

ROMA ISD

2024-2025

COMPENSATION PLAN



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ROMA ISD

2024-2025 New Hire Guide for DOI & Certified Teachers

Years of Experience	State Minimum 2024-2025	Approved DOI Teachers 2023-2024	Approved DOI Teachers 2024-2025	Approved Certified Teachers 2023-2024	Approved Certified Teachers 2024-2025
0	\$ 33,660	\$ 44,000	\$ 44,000	\$ 50,000	\$ 51,000
1	\$ 34,390	\$ 44,500	\$ 44,500	\$ 50,800	\$ 51,550
2	\$ 35,100	\$ 45,000	\$ 45,000	\$ 50,963	\$ 52,350
3	\$ 35,830	\$ 45,500	\$ 45,500	\$ 51,480	\$ 52,513
4	\$ 37,350	\$ 46,000	\$ 46,000	\$ 51,998	\$ 53,030
5	\$ 38,880	\$ 46,500	\$ 46,500	\$ 52,515	\$ 53,548
6	\$ 40,410	\$ 47,000	\$ 47,000	\$ 53,033	\$ 54,065
7	\$ 41,830	\$ 47,500	\$ 47,500	\$ 53,550	\$ 54,583
8	\$ 43,170	\$ 48,000	\$ 48,000	\$ 55,016	\$ 55,100
9	\$ 44,440	\$ 48,500	\$ 48,500	\$ 56,241	\$ 56,566
10	\$ 45,630	\$ 49,000	\$ 49,000	\$ 56,732	\$ 57,791
11	\$ 46,770	\$ 49,000	\$ 49,500	\$ 57,713	\$ 58,282
12	\$ 47,850	\$ 49,000	\$ 49,500	\$ 59,000	\$ 59,263
13	\$ 48,850	\$ 49,000	\$ 49,500	\$ 59,981	\$ 60,550
14	\$ 49,810	\$ 49,000	\$ 49,500	\$ 61,207	\$ 61,531
15	\$ 50,710	\$ 49,000	\$ 49,500	\$ 61,637	\$ 62,757
16	\$ 51,570	\$ 49,000	\$ 49,500	\$ 61,882	\$ 63,187
17	\$ 52,370	\$ 49,000	\$ 49,500	\$ 62,673	\$ 63,432
18	\$ 53,140	\$ 49,000	\$ 49,500	\$ 62,918	\$ 64,223
19	\$ 53,860	\$ 49,000	\$ 49,500	\$ 63,163	\$ 64,468
20	\$ 54,540	\$ 49,000	\$ 49,500	\$ 63,408	\$ 64,713
21	\$ 54,540	\$ 49,000	\$ 49,500	\$ 64,144	\$ 64,958
22	\$ 54,540	\$ 49,000	\$ 49,500	\$ 64,757	\$ 65,694
23	\$ 54,540	\$ 49,000	\$ 49,500	\$ 65,248	\$ 66,307
24	\$ 54,540	\$ 49,000	\$ 49,500	\$ 65,493	\$ 66,798
25	\$ 54,540	\$ 49,000	\$ 49,500	\$ 66,008	\$ 67,043
26	\$ 54,540	\$ 49,000	\$ 49,500	\$ 67,038	\$ 67,558
27	\$ 54,540	\$ 49,000	\$ 49,500	\$ 68,042	\$ 68,588
28	\$ 54,540	\$ 49,000	\$ 49,500	\$ 69,042	\$ 69,592
29	\$ 54,540	\$ 49,000	\$ 49,500	\$ 70,399	\$ 70,592
30+	\$ 54,540	\$ 49,000	\$ 49,500	\$ 71,756	\$ 71,949

The Salaries listed above are based on 10-month employment for the 2024-25 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. Capped at 30 years for new hires.

