197

## Work Day Calendar

**Café: Clerks, Attendants, Driver**

CALENDAR LEGEND			
Paid Weather Day	Staff Dev.	Holiday	Paid Holidays
Work Days			
First/Last Day			

July 2024							August 2024							September 2024							
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	2/1	3	1	2	3/22	4/23	5/24	6/25	7	
7	8	9	10	11	12	13	4	5/2	6/3	7/4	8/5	9/6	10	8	9/26	10/27	11/28	12/29	13/30	14	
14	15	16	17	18	19	20	11	12/7	13/8	14/9	15/10	16/11	17	15	16/31	17/32	18/33	19/34	20/35	21	
21	22	23	24	25	26	27	18	19/12	20/13	21/14	22/15	23/16	24	22	23/36	24/37	25/38	26/39	27/40	28	
28	29	30	31				25	26/17	27/18	28/19	29/20	30/21	31	29	30/41						
0						21						20									
October 2024							November 2024							December 2024							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1/42	2/43	3/44	4/45	5						1/64	2	1	2/82	3/83	4/84	5/85	6/86	7	
6	7/46	8/47	9/48	10/49	11/50	12	3	4/65	5/66	6/67	7/68	8/69	9	8	9/87	10/88	11/89	12/90	13/91	14	
13	14	15/51	16/52	17/53	18/54	19	10	11/70	12/71	13/72	14/73	15/74	16	15	16/92	17/93	18/94	19/95	20/96	21	
20	21/55	22/56	23/57	24/58	25/59	26	17	18/75	19/76	20/77	21/78	22/79	23	22	23	24/97	25/98	26	27	28	
27	28/60	29/61	30/62	31/63			24	25	26	27	28/80	29/81	30	29	30	31/99					
22						18						18									
January 2025							February 2025							March 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
			1/100	2	3	4							1								1
5	6/101	7/102	8/103	9/104	10/105	11	2	3/121	4/122	5/123	6/124	7/125	8	2	3/141	4/142	5/143	6/144	7/145	8	
12	13/106	14/107	15/108	16/109	17/110	18	9	10/126	11/127	12/128	13/129	14/130	15	9	10/146	11/147	12/148	13/149	14/150	15	
19	20/111	21/112	22/113	23/114	24/115	25	16	17/131	18/132	19/133	20/134	21/135	22	16	17	18	19	20	21	22	
26	27/116	28/117	29/118	30/119	31/120		23	24/136	25/137	26/138	27/139	28/140		23	24/151	25/152	26/153	27/154	28/155	29	
21						20						16									
April 2025							May 2025							June 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1/157	2/158	3/159	4/160	5					1/179	2/180	3	1	2	3	4	5	6	7	
6	7/161	8/162	9/163	10/164	11/165	12	4	5/181	6/182	7/183	8/184	9/185	10	8	9	10	11	12	13	14	
13	14/166	15/167	16/168	17/169	18/170	19	11	12/186	13/187	14/188	15/189	16/190	17	15	16	17	18	19	20	21	
20	21/171	22/172	23/173	24/174	25/175	26	18	19/191	20/192	21/193	22/194	23/195	24	22	23	24	25	26	27	28	
27	28/176	29/177	30/178				25	26	27/196	28/197	28	30	31	29	30						
22						19						0									
<b>TOTAL NUMBER OF WORKDAYS 197</b>																					

## Weslaco Independent School District

### THE RIGHT CHOICE

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# Weslaco Independent School District

