



COMPENSATION PLAN

2024-2025 SCHOOL YEAR

Board Approved 08/26/2024

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Compensation Policy

Refer to board policies DEA, DEAA, and DEAB Legal and Local for all district policies and state and federal regulations governing employee pay practices.

The superintendent shall recommend an annual compensation plan for all district employees to the board for approval. The employee compensation plan may include wage and salary structures, stipends, benefits, and incentive pay plans.

The superintendent and designees (i.e. Executive Director of Human Resources and Chief Financial Officer) shall administer the compensation plans consistent with board policies, the annual budget approved by the board, and these administrative guidelines.

Description of Pay Systems

Employee pay systems are designed and administered for the purpose of attracting and retaining qualified employees to achieve the goals of the district. District administration is responsible for the maintenance and administration of employee pay systems. Teachers, librarians, nurses and counselors will be paid according to a salary schedule that correlates salaries with total years of creditable service in education. Other district jobs will be assigned to a pay grade and range structure that sets the range of pay for the position.

The district pay plan includes:

- Teachers, Librarians, Nurses and Counselors
- Administrative / Professional (Exempt)
- Clerical / Paraprofessional (Non-exempt)
- Manual Trades (Non-exempt)

Pay ranges and salary schedules are reviewed and adjusted periodically. Employee pay is adjusted based on the pay increase budget and guidelines approved by the board annually.

Duty Calendars

Duty calendars are determined based on the business needs of the district and will align with pay cycles. The district will strive to maintain few duty calendar variations.

Pay Cycles

The pay cycle will be determined by the job's exemption status. Salaried, professional jobs, paraprofessionals and clerical staff are paid monthly, while nonexempt auxiliary positions will be paid biweekly. The time in which employees receive pay will align with when the work is completed. Specific pay calendars will be distributed each year by the district.

- **Monthly.** Employees are paid on the 15th day of each month. Pay for nonexempt employees is annualized based on duty days and duty hours assigned for the role. Time worked beyond the

expected schedule will be calculated and comp time will be given to the employee unless otherwise agreed by district administration.

- **Bi-weekly.** Nonexempt auxiliary employees are paid every other week on Friday. Employees will receive a total of 26 checks throughout the year.

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. District administration will determine the classification of each position based on a description of assigned job duties and weekly pay. To be exempt, the employee's primary duties must meet the requirements defined by federal regulations for the executive, administrative, professional, or computer employee exemption test or be a teacher, and the employee must meet applicable federal salary requirements. All employees who do not meet the legal requirements for exemption are classified as nonexempt.

Job Classification

Job classification determines the assigned pay range for a job. Job classification is based on job requirements, assigned duties, and market rates. All jobs are classified for pay based on the relative level of knowledge and skill requirements, scope and complexity of assigned duties, job accountability, and working conditions. District administration will collect job information, evaluate jobs for classification purposes, and assign jobs to pay grades.

Classification of New Positions

Prior to posting, new positions must have a written job description created collaboratively by district administration and the hiring supervisor. District administration will recommend to the superintendent the pay grade classification of new positions based on the job description, qualifications required, and market value. New positions must be classified in the pay system prior to hiring new employees.

Employees on Pay Ranges

General pay increases for employees on pay ranges are calculated by applying the percent increase approved by the board each year to the midpoint rate of the pay range. Employees in the same pay grade will receive the same rate of increase when pay increases are calculated as a percent of midpoint, unless the employee's pay is close to or exceeds the maximum of the pay range.

Hourly Rate Increase

(midpoint x %)

Pay Range Midpoint: \$15.00

% Increase: .02

Hourly Rate Increase: \$0.30

Annual Increase

(hourly rate increase x duty hours x duty days)

Duty Hours: 8.0

Duty Days: 226

Annual Increase: \$542.40

Placement of New Hires

Salary Placement – Schedules for Teachers, Nurses, Librarians and Counselors

Salaries for teachers and librarians who are new to the district will be determined by total creditable years of service in education and the district's salary schedule for the current year.

Creditable years of service will be determined by district administration as defined by state regulation at the time of employment (TAC Title 19, part II, 153.1021). New hires will receive salary credit for years of service up to a maximum of 30 years.