ROMA ISD

2024-2025 Approved Permanent Substitute Teacher Salary Schedule

Years of Experience	Permanent-Substitute Teachers Approved 2023-2024	Permanent-Substitute Teachers Approved 2024-2025
0	\$ 25,000	\$ 25,000
1	\$ 26,000	\$ 25,500
2	\$ 27,039	\$ 26,500
3	\$ 28,389	\$ 27,539
4	\$ 29,739	\$ 28,889
5	\$ 31,089	\$ 30,239
6	\$ 32,439	\$ 31,589
7	\$ 33,789	\$ 32,939
8	\$ 35,139	\$ 34,289
9	\$ 36,489	\$ 35,639
10	\$ 37,839	\$ 36,989
11	\$ 39,189	\$ 38,339
12	\$ 39,189	\$ 39,689
13	\$ 39,189	\$ 39,689
14	\$ 39,189	\$ 39,689
15	\$ 39,189	\$ 39,689
16	\$ 39,189	\$ 39,689
17	\$ 39,189	\$ 39,689
18	\$ 39,189	\$ 39,689
19	\$ 39,189	\$ 39,689
20	\$ 39,189	\$ 39,689
21	\$ 39,189	\$ 39,689
22	\$ 39,189	\$ 39,689
23	\$ 39,189	\$ 39,689
24	\$ 39,189	\$ 39,689
25	\$ 39,189	\$ 39,689
26	\$ 39,189	\$ 39,689
27	\$ 39,189	\$ 39,689
28	\$ 39,189	\$ 39,689
29	\$ 39,189	\$ 39,689
30+	\$ 39,189	\$ 39,689
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.		

2024-2025 Administrative/Professional Pay Plan
Roma ISD

Pay Grade	Job Description	Calendars	Days	Minimum	Midpoint	Maximum
1			Daily	\$205.34	\$271.12	\$336.89
	Special Ed - PEIMS Coordinator	220	220 days	45,174	59,645	74,115
	Chief of Police	230	230 days	47,228	62,356	77,485
2			Daily	\$272.73	\$328.75	\$384.76
	Speech Therapist Assistant	187	187 days	51,000	61,475	71,950
	Pathologist Assistant	187	188 days	51,273	61,804	72,335
	Registered Nurse	188	197 days	53,728	64,763	75,798
	Librarian	197	210 days	57,273	69,036	80,800
	Facilitator	210	215 days	58,637	70,680	82,723
	Dean of Instruction	215	220 days	60,000	72,324	84,647
	GTN Station Manager	215				
	Registrar	220				
	IMAT/Safety Coordinator	220				
	Network Coordinator	220				
	Athletic Coordinator	220				
	Public Information Coordinator	220				
	Network Specialist	220				
3			Daily	\$283.42	\$339.54	\$395.65
	Counselor – Elementary School	205	205 days	58,101	69,605	81,108
4			Daily	\$288.07	\$344.26	\$400.44
	Counselor – Middle School	205	205 days	59,054	70,572	82,090
	Assistant Principal – Elementary School	215	215 days	61,935	74,015	86,095
5			Daily	\$290.40	\$346.60	\$402.80
	Assistant Principal – Middle School	215	215 days	62,436	74,519	86,602
	Counselor – High School	215				
6			Daily	\$300.33	\$356.66	\$412.99
	Assistant Principal – High School	215	215 days	64,571	76,682	88,793
	Dean of Instruction – HS Certified Admin.	215				
	CTE/CCMR Specialist	215				
7			Daily	\$305.70	\$362.10	\$418.49
	*Educational Diagnostician	202	202 days	61,751	73,143	84,535
	Instructional Specialist	220	220 days	67,254	79,661	92,068
	*Salary includes Diagnostician Stipend & Master's Degree					

Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise approved budget.

8	
Speech Therapist/Pathologist	141
Occupational Therapist	207
Licensed Professional Counselor	207
LSSP	207
O&M	207

Daily	\$309.18	\$400.57	\$491.95
131 days	40,503	52,474	64,445
207 days	64,000	82,916	101,834

9	
Principal – Elementary School	220
Principal – I&G School	

Daily	\$356.50	\$428.84	\$501.17
220 days	78,430	94,344	110,257

10	
Risk Management Director	220
Music Director – Elementary School	220
Transportation Director	220
Fine Arts Director	220
Maintenance Director	220
Network/PEIMS Director	220
Bilingual Director	220
CTE/CCMR Director	220
Testing Director	220
Curriculum Director – Middle School	220
Curriculum Director – High School	220
Curriculum Director – Elementary School	220
Safety/Curriculum Director	220
Principal – Middle School	220

Daily	\$377.96	\$445.09	\$512.22
220 days	83,151	97,920	112,688

11	
Special Education Director	220
Athletics Director	220
Child Nutrition Director	220
Federal Programs Director	220
Principal – High School	220

Daily	\$400.78	\$471.98	\$543.17
220 days	88,172	103,834	119,497

12	
Deputy Superintendent	220
Chief Financial Officer	220
Executive Director – HR	220
Executive Director – Special Programs	220
Executive Director – Curriculum	220

Daily	\$519.52	\$611.66	\$703.80
220 days	114,294	134,565	154,836

Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise approved budget. Pay Grades 8 - 12 are capped at the maximum salary.