## Weslaco ISD

### 197

## Work Day Calendar

**Occupation Therapists**

First Day of Work.....7/29/24  
 Last Day of Work for 203.....6/04/25

GO  
PANTHERS

GO  
WILDCATS

THIS IS OUR YEAR

### CALENDAR LEGEND

Weather Day	Staff Dev.
Work Days	Holiday
First/Last Day	PLC

July 2024							August 2024							September 2024							
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					1/4	2/5	3	1	2	3/26	4/27	5/28	6/29	7	
7	8	9	10	11	12	13	4	5/6	6/7	7/8	8/9	9/10	10	8	9/30	10/31	11/32	12/33	13/34	14	
14	15	16	17	18	19	20	11	12/11	13/12	14/13	15/14	16/15	17	15	16/35	17/36	18/37	19/38	20/39	21	
21	22	23	24	25	26	27	18	19/16	20/17	21/18	22/19	23/20	24	22	23/40	24/41	25/42	26/43	27/44	28	
28	29/1	30/2	31/3				25	26/21	27/22	28/23	29/24	30/25	31	29	30/45						
						3							22								20
October 2024							November 2024							December 2024							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1/46	2/47	3/48	4/49	5						1/68	2	1	2/84	3/85	4/86	5/87	6/88	7	
6	7/50	8/51	9/52	10/53	11/54	12	3	4/69	5/70	6/71	7/72	8/73	9	8	9/89	10/90	11/91	12/92	13/93	14	
13	14	15/55	16/56	17/57	18/58	19	10	11/74	12/75	13/76	14/77	15/78	16	15	16/94	17/95	18/96	19/97	20/98	21	
20	21/59	22/60	23/61	24/62	25/63	26	17	18/79	19/80	20/81	21/82	22/83	23	22	23	24	25	26	27	28	
27	28/64	29/65	30/66	31/67		22	24	25	26	27	28	29	30	29	30	31					
													16								15
January 2025							February 2025							March 2025							
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							1								1
5	6/99	7/100	8/101	9/102	10/103	11	2	3/119	4/120	5/121	6/122	7/123	8	2	3/138	4/139	5/140	6/141	7/142	8	
12	13/104	14/105	15/106	16/107	17/108	18	9	10	11/124	12/125	13/126	14/127	15	9	10/143	11/144	12/145	13/146	14/147	15	
19	20/109	21/110	22/111	23/112	24/113	25	16	17/128	18/129	19/130	20/131	21/132	22	16	17	18	18	20	21	22	
26	27/114	28/115	29/116	30/117	31/118		23	24/133	25/134	26/135	27/136	28/137		23	24/148	25/149	26/150	27/151	28/152	29	
						20							19	30	31/153						16
April 2025							May 2025							June 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1/154	2/155	3/156	4/157	5					1/174	2/175	3	1	2/195	3/196	4/197	5	6	7	
6	7/158	8/159	9/160	10/161	11/162	12	4	5/176	6/177	7/178	8/179	9/180	10	8	9	10	11	12	13	14	
13	14/163	15/164	16/165	17/166	18	19	11	12/181	13/182	14/183	15/184	16/185	17	15	16	17	18	19	20	21	
20	21	22/167	23/168	24/169	25/170	26	18	19/186	20/187	21/188	22/189	23/190	24	22	23	24	25	26	27	28	
27	28/171	29/172	30/173				25	26	27/191	28/192	28/193	30/194	31	29	30						
						20							21								3
<b>TOTAL NUMBER OF WORKDAYS 197</b>																					

## Weslaco Independent School District THE RIGHT CHOICE

# Weslaco Independent School District

First Day of Work..... 8/01/24  
 Last Day of Work for .....5/28/25

<b>GO PANTHERS</b>	<b>GO WILDCATS</b>
<b>THIS IS OUR YEAR</b>	

## Weslaco ISD 198 Work Day Calendar

CALENDAR LEGEND			
	Paid Weather Day		Staff Dev.
	Work Days		Holiday
	First/Last Day		Paid Holidays

July 2024							August 2024							September 2024						
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					1/1	2/2	3	1	2	3/23	4/24	5/25	6/26	7
7	8	9	10	11	12	13	4	5/3	6/4	7/5	8/6	9/7	10	8	9/27	10/28	11/29	12/30	13/31	14
14	15	16	17	18	19	20	11	12/8	13/9	14/10	15/11	16/12	17	15	16/32	17/33	18/34	19/35	20/36	21
21	22	23	24	25	26	27	18	19/13	20/14	21/15	22/16	23/17	24	22	23/37	24/38	25/39	26/40	27/41	28
28	29	30	31				25	26/18	27/19	28/20	29/21	30/22	31	29	30/42					
						0							22							20
October 2024							November 2024							December 2024						
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat
		1/43	2/44	3/45	4/46	5						1/65	2	1	2/83	3/84	4/85	5/86	6/87	7
6	7/47	8/48	9/49	10/50	11/51	12	3	4/66	5/67	6/68	7/69	8/70	9	8	9/88	10/89	11/90	12/91	13/92	14
13	14	15/52	16/53	17/54	18/55	19	10	11/71	12/72	13/73	14/74	15/75	16	15	16/93	17/94	18/95	19/96	20/97	21
20	21/56	22/57	23/58	24/59	25/60	26	17	18/76	19/77	20/78	21/79	22/80	23	22	23	24/98	25/99	26	27	28
27	28/61	29/62	30/63	31/64			24	25	26	27	28/81	29/82	30	29	30	31/100				
						22							18							18
January 2025							February 2025							March 2025						
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat
			1/101	2	3	4							1							1
5	6/102	7/103	8/104	9/105	10/106	11	2	3/122	4/123	5/124	6/125	7/126	8	2	3/142	4/143	5/144	6/145	7/146	8
12	13/107	14/108	15/109	16/110	17/111	18	9	10/127	11/128	12/129	13/130	14/131	15	9	10/147	11/148	12/149	13/150	14/151	15
19	20/112	21/113	22/114	24/115	24/116	25	16	17/132	18/133	19/134	20/135	21/136	22	16	17	18	19	20	21	22
26	27/117	28/118	29/119	30/120	31/121		23	24/137	25/138	26/139	27/140	28/141		23	24/152	25/153	26/154	27/155	28/156	29
						21							20	30	31/157					16
April 2025							May 2025							June 2025						
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat
		1/158	2/159	3/160	4/161	5					1/180	2/181	3	1	2	3	4	5	6	7
6	7/162	8/163	9/164	10/165	11/166	12	4	5/182	6/183	7/184	8/185	9/186	10	8	9	10	11	12	13	14
13	14/167	15/168	16/169	17/170	18/171	19	11	12/187	13/188	14/189	15/190	16/191	17	15	16	17	18	19	20	21
20	21/172	22/173	23/174	24/175	25/176	26	18	19/192	20/193	21/194	22/195	23/196	24	22	23	24	25	26	27	28
27	28/177	29/178	30/179				25	26	27/197	28/198	28	30	31	29	30					
						22							19							0
<b>TOTAL NUMBER OF WORKDAYS 198</b>																				