Salary Placement – JROTC Instructors

JROTC instructors will be paid the higher of the Minimum Instructor Pay (MIP) amount provided to the district by the military or the standard teacher salary for his or her creditable years of experience. Pay for JROTC instructors will be increased annually as needed to comply with the MIP statements provided directly to the district by the military, and increases may occur at a different time than other employees to align with the timing of military salary adjustments. JROTC instructors should receive either the increase dictated by the military, or the school district general pay increase, but not both.

Salary Placement – Exempt and Nonexempt

Starting pay for a new hire in a pay range plan will be determined individually based on each person's job-related experience and qualifications, and salaries paid to peer employees in the same position with similar experience.

Peer equity. In multi-incumbent positions (e.g., classroom aide), starting pay for a new hire should not exceed rates being paid to other employees in the same job with similar experience and qualifications.

Midpoint limit. Starting salary may be set up to the midpoint of the pay range based on job-related prior experience and qualifications, and the salary of peer employees. With approval from the superintendent, a starting salary may exceed the midpoint of the pay range and/or peer employees for a hard-to-fill key position.

Placement credit for prior experience. Starting pay for exempt and nonexempt jobs that require prior experience may utilize the following guidelines for calculation, but will still be evaluated against peer equity and midpoint limits before a final amount is determined.

- Percent increase. Pay is calculated at 1 percent above minimum for each year of job experience directly related to job duties. Credit for teaching experience is limited to five (5) years for salary placement for teachers promoted to a position that requires educator certification on the Administrative Professional pay schedule.
- Placement scale. Salary placement scales may be used to determine rates of pay for newly hired employees on the clerical paraprofessional and manual trades scales. Individual employee placement may be based on job-related experience approved by the district. Credit will be given for years of experience granted by district administration based on the district's salary placement scale for nonexempt jobs. Current employees may be paid above the placement scale. Salary

placement scales are reviewed and may be adjusted on an annual basis and salary advancement is not guaranteed.

Review and Adjustment of Pay Ranges

District administration will review pay structures annually and recommend adjustments as needed to maintain competitive alignment with external job markets and internal alignment of career pathways. Adjustments to pay ranges are made prior to the calculation of pay increases.

If no pay raise is approved by the board, no pay range adjustments will be made. Salary schedules will be adjusted only to update the years of service associated with a pay rate.

Reinstatement Following Break in Service

An employee who is rehired for the same position 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, or according to the procedures for placement of new hires, whichever is greater.

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

Stipend Framework

The board will approve a schedule of salary stipends for assignment stipends, certification stipends, coaching stipends, fine arts stipends and other extra duty stipends as identified. Exempt employees who are assigned supplemental duties that accrue extra pay will be compensated according to the district's schedule for extra duty stipends. Stipends and incentives are reviewed and modified periodically. If an employee is not employed with the district for the entire year, stipends will be prorated based on the percentage of the assignment(s) completed.

Nonexempt employees who are assigned supplemental duties will be paid on an hourly basis including overtime compensation when hours exceed 40 in a workweek. The hours worked in supplemental duties must be combined with the hours worked in the regular job assignment for determining the total hours worked each week.

Payment of extra-duty stipends for exempt employees are annualized and paid monthly over the course of the school year. Certain stipends such as UIL and Mentor stipends may be paid as a lump sum (at the end of the semester / school year). Stipends not identified in the stipend plan are exceptions and shall not be paid without the approval of the Superintendent.

Performance Pay: Teacher Incentive Allotment

Performance pay will be reviewed and adopted by the board in conjunction with the compensation plan and budget adoption process. For the teacher incentive allotment (TIA), districts may choose to create a

local optional teacher designation system or districts may employ teachers who hold a current designation.

TIA funding is calculated for the district based on the designation of the teacher (e.g., recognized, exemplary, master) and the TIA formula for campuses. Districts must create a spending plan for funds received from TIA with at least 90 percent of TIA funds allocated to teacher compensation on the campus where the designated teacher works.