2024-2025 Clerical/Technician Pay Plan
Roma ISD

Pay Grade	Job Description	Calendars	Days	Minimum	Midpoint	Maximum
1			Daily	\$10.00	\$13.20	\$16.40
	Clerk – Office Campus	7hr 45min 180				
	Parent Liaison	7hr 45min 180				
	Parent/Student Tutor	TBD				
2			Daily	\$10.00	\$13.20	\$16.40
	Truant Officer	7-8hrs 180				
	Clerk – Special Education	7hr 220				
	Clerk – Band Office	7hr 45min 205				
	Clerk – Gear Up	7hr 45 min 210				
	Clerk – CTE	7hr 45min 215				
	Clerk – Athletics Office	7hr 45min 220				
	Clerk – PAC	7hr 180				
	Clerk – PAC	7hr 45min 210				
	Receptionist – Special Ed	7hr 220				
	Receptionist – Central Off	8hr 220				
	Mailman	8hr 220				
3			Daily	\$12.00	\$15.20	\$18.40
	Coach – Non-professional	7hr 45min 180				
	Secretary – I&G Campus	7hr 45min 210				
	Secretary – PAC	7hr 45min 210				
	Clerk – Bilingual	7hr 45min 210				
	Clerk – Attendance	7hr 45min 210				
	Secretary – Principal (Elem)	7hr 45 min 220				
	Clerk – Public Relations	8hr 210				
	Clerk/Dispatcher – PD	8hr 220				
	Clerk – Maint Office	8hr 220				
	Clerk – Transp Office	8hr 220				
4			Daily	\$13.50	\$16.70	\$19.90
	Secretary – Special Ed	8hr 220				
	Secretary – Athletic Dir.	7hr 220				
	Secretary – Principal (MS)	8hr 220				
	Route Clerk – Transp	8hr 220				
	Clerk – Curriculum	8hr 220				
	Clerk – Tax Office	8hr 220				
	Clerk – Accounts Payable	8hr 220				
	Clerk – Cafeteria Office	8hr 220				
5			Daily	\$15.00	\$18.20	\$21.40
	Multimedia Specialist	7hr 45min 187				
	First Aid Coach	7hr 45min 220				
	Secretary – Principal (HS)	7hr 45min 220				

Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise approved budget.

6		
Computer Tech(Certified)	8hr	210

Daily	\$16.50	\$20.43	\$24.35
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7		
Accts Payable Specialist	8hr	220
Attendance Specialist	8hr	220
Emp Benefits Specialist	8hr	220
Food Serv Purch Specialist	8hr	220
Payroll Specialist	8hr	220
Secretary – Fed Programs	8hr	220

Daily	\$18.00	\$21.93	\$25.85
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8		
Secretary – HR	8hr	220
Secretary – Special Prog	8hr	220
Secretary – Curriculum	8hr	220

Daily	\$19.00	\$22.93	\$26.85
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9		
Technology Specialist (Int)	8hr	210
Payr. Accounting Specialist	8hr	220

Daily	\$20.00	\$23.93	\$27.85
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10		
Technology Specialist (Adv)	8hr	210
Secretary – Superintendent	8hr	220
Supervisor – AP Dept.	8hr	220
Supervisor – Payroll Dept.	8hr	220
Tax Collector	8hr	220

Daily	\$24.00	\$28.65	\$33.30
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Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise approved budget.

