

Together
**WE ARE
DONNA ISD**



2024 - 2025 COMPENSATION PLAN

Board Approved: May 14, 2024

Table of Contents

2024 - 2025 New Hire Guide for Teachers, and Nurses (RN)	1
Administrative Professional Pay Plan	2
Instructional Support Pay Plan	5
Clerical Pay Plan	6
Auxiliary Pay Plan	9
STIPENDS	11
Payment Schedule	11
Elementary School Academic Stipends	12
Middle School Academic Stipends	12
High School Academic Stipends	13
Special Education Stipends	13
Education & Leadership	13
Perfect Attendance / Travel	13
Fine Arts Stipends	14
Athletics Stipends	15
SUPPLEMENTAL/EXTRA DUTY	21
Extended Day/Year, Professional Development, & Other Federally Funded Part-Time Positions	22
Professional Development (Certified Only)	23
Out of Calendar or Weekend Pay	23
Summer Compensation Rates for Special Education Personnel	23
Extra Duty Pay/Stadium Workers/Gate Keepers/Tickets and Police/Security	23
Student Worker	25
Substitute Teacher Rates	25
APPENDIX	26
Bilingual Stipends	26
Elementary Bilingual Teacher: (Pre-K to 5th)	26
Certified/Endorsed ESL Teacher (Middle School)	26
Certified/Endorsed ESL Teacher (High School)	26
CTE Stipends	26
Cosmetology, Culinary, Health Science, Agricultural or Engineering Teacher	26

CTSO Sponsor, 2nd Sponsorship, State Qualifiers, National Qualifiers	26
Welding Teacher	26
Education & Leadership Stipends	26
A Rating Campus	26
Digital Communication Manager	26
Doctorate's Degree	27
Lead Teachers (All Levels)	27
Master's Degree	27
Mentor Teachers	27
Extracurricular Stipends	27
A.C.E.S Coaches	27
AVID Coordinator	27
Battle of the Books Coach (One per campus)	27
Curriculum Writing (Afterschool / Summer)	27
Extracurricular Sponsor	27
Special Olympics (ONLY Professional Staff)	28
Spelling Bee Coach	28
Student Council/ NHS/ NJHS	28
U.I.L. & Robotics Sponsors	28
Special Education Stipends	29
Certified/Endorsed Special Education Teacher - Elementary	29
Orientation and Mobility	29
Teacher for the Visually-Impaired	29
V.I. Related Services	29
Other Stipends	29
Athletic Stipend Protocol	29
Bus Driver Perfect Attendance Incentive Stipend (<i>Due to Bus Driver Shortages</i>)	29
Custodial Tiered Compensation Stipend	29
Police Department Stipends	29
Police Officer Proficiency License Stipend	29
Skyward Transition Stipends	30
Teacher Incentive Allotment (TIA) Strategic Compensation	30

Teacher Perfect Attendance Incentive Stipend	30
Travel Expense	31
UT-On-Ramps	31
2024 – 2025 WORK SCHEDULE	32

It is the policy of the Donna Independent School District, as an equal opportunity educational provider and employer, not to discriminate on the basis of age, color, handicap, disability, national origin, marital status, race, religion, or sex in its educational programs and activities.

Donna ISD
2024 - 2025 New Hire Guide for Teachers, and Nurses (RN)

23-24 Years of Experience	New Hire Salary 23-24	24-25 Years of Experience	New Hire Salary 24-25
		0	\$57,450
0	\$56,250	1	\$57,600
1	\$56,450	2	\$57,800
2	\$56,650	3	\$58,000
3	\$57,150	4	\$58,500
4	\$57,650	5	\$59,000
5	\$57,900	6	\$59,250
6	\$58,150	7	\$59,500
7	\$58,450	8	\$59,800
8	\$59,123	9	\$60,473
9	\$59,423	10	\$60,773
10	\$60,218	11	\$61,568
11	\$60,470	12	\$61,820
12	\$60,918	13	\$62,268
13	\$61,418	14	\$62,768
14	\$61,918	15	\$63,268
15	\$62,418	16	\$63,768
16	\$62,918	17	\$64,268
17	\$63,418	18	\$64,768
18	\$64,018	19	\$65,368
19	\$64,618	20+	\$65,968
20+	\$65,218		\$66,568

Note:

- Registered Nurse – 187 days

This schedule illustrates minimum salaries only. Some employees are paid more than these amounts for additional duty days or stipends. Salary schedules are developed for one year only. Future salaries cannot be predicted from this schedule.

Administrative Professional Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 1			Daily	\$220.28	\$267.00	\$313.73
	Coordinator - 21st Century	217	202	\$44,496	\$53,934	\$63,373
	Specialist- Energy Management	221	217	\$47,800	\$57,939	\$68,079
	Truancy Officer	202	221	\$48,681	\$59,007	\$69,334
Pay Grade 2			Daily	\$262.13	\$317.73	\$373.33
	CNP Specialist	221	187	\$49,018	\$59,416	\$69,813
	Facilitator - Financial Aid	197	197	\$51,639	\$62,592	\$73,546
	Facilitator - Gear Up	197	202	\$52,950	\$64,181	\$75,412
	Federal Programs Accountant	221	221	\$57,930	\$70,218	\$82,505
	Migrant Strategist	202				
	Programmer/Analyst	221				
	Social Worker	197/202				
	Speech Language Pathology Assistant	187				
Pay Grade 3			Daily	\$309.86	\$373.33	\$436.80
	Athletic Trainer	202	197	\$61,042	\$73,546	\$86,049
	Coordinator - CCMR	202	202	\$62,591	\$75,412	\$88,233
	Coordinator - Curriculum	221	212	\$65,690	\$79,145	\$92,601
	Coordinator - Discipline	202	207	\$64,141	\$77,279	\$90,417
	Coordinator - Federal Programs	221	221	\$68,479	\$82,505	\$96,532
	Coordinator - Menu & Production	221				
	Coordinator - PEIMS	221				
	Counselor - DAEP	202				
	Counselor - Elementary	202				
	Counselor - Middle School	207				
	Counselor - Special Education	207				
	Dietician	221				
	Lead Athletic Trainer	221				
	Librarian	197				
	LPC - Adult Wellness	221				
	LPC - Middle School	202				
	Master Technology Instructor	212				
	Multi-Media Communication Specialist	221				
	Network Administrator	221				
	Strategist - Bilingual	202				
	Strategist - Content	202				
	Strategist - Dyslexia	202				
	Strategist - Fine Arts	202				
	Strategist - P.E.	202				