## Weslaco Independent School District THE RIGHT CHOICE

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# Weslaco Independent School District

First Day of Work.....7/22/24  
 Last Day of Work for 203.....6/05/25  
 Last Day of Work for 207.....6/11/25  
 Last Day of Work for 212.....6/18/25  
 Last Day of Work for 215.....6/23/25

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

CALENDAR LEGEND			
	Weather Day		Staff Dev.
	Work Days		Holiday
	First/Last Day		PLC

July 2024							August 2024							September 2024							
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					1/9	2/10	3	1	2	3/31	4/32	5/33	6/34	7	
7	8	9	10	11	12	13	4	5/11	6/12	7/13	8/14	9/15	10	8	9/35	10/36	11/37	12/38	13/39	14	
14	15	16	17	18	19	20	11	12/16	13/17	14/18	15/19	16/20	17	15	16/40	17/41	18/42	19/43	20/44	21	
21	22/1	23/2	24/3	25/4	26/5	27	18	19/21	20/22	21/23	22/24	23/25	24	22	23/45	24/46	25/47	26/48	27/49	28	
28	29/6	30/7	31/8				25	26/26	27/27	28/28	29/29	30/30	31	29	30/50						
						8							22								20
October 2024							November 2024							December 2024							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1/51	2/52	3/53	4/54	5						1/73	2	1	2/89	3/90	4/91	5/92	6/93	7	
6	7/55	8/56	9/57	10/58	11/59	12	3	4/74	5/75	6/76	7/77	8/78	9	8	9/94	10/95	11/96	12/97	13/98	14	
13	14	15/60	16/61	17/62	18/63	19	10	11/79	12/80	13/81	14/82	15/83	16	15	16/99	17/100	18/101	19/102	20/103	21	
20	21/64	22/65	23/66	24/67	25/68	26	17	18/84	19/85	20/86	21/87	22/88	23	22	23	24	25	26	27	28	
27	28/69	29/70	30/71	31/72			24	25	26	27	28	29	30	29	30	31					
						22							16								15
January 2025							February 2025							March 2025							
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							1								1
5	6/104	7/105	8/106	9/107	10/108	11	2	3/124	4/125	5/126	6/127	7/128	8	2	3/143	4/144	5/145	6/146	7/147	8	
12	13/109	14/110	15/111	16/112	17/113	18	9	10	11/129	12/130	13/131	14/132	15	9	10/148	11/149	12/150	13/151	14/152	15	
19	20/114	21/115	22/116	23/117	24/118	25	16	17/133	18/134	19/135	20/136	21/137	22	16	17	18	18	20	21	22	
26	27/119	28/120	29/121	30/122	31/123		23	24/138	25/139	26/140	27/141	28/142		23	24/153	25/154	26/155	27/156	28/157	29	
						20							19	30	31/158						16
April 2025							May 2025							June 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1/159	2/160	3/161	4/162	5					1/179	2/180	3	1	2/200	3/201	4/202	5/203	6/204	7	
6	7/163	8/164	9/165	10/166	11/167	12	4	5/181	6/182	7/183	8/184	9/185	10	8	9/205	10/206	11/207	12/208	13/209	14	
13	14/168	15/169	16/170	17/171	18	19	11	12/186	13/187	14/188	15/189	16/190	17	15	16/210	17/211	18/212	19/213	20/214	21	
20	21	22/172	23/173	24/174	25/175	26	18	19/191	20/192	21/193	22/194	23/195	24	22	23/215	24	25	26	27	28	
27	28/176	29/177	30/178				25	26	27/196	28/197	29/198	30/199	31	29	30						
						20							21								16

## Weslaco Independent School District THE RIGHT CHOICE

Weslaco ISD does not discriminate on the basis of race, religion, color, national origin, sex, age or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; section 504 of the Rehabilitation Act of 1973, as amended.