2024-2025 Auxiliary Pay Plan
Roma ISD

Pay Grade	Job Description	Calendars	Days	Minimum	Midpoint	Maximum
1			Daily	\$10.00	\$13.20	\$16.40
	Bus Monitor	4-6hrs 180				
	Custodian	4-8hrs 185				
	Child Nutrition Worker	4-8hrs 183				
2			Daily	\$10.00	\$13.20	\$16.40
	Security Guard	7-8hrs 180				
	Maint. Supply Room Clerk	7hr 220				
	Locksmith	8hr 220				
	Warehouse Staff	8hr 220				
	Carpenter Helper	8hr 220				
	Electrical & HVAC Helper	8hr 220				
	Groundskeeper	8hr 220				
	Maintenance Workers	8hr 220				
3			Daily	\$12.50	\$15.70	\$18.90
	Painters	8hr 220				
	Plumber Assistant	8hr 220				
	Grounds Crew – Head	8hr 220				
	Custodian – Head	8hr 220				
	Welder Assistant	8hr 220				
	Custodian – Asst Supervisor	8hr 220				
4			Daily	\$13.50	\$16.70	\$19.90
	IPM Assistant	8hr 220				
	Equipment Operator	8hr 220				
5			Daily	\$15.00	\$18.20	\$21.40
	Child Nutrition Manager	7hr 183				
	Electrical & HVAC – Head	8hr 220				
	Carpenter	8hr 220				
	Plumber – Lead	8hr 220				
	Welder	8hr 220				
	Mechanic	8hr 220				
	Licensed IPM Technician	8hr 220				
6			Daily	\$16.50	\$20.43	\$24.35
	Truancy Supervisor	8hr 210				
	Police Officer	8hr 230				
7			Daily	\$18.00	\$21.93	\$25.85
	Police Corporal	8hr 230				

8		
Police Sergeant	8hr	230

Daily	\$19.00	\$22.93	\$26.85
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9		
Supervisor – Custodians	8hr	220
Supervisor – Warehouse	8hr	220
Supervisor – Maint. Office	8hr	220
Supervisor – Grounds	8hr	220
Supervisor- HVAC,elec,plum	8hr	220
Supervisor – Transp.	8hr	220
Supervisor – Police	8hr	230

Daily	\$20.00	\$23.93	\$27.85
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Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise approved budget.

2024-2025 Bus Driver Pay Plan
Roma ISD

Pay Grade	Job Description	Calendars	Days	Minimum	Midpoint	Maximum
Bus Drivers			Daily			
	Bus Drivers (Non-CDL License)	180		\$11.00		
	Bus Drivers (CDL License)	180		\$15.00		

Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise approved budget.

2024-2025 Instructional Support Pay Plan
Roma ISD

Pay Grade	Job Description	Calendars	Days	Minimum	Midpoint	Maximum
1	Parent Tutor Personal Care Worker	5hr 7hr 45min 180	Daily	\$10.00	\$13.20	\$16.40
2	Computer Lab Aide Library Aide Nurse Aide (CNA)	7hr 45min 180 7hr 45min 180 7hr 45min 180	Daily	\$10.00	\$13.20	\$16.40
3	Instructional Aide Special Education Aide Nurse Aide (Medical Asst.)	7hr 45min 180 7hr 45min 180 7hr 45min 180	Daily	\$11.00	\$14.20	\$17.40
4	LVN	7hr 45min 180	Daily	\$23.00	\$26.75	\$30.50

SUPPLEMENTAL EARNINGS

ATHLETICS

High School Head Coaching Positions	# of Positions	Stipend 2024-2025
Baseball	1	\$ 7,500.00
Basketball Boys	1	\$ 7,500.00
Basketball Girls	1	\$ 7,500.00
Cross Country/ Track & Field *	3	\$ 7,500.00
Football	1	Negotiable
Golf	1	\$ 7,500.00
Powerlifting (Goys & Girls)	1	\$ 7,500.00
Soccer Boys	1	\$ 7,500.00
Soccer Girls	1	\$ 7,500.00
Softball	1	\$ 7,500.00
Swimming/Diving	1	\$ 7,500.00
Volleyball	1	\$ 7,500.00
Wrestling	1	\$ 7,500.00
First Aid Coach	3	\$ 11,000.00
Athletic Trainer (certified)	1	\$ 15,000.00
Team Tennis/Spring Tennis **	1	\$ 15,000.00
Strength and Conditioning	1	\$ 3,000.00
Cheerleaders (All Sports)	1	\$ 2,500.00