For any funds received for a designated teacher under the Teacher Incentive Allotment (TIA), 75 percent will be paid to the designated teacher. The other 15 percent will be paid equally to the other teachers on the designated teacher's campus. The remaining 10 percent will be used for (training and support of the system, expansion of the system, and/or professional development).

Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

Employee Benefits

Tuloso-Midway Independent School District will contribute \$300 per month towards health care coverage for each eligible employee that enrolls in the District provided health insurance plan. Further, the District will provide every full-time employee with an employer-paid \$25,000 Basic Life insurance policy at no cost to the employee.

Non-Discrimination Statement

The Tuloso Midway Independent School District does not discriminate against any employee or applicant on the basis of age, race, religion, color, gender, national origin, sex, military status, disability, genetic information or other legally protected status in its programs, services or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

The district designates the following personnel to coordinate its efforts to comply with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

Name: Vanessa Riggs, Executive Director of Human Resources / Title IX Coordinator

Address: 9768 La Branch, Corpus Christi, Texas 78410

Email / Phone Number: vriggs@tmisd.us / 361-903-6406

Name: Genevieve Buckert, Director of Special Education / 504 Coordinator

Address: 1921 Overland Trail, Corpus Christi, Texas 78410

Contact: gbuckert@tmisd.us / 361-903-6742

TULOSO-MIDWAY INDEPENDENT SCHOOL DISTRICT

2024-2025 SALARY SCALE FOR TEACHERS, NURSES, LIBRARIANS AND COUNSELORS

BOARD APPROVED 06/17/2024

Years of Experience	New Hire Salary
0	\$52,000
1	\$52,947
2	\$53,394
3	\$53,841
4	\$54,288
5	\$54,735
6	\$55,182
7	\$55,629
8	\$56,076
9	\$56,523
10	\$56,970
11	\$57,417
12	\$57,864
13	\$58,311
14	\$58,758
15	\$59,205
16	\$59,652
17	\$60,099
18	\$60,546
19	\$60,993
20	\$61,440
21	\$61,887
22	\$62,334
23	\$63,219
24	\$64,814
25	\$65,339
26	\$65,764
27	\$66,109
28	\$66,284
29	\$66,759
30+	\$66,909

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.

\$1,000 Master's Degree - General Stipend
\$1,500 Doctorate Degree - General Stipend

2024-2025 ADMINISTRATIVE / PROFESSIONAL PAY SCALE
TULOSO-MIDWAY INDEPENDENT SCHOOL DISTRICT

Pay Grade	Job Title	Calendars	Minimum Midpoint Maximum			
1	Coordinator, Performing Arts Center	222	Daily	\$224.00	\$270.00	\$315.90
			222 Days	49,728	59,940	70,130
2	Network Administrator	222	Daily	\$239.79	\$288.90	\$338.01
			222 Days	53,233	64,136	75,038
3	Instructional Facilitator	213	Daily	\$256.57	\$309.12	\$361.67
		213 Days		54,649	65,843	77,036
	Coordinator, Student Information & Data Services	222	222 Days	56,959	68,625	80,291
4	Assistant Principal, Elementary	209	Daily	\$274.53	\$330.76	\$386.99
			209 Days	57,377	69,129	80,881
5	Speech Pathologist	194	Daily	\$293.75	\$353.91	\$414.08
		194 Days		56,988	68,659	80,332
	Social Worker	199	199 Days	58,456	70,428	82,402
	Diagnostician	203	203 Days	59,631	71,844	84,058
	Assistant Principal, Middle School	209	209 Days	61,394	73,967	86,543
6	LSSP	199	Daily	\$317.25	\$382.23	\$447.21
		199 Days		63,133	76,064	88,995
	Lead Diagnostician	203	203 Days	64,402	77,593	90,784
	Assistant Principal, High School	213	213 Days	67,574	81,415	95,256
	Assistant Director, Curriculum and Instruction	222	222 Days	70,430	84,855	99,281
7	ACC Principal / Director of Testing & At-Risk Programs	217	Daily	\$345.80	\$416.63	\$487.46
		217 Days		75,039	90,409	105,779
	Principal, Elementary	217	222 Days	76,768	92,492	108,216
	Director, Technology & Digital Curriculum	222	250 Days	86,450	104,158	121,865
	Director, Maintenance & Operations	250				
8	Principal, Middle School	217	Daily	\$373.47	\$449.96	\$526.45
		217 Days		81,043	97,641	114,240
	Director, Curriculum and Instruction	222	222 Days	82,910	99,891	116,872
9	Director, Athletic	222	Daily	\$399.61	\$481.46	\$563.30
		222 Days		88,713	106,884	125,053
	Director, Special Education	222				
10	Executive Director, Human Resources	222	Daily	\$431.58	\$519.97	\$608.37
		222 Days		95,811	115,433	135,058
11	Assistant Superintendent, Instructional Services	222	Daily	\$466.10	\$561.56	\$657.04
		222 Days		103,474	124,666	145,863
	Assistant Superintendent, Operations	240	240 Days	111,864	134,774	157,690
12	Deputy Superintendent	222	Daily	\$503.39	\$606.48	\$709.60
			222 Days	111,753	134,639	157,531