# Weslaco Independent School District

## Weslaco ISD

### 220

## Work Day Calendar

First Day of Work  
Last Day of Work

July 19, 2024  
June 27, 2025

	Weather Day
	Work Days
	First/Last Day

	Prof. Dev.
	Holiday
	PLC

July 2024							August 2024							September 2024						
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					1/10	2/11	3	1	2	3/32	4/33	5/34	6/35	7
7	8	9	10	11	12	13	4	5/12	6/13	7/14	8/15	9/16	10	8	9/36	10/37	11/38	12/39	13/40	14
14	15	16	17	18	19/1	20	11	12/17	13/18	14/19	15/20	16/21	17	15	16/41	17/42	18/43	19/44	20/45	21
21	22/2	23/3	24/4	25/5	26/6	27	18	19/22	20/23	21/24	22/25	23/26	24	22	23/46	24/47	25/48	26/49	27/50	28
28	29/7	30/8	31/9				25	26/27	27/28	28/29	29/30	30/31	31	29	30/51					
						9							22							20
October 2024							November 2024							December 2024						
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat
		1/52	2/53	3/54	4/55	5						1/74	2	1	2/90	3/91	4/92	5/93	6/94	7
6	7/56	8/57	9/58	10/59	11/60	12	3	4/75	5/76	6/77	7/78	8/79	9	8	9/95	10/96	11/97	12/98	13/99	14
13	14	15/61	16/62	17/63	18/64	19	10	11/80	12/81	13/82	14/83	15/84	16	15	16/100	17/101	18/102	19/103	20/104	21
20	21/65	22/66	23/67	24/68	25/69	26	17	18/85	19/86	20/87	21/88	22/89	23	22	23	24	25	26	27	28
27	28/70	29/71	30/72	31/73		22	24	25	26	27	28	29	30	29	30	31				15
													16							
January 2025							February 2025							March 2025						
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							1							1
5	6/105	7/106	8/107	9/108	10/109	11	2	3/125	4/126	5/127	6/128	7/129	8	2	3/144	4/145	5/146	6/147	7/148	8
12	13/110	14/111	15/112	16/113	17/114	18	9	10	11/130	12/131	13/132	14/133	15	9	10/149	11/150	12/151	13/152	14/153	15
19	20/115	21/116	22/117	23/118	24/119	25	16	17/134	18/135	19/136	20/137	21/138	22	16	17	18	19	20	21	22
26	27/120	28/121	29/122	30/123	31/124	20	23	24/139	25/140	26/141	27/142	28/143	19	23	24/154	25/155	26/156	27/157	28/158	29
													19	30	31/159					16
April 2025							May 2025							June 2025						
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat
		1/160	2/161	3/162	4/163	5					1/180	2/181	3	1	2/201	3/202	4/203	5/204	6/205	7
6	7/164	8/165	9/166	10/167	11/168	12	4	5/182	6/183	7/184	8/185	9/186	10	8	9/206	10/207	11/208	12/209	13/210	14
13	14/169	15/170	16/171	17/172	18	19	11	12/187	13/188	14/189	15/190	16/191	17	15	16/211	17/212	18/213	19/214	20/215	21
20	21	22/173	23/174	24/175	25/176	26	18	19/192	20/193	21/194	22/195	23/196	24	22	23/216	24/217	25/218	26/219	27/220	28
27	28/177	29/178	30/179			20	25	26	27/197	28/198	29/199	30/200	31	29	30					20
													21							
<b>TOTAL NUMBER OF WORKDAYS 220</b>																				

## Weslaco Independent School District THE RIGHT CHOICE

# Weslaco Independent School District

## Weslaco ISD

### 226

## Work Day Calendar Band Directors

First Day of Work     July 08, 2024  
Last Day of Work     June 23, 2025

Weather Day	Prof. Dev.
Work Days	Holiday
First/Last Day	PLC

July 2024							August 2024							September 2024						
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					1/19	2/20	3	1	2	3/41	4/42	5/43	6/44	7
7	8/1	9/2	10/3	11/4	12/5	13	4	5/21	6/22	7/23	8/24	9/25	10	8	9/45	10/46	11/47	12/48	13/49	14
14	15/6	16/7	17/8	18/9	19/10	20	11	12/26	13/27	14/28	15/29	16/30	17	15	16/50	17/51	18/52	19/53	20/54	21
21	22/11	23/12	24/13	25/14	26/15	27	18	19/31	20/32	21/33	22/34	23/35	24	22	23/55	24/56	25/57	26/58	27/59	28
28	29/16	30/17	31/18				25	26/36	27/37	28/38	29/39	30/40	31	29	30/60					
						18							22							20
October 2024							November 2024							December 2024						
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat
		1/61	2/62	3/63	4/64	5						1/83	2	1	2/99	3/100	4/101	5/102	6/103	7
6	7/65	8/66	9/67	10/68	11/69	12	3	4/84	5/85	6/86	7/87	8/88	9	8	9/104	10/105	11/106	12/107	13/108	14
13	14	15/70	16/71	17/72	18/73	19	10	11/89	12/90	13/91	14/92	15/93	16	15	16/109	17/110	18/111	19/112	20/113	21
20	21/74	22/75	23/76	24/77	25/78	26	17	18/94	19/95	20/96	21/97	22/98	23	22	23	24	25	26	27	28
27	28/79	29/80	30/81	31/82			24	25	26	27	28	29	30	29	30	31				
						22							16							15
January 2025							February 2025							March 2025						
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							1							1
5	6/114	7/115	8/116	9/117	10/118	11	2	3/134	4/135	5/136	6/137	7/138	8	2	3/153	4/154	5/155	6/156	7/157	8
12	13/119	14/120	15/121	16/122	17/123	18	9	10	11/139	12/140	13/141	14/142	15	9	10/158	11/159	12/160	13/161	14/162	15
19	20/124	21/125	22/126	23/127	24/128	25	16	17/143	18/144	19/145	20/146	21/147	22	16	17	18	19	20	21	22
26	27/129	28/130	29/131	30/132	31/133		23	24/148	25/149	26/150	27/151	28/152		23	24/163	25/164	26/165	27/166	28/167	29
						20							19	30	31/168					16
April 2025							May 2025							June 2025						
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat
		1/169	2/170	3/171	4/172	5					1/189	2/190	3	1	2/210	3/211	4/212	5/213	6/214	7
6	7/173	8/174	9/175	10/176	11/177	12	4	5/191	6/192	7/193	8/194	9/195	10	8	9/215	10/216	11/217	12/218	13/219	14
13	14/178	15/179	16/180	17/181	18	19	11	12/196	13/197	14/198	15/199	16/200	17	15	16/220	17/221	18/222	19/223	20/224	21
20	21	22/182	23/183	24/184	25/185	26	18	19/201	20/202	21/203	22/204	23/205	24	22	23/225	23/226	25/227	26/228	27/229	28
27	28/186	29/187	30/188				25	26	27/206	28/207	29/208	30/209	31	29	30/230					
						20							21							17
<b>TOTAL NUMBER OF WORKDAYS 226</b>																				