High School Assistant Coaching Positions	# of Positions	Stipend 2024-2025
Baseball	5	\$ 3,250.00
Basketball Boys	3	\$ 3,250.00
Basketball Girls	3	\$ 3,250.00
Cross Country	1	\$ 3,250.00
Football Coordinators	2	\$ 9,500.00
Football Varsity Assistants	7	\$ 7,500.00
Football JV Assistants	3	\$ 5,500.00
Football 9th Assistants	3	\$ 5,000.00
Golf	1	\$ 3,250.00
Powerlifting	2	\$ 3,250.00
Soccer Boys	3	\$ 3,250.00
Soccer Girls	3	\$ 3,250.00
Softball	5	\$ 3,250.00
Swimming/Diving	2	\$ 3,250.00
Tennis- Team	1	\$ 3,250.00
Tennis- Spring	2	\$ 3,250.00
Track & Field	8	\$ 3,250.00
Volleyball	3	\$ 3,250.00
Wrestling	1	\$ 3,250.00

SUPPLEMENTAL EARNINGS

Middle School Coaching Positions	# of Positions	Stipend 2024-2025
Baseball	2	\$ 2,500.00
Basketball Boys	8	\$ 2,500.00
Basketball Girls	8	\$ 2,500.00
Cheerleaders	4	\$ 750.00
Coordinator - Athletics	4	\$ 2,500.00
Cross Country	2	\$ 2,500.00
Football	12	\$ 2,500.00
Golf	2	\$ 2,500.00
Soccer Boys	2	\$ 2,500.00
Soccer Girls	2	\$ 2,500.00
Softball	2	\$ 2,500.00
Swimming	2	\$ 2,500.00
Tennis- Spring	2	\$ 2,500.00
First Aid Coach	3	\$ 2,000.00
Track & Field	12	\$ 2,500.00
Volleyball	8	\$ 2,500.00

Athletics Other Extra-Duty Pay	# of Positions	Stipend 2024-2025
Scoreboard extra-duty	2	\$ 2,500.00
Football Filming Crew	2	\$ 1,000.00
Sports Announcer stipend (prorated based on # of games)	1	\$ 5,000.00

*para-professionals will be paid on an hourly basis, extra-duty stipend is in lieu of overtime pay

SUPPLEMENTAL EARNINGS**FINE ARTS**

Fine Arts High School Head Directors	# of Positions	Stipend 2024-2025
Head Band Director	1	Negotiable
Head Mariachi Director	1	Negotiable
Head Choir Director	1	\$ 8,500.00
Head Orchestra Director	1	\$ 13,500.00
Folkloric Director	1	\$ 2,500.00
Drama Coordinator	1	\$ 4,000.00
Conjunto Director	1	\$ 6,000.00

Fine Arts Assistant Directors	# of Positions	Stipend 2024-2025
Marching Band Director	1	\$ 17,500.00
Middle School Head Band Directors	2	\$ 14,000.00
Head Percussion	1	\$ 14,000.00
Assistant Band Directors	7	\$ 12,500.00
Assistant Mariachi Directors	2	\$ 9,000.00
High School JV Co-Director	1	\$ 2,500.00
Assistant Choir Director	1	\$ 2,500.00
Assistant Orchestra Director	1	\$ 6,000.00
Assistant Conjunto Director	1	\$ 4,000.00
Dazzlers Sponsor	2	\$ 2,000.00
Color Guard/Flag *Contracted	1	\$ 4,000.00

Fine Arts Other Extra-Duty Pay	# of Positions	Stipend 2024-2025
Sound and video extra duty	1	\$ 1,500.00
Sound PAC & Multipurpose extra duty	1	\$ 2,500.00

*para-professionals will be paid on an hourly basis, extra-duty stipend is in lieu of overtime pay

SUPPLEMENTAL EARNINGS

STUDENT UIL ACADEMIC COMPETITION

UIL Academics	# of Positions	Stipend 2024-2025
High School Coordinator	1	\$ 2,400.00
Middle School Coordinator	2	\$ 1,800.00
Elementary Coordinator	6	\$ 1,500.00
*High School UIL Coach (per event)		\$ 1,200.00
**Middle School UIL Coach (per event)		\$ 1,200.00
***Elementary School UIL Coach (per event)		\$ 840.00

