



Compensation Plan/Manual 2023-2024

It pays to work in Arlington ISD!

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This Salary Schedule does not represent a contract or create any employment right. Should conflicts exist between this Salary Schedule and District Policy, then District Policy governs.

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Arlington Independent School System Beliefs, Vision, Mission & Goals

Core Beliefs

- A commitment to a clear and focused vision will guide the district to the highest performance.
- Effective teaching and leadership are essential for student achievement.
- The school environment impacts achievement.
- An engaged community is essential to success; and every student can succeed.

Vision

The AISD will be a premier school district and a leader in education.

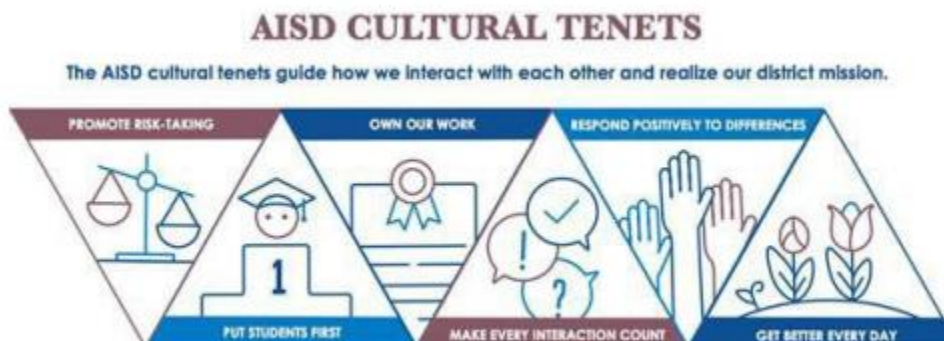
Mission

The mission of the Arlington Independent School District is to empower and engage all students to be contributing, responsible citizens striving for their maximum potential through relevant, innovative, and rigorous learning experiences.

Goal

100% of AISD students will graduate exceptionally prepared for college, career, and citizenship.

Cultural Tenets



The Arlington Independent School District Compensation Program

The function of the Compensation Department is to direct the strategic planning, design, implementation, administration, and communication of all district compensation programs, ensuring the programs are aligned with the district's strategy and culture.

Responsibilities of the Compensation Department Include:

1. Overseeing the design, implementation, and administration of compensation programs.
2. Recommending and administering policies and procedures to ensure competitive and consistent compensation practices and ensuring adherence to the compensation philosophy.
3. Researching and evaluating district needs and market trends for the purpose of ensuring the district's compensation programs are competitive and provide the ability to attract, engage, and motivate highly qualified employees.
4. Strategizing and consulting with senior leadership to educate employees regarding the compensation programs.
5. Continually evaluate compensation practices to ensure adherence to the compensation philosophy by conducting market pricing surveys:
 - a. Pay Scale
 - b. Texas Association of School Boards (TASB)
 - c. Other targeted surveys
6. Developing and maintaining competitive salary structures.
7. Performing job evaluations (in conjunction with TASB as needed) to determine the appropriate grade for each job, taking into consideration:
 - a. Job description(s)
 - b. Market data
 - c. Internal equity
 - d. Preservation of consistency between departments
 - e. Interviews with department or campus leader and/or other key employees
8. Collaborating with managers to review the duties performed by each of their employees in developing or revising job descriptions.
9. Considering the various types of pay decisions, and making appropriate pay recommendations with the following considerations:
 - a. Market data
 - b. District issue/need
 - c. Individual future potential and likely future jobs
 - d. Need for specific, or specialized skill set
 - e. Pay of others on the same career track
 - f. Budget requirements and constraints
10. Conducting compensation reviews, as needed. Compensation reviews for individual employees must be initiated through the employee's manager.
11. Referring all policy and procedure exceptions to the Assistant Superintendent of Human Resources.