## Weslaco Independent School District THE RIGHT CHOICE

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# Weslaco ISD

## 226

### Work Day Calendar

First Day of Work July 12, 2024  
Last Day of Work June 30, 2025

	Weather Day		Prof. Dev.
	Work Days		Holiday
	First/Last Day		PLC

July 2024							August 2024							September 2024							
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					1/15	2/16	3	1	2	3/37	4/38	5/39	6/40	7	
7	8	9	10	11	12/1	13	4	5/17	6/18	7/19	8/20	9/21	10	8	9/41	10/42	11/43	12/44	13/45	14	
14	15/2	16/3	17/4	18/5	19/6	20	11	12/22	13/23	14/24	15/25	16/26	17	15	16/46	17/47	18/48	19/49	20/50	21	
21	22/7	23/8	24/9	25/10	26/11	27	18	19/27	20/28	21/29	22/30	23/31	24	22	23/51	24/52	25/53	26/54	27/55	28	
28	29/12	30/13	31/14				25	26/32	27/33	28/34	29/35	30/36	31	29	30/56						
						14							22								20
October 2024							November 2024							December 2024							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1/57	2/58	3/59	4/60	5						1/79	2	1	2/95	3/96	4/97	5/98	6/99	7	
6	7/61	8/62	9/63	10/64	11/65	12	3	4/80	5/81	6/82	7/83	8/84	9	8	9/100	10/101	11/102	12/103	13/104	14	
13	14	15/66	16/67	17/68	18/69	19	10	11/85	12/86	13/87	14/88	15/89	16	15	16/105	17/106	18/107	19/108	20/109	21	
20	21/70	22/71	23/72	24/73	25/74	26	17	18/90	19/91	20/92	21/93	22/94	23	22	23	24	25	26	27	28	
27	28/75	29/76	30/77	31/78			24	25	26	27	28	29	30	29	30	31					
						22							16								15
January 2025							February 2025							March 2025							
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							1								1
5	6/110	7/111	8/112	9/113	10/114	11	2	3/130	4/131	5/132	6/133	7/134	8	2	3/149	4/150	5/151	6/152	7/153	8	
12	13/115	14/116	15/117	16/118	17/119	18	9	10	11/135	12/136	13/137	14/138	15	9	10/154	11/155	12/156	13/157	14/158	15	
19	20/120	21/121	22/122	23/123	24/124	25	16	17/139	18/140	19/141	20/142	21/143	22	16	17	18	19	20	21	22	
26	27/125	28/126	29/127	30/128	31/129		23	24/144	25/145	26/146	27/147	28/148		23	24/159	25/160	26/161	27/162	28/163	29	
						20							19	30	31/164						16
April 2025							May 2025							June 2025							
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	
		1/165	2/166	3/167	4/168	5					1/185	2/186	3	1	2/206	3/207	4/208	5/209	6/210	7	
6	7/169	8/170	9/171	10/172	11/173	12	4	5/187	6/188	7/189	8/190	9/191	10	8	9/211	10/212	11/213	12/214	13/215	14	
13	14/174	15/175	16/176	17/177	18	19	11	12/192	13/193	14/194	15/195	16/196	17	15	16/216	17/217	18/218	19/219	20/220	21	
20	21	22/178	23/179	24/180	25/181	26	18	19/197	20/198	21/199	22/200	23/201	24	22	23/221	23/222	25/223	26/224	27/225	28	
27	28/182	29/183	30/184				25	26	27/202	28/203	29/204	30/205	31	29	30/226						
						20							21								21
<b>TOTAL NUMBER OF WORKDAYS 226</b>																					