UIL Academics (Additional Information)

*High School (up to \$1,200 per event)

up to \$1,200 per event (minimum of 40 hours) if less than 40 hours, \$30 per hour
plus \$100 per meet, maximum of 8 meets (maximum of \$800) even if coaching several events

**Middle School (up to \$1,200 per event)

up to \$1,200 per event (minimum of 40 hours) if less than 40 hours, \$30 per hour
plus \$100 per meet, maximum of 5 meets (maximum of \$500) even if coaching several events

***Elementary School (up to \$840 per event)

up to \$840 per event (minimum of 28 hours) if less than 28 hours, \$30 per hour
plus \$100 per meet, maximum of 3 meets (maximum of \$300) even if coaching several events

CTE/JROTC/VASE/BPA/Skills USA

CTE/JROTC/VASE/BPA/ Skills USA	# of Positions	Stipend 2024-2025
GTN Station Manager extra-duty	1	\$ 7,500.00
GTN extra-duty (min 150 hours)	1	\$ 4,500.00
Agriculture Teachers extra-duty (min 150 hours)	3	\$ 4,500.00
JROTC extra-duty	2	\$ 2,500.00
*VASE/Art	2	\$ 750.00
*Skills USA/GTN (included in GTN station manager & GTN extra-duty)		\$ 750.00
*Skills USA/ Building Trades	2	\$ 750.00
*Skills USA/Law Enforcement	2	\$ 750.00
*Skills USA/Family Consumer Science	3	\$ 750.00
*BPA Sponsors	5	\$ 750.00

CTE/BPA/Skills USA Stipends (Additional Information)

*up to \$750 (minimum of 25 hours) if less than 25 hours, \$30 per hour
plus \$100 per meet, maximum of 2 meets (maximum of \$200) even if coaching several events

STUDENT ACTIVITIES

Student Activities	# of Positions	Stipend 2024-2025
High School Senior Class Sponsor	1	\$ 1,500.00
High School Junior Class Sponsor	1	\$ 1,500.00
Student Council Sponsor	1	\$ 1,500.00
Student Council Asst Sponsor	1	\$ 750.00
High School AP Coordinator	1	\$ 1,500.00
Journalism Sponsor	1	\$ 1,500.00
NHS Sponsor	1	\$ 500.00
VITA Sponsor	1	\$ 1,500.00

*if the student activity has several sponsors the amount will be pro-rated

SUPPLEMENTAL EARNINGS

MASTER'S DEGREE

MASTER'S DEGREE	# of Positions	Stipend 2024-2025
Master's Degree (new teachers to district)		\$ 2,000.00
Master's Degree (grandfathered 2015 - subject area)		\$ 2,500.00

SPECIAL EDUCATION

Special Education	# of Positions	Stipend 2024-2025
Special Education Teacher stipend (self-contained unit)	10	\$ 5,000.00
Special Education Teacher stipend	20	\$ 2,500.00
Special Education Teacher-Aide stipend(self-contained unit)	30	\$ 1,500.00
Special Education Teacher-Aide stipend	8	\$ 750.00
Special Education Administrator stipend	1	\$ 5,000.00

OTHER EXTRA-DUTY PAY

Other Extra-Duty Pay	# of Positions	Stipend 2024-2025
School Elections Administration	2	\$ 7,500.00
RHS Lead Counselor	1	\$ 1,500.00
Transportation Department (after hours standby pay)	1	\$ 2,400.00

*para-professionals will be paid on an hourly basis, extra-duty stipend is in lieu of overtime pay

SUMMER SCHOOL PAY

Summer School Pay	# of Positions	Stipend 2024-2025
		\$ 3,600.00
Para-professionals & auxiliary staf		\$ 1,200.00
Special Ed Teacher Aide (self-contained unit)		\$ 1,440.00

TUTORIALS AND STAFF DEVELOPMENT

Tutorials and Staff Development	# of Positions	Stipend 2024-2025
Teachers, RN's & Other Professionals		\$30/hr
LVN's		\$20/hr
Administrators		\$35/hr
Para-professional Staff		\$15/hr

SUPPLEMENTAL EARNINGS

BUS DRIVERS

Bus Drivers	# of Positions	Stipend 2024-2025
Bus Drivers (CDL License)		\$current hourly rate
Other employees driving large bus (CDL License)		\$15/hr
Other employees driving small bus (CDL License)		\$11/hr