COMPENSATION STRUCTURE



Compensation Policy

Board Policy [DEA Local](#)

The Superintendent shall recommend an annual compensation plan for all district employees. The compensation plan may include wage and salary structure, stipends, benefits, and incentives.

The Superintendent shall administer the compensation plans consistent with the annual approved budget by the Board and administrative guidelines.

Pay Administration

Board Policy [DEA Local](#)

The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The Superintendent or designee shall classify each job title within the compensation plan based on the qualifications, duties, and market value of the position.

Compensation Framework

Arlington Independent School District's compensation plan is made up of salary paygrades with respective ranges as well as supplemental earnings and benefit programs that are approved by the Board of Trustees. Salary ranges are determined by market rates for benchmark positions. To ensure that salary ranges are competitive with the market, the Compensation Department conducts market research to inform current compensation levels for comparable positions. Employees are paid according to the pay range for their respective positions. Arlington ISD pay groups are:

- Auxiliary
- Administrative Professional
- Administrative Support
- Educational Aides
- Teacher and Librarians
- Technology

The Compensation Department, with TASB's support, determines the compensatory value of a position by conducting systematic comparisons of positions to assess relative internal and external value. After the systematic comparison is complete, a position is assigned an associated pay grade. Pay grades are used to group positions that have approximately the same relative internal value based on compensatory factors (job descriptions, market data, internal equity, district consistency, and administrative input are all considered when performing job evaluations).

Annual Earnings vs. Annualized Salary

Annual Earnings – the actual amount an employee earns in a year. It is figured retroactively or after the earnings have been paid. It differs from annualized earnings as it is NOT an estimate of what may happen, it is a record of what did happen.

Annualized Salary – Employees of Arlington ISD are annualized based on either days or hours worked per school year over the remaining checks for the school year. An annualized salary is useful for employees who do not work a full year, such as teachers, and for employees who work part of each year on a salaried basis. Annualization is the process of spreading the payments out to the employee over the

entire year, though the salary is only earned for part of the year. This gives the employee a steady paycheck when they are not working. Employees who are considered hourly and are paid on a biweekly basis will not be paid on an annualized basis, therefore they will be paid on actual hours worked for the pay period.

Compensatory Pay (Comp Time)

Board Policy [DEAB Local](#)

At the district's option, nonexempt employees may receive compensatory time off, rather than overtime pay at a rate of no less than one and one-half hours for each overtime hour worked in lieu of overtime pay. Supervisors of nonexempt (hourly) employees shall ensure there is an agreement or an understanding with the employees working approved overtime regarding the form of compensation (pay or compensatory time) prior to performing the duties.

The district provides this overtime pay in the accrual of compensatory time at the rate of 1 ½ hours of time off for every hour worked in a workweek above 40 hours. You can accumulate a maximum of 60 compensatory time hours before the district will require you to take compensatory time off. If you accumulate over 60 compensatory time hours, the district will pay you for the hours over the maximum accrual amount. Compensatory time over 60 hours will be paid to the employee biannually at fiscal year-end (June 30) and calendar year-end (December 31). All overtime must be scheduled and approved in advance by the employee's supervisor. Supervisors should be monitoring comp time balances on a routine basis for excessiveness and timely use.

Classroom Assistants Hired After January 1 of Current Year

Classroom Assistants hired after January 1 will receive their last paycheck at the end of June rather than end of August. These Classroom Assistants will have the option to enroll in benefit coverage at the time of hire or the beginning of the next school year during open enrollment. This instance is only applicable to the first year of employment with the district.

Pay Increases

Board Policy [DEA Local](#)

The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. The Superintendent or designee shall determine pay adjustments for individual employees, within the approved budget following established procedures.

Compensation Philosophy and Objectives

Arlington ISD pay systems shall be designed and managed for the following purposes:

- Offer competitive pay to attract and retain highly qualified personnel
- Provide internal pay equity for job responsibilities
- Reward continued service to the district
- Manage payroll expenses effectively

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. The Compensation Department recommends the development, maintenance, and administration of employee pay systems in accordance with Board policies, governmental laws, and regulations.