Administrative Professional Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 4			Daily	\$324.93	\$393.86	\$462.79
	Assistant Principal Elementary	202	192	\$62,386	\$75,621	\$88,855
	Coordinator - Attendance	221	202	\$65,635	\$79,559	\$93,483
	Coordinator - Child Nutrition	221	207	\$67,261	\$81,529	\$95,798
	Coordinator - Early Childhood	221	212	\$68,885	\$83,498	\$98,111
	Counselor - Dual Language	212	221	\$71,809	\$87,043	\$102,276
	Counselor - High School	207				
	Dean of Instruction - DAEP	221				
	Diagnostician	192				
	LPC Counselor - High School	202				
	LSSP Intern	192				
Pay Grade 5			Daily	\$342.80	\$415.52	\$488.24
	Assistant Director - Child Nutrition	221	187	\$64,103	\$77,702	\$91,300
	Assistant Principal - Middle School	202	202	\$69,245	\$83,935	\$98,624
	Coordinator - Payroll	221	212	\$72,673	\$88,090	\$103,506
	Dean of Instruction - Middle School	221	221	\$75,758	\$91,829	\$107,901
	LSSP- Licensed Specialist in School Psychology	202/212				
	Occupational Therapist	187				
	Physical Therapist	187				
	Police Chief	221				
	Speech Language Pathologist	187				
	Supervisor - Accounting	221				
	Supervisor - Accounts Payable	221				
	Supervisor - Human Resources	221				
	Supervisor - Human Resources for Child Nutrition	221				
	Supervisor - Student Support Services	221				
Pay Grade 6			Daily	\$361.66	\$438.37	\$515.08
	Assistant Principal - Dual Language	212	202	\$73,055	\$88,550	\$104,046
	Assistant Principal - ECHS & P-TECH	212	212	\$76,671	\$92,934	\$109,196
	Assistant Principal - High School	202	221	\$79,926	\$96,879	\$113,832
	Dean of Instruction - High School	221				
	Director - Grant Writer	221				
	Director - HS Band	221				
	Director - Instructional	221				
	Public Relations Officer	221				
	Supervisor - Special Education	221				

Administrative Professional Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 7			Daily	\$385.16	\$466.86	\$548.56
	Director - 21st Century/Grant Officer	226	212	\$81,653	\$98,974	\$116,294
	Director - Academic Support	221	221	\$85,120	\$103,176	\$121,231
	Director - Advanced Academic Services	221	226	\$87,046	\$105,510	\$123,974
	Director - Benefits/Safety & Risk	221				
	Director - Bilingual	221				
	Director - Child Nutrition Services	221				
	Director - CTE	221				
	Director - Custodial Services	221				
	Director - Finance	221				
	Director - Human Resources	221				
	Director - Parent & Family Engagement	221				
	Director - PEIMS	221				
	Director - Purchasing	221				
	Director - Technology	221				
	Director - Testing & Evaluation	221				
	Director - Transportation	221				
	Head Football Coach	221				
	Principal – DAEP	212				
	Principal - Elementary	212				
Pay Grade 8			Daily	\$410.20	\$497.21	\$584.22
	Director - Special Education	221	221	\$90,654	\$109,883	\$129,112
	Principal - Middle School	221				
Pay Grade 9			Daily	\$445.06	\$539.47	\$633.88
	Athletic Director	221	221	\$98,358	\$119,222	\$140,087
	Chief of Operations	221				
	Executive Director - Curriculum & Instruction	221				
	Executive Director - Leadership & CCMR	221				
	Executive Director - Leadership & Federal Programs	221				
	Executive Director - Organizational Development	221				
	Executive Director - Student Support Services	221				
	Principal - High School	221				
Pay Grade 10			Daily	\$518.50	\$628.48	\$738.46
	Chief Financial Officer	221	221	\$114,588	\$138,894	\$163,199
Pay Grade 11			Daily	\$612.92	\$738.46	\$864.00
	Deputy Superintendent	221	221	\$135,455	\$163,200	\$190,944

Instructional Support Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 1			Hourly	\$14.00	\$17.00	\$20.00
	Instructional Aide - BIA	182	182	\$20,384	\$24,752	\$29,120
	Instructional Aide - General	182				
	Parent and Family Engagement Liaison	182				
Pay Grade 2			Hourly	\$14.50	\$17.79	\$21.08
	Instructional Aide - Special Ed. Inclusion	182	182	\$21,112	\$25,902	\$30,692
	Instructional Aide - Special Ed. Resource	182	187	\$21,692	\$26,613	\$31,535
	Instructional Aide - Technology	182				
	Library Aide	187				
Pay Grade 3			Hourly	\$15.15	\$18.59	\$22.03
	Instructional Aide - Special Ed. Early Childhood/PPCD	182	182	\$22,058	\$27,067	\$32,075
	Instructional Aide - Special Ed. Life Skills	182				
	Instructional Aide - Special Ed. Self-Contained	182				
	Nurse Aide	182				
Pay Grade 4			Hourly	\$16.15	\$19.81	\$23.47
	Instructional Aide - General (<i>Bachelor's Degree</i>)	182	182	\$23,514	\$28,843	\$34,172
	Instructional Aide - Special Ed. (<i>Bachelor's Degree</i>)	182	187	\$24,160	\$29,635	\$35,111
	Library Aide (<i>Bachelor's Degree</i>)	187				
	Parent and Family Engagement Liaison (<i>Bachelor's Degree</i>)	182				
Pay Grade 5			Hourly	\$18.25	\$22.39	\$26.53
	Drill Instructor - MS/HS (<i>Non-Military</i>)	182	182	\$26,572	\$32,600	\$38,627
	Licensed Vocational Nurse - Campus	187	187	\$27,302	\$33,495	\$39,688
			221	\$32,266	\$39,585	\$46,905
Pay Grade 6			Hourly	\$21.25	\$26.07	\$30.89
	Instructional Aide, Fine Arts (<i>Mariachi</i>)	182	182	\$30,940	\$37,957	\$44,975
Pay Grade 7			Hourly	\$25.25	\$30.98	\$36.71
	Certified Occupational Therapy Assistant	187	187	\$37,774	\$46,346	\$54,918
	Physical Therapist Assistant	187				