2024-2025 CLERICAL / PARAPROFESSIONAL PAY SCALE
TULOSO-MIDWAY INDEPENDENT SCHOOL DISTRICT

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum Midpoint Maximum			
1			Daily	\$14.50	\$16.95	\$19.40
	Aide, Classroom	187	187 Days	21,692	25,357	29,022
	Aide, Bilingual	187	203 Days	23,548	27,527	31,506
	Aide, Dual Credit	187				
	Aide, Dual Language	187				
	Aide, GCS	187				
	Aide, Inclusion	187				
	Aide, Little Warrior Academy	187				
	Aide, Physical Education	187				
	Aide, Pre-K	187				
	Aide, Reading Plus	187				
	Aide, STEAM	187				
	Aide, 18+	187				
	Aide, CBC	187				
	Receptionist	203				
2			Daily	\$15.50	\$18.13	\$20.75
	Aide, Adaptive Education & ESCE	187	187 Days	23,188	27,115	31,042
	Aide, ISS	187	199 Days	24,676	28,855	33,034
	Aide, PASS	187	203 Days	25,172	29,435	33,698
	Clerical Assistant, Warpath Academy	187				
	Clerical Assistant, PEIMS	199				
	Clerical Assistant, SHARS	199				
	Receptionist / Security Monitor	199				
	Clerical Assistant, Attendance	203				
3			Daily	\$16.50	\$19.75	\$23.00
	Secretary, Counselor	203	203 Days	26,796	32,074	37,352
	Secretary, Assistant Principal (Middle School)	209	209 Days	27,588	33,022	38,456
	Registrar, Primary, Intermediate & Middle School	213	213 Days	28,116	33,654	39,192
	Secretary, Assistant Principal (High School)	213	222 Days	29,304	35,076	40,848
	Registrar, Assistant (High School)	222				
4			Daily	\$17.75	\$21.50	\$25.25
	Administrative Assistant, Principal	217	217 Days	30,814	37,324	43,834
	Administrative Assistant, Athletic Director	222	222 Days	31,524	38,184	44,844
	Administrative Assistant, Principal (High School)	222				
	Bookkeeper, High School	222				
	Receptionist / Substitute Coordinator (Human Resources)	222				
	Registrar, High School	222				
5			Daily	\$19.40	\$23.73	\$28.05
	Nurse, LVN	194	194 Days	30,109	36,821	43,534
	Coordinator, Child Nutrition	213	213 Days	33,058	40,427	47,797
	Administrative Assistant, Special Education	222	222 Days	34,454	42,136	49,817
	Administrative Assistant, Technology & Digital Curriculum	222				
	Supervisor, Print Shop	222				
6			Daily	\$21.50	\$26.25	\$31.00
	Bookkeeper, Business Office	222	222 Days	38,184	46,620	55,056
	Executive Assistant, Human Resources	222				
	Specialist, Accounts Payable	222				
	Specialist, Account / Procurement	222				
	Specialist, Employee Benefits	222				
	Technician, Computer	222				