All district jobs are assigned a pay grade that establishes the minimum to maximum pay range for the position. Jobs are assigned to pay grades based on the following factors:

- Job qualifications and required skills
- Job duties and responsibilities defined by the district
- Competitive job market prices

Pay ranges are reviewed annually and adjusted periodically. Employee salaries will be adjusted based on the pay increase budget and pay raise guidelines as approved by the Board of Trustees each year.

Job Descriptions

Job descriptions are an essential function in the administration of a compensation system. Accurate and complete job descriptions are collected and maintained by the Compensation Department. This includes job descriptions that address job qualifications, primary purpose, major duties, responsibilities, and working conditions. Job titles will be reviewed by the Compensation Department to maintain a logical job titling scheme that consistently describes the level and nature of work.

Exemption Status

All jobs will be classified as exempt or nonexempt per the requirements of the Fair Labor Standards Act (FLSA) and documented in the job description. The Compensation Department determines the classification of each position based on the assigned job duties. To be exempt, the employee's primary duties must meet the requirements defined by the federal regulations of the Executive, Administrative, or Professional exemption test or be a teacher, and the employee must be compensated on a salary basis. All employees who do not meet the legal requirements for exemption are classified as nonexempt or hourly.

Job Classification

Job classification determines the assigned pay range for a job. Job classification is based on job requirements, assigned duties, and market value. All jobs are classified based on common factors that show the relative level of knowledge and skill requirements, the complexity of assigned duties, job accountability, and working conditions. The Compensation Department collects job information, evaluates jobs for classification purposes, and assigns jobs to pay grades. The Superintendent or designee has final authority concerning job classifications.

Determining Factors in Classifying Jobs

1. Freedom to Act - Authority, autonomy, independence of action, the degree to which job tasks are dictated by policy, procedures, manuals, supervisor, or department.
2. Complexity - Problem-solving skills are assessed based on two scales; one, the types of problems encountered from routine to most difficult and two, the knowledge required to solve them from simple recognition and referral to devising solutions based on interpretation of policy and understanding of departmental objectives.
3. Consequences of Error - Measures the impact of errors made in the course of work and the consequence of error according to magnitude of errors.

4. Scope - The variety of work assigned, the degree of district skills required to complete the work, the knowledge of district units inside or outside the district and the diversity of deadlines and priorities governing the work.
5. Supervisory Responsibilities - Number, types, and level of positions supervised, functions supervised, the degree of supervisory authority, complexity and diversity of work supervised.
6. Responsibility for Resources - The extent of the resources for which the employee has responsibility including, but not limited to, human, financial, facilities, material, and information systems.
7. Communications - Types of verbal and written communications; what information typically is responsible for communicating and method of delivery.
8. "Majority Rule" - Classification title and level are dependent primarily on where the majority (50% or more) of a job duty lies.

Classification of New Positions

Prior to posting, new positions must have a written job description created collaboratively by the Compensation Department and the hiring manager. The Compensation Department will determine 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.

Common Misconceptions about Job Classification

The employee on the line was cordial, clear and direct: "I just got my degree, so when do I get reclassified?" This call represents a common misconception about the district's classification system. Classification is based solely upon the duties assigned to a position, not the qualifications of the incumbent. Put simply, the JOB is classified, not the employee. Besides educational attainment, other person-related factors that are not taken into consideration when classifying a position's job level include:

1. Longevity – The length of time the employee has worked at the district may positively affect performance on the job, however, it is not a factor used in determining the position level.
2. Speed – How fast an employee works or how much is produced compared to others is a factor in performance, not job classification.
3. Retention – "She's been offered a promotion", more than one supervisor has commented, "If I can't match it, I'll lose my best employee." While this dilemma is understandable, the fear of losing an employee cannot be considered in classification decisions for job level.
4. Financial Need – "I just bought a new home, my daughter's a sophomore at UT, I need a new car and my dog is sick." Financial need is universal, and classification cannot include personal finances as a consideration.
5. Dedication – We often hear about employees who, "Always arrive early, leave late, never take breaks, work weekends, etc." Again, this is a performance issue and should be addressed during reviews.
6. Personality – Ability to work in unusual conditions and with difficult co-workers is not a factor to be considered when classifying a position. Unique skill and/or ability required for a position is considered and should be spelled out in the job description.
7. Future Projects – Duties currently performed; not future assigned duties are considered in job evaluation.