Clerical Support Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 1			Hourly	\$14.25	\$17.25	\$20.25
	Clerk - File/Records Special Ed.	202	202	\$23,028	\$27,876	\$32,724
	Receptionist - Child Nutrition Program	221	221	\$25,194	\$30,498	\$35,802
	Receptionist - High School	221				
Pay Grade 2			Hourly	\$15.00	\$18.18	\$21.36
	Clerk - Assistant Principal (<i>Elem/MS/HS</i>)	202	182	\$21,840	\$26,470	\$31,100
	Clerk - Attendance (<i>MS/HS</i>)	192	192	\$23,040	\$27,924	\$32,808
	Clerk - Counselor (<i>Elementary</i>)	192	202	\$24,240	\$29,378	\$34,517
	Clerk - Counselor (<i>Secondary</i>)	202	217	\$26,040	\$31,560	\$37,080
	Clerk - Curriculum (<i>MS/HS</i>)	202	221	\$26,520	\$32,142	\$37,764
	Clerk - Dean of Instruction	202				
	Clerk - High School Clerk	202				
	Clerk - Liaison/Attendance	182				
	Clerk - Special Ed. (<i>Campus</i>)	202				
	Liaison - Family Engagement Specialist (<i>21st Century</i>)	217				
	Migrant Recruiter	221				
	Receptionist - Administration Building	221				
	Receptionist - Business Office	221				
	Student Engagement Specialist	182				
Pay Grade 3			Hourly	\$16.15	\$19.58	\$23.01
	Assistant Registrar (<i>High School</i>)	221	202	\$26,098	\$31,641	\$37,184
	Clerk - Athletics	221	212	\$27,390	\$33,207	\$39,025
	Clerk - Attendance/PEIMS (<i>Campus/Sped/CTE</i>)	202	221	\$28,553	\$34,617	\$40,681
	Clerk - Bilingual	212				
	Clerk - CNP Inventory	221				
	Clerk - Data Entry	221				
	Clerk - Federal Programs	202				
	Clerk - Human Resources	221				
	Clerk - PEIMS (<i>Campus</i>)	202				
	Clerk - PEIMS/Community Liaison	212				
	Clerk - Records	221				
	Clerk - Safety & Risk Management	221				
	Clerk - Technology	221				
	Clerk - Textbook/Warehouse	221				
	NGS Specialist	221				

Clerical Support Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 4			Hourly	\$17.65	\$21.39	\$25.13
	Bookkeeper - Campus	221	202	\$28,522	\$34,566	\$40,610
	Clerk - CNP Food Production	221	221	\$31,205	\$37,817	\$44,429
	Clerk - CNP Payroll	221				
	Clerk - Purchasing	221				
	Registrar (<i>High School</i>)	221				
	Secretary - Academic Support	221				
	Secretary - Advanced Academic Services	221				
	Secretary - Curriculum (<i>High School</i>)	202/221				
	Secretary - JROTC	221				
	Secretary - Migrant Programs	221				
	Secretary - Parent and Family Engagement	221				
	Secretary - Public Relations	221				
	Secretary - Student Engagement	221				
	Secretary - Student Support Services	221				
Pay Grade 5			Hourly	\$19.15	\$23.20	\$27.25
	Attendance Officer - High School	202	202	\$30,946	\$37,491	\$44,036
	Attendance Officer - Recruitment (ARO)	202	212	\$32,478	\$39,347	\$46,216
	Bookkeeper - Transportation	221	221	\$33,857	\$41,017	\$48,178
	Data Analyst	221	226	\$34,623	\$41,945	\$49,268
	Secretary - 21st Century	226				
	Secretary - Athletics	221				
	Secretary - Bilingual	221				
	Secretary - Child Nutrition Services	221				
	Secretary - CTE	221				
	Secretary - Curriculum & Instruction	221				
	Secretary - Custodial	221				
	Secretary - DAEP	221				
	Secretary - Federal/SCE Programs	221				
	Secretary - Fine Arts	221				
	Secretary - Maintenance	221				
	Secretary - PEIMS	221				
	Secretary - Principal (<i>Elementary</i>)	212				
	Secretary - Principal (<i>Middle School</i>)	221				
	Secretary - Police Department	221				
	Secretary - Purchasing	221				
	Secretary - Special Ed.	221				
	Secretary - Technology	221				
	Secretary - Testing & Evaluation	221				
	Secretary - Transportation	221				
	Specialist - PEIMS	221				

Clerical Support Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 6			Hourly	\$20.40	\$24.74	\$29.04
	Clerk - Accounts Payable	221	221	\$36,067	\$43,740	\$51,342
	Clerk - Payroll	221				
	Secretary - Principal (<i>High School</i>)	221				
	Specialist - CNP	221				
	Specialist - CNP Inventory Control	221				
Pay Grade 7			Hourly	\$21.75	\$26.36	\$30.97
	Computer Technician	221	221	\$38,454	\$46,604	\$54,754
	Network Technician	221				
	Secretary/Bookkeeper - Finance	221				
	Specialist - Benefits	221				
	Specialist - Human Resources	221				
	Specialist - Payroll	221				
	Specialist - Purchasing	221				
	Specialist - Senior Accounts Payable	221				
	Specialist - Software	221				
Pay Grade 8			Hourly	\$23.60	\$28.60	\$33.60
	Safety Representative	221	221	\$41,725	\$50,565	\$59,405
	Secretary - Assistant Superintendent	221				
	Secretary - Deputy Superintendent	221				
	Secretary - Executive Director	221				
	Senior Computer Technician	221				
	Specialist - Cyber Security	221				
	Supervisor - Computer Technician	221				
Pay Grade 9			Hourly	\$27.50	\$33.12	\$39.14
	Secretary - Superintendent	221	221	\$48,620	\$58,556	\$69,200
	Senior Network Technician	221				