7	
Executive Assistant, Assistant Superintendent (Instructional Services)	222
Manager, Payroll	222
Specialist, Accounting	222
Executive Assistant, Assistant Superintendent (Operations)	260

Daily		\$24.50	\$29.63	\$34.75
222	Days	43,512	52,614	61,716
260	Days	50,960	61,620	72,280

8	
Senior Executive Assistant, Superintendent	222

Daily		\$27.50	\$33.39	\$39.27
222	Days	48,840	59,292	69,744

2024-2025 MANUAL TRADES PAY SCALE
TULOSO-MIDWAY INDEPENDENT SCHOOL DISTRICT

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$13.00	\$15.09	\$17.18
	Bus Monitor	178	178 Days	17,088	20,064	23,040
	Custodian	260	260 Days	27,040	31,387	35,734
	Central Receiving, Mail Delivery	260				
2			Hourly	\$13.50	\$15.53	\$17.56
	Groundskeeper	260	260 Days	28,080	32,302	36,525
	Groundskeeper / Pool Tech	260				
	Security Guard	260				
3			Hourly	\$16.00	\$18.48	\$20.96
	Custodian, Head	260	260 Days	33,280	38,438	43,597
4			Hourly	\$18.00	\$20.73	\$23.46
	Coordinator, IPM	260	260 Days	37,440	43,118	48,797
	Coordinator, Transportation	260				
5			Hourly	\$20.00	\$23.70	\$27.39
	Central Receiving, Specialist	260	260 Days	41,600	49,286	56,971
	Maintenance, General	260				
	Supervisor, Groundskeeper	260				
BD			Hourly	\$21.00	\$23.66	\$26.31
	Bus Driver	178	178 Days	29,904	33,685	37,465

2024-2025 STIPENDS
TULOSO-MIDWAY INDEPENDENT SCHOOL DISTRICT

Category	Assignment	Level	Stipend Amount
Academics			
	Assessment, Special Education Bilingual	District	2,500
	Certification, Special Education	District	2,000 *
	Certification, Special Education (Adaptive ED /PASS)	District	3,000 *
	Chairperson, Department	District	1,000
	Coordinator, Gifted and Talented	District	2,000
	Mentor	District	500
	STAAR, ELAR 3-8	District	2,000 *
	STAAR, Math 3-8	District	2,000 *
	Certification, Bilingual	Elementary	3,500
	Teacher, Lead	Elementary	1,000
	Dual Language Program	Primary	5,000
	STAAR, Science 5	Intermediate	2,000 *
	STAAR, Science 8	Middle School	2,000 *
	STAAR, Social Studies 8	Middle School	2,000 *
	Certification, Math 7-12	Secondary	2,000 *
	Certification, Science 7-12	Secondary	2,000 *
	EOC, Algebra I	Secondary	2,000 *
	EOC, Biology I	Secondary	2,000 *
	EOC, English I	Secondary	2,000 *
	EOC, English II	Secondary	2,000 *
	EOC, US History	Secondary	2,000 *
	ESL Teacher	Secondary	1,500
	Master's Degree	All levels	1,000
	Doctorate Degree	All levels	1,500

* Teachers will receive 100% of the stipend if they teach more than 50% of the subject within the day. If the teacher teaches 50% or less of the subject within the day, the teacher will receive 50% of the stipend.

Athletics			
	Youth Sports Coach	District	1,200
	Basketball, Coach	Middle School	2,000
	Coordinator, Boys	Middle School	1,500
	Coordinator, Girls	Middle School	1,500
	Cross Country, Coach	Middle School	2,000
	Football, Coach	Middle School	2,500
	Swimming	Middle School	1,500
	Tennis, Assistant	Middle School	5,000
	Tennis, Head Coach	Middle School	5,700
	Track, Coach	Middle School	2,000
	Volleyball, Coach	Middle School	2,500
	Athletic Trainer, Assistant	High School	7,000
	Athletic Trainer, Head	High School	7,500
	Baseball, Assistant	High School	3,400
	Baseball, Head	High School	6,600
	Basketball, Assistant	High School	3,400
	Basketball, Head Coach	High School	6,600
	Coordinator, Equipment Room	High School	1,000
	Coordinator, Girls	High School	4,500
	Coordinator, Strength & Conditioning	High School	2,100
	Cross Country, Coach	High School	4,400
	Football Coordinator, Defense	High School	4,000
	Football Coordinator, Offense	High School	4,000
	Football Coordinator, Special Teams	High School	750
	Football, Assistant	High School	5,500
	Football, Freshman	High School	4,000
	Golf, Head Coach	High School	8,500
	Powerlifting, Assistant	High School	3,400
	Powerlifting, Head	High School	4,000
	Soccer, Assistant	High School	3,400