**Weslaco Independent School District**  
**THE RIGHT CHOICE**

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# Weslaco Independent School District

## Weslaco ISD

### 230

## Work Day Calendar

First Day of Work July 08, 2024  
 Last Day of Work June 30, 2025

	Weather Day		Prof. Dev.
	Work Days		Holiday
	First/Last Day		PLC

July 2024							August 2024							September 2024						
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					1/19	2/20	3	1	2	3/41	4/42	5/43	6/44	7
7	8/1	9/2	10/3	11/4	12/5	13	4	5/21	6/22	7/23	8/24	9/25	10	8	9/45	10/46	11/47	12/48	13/49	14
14	15/6	16/7	17/8	18/9	19/10	20	11	12/26	13/27	14/28	15/29	16/30	17	15	16/50	17/51	18/52	19/53	20/54	21
21	22/11	23/12	24/13	25/14	26/15	27	18	19/31	20/32	21/33	22/34	23/35	24	22	23/55	24/56	25/57	26/58	27/59	28
28	29/16	30/17	31/18				25	26/36	27/37	28/38	29/39	30/40	31	29	30/60					
						18							22							20
October 2024							November 2024							December 2024						
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat
		1/61	2/62	3/63	4/64	5						1/83	2	1	2/99	3/100	4/101	5/102	6/103	7
6	7/65	8/66	9/67	10/68	11/69	12	3	4/84	5/85	6/86	7/87	8/88	9	8	9/104	10/105	11/106	12/107	13/108	14
13	14	15/70	16/71	17/72	18/73	19	10	11/89	12/90	13/91	14/92	15/93	16	15	16/109	17/110	18/111	19/112	20/113	21
20	21/74	22/75	23/76	24/77	25/78	26	17	18/94	19/95	20/96	21/97	22/98	23	22	23	24	25	26	27	28
27	28/79	29/80	30/81	31/82			24	25	26	27	28	29	30	29	30	31				
						22							16							15
January 2025							February 2025							March 2025						
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							1							1
5	6/114	7/115	8/116	9/117	10/118	11	2	3/134	4/135	5/136	6/137	7/138	8	2	3/153	4/154	5/155	6/156	7/157	8
12	13/119	14/120	15/121	16/122	17/123	18	9	10	11/139	12/140	13/141	14/142	15	9	10/158	11/159	12/160	13/161	14/162	15
19	20/124	21/125	22/126	23/127	24/128	25	16	17/143	18/144	19/145	20/146	21/147	22	16	17	18	19	20	21	22
26	27/129	28/130	29/131	30/132	31/133		23	24/148	25/149	26/150	27/151	28/152		23	24/163	25/164	26/165	27/166	28/167	29
						20							19	30	31/168					16
April 2025							May 2025							June 2025						
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat
		1/169	2/170	3/171	4/172	5					1/189	2/190	3	1	2/210	3/211	4/212	5/213	6/214	7
6	7/173	8/174	9/175	10/176	11/177	12	4	5/191	6/192	7/193	8/194	9/195	10	8	9/215	10/216	11/217	12/218	13/219	14
13	14/178	15/179	16/180	17/181	18	19	11	12/196	13/197	14/198	15/199	16/200	17	15	16/220	17/221	18/222	19/223	20/224	21
20	21	22/182	23/183	24/184	25/185	26	18	19/201	20/202	21/203	22/204	23/205	24	22	23/225	23/226	25/227	26/228	27/229	28
27	28/186	29/187	30/188				25	26	27/206	28/207	29/208	30/209	31	29	30/230					
						20							21							21
<b>TOTAL NUMBER OF WORKDAYS 230</b>																				

## Weslaco Independent School District THE RIGHT CHOICE

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# Weslaco Independent School District