Auxiliary Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 1			Hourly	\$14.00	\$17.00	\$20.46
	Bus Aide	185	185	\$20,720	\$25,160	\$30,280
	Bus Aide <i>(Year Round)</i>	253	187	\$20,944	\$25,432	\$30,608
	Cafeteria Worker	187	253	\$28,336	\$34,408	\$41,411
	Custodian	253				
	Auxiliary Substitutes				\$10.50	
	Bus Driver Substitutes				\$13.65	
	Evening Cafeteria Worker				\$21.00	
Pay Grade 2			Hourly	\$14.50	\$17.68	\$20.86
	Clerk/Driver <i>(Warehouse)</i>	185	182	\$21,112	\$25,742	\$30,372
	Custodian - Assistant Head	253	185	\$21,460	\$26,166	\$30,872
	Driver/Bus Aide <i>(Non-CDL)</i>	185	187	\$21,692	\$26,449	\$31,206
	Driver - CNP	187	253	\$29,348	\$35,784	\$42,220
	General Maintenance	253				
	Mail Runner	253				
	Security Officer - Campus	182				
	Security Officer - Night	253				
	Warehouse Worker	253				
Pay Grade 3			Hourly	\$15.15	\$18.48	\$21.81
	Clerk - Parts	253	253	\$30,663	\$37,403	\$44,143
	Custodian - Head <i>(Elementary)</i>	253				
	Security - Night Supervisor	253				
	Specialist - Deep Cleaning	253				
Pay Grade 4			Hourly	\$15.90	\$19.39	\$22.88
	Cafeteria - Manager <i>(Elementary, DAEP)</i>	198	182	\$23,150	\$28,231	\$33,313
	Custodian -Head <i>(Secondary)</i>	253	198	\$25,185	\$30,713	\$36,242
	Groundskeeper - General Maintenance	253	253	\$32,181	\$39,245	\$46,309
	Groundskeeper - Stadium	253				
	Inventory Clerk/Dispatcher	253				
	Oil Lube/Mechanic	253				
	Security Officer - Armed	182				
Pay Grade 5			Hourly	\$16.70	\$20.36	\$24.02
	Cafeteria - Manager <i>(Middle School)</i>	198	198	\$26,452	\$32,250	\$38,047
	Groundskeeper - Lead	253	253	\$33,800	\$41,208	\$48,616
	Painter	253				

Auxiliary Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
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Pay Grade 6			Hourly	\$18.03	\$21.99	\$25.95
Auto Body Repair	253					
Cafeteria - Manager (<i>High School</i>)	198		198	\$28,559	\$34,832	\$41,104
Carpenter	253		221	\$31,877	\$38,878	\$45,879
Clerk - Fixed Assets	221		253	\$36,492	\$44,507	\$52,522
Dispatcher (<i>Police Department</i>)	221					
Dispatcher - Route	253					
Landscaping/Irrigation Technician	253					
Vehicle Mechanic (<i>White Fleet</i>)	253					
Welder	253					

Pay Grade 7			Hourly	\$19.57	\$23.87	\$28.17
Electrician (<i>Journeyman</i>)	253		221	\$34,600	\$42,202	\$49,804
HVAC Technician	253		253	\$39,609	\$48,312	\$57,016
Key Safety Technician	253					
Plumber	253					
Technician - Audio/Sound	221					
Technician - Waste Water	253					

Pay Grade 8			Hourly	\$21.64	\$26.39	\$31.14
Coordinator - Pest Control	253		187	\$32,373	\$39,479	\$46,585
Electrician - Certified/Master	253		207	\$35,835	\$43,701	\$51,567
HVAC Technician - Licensed	253		221	\$38,259	\$46,657	\$55,056
Plumber - Master	253		253	\$43,799	\$53,413	\$63,027
Police Officer	187,207, 221					
Shop Foreman - Transportation	253					
Supervisor - CNP Warehouse	221					
Supervisor - Custodial	253					
Vehicle Diesel Mechanic	253					

Pay Grade 9			Hourly	\$25.75	\$31.40	\$37.05
Police Sergeant	221		221	\$45,526	\$55,515	\$65,504
Supervisor - Instructional Materials & Fixed Assets	221		253	\$52,118	\$63,553	\$74,989
Supervisor - Maintenance	253					
Supervisor - Transportation	253					
Supervisor - Warehouse	221					

Pay Grade BD			Hourly	\$18.00	\$21.95	\$25.90
Bus Driver (10 month)	185		185	\$26,640	\$32,486	\$38,332
Bus Driver (12 month)	253		253	\$36,432	\$44,427	\$52,421
Parts Inventory	253					

STIPENDS



STIPENDS

Any employee scheduled to receive any type of extra duty, supplemental, flat, or assigned stipend, and who separates from the district or from the extra duty assignment prior to the completion of the number of contracted workdays or from the duration of the extra duty assignment, the stipend will be pro-rated based on the actual number of days worked.

Payment Schedule

Type of stipend	Stipend Description			When is it paid?
Extra Duty/Supplemental	<ul style="list-style-type: none"> ● Curriculum Writing (function code) ● Extended Day ● Federally Funded Part-Time Positions ● Gate Keepers 	<ul style="list-style-type: none"> ● Perfect Attendance Bus Driver ● Perfect Attendance Teacher ● Police ● Professional Development ● Security 	<ul style="list-style-type: none"> ● Stadium Workers ● Student Workers ● Substitute Teachers ● Summer Compensation ● Ticket Takers/Seller 	At the end of work cycle, end of semester
Flat	<ul style="list-style-type: none"> ● A Rating Campus ● Agricultural ● Ambassador Sponsor ● AVID Coordinator ● Battle of the Books ● Bilingual/ESL Teacher ● Certified/Endorsed SPED Teacher ● College Bridge (June) ● Cosmetology ● CTSO National ● CTSO Sponsor ● CTSO 2nd Sponsor ● CTSO State 	<ul style="list-style-type: none"> ● Culinary ● Doctorates Degree ● Digital Communication Manager ● Emergent Bilingual Team Teacher ● Engineering ● First Lego League ● First Tech Challenge ● GT Teacher ● Head Nurse ● Health Science ● Lead Teacher ● Master's Degree ● Mentor Teacher ● 	<ul style="list-style-type: none"> ● National Junior Honor Society/ National Honor Society ● Orientation and Mobility ● Special Olympics ● Spelling Bee Coach ● STAAR Student Achievement ● Student Council ● UIL Aces ● UT on Ramps ● Welding ● Wellness Program Campus Facilitator ● Yearbook Sponsor 	At the end of the school year
Assigned	<ul style="list-style-type: none"> ● Athletic Stipends ● Fine Arts Stipends 	<ul style="list-style-type: none"> ● Travel Stipend 	<ul style="list-style-type: none"> ● Visually Impaired Teacher 	Monthly