Category	Assignment	Level	Stipend Amount
Athletics			
	Soccer, Head Coach	High School	6,600
	Softball, Assistant	High School	3,400
	Softball, Head Coach	High School	6,600
	Summer Conditioning	High School	1,000
	Summer Track	High School	1,000
	Swimming, Assistant	High School	5,000
	Swimming, Diving Coach	High School	1,000
	Swimming, Head Coach	High School	8,500
	Tennis, Assistant	High School	5,700
	Tennis, Head Coach	High School	8,500
	Track, Assistant	High School	3,400
	Track, Head Coach	High School	5,000
	Volleyball, Assistant	High School	3,400
	Volleyball, Head Coach	High School	6,600
Extracurricular			
	Coordinator, Special Olympics	District	2,000
	Special Olympics	District	500
	Sponsor - Science Fair	Primary	500
	Coordinator, UIL	Primary	1,000
	Sponsor - Music	Primary	3,000
	UIL (per event)	Primary	500
	Coordinator, UIL	Intermediate	1,000
	Sponsor - Kardio Kids	Intermediate	1,000
	Sponsor - Music	Intermediate	3,000
	Sponsor - Science Fair	Intermediate	500
	Sponsor - Student Council	Intermediate	500
	UIL (per event)	Intermediate	500
	Coordinator, UIL	Middle School	1,000
	One Act Play, Assistant	Middle School	2,000
	Sponsor - Cheerleader	Middle School	2,500
	Sponsor - FFA	Middle School	2,500
	Sponsor - Junior Honor Society	Middle School	1,000
	Sponsor - Spanish National Honor Society	Middle School	1,000
	Sponsor - Speech and Debate	Middle School	2,000
	Sponsor - Student Council	Middle School	1,000
	Sponsor - Theatre Arts	Middle School	2,500
	Sponsor - Yearbook	Middle School	1,000
	UIL (per event)	Middle School	500
	Coordinator, UIL	High School	4,200
	Lead Sponsor - Academic Decathlon	High School	2,500
	Lead Sponsor - FFA	High School	3,000
	Lead Sponsor - Speech and Debate	High School	7,000
	NJROTC, Assistant	High School	5,000
	NJROTC, Head	High School	8,000
	Sponsor - Academic Decathlon	High School	2,000
	Sponsor - BPA	High School	1,500
	Sponsor - Drama	High School	7,700
	Sponsor - E-Sports	High School	1,000
	Sponsor - FFA	High School	2,500
	Sponsor - Freshman	High School	1,000
	Sponsor - Grad Night / Senior Liasion	High School	1,500
	Sponsor - Head Cheerleading	High School	5,000 / Hourly
	Sponsor - Homecoming Parade	High School	1,000
	Sponsor - HOSA	High School	1,500
	Sponsor - KEDT Challenge Bowl	High School	1,000
	Sponsor - Law Enforcement Competition	High School	1,000
	Sponsor - National Honor Society	High School	1,000
	Sponsor - Prom	High School	1,000
	Sponsor - Rotary Club	High School	1,000
	Sponsor - Skills USA	High School	500
	Sponsor - Speech and Debate	High School	2,500