## Weslaco ISD

### 260

## Work Day Calendar

First Day of Work ..... July 01, 2024  
 Last Day of Work ..... June 30, 2025

- Holidays
- Weather Day
- Working Days
- First/Last Day

**PANTHERS  
WILDCATS**

July 2024							August 2024							September 2024						
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat
	1/1	2/2	3/3	4	5/4	6					1/23	2/24	3	1	2/45	3/46	4/47	5/48	6/49	7
7	8/5	9/6	10/7	11/8	12/9	13	4	5/25	6/26	7/27	8/28	9/29	10	8	9/50	10/51	11/52	12/53	13/54	14
14	15/10	16/11	17/12	18/13	19/14	20	11	12/30	13/31	14/32	15/33	16/34	17	15	16/55	17/56	18/57	19/58	20/59	21
21	22/15	23/16	24/17	25/18	26/19	27	18	19/35	20/36	21/37	22/38	23/39	24	22	23/60	24/61	25/62	26/63	27/64	28
28	29/20	30/21	31/22				25	26/40	27/41	28/42	29/43	30/44	31	29	30/65					
						22							22							21
October 2024							November 2024							December 2024						
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat
		1/66	2/67	3/68	4/69	5						1/89	2	1	2/110	3/111	4/112	5/113	6/114	7
6	7/70	8/71	9/72	10/73	11/74	12	3	4/90	5/91	6/92	7/93	8/94	9	8	9/115	10/116	11/117	12/118	13/119	14
13	14/75	15/76	16/77	17/78	18/79	19	10	11/95	12/96	13/97	14/98	15/99	16	15	16/120	17/121	18/122	19/123	20/124	21
20	21/80	22/81	23/82	24/83	25/84	26	17	18/100	19/101	20/102	21/103	22/104	23	22	23/125	24/126	25/127	26/128	27/129	28
27	28/85	29/86	30/87	31/88			24	25/105	26/106	27/107	28/108	29/109	30	29	30/130	31/131				
						23							21							22
January 2025							February 2025							March 2025						
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat
			1/132	2/133	3/134	4							1							1
5	6/135	7/136	8/137	9/138	10/139	11	2	3/155	4/156	5/157	6/158	7/159	8	2	3/175	4/176	5/177	6/178	7/179	8
12	13/140	14/141	15/142	16/143	17/144	18	9	10/160	11/161	12/162	13/163	14/164	15	9	10/180	11/181	12/182	13/183	14/184	15
19	20/145	21/146	22/147	23/148	24/149	25	16	17/165	18/166	19/167	20/168	21/169	22	16	17/185	18/186	19/187	20/188	21/189	22
26	27/150	28/151	29/152	30/153	31/154		23	24/170	25/171	26/172	27/173	28/174		23	24/190	25/191	26/192	27/193	28/194	29
						23							20	30	31/195					21
April 2025							May 2025							June 2025						
Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat	Sun	M	T	W	Th	F	Sat
		1/196	2/197	3/198	4/199	5					1/218	2/219	3	1	2/240	3/241	4/242	5/243	6/244	7
6	7/200	8/201	9/202	10/203	11/204	12	4	5/220	6/221	7/222	8/223	9/224	10	8	9/245	10/246	11/247	12/248	13/249	14
13	14/205	15/206	16/207	17/208	18/209	19	11	12/225	13/226	14/227	15/228	16/229	17	15	16/250	17/251	18/252	19/253	20/254	21
20	21/210	22/211	23/212	24/213	25/214	26	18	19/230	20/231	21/232	22/233	23/234	24	22	23/255	24/256	25/257	26/258	27/259	28
27	28/215	29/216	30/217				25	26/235	27/236	28/237	29/238	30/239	31	29	30/260					
						22							22							21
<b>Total Days</b>																			<b>260</b>	

### PAID NON-WORKING DAYS

NOV. 28TH, 29TH  
 JAN. 1ST, 2ND

FEB. 10TH

DEC. 25TH, 26TH  
 APR. 18TH, 21ST

**Weslaco Independent School District**  
**THE RIGHT CHOICE**

# 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:

- a. 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.
- b. Club stipends will be paid in a lump sum in the June scheduled payroll distribution.
- c. Elementary UIL stipends will be paid in a lump sum in the December scheduled payroll distribution.
- d. Secondary UIL stipends will be paid in a lump sum in the June scheduled payroll distribution.
- e. 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

## 2024-2025 New Hire Guide for Teacher, Librarian, and Nurses (RN)

Years of Experience	New Hire Salary
0	\$57,000.00
1	\$57,500.00
2	\$58,000.00
3	\$58,780.00
4	\$59,810.00
5	\$60,210.00
6	\$60,610.00
7	\$61,010.00
8	\$61,410.00
9	\$62,175.00
10	\$62,790.00
11	\$63,620.00
12	\$64,235.00
13	\$64,850.00
14	\$65,470.00
15	\$66,190.00
16	\$66,810.00
17	\$67,425.00
18	\$68,250.00
19	\$68,660.00
20 +	\$69,070.00

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.

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: 2024 – 2025 School Year
- This salary schedule applies to the 2024 – 2025 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: 2024 – 2025 school year
- This salary schedule applies to the 2024 – 2025 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  
 Coordinator, Stronger Connections Grant– 203 Days  
 Counselor, Elementary – 203 Days  
 Counselor, SPED – 207 Days  
 Counselor, Student Attendance Intervention – 203 Days  
 Counselor/Social Worker, SPED – 207 Days  
 Dean of Instruction– 226 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  
 Bilingual Instructional Coach – 203 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 – 226 Days  
Testing Coordinator – 226 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, Drop Out Recovery Program/Staff Development  
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
201	\$244.36	\$298.00	\$351.64
202	\$261.47	\$318.86	\$376.25
203	\$311.14	\$379.44	\$447.74
204	\$349.25	\$425.92	\$502.59
205	\$381.04	\$464.68	\$548.32
206	\$480.30	\$600.37	\$720.44