Stipends

Elementary School Academic Stipends	
<u>Battle of the Books</u>	\$300
<u>Bilingual Teacher</u>	\$2,000
<u>Certified/Endorsed Special Education Inclusion Teacher</u>	\$1,500
<u>Certified/Endorsed Special Education Life Skills Teacher</u>	\$2,000
<u>Curriculum Writing</u>	\$30 per hour
<u>First Lego League</u>	\$500
<u>GT Teacher</u>	\$2,000
<u>Lead Teacher</u>	\$2,000
<u>Special Olympics</u>	See Appendix/Link
<u>Spelling Bee Coach</u>	\$300
<u>STAAR Student Achievement</u>	\$2,500
<u>U.I.L. ACES</u>	\$500

Middle School Academic Stipends	
<u>AVID Coordinator (1- MS/HS)</u>	\$1,500
<u>Battle of the Books</u>	\$300
<u>Certified/Endorsed ESL Teacher</u>	\$1,000
<u>Certified/Endorsed Special Education Inclusion Teacher</u>	\$1,500
<u>Certified/Endorsed Special Education Life Skills Teacher</u>	\$2,000
<u>Curriculum Writing</u>	\$30 per hour
<u>Dual Language Team Teacher</u>	\$2,000
<u>First Lego League</u>	\$500
<u>First Tech Challenge</u>	\$1,200
<u>Lead Counselor</u>	\$500
<u>Lead Teacher</u>	\$2,000
<u>National Junior Honor Society</u>	\$1,000
<u>Special Olympics</u>	See Appendix/Link
<u>Spelling Bee Coach</u>	\$300
<u>STAAR Student Achievement</u>	\$2,500
<u>U.I.L.</u>	\$750
<u>Yearbook Sponsor</u>	\$200

Stipends

High School Academic Stipends

<u>Agricultural - CTE</u>	\$1,000
<u>Ambassadors Sponsor</u>	\$1,500
<u>AVID Coordinator (1- MS/HS)</u>	\$1,500
<u>Battle of the Books</u>	\$300
<u>Certified/Endorsed ESL Teacher</u>	\$150 per period
<u>Certified/Endorsed Special Education Inclusion Teacher</u>	\$1,500
<u>Certified/Endorsed Special Education Life-Skills Teacher</u>	
<u>Cosmetology- CTE</u>	\$5,000
<u>CTSO Sponsor</u>	\$1,200
<u>CTSO 2nd Sponsor</u>	\$500
<u>CTSO - National</u>	\$500
<u>CTSO - State</u>	\$300
<u>Culinary - CTE</u>	\$5,000
<u>Curriculum Writing</u>	\$30 per hour
<u>Dual Language Team Teacher</u>	\$2,000

<u>Engineering</u>	\$5,000
<u>First Tech Challenge</u>	\$1,200
<u>Health Science - CTE</u>	\$10,000
<u>JROTC</u>	\$4,000
<u>Lead Counselor</u>	\$1,500
<u>Lead Teacher</u>	\$2,000
<u>National Honor Society</u>	\$1,000
<u>Special Olympics</u>	See Appendix/Link
<u>STAAR Student Achievement</u>	\$2,500
<u>Student Council</u>	\$1,000
<u>U.I.L.</u>	See Appendix
<u>UT On Ramps</u>	\$350 per section
<u>VASE (visual arts & scholastic events)</u>	\$1,000
<u>Welding - CTE</u>	\$7,000
<u>Yearbook Sponsor</u>	\$1,500

Special Education Stipends

<u>Orientation and Mobility</u>	\$3,000
<u>Teacher for the Visually-Impaired</u>	\$5,250
<u>Teacher Hard of Hearing</u>	\$5,250

Education & Leadership

<u>A Rating Campus</u>	See Appendix/Link
<u>Digital Communication Manager</u>	\$2,000
<u>Doctorates Degree</u>	\$2,000
<u>Master's Degree</u>	\$3,000
<u>Mentor Teacher</u>	\$600
<u>Wellness Program Campus Facilitator</u>	\$400

Perfect Attendance / Travel

<u>Perfect Attendance - Bus Driver</u>	\$400 per semester
<u>Perfect Attendance - Teacher</u>	\$400 per semester
<u>Travel Expense Stipend</u>	See Appendix/Link

Stipends

Fine Arts Stipends

Positions	1st Assignment	2nd Assignment	3rd Assignment
BAND			
<u>1st Assistant Director</u>	\$16,000		
<u>Woodwind Coordinator</u>	\$12,000		
<u>2nd Assistant Director</u>	\$12,000	\$9,000	\$9,000
<u>Assistant Directors x 2-3</u>	\$11,500	\$8,500	\$8,500
<u>Jazz Band Director</u>	\$4,000	\$3,000	\$3,000
<u>Middle School Head Director x2</u>	\$15,000		
<u>Middle School 1st Assistant Director x2</u>	\$12,000	\$9,000	\$9,000
CHOIR			
<u>Director of Choir</u>	\$8,100		
<u>Assistant Director of Choir</u>	\$5,000	\$3,000	\$3,000
<u>Head Choir Director (Middle School)</u>	\$5,000	\$3,000	\$3,000
DANCE			
<u>Dance/D'ette/Spearettes/Folk</u>	\$14,000		
<u>Dance Instructor (Middle School)</u>	\$5,000	\$3,000	\$3,000
MARIACHI			
<u>Director of Mariachi</u>	\$8,100	\$5,100	\$5,100
<u>Conjunto Director</u>	\$4,000	\$3,000	\$3,000
THEATRE			
<u>H.S. Theatre Arts Director</u>	\$10,100		
<u>Assistant Theatre Arts Director</u>	\$8,100		

EXTRA DAYS: Paid at the appropriate step on the State Minimum Salary Schedule.