What are some of the factors taken into consideration when making classification decisions? In brief, classification is based upon several factors: the nature, variety, and difficulty of the duties; the responsibility for staff and resources; the knowledge and originality required for the position; and the authority and relative autonomy of the position (see previous section “Determining Factors in Classifying Jobs”)

Job Reclassification

A job reclassification occurs when a position is moved to a higher or lower pay range. Jobs may be reclassified because of a significant and sustained change in job duties assigned, a need to improve internal pay equity or change in the competitive job market.

All positions, except for teachers, librarians, substitutes, and part-time temporary employees are assigned to pay grades based on the level of skill, effort, and responsibility required for the job assignment. The Compensation Department will classify new positions or reclassify existing positions as necessary based on job requirements and comparability to other positions in the district or in the marketplace.

Pay Increase Budget

The Superintendent recommends a budget for pay increases as part of the annual budget process. Budget recommendations for pay increases are based on available revenue, statutory requirement, competitive job markets, and district compensation objectives. Salary schedules or placement guidelines do not imply or assure similar salary increases in subsequent years.

The pay increase budget recommended by the Superintendent may include adjustments to remedy internal or external pay equity problems, or to compensate an employee for a significant change in job responsibilities.

General Pay Increases and Eligibility

Employee salaries and wages will be reviewed annually for adjustment. General Pay Increase (GPI) is based upon the annual budget approved by the Board of Trustees and given to employees to compensate for continued service to the district.

To receive a general pay increase, an employee must be in a paid status or on an approved leave of absence for at least 90 calendar days by July 1 of the current year. Exceptions require authorization by the Superintendent or designee. The general pay Increase is reflected on the first paycheck of the school year for each pay group. Employees will be able to view their 2023-24 pay rates in the Employee Self Service portal one to two weeks prior to their first paycheck of the school year.

Salary Placement of New Hires

Salaries are determined by an employee’s total years of relevant work experience as defined at the time of employment. Salary guides are developed and approved annually and do not represent or imply future pay increases or salary guarantees.

The starting salary is determined individually based on job-related experience and salaries paid to peer employees in the same position with similar experience. No employee will be placed below the minimum of the pay range. Salary recommendations for new hires may be adjusted upward by the Compensation

Department for hard-to-fill positions or to recognize extraordinary knowledge and skills, qualifications, or technical certifications.

Salary Adjustment Qualifications

It is the responsibility of the employee to submit original service records and official transcripts at the time of hire. Employees who provide service records with verifiable, creditable experience may receive a review for a potential salary adjustment if a request for a salary adjustment is submitted to the Compensation Department. The initial request for salary adjustment, along with service records, must be submitted to the Compensation Department *no later than 6 months following the date of hire*. Service records received after this date will not be eligible for salary adjustment review unless the position falls below the statutory minimum.

TRS Credit for Teachers with prior Teacher Assistant Experience

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

Promotion Defined

A promotion occurs when an employee is typically assigned to a different job in a higher pay grade and range. Pay adjustments for promotions begin with the effective date of the new assignment. For promotions that take effect at the beginning of the school year, any general pay increase granted by the Board of Trustees will be applied to the new rate of pay resulting from the promotion. A promotion increase for employees is based on the current base salary less any stipends paid for supplemental duties. Certain promotions are considered “Career Path” movements. These movements may or may not result in an increase to the employee’s daily rate.