ON-CALL & LONG-TERM SUBSTITUTE TEACHERS & NURSES

On-call & long-term substitute teachers & nurses	# of Positions	Stipend 2024-2025
On-call substitute teachers		
Non-degreed/non-certified		\$ 85.00
Degreed		\$ 100.00
Certified Teachers		\$ 120.00
Long-term substitute teachers		
Non-degreed/non-certified		\$ 95.00
Degreed		\$ 110.00
Certified Teachers		\$ 130.00
On-call nurses		
Medical Assistants/CAN's		\$ 85.00
LVN's		\$ 95.00
RN's		\$ 115.00

2024-2025 Proposed Raise

2.5% from midpoint (no less than \$500 for full time employees)

Pay Grade	# of Hours	# of Days	Midpoint	Approved Annual Raise	Approved Hourly Raise
Auxiliary Pay					
1	4	180	\$ 13.20	\$ 285.71	\$ 0.40
1	4	185	\$ 13.20	\$ 293.65	\$ 0.40
1	5.5	185	\$ 13.20	\$ 403.77	\$ 0.40
2	7.75	180	\$ 13.20	\$ 553.57	\$ 0.40
2	7	180	\$ 13.20	\$ 500.00	\$ 0.40
2	7	183	\$ 13.20	\$ 508.33	\$ 0.40
2	7	185	\$ 13.20	\$ 513.89	\$ 0.40
2	8	220	\$ 13.20	\$ 698.41	\$ 0.40
3	8	220	\$ 15.70	\$ 698.41	\$ 0.40
4	8	220	\$ 16.70	\$ 734.80	\$ 0.42
5	7	183	\$ 18.20	\$ 582.86	\$ 0.46
5	7	210	\$ 18.20	\$ 668.85	\$ 0.46
5	8	220	\$ 18.20	\$ 800.80	\$ 0.46
6	8	210	\$ 20.43	\$ 858.06	\$ 0.51
6	8	230	\$ 20.43	\$ 939.78	\$ 0.51
7	8	230	\$ 21.93	\$ 1,008.78	\$ 0.55
8	8	220	\$ 22.93	\$ 1,008.92	\$ 0.57
8	8	230	\$ 22.93	\$ 1,054.78	\$ 0.57
9	8	220	\$ 23.93	\$ 1,052.92	\$ 0.60
Clerical/Technician Pay					
2	7	180	\$ 13.20	\$ 500.00	\$ 0.40
2	7.75	180	\$ 13.20	\$ 553.57	\$ 0.40
2	8	180	\$ 13.20	\$ 571.43	\$ 0.40
2	7.75	205	\$ 13.20	\$ 630.46	\$ 0.40
2	7.75	210	\$ 13.20	\$ 645.83	\$ 0.40
2	8	210	\$ 13.20	\$ 666.67	\$ 0.40
2	8	210	\$ 13.20	\$ 666.67	\$ 0.40
2	7.75	215	\$ 13.20	\$ 661.21	\$ 0.40
2	7.75	220	\$ 13.20	\$ 676.59	\$ 0.40
2	8	220	\$ 13.20	\$ 698.41	\$ 0.40
3	7.75	180	\$ 15.20	\$ 553.57	\$ 0.40
3	7.75	210	\$ 15.20	\$ 645.83	\$ 0.40
3	7.75	220	\$ 15.20	\$ 676.59	\$ 0.40
3	8	220	\$ 15.20	\$ 698.41	\$ 0.40
4	7	220	\$ 16.70	\$ 642.95	\$ 0.42
4	8	220	\$ 16.70	\$ 734.80	\$ 0.42
5	7.75	187	\$ 18.20	\$ 659.41	\$ 0.46
5	7.45	220	\$ 18.20	\$ 745.75	\$ 0.46
6	7	210	\$ 20.43	\$ 750.80	\$ 0.51
6	8	220	\$ 20.43	\$ 898.92	\$ 0.51
7	8	220	\$ 21.93	\$ 964.92	\$ 0.55
8	8	210	\$ 22.93	\$ 963.06	\$ 0.57
8	8	220	\$ 22.93	\$ 1,008.92	\$ 0.57
9	8	210	\$ 23.93	\$ 1,005.06	\$ 0.60
9	8	220	\$ 23.93	\$ 1,052.92	\$ 0.60
10	8	210	\$ 28.65	\$ 1,203.30	\$ 0.72
10	8	220	\$ 28.65	\$ 1,260.60	\$ 0.72