Stipends

Athletics Stipends

Football	
Varsity Football Offensive Coordinator	\$15,000
Varsity Football Defensive Coordinator	\$15,000
Special Teams Coordinator	\$15,000
Varsity/JV Football Assistant	\$9,500
9th Grade Head Football	\$8,000
9th Grade Assistant Football	\$6,500
Middle School Football Assistants	\$3,100

Volleyball	
Head Varsity	\$10,000
Varsity Assistant	\$6,000
Sub-Varsity Assistants	\$5,500
Middle School	\$2,750

Basketball, Soccer, Baseball, Softball	
Head	\$8,000
Varsity Assistant	\$4,000
Sub-Varsity Assistant	\$3,500
Middle School	\$2,500

Track & Field	
Head	\$8,000
Varsity Assistant	\$4,000
Middle School	\$2,500

Cross Country Boys & Girls	
Head	\$10,000
Varsity Assistant	\$6,000
Middle School	\$2,500

Tennis Boy & Girls (one coach each) all year	
Head Coach	\$11,500
Varsity Assistant Coach Team Year Round	\$8,500
Spring/Fall Varsity Assistant	\$ 4000

Golf Boy & Girls (one coach each)	
Head	\$11,500
Year Round Varsity Asst. Coach	\$8,500
Middle School	\$2,500

Powerlifting	
Head Coach	\$8,000
Varsity Assistant Boys & Girls	\$4,000

Wrestling Boys & Girls (one coach each)	
Head Coach	\$9,000 for both
Varsity Assistant Boys & Girls	\$4,000

Other Athletic Personnel			
Asst. Athletic Coordinator (High School)	\$8,500	Equipment (1)	\$2,750
Athletic Coordinator (Middle School)	\$2,800	Video (4)	\$1,000
High School Varsity Cheerleader Sponsor (1)	\$10,500	Strengthening & Conditioning Coordinator (2) (B&G)	\$3,500
High School JV - 9th Grade Cheerleader	\$6,750	Athletic Trainer Coordinator (1 each)	\$3,500
Middle School Cheerleader Sponsor	\$2,200	Off-Season Coordinator (2) (B&G)	\$2,750

EXTRA DAYS: Paid at the appropriate step on the State Minimum Salary Schedule.

SUPPLEMENTAL/EXTRA DUTY



Supplemental/Extra Duty

Active employees who perform certain duties outside of their normal responsibilities throughout the course of the school year are eligible for additional earnings outlined in the Supplemental Duty Salary Scale. These earnings are called extra duty pay. Extra duty pay is disbursed upon completion of the requested duties.

Extended Day/Year, Professional Development, & Other Federally Funded Part-Time Positions

(Regular Day, After School & Saturday Tutorial, Summer School & Other Programs)

Position	Summer School	Regular Day	Extended Day / Saturday
Agriculture Farm Management (Teacher) <i>Non-Duty Days</i>	\$25.00	N/A	\$25.00
Bus Drivers	Regular Rate	N/A	*Regular Rate
Clerk	\$10.00	N/A	*Regular Rate
CNP Manager	Reg. Rate	N/A	*Regular Rate
CNP Worker	Reg. Rate	N/A	*Regular Rate
Counselor	\$1,000	N/A	N/A
Dean of Instruction/Assistant Principal	\$1,000	N/A	N/A
Licensed Vocational Nurse (LVN)	\$12.00	N/A	*Regular Rate
Parent Attendance Helper	\$9.00	N/A	N/A
Police Officer	Reg. Rate	N/A	N/A
Registered Nurse	\$30.00	N/A	\$30.00
Secretary (rate for non-campus secretary)	\$12.00	N/A	*Regular Rate
Security Guard	Reg. Rate	N/A	*Regular Rate
Summer School Campus Secretary	\$500	N/A	N/A
Summer School "Principal"	Stipend: \$1,500	N/A	N/A
Teacher	\$35.00	N/A	\$30.00
Teacher Assistant	\$12.00	N/A	*Regular Rate
TUTORS			
• Full-time Cert. Tea.	\$30.00	\$30.00	\$35.00
• Retired Certified Teacher/Degreed	\$25.00	\$25.00	\$30.00
• College Student (48 + hours)	\$12.00	\$12.00	\$14.00
• 21 st Century/ACE College Student (48+ hours)	\$12.00	N/A	\$12.00
• 21 st Century/ACE Degreed College	\$25.00	N/A	\$25.00

*Extended Day and Saturday programs will pay the regular rate and time and a half after a 40-hour work week. Summer pay for all hourly employees will be a flat rate. Summer School includes: PK-K Bilingual, Summer School Programs (1st-12th), Project Smart-Math Plus, and ELDA Program, Grants: Pay must be based on the above pay schedule.

Supplemental/Extra Duty

Supplemental/Extra Duty

Professional Development (Certified Only)

Saturday full day \$200/ Saturday half day \$100

Out of Calendar or Weekend Pay

Out-of-calendar and weekend pay requests must be submitted and approved before work commences. No employee is to accumulate more than 40 hours per week without extra pay approval

Summer Compensation Rates for Special Education Personnel

Summer evaluation conducted by an Educational Diagnostician or Speech Language Pathologist	\$400/eval
Summer evaluation conducted by a Licensed Specialist in School Psychology or a Teacher of Visual Impairment	\$500/eval
Summer evaluation of Orientation & Mobility conducted by a Certified Orientation & Mobility Specialist	\$300/eval
Summer ARD meeting with participation by an Educational Diagnostician, Speech Language Pathologist to address a student with a speech only impairment or a Licensed Specialist in School Psychology	\$70/ARD
Summer ARD meeting with participation by a Speech Language Pathologist to address a student with a speech impairment as a secondary or tertiary disability	\$35/ARD
Summer ARD/Individual Family Service Plan (IFSP) meeting with participation by a Teacher of Visual Impairment	\$70/ARD/ IFSP

Summer evaluation rates and summer ARD meeting rates are contingent on the funding allotments and allowable activities set forth by the Special Education Fiscal Support Round 1 and Round 2 Performance Contracts. All summer evaluation activities and summer ARD meetings must be conducted after the employee’s working contract has ended for the school year.

Extra Duty Pay/Stadium Workers/Gate Keepers/Tickets and Police/Security

	Position	Event	Pay	
Police	Prof. Police	All Sports/All level Games	*Regular Rate	
Security	Para-Security	All Sports/All level Games	*Regular Rate	
Football Stadium Workers	Announcer	Varsity Football Track meet	\$125 Flat Rate	
	Spotter		\$150 Flat Rate \$ 50 Flat Rate	
	Announcer	Sub-Varsity/Middle School Football	\$ 50 Flat Rate	
	Announcer	All other Varsity/Sub-Varsity/Middle School Sports (Softball, Baseball, etc.)	\$ 50 Flat Rate	
	Game Clock Operator	Varsity Football 9 th /JV Football Middle School 6 or 8 min. Quarters	\$75 Flat Rate	
	25. Sec/ 40 Sec Clock Operator		\$50 Flat Rate \$40 Flat Rate	
		25. Sec/ 40 Sec Clock Operator	Varsity Football	\$60 Flat Rate
		Ticket Booth Seller at Gate Online Ticket Seller at Gate	Varsity Football	\$100 Flat Rate \$60 Flat Rate
	Ticket Takers/Scanners at Gate	Varsity Football	\$45 Flat Rate	