Category	Assignment	Level	Stipend Amount
Extracurricular			
	Sponsor - Student Council	High School	3,000
	Sponsor - Thespian	High School	1,000
	Sponsor - TSA	High School	500
	Sponsor - Welding Warriors	High School	1,500
	Sponsor - Yearbook	High School	2,000
	Trainer, CPR for Students	High School	1,500
	UIL (per event)	High School	1,150 - 3,000
	UIL, Mock Trial	High School	2,000
Other			
	Counselor, General and Special Education	District	3,000
	In Home / Parent Training (Special Education)	District	2,000
	Library	District	2,000
	Nurse, Head	District	1,500
	Nurse, Registered	District	1,000
	Phone Allowance	District	600
	Speech Pathologist	District	1,000
	Visual, Special Education	District	1,500
	Specialist, Technology	Prim, Int, MS, HS	875
	Specialist, Technology	ACC	500
	Concession Stand Management (Lead)	High School	5,000
	Concession Stand Management (Assistant)	High School	2,000
	Coordinator, UIL TECH	High School	5,000
	Coordinator, Special Education Testing	High School	1,500
Performing Arts			
	Band Director, Assistant	Middle School	5,000
	Band Director, Head	Middle School	6,200
	Choir Director, Head	Middle School	4,000
	Band Director, Assistant	High School	5,000
	Band Director, Head	High School	7,700
	Choir Director, Head	High School	7,700
	Performing Arts Coordinator, Assistant	High School	2,500
	Ensemble	Secondary	500 - 3,000

**2024-2025 ADDITIONAL PAY RATES
TULOSO - MIDWAY INDEPENDENT SCHOOL DISTRICT**

Category	Assignment	Amount
Extended Day		
	Certified Teacher / Certified Professional	\$30 per hour
	Teacher Homebound Services	\$30 per hour
	Paraprofessional (Similar duties)	Normal Rate
Gameworker		
	Baseball	
	Announcer	40
	Ticket Seller	50
	Ticket Scanner	45
	Book	15
	Clock / Scoreboard	15
	Staff must arrive one (1) hour prior to game and can leave one (1) hour into varisty game.	
	Basketball	
	Ticket Seller	50
	Ticket Scanner	45
	Clock	15
	Book	15
	MS Book	10
	Staff must arrive one (1) hour prior to game and can leave at half time during last game.	
	Football	
	Ticket Seller	50
	Ticket Scanner	45
	Reserved Seating Attendant	45
	Gatekeeper	45
	Varsity Clock	50
	F / JV Clock	30
	MS Clock	40
	Chains	30
	Announcer	75
	Staff must arrive by 5:30 PM and can leave at the start of the 3rd quarter.	
	Softball	
	Ticket Seller	50
	Ticket Scanner	45
	Announcer	40
	Book	15
	Clock / Scoreboard	15
	Staff must arrive one (1) hour prior to game and can leave one (1) hour into varisty game.	
	Soccer	
	Ticket Seller	50
	Ticket Scanner	45
	Announcer	25
	Scorekeeper	30
	Clock / Scoreboard	30
	Staff must arrive one (1) hour prior to game and can leave one (1) hour into varisty game.	

Category	Assignment	Amount
Extended Day		
	Volleyball	
	Ticket Seller	50
	Ticket Scanner	45
	Libero	30
	Book	15
	Clock	15
	Staff must arrive one (1) hour prior to 1st game and can leave during 2nd set of last game.	
	Start and end times may change depending on needs of the district.	
Substitutes		
	Certified Teacher	\$125 per day
	Bachelor's Degree	\$115 per day
	High School Diploma / GED	\$100 per day
Swimming		
	School Employees (Certified Teacher)	\$30 per hour
	Lifeguard / Water Safety Instructor	\$16 per hour
	Water Safety Instructors	\$14 per hour
	Lifeguard	\$12.50 per hour
	Swim Lesson Aide	\$10 per hour
TMPM		
	TMPM Coordinator	\$12 per hour
	High School Student Worker	\$8.50 per hour
	TMPM Worker (non-student)	\$10.75 per hour
Other		
	Extra Duty, Non-exempt (not otherwise defined)	\$12.50 per hour
	Summer Track	\$12 per hour
	Cheer Sponsor, Head	\$18 per hour
	Cheer Sponsor, Assistant	\$16 per hour
Driving		
	CDL Drivers (Non-bus drivers)	Varies per destination