2024-2025 Proposed Raise

2.5% from midpoint (no less than \$500 for full time employees)

Pay Grade	# of Hours	# of Days	Midpoint	Approved Annual Raise	Approved Hourly Raise
Bus Driver Pay					
2 NCDL	4	180	\$ 14.20	\$ 285.71	\$ 0.40
2 NCDL	5.5	180	\$ 14.20	\$ 392.86	\$ 0.40
2 NCDL	6	180	\$ 14.20	\$ 428.57	\$ 0.40
2 NCDL	6.5	180	\$ 14.20	\$ 464.29	\$ 0.40
2 NCDL	7	180	\$ 14.20	\$ 500.00	\$ 0.40
2 NCDL	7.5	180	\$ 14.20	\$ 535.71	\$ 0.40
2 NCDL	8	180	\$ 14.20	\$ 571.43	\$ 0.40
5CDL	4	180	\$ 18.20	\$ 327.60	\$ 0.46
5CDL	5.5	180	\$ 18.20	\$ 450.45	\$ 0.46
5CDL	6	180	\$ 18.20	\$ 491.40	\$ 0.46
5CDL	6.5	180	\$ 18.20	\$ 532.35	\$ 0.46
5CDL	7	180	\$ 18.20	\$ 573.30	\$ 0.46
5CDL	7.5	180	\$ 18.20	\$ 614.25	\$ 0.46
5CDL	8	180	\$ 18.20	\$ 655.20	\$ 0.46
Instructional Pay					
1	5	180	\$ 13.20	\$ 357.14	\$ 0.40
1	7.75	180	\$ 13.20	\$ 553.57	\$ 0.40
2	7.75	180	\$ 13.20	\$ 553.57	\$ 0.40
3	7.75	180	\$ 14.20	\$ 553.57	\$ 0.40
4	7.75	180	\$ 26.75	\$ 932.91	\$ 0.67
Administrative/Professional Pay Plan					
1		220	\$ 271.12	\$ 1,491.13	
1		230	\$ 271.12	\$ 1,558.91	
2		187	\$ 328.75	\$ 1,536.88	
2		188	\$ 328.75	\$ 1,545.10	
2		197	\$ 328.75	\$ 1,619.07	
2		210	\$ 328.75	\$ 1,725.91	
2		215	\$ 328.75	\$ 1,767.00	
2		220	\$ 328.75	\$ 1,808.10	
3		205	\$ 339.54	\$ 1,740.12	
3		215	\$ 339.54	\$ 1,825.00	
4		205	\$ 344.26	\$ 1,764.31	
4		215	\$ 344.26	\$ 1,850.37	
5		215	\$ 346.60	\$ 1,862.98	
6		215	\$ 356.66	\$ 1,917.05	
7		202	\$ 362.10	\$ 1,828.58	
7		220	\$ 362.10	\$ 1,991.52	
8		131	\$ 400.57	\$ 1,311.85	
8		207	\$ 400.57	\$ 2,072.92	
9		220	\$ 428.84	\$ 2,358.59	
10		220	\$ 445.09	\$ 2,448.00	
11		220	\$ 471.98	\$ 2,595.86	
12		220	\$ 611.66	\$ 3,364.13	



Roma Independent School District

2024-2025

PAYROLL SCHEDULE

Direct deposit funds will be available in your account on pay date.

<i>Pay Date</i> <i>Semi-Monthly</i>
July 15, 2024 July 24, 2024
August 15, 2024 August 23, 2024
September 13, 2024 September 24, 2024
October 15, 2024 October 24, 2024
November 15, 2024 November 22, 2024
December 13, 2024 December 18, 2024
January 15, 2025 January 24, 2025
February 14, 2025 February 24, 2025
March 14, 2025 March 24, 2025
April 15, 2025 April 24, 2025
May 15, 2025 May 23, 2025
June 13, 2025 June 24, 2025

SUBJECT TO CHANGE IF NECESSARY