Supplemental/Extra Duty

	Position	Event	Pay
	Stadium Ushers	Varsity Football	\$45 Flat Rate
	Gate Keepers inside the Stadium	Varsity Football	\$45 Flat Rate
	Electrician	Varsity Football	*Regular Rate
	Plumber	Varsity Football	*Regular Rate
	Football Game Accountants	Varsity Football	\$125 Flat Rate
	Head Video Operator	Varsity Football	\$115 Flat Rate
	Video Crew	Varsity Football	\$100 Flat Rate
Game Workers for Other Sports	Online Ticket Seller/Scanner Cash Ticket Seller	Varsity Sub-Varsity and Middle School	\$25 per game (Varsity) \$20 per game (Sub/MS)
	Score Book and Clock Operator	Varsity Sub-Varsity and Middle School	\$25 per game (Varsity) \$20 per game (Sub/MS)
Game Depositor	Cash Ticket Sales Depositor	All Level Games	*Regular Rate 2 Hr. Max
Meet workers for Track Meets	Referee/Starter/Back Up Starter	Varsity, Sub-Varsity, and Middle School Track/Cross Country	RGV Tournament/Meet Rates
	Video Operator		\$300 Flat Rate
Game Workers for Tournaments and Meets	Ticket Scanner/Online Ticket Seller and Cash Ticket Seller		\$10.00 per team not to exceed 10 teams – (\$100 Max)
	Plumber/Electrician		*Regular Rate
	Clock and Score Book	Varsity Team Tournaments Softball, Baseball, Soccer, Volleyball, and Powerlifting, Sub Varsity Middle School	\$15.00 Per Game* \$15.00 per Game* *Not to exceed 8 games (120 Max)
Wrestling Workers	Online Ticket Seller/Scanner Cash Ticket Seller	Wrestling	As Per the District Plan/UII Rate
	Meet Referees Clock Operator/Scorer		
Powerlifting Meet Workers	Online Ticket Seller/Scanner Cash Ticket Seller	Powerlifting	\$10 per team not to exceed 10 teams (\$100 Max)
	Judges	Powerlifting	\$100 Flat Rate
	Scorers	Powerlifting	\$125 Flat Rate

***Regular rates will apply at time and a half after a 40-hour work week.**

Supplemental/Extra Duty

Student Worker

\$10/hr.

Substitute Teacher Rates

Substitute Teacher: Non-Degreed	\$105 per day
Substitute Teacher: Non- Degreed after 30 days of continuous substitute for the same classroom	\$115 per day
Substitute Teacher: Degreed	\$135 per day
Long-Term Substitute Teacher Degreed: after 30 days of continuous substitute for the same classroom	\$150 per day
Substitute Teacher: Degreed & Certified Teacher	\$180 per day
Long-Term Substitute Certified Teacher: after 30 days of continuous substitute for the same classroom	\$195 per day
Counselor Substitute (<i>long-term coverage</i>)	Minimum base counselor daily rate at the campus level
Principal/Assistant Principal Substitute (<i>long-term coverage</i>)	Minimum base Assistant Principal daily rate at the campus level



APPENDIX

Appendix

Bilingual Stipends

Bilingual stipends may not be combined

Elementary Bilingual Teacher: (Pre-K to 5th)

1. The teacher must be assigned to a Bilingual Core Content classroom requiring Bilingual certification/endorsement. The teacher must be the teacher of record for EL students per subject/per section.
2. Teachers must hold a Bilingual certificate /supplement/ endorsement or a permit for such assignment.

Teachers must fulfill contractual obligations in regard to employment to be eligible for the Bilingual stipend. Certain situations will require prorating the supplement for which the teacher qualifies. [Full details can be found here.](#)

Certified/Endorsed ESL Teacher (Middle School)

An ESL-certified/endorsed language arts teacher of record for identified ELL students. Applies to all ESL, Reading, Writing, or ELD teachers (including Special Education teachers of record in self-contained settings). This does not apply to Special Education inclusion teachers or Special Education Co-teachers not of record

Certified/Endorsed ESL Teacher (High School)

An ESL-certified/endorsed language arts teacher of record for identified ELL students. Applies to all ESOL, English, or ELD teachers (including Special Education teachers of record in self-contained settings). Does not apply to Special Education inclusion teachers or Special Education Co-teachers not of record.

CTE Stipends

Cosmetology, Culinary, Health Science, Agricultural or Engineering Teacher

Stipends are prorated based on assigned class periods

CTSO Sponsor, 2nd Sponsorship, State Qualifiers, National Qualifiers

Must meet guidelines: [CTE CTSO Sponsor Stipend Profile & Job Description](#)

Welding Teacher

Must teach Dual Enrollment Welding

Education & Leadership Stipends

A Rating Campus

Principal	\$2,000
Assistant Principal(s)	\$1,000
Counselor/LPC	\$1,000
Deans	\$1,000
Teachers/Librarian	\$500

Digital Communication Manager

[Manager Profile & Job Description](#)

Appendix

Doctorate's Degree

Classroom teachers of record with a Doctorate in the area of assignment \$2,000.00 above Masters

Lead Teachers (All Levels)

[Manager Profile & Job Description](#)

Master's Degree

Classroom teachers of record:

- Masters in the area of teaching assignment
- Masters in Teacher Leadership

Mentor Teachers

Classroom teachers who serve as a mentor for a new to the District teacher. This stipend is dependent upon the availability of funding. Mentor teachers will mentor a maximum of two teachers per year.