**Notes:**

- Effective: 2024 – 2025 school year
- This salary schedule applies to the 2024 – 2025 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)**

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

**Pay Grade 207 (226 Days)**

Chief Financial Officer



# 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: 2024 – 2025 school year
- This salary schedule applies to the 2024 – 2025 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
- Asst, Band – 226 Days
- Asst, Technical – 187 Days
- Attendance/At-Risk Clerk ES/MS– 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 Days
- Office Clerk, ES – 187 Days
- Office Clerk MS – 220 Days
- Office Clerk HS – 226 Days
- Office Clerk, Athletic Office (WHS, WEHS, Athletic Office) – 226/230 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  
Receptionist, Central 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  
Human Resources Assistant– 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, 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  
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

**Pay Grade 305 Continued**

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, Computer Information II  
Specialist, Insurance  
Specialist, Leave  
Specialist, PEIMS  
Specialist, Theater Production  
Specialist, Workers Compensation  
Technician, Hardware

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

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

**Pay Grade 308**

Administrative Assistant, Asst. Superintendent - 226/230 Days  
Administrative Assistant, CFO- 226 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
401	\$14.25	\$16.97	\$19.69
402	\$15.00	\$17.86	\$20.72
403	\$15.75	\$18.75	\$21.75
404	\$16.75	\$19.94	\$23.13
405	\$17.75	\$21.13	\$24.51
406	\$18.75	\$22.59	\$26.43
407	\$20.25	\$24.40	\$28.55
408	\$21.75	\$26.20	\$30.65
409	\$28.25	\$34.03	\$39.81

**Notes:**

- Effective: 2024 – 2025 school year
- This salary schedule applies to the 2024 – 2025 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  
 Night Security Guard – 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– 260 Days  
Supervisor, Warehouse – 226/230 Days  
Yard Crew, Foreman – 260 Days

**Pay Grade 409**

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

# Bus Driver Salary Schedule

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

**Notes:**

- Effective: 2024 – 2025 school year
- This salary schedule applies to the 2024 – 2025 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
501	\$15.25	\$18.16	\$21.07
502	\$16.00	\$19.05	\$22.10
503	\$16.75	\$19.94	\$23.13
504	\$18.75	\$22.59	\$26.43

## Notes:

- Effective: 2024 – 2025 school year
- This salary schedule applies to the 2024 – 2025 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, Parent & Family Engagement 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.

Non-Degreed (59 or less College Hours)	Non-Degreed (60+ College Hours)	Degreed	Certified
\$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

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

### Notes:

- Effective: 2024-2025 School Year
- This salary schedule applies to the 2024-2025 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 assignments rates not applicable to STAAR mentors.

## Category III: Substitute Social Worker:

Degreed	Certified
\$150.00	\$180.00

# 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: 2024 – 2025 School Year
- This salary schedule applies to the 2024 – 2025 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	\$150 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: 2024-2025 School Year
- This stipend schedule applies to the 2024–2025 school year only. Future stipend amounts cannot be predicted 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  
 TMSCA (Advance to State)  
 National Junior Honor Society

**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: 2024-2025 School Year
- This salary schedule applies to the 2024-2025 school year only. Future salaries be predicted from the 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: 2024 – 2025 School Year
- This stipend schedule applies to the 2024 – 2025 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*

<b>Number of EB Students Served</b>	<b>Stipend</b>
1-4	\$500.00
5-15	\$1,000.00
16-30	\$1,500.00
31-40	\$2,000.00
41 and Up	\$2,400.00



# Special Education Stipend Schedule

- Effective: 2024– 2025 School Year
- This stipend schedule applies to the 2024 – 2025 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 2024-2025.

<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
Assistant Freshman Coach	\$3,700.00
Freshman Football	\$6,100.00
Co-Defensive Coordinator	\$13,700.00
Co-Offensive Coordinator	\$13,700.00

## *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
JV	\$5,000.00

***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

***Water Polo***

<b>Position</b>	<b>Amount</b>
Head Coach	\$8,200.00

***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 2024-2025 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**

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

Tournaments

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

**Varsity – Powerlifting**

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

Tournaments

<b>Position</b>	<b>Varsity</b>
Gatekeeper	\$9.00/Hour
Judges	\$100.00/Meet

**Varsity – Track**

<b>Position</b>	<b>Professional/Paraprofessional</b>
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**

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

**Cheerleading**

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

<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
Libero	\$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
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

# Teacher of the Year

**Teacher of the Year:**

- Payable to employees who are named Teacher of the Year at the campus level or district level
- Distributed to awarded employees in June of award year
- District-level winners will receive district award amount in lieu of campus award amount

Award Level	Teacher of the Year
Campus Level - Elementary	\$1,000
Campus Level - Secondary	\$1,000
District Level - Elementary	\$2,500
District Level - Secondary	\$2,500



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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time:

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time:

\_\_\_\_\_

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Signature of Supervisor

\_\_\_\_\_  
Date

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

\_\_\_\_\_  
Date