Demotion Defined

A demotion occurs when an employee is reassigned to a different job with less responsibility at a lower pay grade level. Demotions may be voluntary or involuntary. Position reclassification or general salary structure changes are not considered demotions. A reduction in pay because of a demotion is effective on the first day of the new assignment. When a pay reduction is made for a demotion, pay adjustments may also be made for a longer or shorter work year associated with the change in assignment. Reductions in pay made because of a demotion take into consideration the new salary range as well as comparative equity with other employees currently in that job level.

Lateral Transfer

A lateral transfer is defined as movement into another job assigned to the same or equivalent pay grade. Lateral moves may involve a change of days (higher/lower); however, the equivalent daily pay rate remains the same. Lateral placements can also be classified as voluntary or involuntary. Lateral transfers are not eligible for salary increases, except for adjustments required to reflect the work calendar days of the new job.

Supplemental Pay

Supplemental pay (stipends and extra duty pay) represents a remuneration in addition to, but separate from, regular base salary. Supplemental pay is authorized on a year-to-year basis. Supplemental pay will be discontinued upon cessation of assignment, or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay. The employee must be able to fulfill their day-to-day duties along with the added responsibilities associated with the supplemental pay. Supplemental pay will be discontinued for employees who are not able to meet these expectations.

Procedures for Requesting a Pay Re-Classification

A pay classification review must be initiated by the job supervisor or the Compensation Department. Jobs previously submitted within the last 12 months and new jobs (1 year or less) are not eligible for review. Requests should be submitted to the Compensation Department in January of each year to allow adequate time for budget considerations.

The supervisor may request a salary review during the annual budgeting process, typically beginning in January of each year. The appropriate division/department head must approve the submission of the request to the Compensation Department. The supervisor's request must include a proposed job description and written explanation of changes in job duties and responsibilities along with the Job Analysis Questionnaire completed by the incumbent and supervisor. The request must be approved by the appropriate division head, Assistant Superintendent, or Superintendent.

The Compensation Department will review the request and obtain additional job information, if needed. Additional information may be obtained by a written questionnaire, by interviewing the supervisor and/or employee(s), or by analyzing external job market information. The Compensation Department will evaluate the job placement in the pay structure and prepare a written recommendation for pay grade assignment for the Superintendent's review.

Back Payment of Earnings

Employees are responsible for regularly reviewing the accuracy of their pay statement. A back payment occurs when the employee is paid less than the amount they should have been paid. If it is determined the back pay is due for duties performed with prior approval, the situation is rectified by paying the difference for the current fiscal year. For extra duty or supplemental pay, to review a request for back payment of earnings, written documentation must be submitted that shows the work was agreed upon by the supervisor prior to the work being performed.

Overpayment

Employees are responsible for regularly reviewing the accuracy of their pay statement. An overpayment occurs if an employee is paid more than the amount that the employee should have been paid under the assigned pay grade and/or any relevant supplemental pay. If discovered and/or reported in the current fiscal year, a payment plan may be developed for regular payroll deductions to recoup the overpayment. Generally, an overpayment will be paid in one pay cycle. However, if this creates an undue hardship the district may develop a plan for regular payroll deductions in the same fiscal year at the discretion of the district.

Payroll Deduction

Policy [CFEA \(LEGAL\)](#)

Required Deductions:

1. Federal Withholding – Figured automatically by the income tax withholding percentage method according to the marital status and number of exemptions claimed on the W-4 Form.
2. Medicare – 1.45% of the gross salary will be deducted each pay period for any employee hired after March 31, 1986
3. Teacher Retirement – 8.25% of total gross salary deducted each pay period beginning September 1, 2023. Deductions are on a pre-tax basis. These deductions are subject to change based on Texas Legislation.
4. TRS Retirement Insurance – 0.65% of gross salary deducted each pay period. These deductions are subject to change based on Texas Legislation.
5. FICA Alternative Plan – Substitute/Temporary Staff Only – Effective 8/14/2004, 7.5% of total gross salary deducted each pay period on a pre-tax basis. Applicable only to those staff members who are not eligible for Teacher Retirement System (TRS) membership. The staff member will contribute to their own personal retirement savings account.
6. Other payroll deductions staff members may elect include deductions for the staff members' share of premiums for health, dental, life, and vision insurance; annuities; and higher education savings plans. Staff members also may request payroll deduction for payment of membership dues for district recognized organizations and specific charitable groups. Salary deductions are automatically made for unauthorized or unpaid leave. It is the responsibility of the employee to submit requests for time off to their immediate supervisor and input any absences in the Employee Service Center portal.