Extracurricular Stipends

A.C.E.S Coaches

Elementary

- A.C.E.S Sponsor: One per campus event

AVID Coordinator

1 at the High School level & 1 at the Middle School level

Battle of the Books Coach (One per campus)

- Additional \$100 for advancement to regional competition
- Additional \$100 for placing 1st at regional competition
- The coach must keep documentation, submitted to the campus administrator, coaching sessions (*minimum 17 hours*)

Curriculum Writing (Afterschool / Summer)

Teacher, Strategist, Inst. Coach, Librarian

Extracurricular Sponsor

High School	
Yearbook Sponsor	\$1,500
Ambassadors or Equivalent	\$1,000
Middle School	
Yearbook Sponsor	\$200

Appendix

Special Olympics (ONLY Professional Staff)

Assistant Coach*	\$400
Coach *	\$500
Coordinator (PE Certified) Must be selected by a committee	\$2,500
Head Coach (PE Certified)	\$1,000

* **Must attend all certification training sessions and attend all events to receive the stipend.**

Spelling Bee Coach

1 per campus - Coaches must conduct at least 6 – 30 to 45-minute practices. Documentation required

Student Council/ NHS/ NJHS

Must have at least 30 students

U.I.L. & Robotics Sponsors

Middle School

- **U.I.L. Events**
 - U.I.L. Coordinator – Middle School \$1,500.00
 - U.I.L. Sponsor \$750 (**must attend all meets to receive a stipend**)
 - One Act Play/duet acting \$350.00 (event)
 - LIMITED TO ONE (1) EVENT PER SPONSOR. IN THE EVENT OF SHORTAGE, NO MORE THAN TWO (2) EVENTS PER SPONSOR WILL BE ALLOWED WITH PAY.
- **FIRST Robotics Events**
 - FLL (First Lego League)
 - \$500 for sponsor and co-sponsor (must attend an RGV FLL competition to receive the stipend)
 - Additional \$100 for each advancement or championship event for sponsors/cosponsors
 - Sponsors must keep documentation, submitted to the campus administrator, for FLL coaching sessions (*minimum of 17 hours per season*)
 - FTC (First Tech Challenge)
 - \$1,200 (must attend an RGV FTC competition to receive the stipend)
 - Additional \$100 for each advancement or championship event for sponsors/cosponsors
 - Sponsors must keep documentation, submitted to the campus administrator, for FTC coaching sessions (*minimum of 25 hours per season*)

High School

- **U.I.L. Events**
 - U.I.L. Coordinator – High School -\$3,500.00
 - Assistant Drama Director One Act Play -\$3,500
 - \$1,200 per event \$100 per tournament ([Events](#))

Appendix

Special Education Stipends

Certified/Endorsed Special Education Teacher - Elementary

Special Education Teacher who is fully certified in the area of special education and who provides direct instruction or related services to students receiving special education services through an individualized education plan (IEP).

Orientation and Mobility

Teacher for the Visually-Impaired

Paid on a monthly basis - Assigned to the Special Education Department as a V. I. Teacher

V.I. Related Services

Other Stipends

Athletic Stipend Protocol

1. The position is advertised internally
2. Applicants will submit a short letter of intent detailing qualifications for extra duty assignment
3. A letter of intent will be sent to the Athletic Director
4. An informal interview will be conducted by the Head Coach with a campus administration
5. The person selected will be notified of the selection

Bus Driver Perfect Attendance Incentive Stipend (Due to Bus Driver Shortages)

The purpose of this stipend is to compensate bus drivers for having perfect attendance during each semester. The only absences that will not be counted against this stipend are absences for: **jury duty, non-personal subpoenas, and military deployments** Fall/Spring \$400

Custodial Tiered Compensation Stipend

Custodians that meet the tiered compensation structure will be eligible for the following stipends:

Tier 2 - \$1,000

Tier 3 - \$2,000

Police Department Stipends

- Stipend for CID (investigator) \$2,000
- Stipend of Corporal \$1,500
- Stipend for Lead Security Guard \$1,500

Police Officer Proficiency License Stipend

- Intermediate Peace Officer \$250
- Advance Peace Officer \$500
- Master Peace Officer \$750

Appendix

Skyward Transition Stipends

Administrator Coordinator	\$3,000
Administrator Assistant Coordinator	\$1,500
Transportation Transition Coordination	\$3,000

Teacher Incentive Allotment (TIA) Strategic Compensation

Cohort D participating campuses following TEA HB3 guidelines and approved TIA spending plan will compensate identified, designated teachers with 90% of the available Allotment calculated based on:

- The level of socio-economic need at the identified school where the teacher works
- Level of designation
 - Recognized TIA Designation 1 – 90% of funds between \$3,000 - \$9,000 (based on TEA calculation)
 - Exemplary TIA Designation 2 – 90% of funds between \$6,000 - \$18,000
 - Master TIA Designation 3 – 90% of funds between \$12,000 - \$32,000
 - TEA allows 10% of each designated teacher’s funds to be reinvested for designation system implementation and to help teachers to earn a designation.

Teacher Perfect Attendance Incentive Stipend

The purpose of this stipend is to compensate teachers for having perfect attendance during each semester. The only absences that will not be counted against this stipend are absences for: **jury duty, non-personal subpoenas, and military deployments.** Fall/Spring \$400

Appendix

Travel Expense

Stipend in Lieu of Reimbursement for In County Travel

Cabinet members	\$500 monthly
<ul style="list-style-type: none">● Certified Occupational Therapist Assistant (COTA)● Diagnostician● Dyslexia Teachers● Occupational Therapist● Physical Therapist● Physical Therapist Assistant● Special Ed. Counselor● Special Ed. Social Worker● Speech Language Pathologist● Speech Language Pathologist Assistant	\$200 monthly
<ul style="list-style-type: none">● Central Office Administrators● CNP Assistant Director● CNP Coordinator● Dietitian● LSSP	\$300 monthly
<ul style="list-style-type: none">● Licensed Professional Counselor - Adult Wellness● Master Technology Instructor● Public Relations Staff● Strategists serving more than two campuses	\$400 monthly
Elementary principals	\$800 yearly paid August to June
Secondary principals	\$800 yearly paid July to June

UT-On-Ramps

Teachers who teach UT-On Ramps courses will be paid \$350 per section at the end of each relevant semester.



2024 – 2025 WORK SCHEDULE

# of Workdays	Work Schedule	
	Begin Date	End Date
12 Month Personnel		
253	September 1, 2024	August 30, 2025
226	July 22, 2024	July 7, 2025
221	July 15, 2024	June 23, 2025
11 Month Personnel		
217	July 29, 2024	July 1, 2025
212	July 22, 2024	June 17, 2025
207	July 22, 2024	June 10, 2025
202	July 22, 2024	June 3, 2025
10 Month Personnel		
198	July 29, 2024	May 30, 2025
197	August 1, 2024	June 6, 2025
192	August 5, 2024	June 3, 2025
187	August 5, 2024	May 27, 2025
187 (Auxiliary)	August 6, 2024	May 23, 2025
185	August 6, 2024	May 23, 2025
182	August 6, 2024	May 23, 2025
147 (½ days)	September 2, 2024	May 2, 2025