Pay Information

Employees are responsible for ensuring their pay is accurate by reviewing their pay statement online in the Employee Service Center each time they get paid. It is important to review all information on each pay statement including name, social security number, pay rates, paid time off balance, and other information. The general pay increase is reflected on the first paycheck of the school year for each pay group. Employees will be able to view their 2023-24 pay rates in the Employee Service Center portal 1-2 weeks prior to their first paycheck of the school year.

Pay Dates

Pay dates are located on the Arlington Independent School District website under Departments > Payroll. Payroll dates are board approved on an annual basis for each school year. Payroll dates can also be located on the following link:

[2023-2024 Pay Dates Calendar](#)

PAY GRADES AND RANGES

2023-2024



The salary ranges in this pay schedule do not reflect any statutorily required salary allotments enacted by the Texas Legislature in the 88th Session. The district reserves the right to adjust salary amounts for the 2023-24 school year in response to legislative changes. The contents of this manual may be updated throughout the year at the discretion of the Superintendent to meet the operational needs of the district.

These salary ranges represent the minimum rate of base pay an employee can earn by position and grade. These are current rates and not a guarantee of future earnings. The salary ranges will be reviewed and updated on an annual basis. New offers of employment are based on comparable experience, as well as market competitive pay.

TEACHERS AND LIBRARIANS



2023-2024 Teacher/Librarian Pay Plan

AISD 2023-2024 TEACHER/LIBRARIAN MINIMUM PAY SCHEDULE	
Years of Experience	Minimum Salary
0	\$62,500
1	\$63,000
2	\$63,500
3	\$64,000
4	\$64,500
5	\$65,000
6	\$65,500
7	\$66,000
8	\$66,500
9	\$67,000
10	\$67,500
11	\$68,000
12	\$68,500
13	\$69,000
14	\$69,500
15	\$70,000
16	\$70,500
17	\$71,000
18	\$71,500
19	\$72,000
20	\$72,500
21	\$73,000
22	\$73,500
23	\$73,900
24	\$74,300
25	\$74,700
26	\$75,100
27	\$75,500
28	\$75,900
29	\$76,300
30+	\$76,700

ADMINISTRATIVE PROFESSIONALS



Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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1

1	Accountant I	243
1	Administrative Assistant - Superintendent	243
1	Contract - TEAMS ACCESS	222
1	Food & Nutrition Supervisor	212, 243
1	Interim - Summer Food & Nutrition Supervisor	243
1	Nutrition Education Coach	243
1	PDC Facility Services Manager/Foreman	260
1	Security - Lieutenant	260
1	Specialist - Communications	243
1	Specialist - Energy Management	260
1	Specialist - Marketing	243
1	Supervisor - Building Maintenance	260
1	Supervisor - Catering Chef	243
1	Supervisor - Custodian	260
1	Supervisor - Grounds	260

Daily	\$241.53	\$291.00	\$340.47
212 Days	51,204	61,692	72,180
222 Days	53,620	64,602	75,584
243 Days	58,692	70,713	82,734
260 Days	62,798	75,660	88,522

2

2	Accountant - Bond/Capital	243
2	Accountant II	243
2	Analyst - Payroll	243
2	Assistant Speech Pathologist	187
2	Compensation/Benefits Analyst - ESSER	243
2	Coordinator - Food Service Compliance	243
2	Coordinator - Food Service Personnel	243
2	Coordinator - Food Service/Warehouse	260
2	Coordinator - HR Recruitment & Substitute Services	243
2	Coordinator - HR Recruitment & Substitute Serv ESSER	243
2	Coordinator - Nutrition Education	243
2	Coordinator - Purchasing	243
2	Coordinator - Purchasing Food Services	243
2	District Attendance Officer - At Risk / Student	202
2	Field Observer	260
2	Liaison - Transition	212
2	Manager - Social Media Marketing	243
2	Media Production Technician	243
2	Parent Outreach Facilitator - ESSER	212
2	Senior Graphic Designer	243

Daily	\$284.29	\$340.47	\$396.65
187 Days	53,162	63,668	74,174
193 Days	54,868	65,711	76,553
198 Days	56,289	67,413	78,537
202 Days	57,427	68,775	80,123
212 Days	60,269	72,180	84,090
243 Days	69,082	82,734	96,386
260 Days	73,915	88,522	103,129

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
2	Senior Specialist - Communications	243			
2	Social Worker	193, 198			
2	Social Worker - Families in Transition	202			
2	Social Worker - Families in Transition (ARP Grant Funded)	202			
2	SOS Success Coach	202			
2	Specialist - Grants Facilitator	243			
2	Staff Auditor	243			
2	Supervisor - Electrical/Plumbing	260			
2	Supervisor - HVAC/Refrigeration	260			
2	Title I Parent Facilitator - Parent Outreach	212			
2	Transportation - Systems & Technical Analyst	243			

3			Daily	\$334.89	\$401.07	\$467.25
3	Advisor - Deaf & Hard of Hearing Parent - Infant	243	187 Days	62,624	75,000	87,376
3	Analyst - Budget	243	193 Days	64,634	77,407	90,179
3	Athletic Trainer	202	198 Days	66,308	79,412	92,516
3	Board Certified Behavior Analyst	212	202 Days	67,648	81,016	94,385
3	Campus Testing Facilitator - Elementary	198	207 Days	69,322	83,021	96,721
3	Campus Testing Facilitator - ESSER	198, 202, 212	212 Days	70,997	85,027	99,057
3	Campus Testing Facilitator - High School	212	217 Days	72,671	87,032	101,393
3	Campus Testing Facilitator - Junior High	202	243 Days	81,378	97,460	113,542
3	Coaching Specialist	212	260 Days	87,071	104,278	121,485
3	Coaching Specialist - ESSER	212				
3	Coordinator - After School Programs - ESSER	243				
3	Coordinator - Food Service Maintenance	260				
3	Coordinator - The Primary Years Program IB	202				
3	Counselor - Arlington College & Career High School	243				
3	Counselor - Arlington Collegiate High School	243				
3	Counselor - Career & Technical Center	243				
3	Counselor - Elementary	202				
3	Counselor - High School	212, 243				
3	Counselor - Junior High	207				
3	Counselor - P-Tech	243				
3	Counselor - Special Education	202				
3	Diagnostician	202				
3	Dual Language Coach	193				
3	Facilitator - Student Outreach Services	202				
3	Instructional Facilitator - Elementary - ESSER	212				
3	Instructional Facilitator - School Leadership	212				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
3	Instructional Facilitator - School Leadership - ESSER	212			
3	Instructional Specialist - Advanced Academics	212			
3	Instructional Specialist - Deaf Education	212			
3	Instructional Specialist - Dyslexia	212			
3	Instructional Specialist - Early Childhood - ESSER	212			
3	Instructional Specialist - Early Childhood Learning	212			
3	Instructional Specialist - ELAR - ESSER	212			
3	Instructional Specialist - In Home & Parent Training	212			
3	Instructional Specialist - Kindergarten Behavior Support	212			
3	Instructional Specialist - Language Arts	212			
3	Instructional Specialist - LOTE	212			
3	Instructional Specialist - Math - ESSER	212			
3	Instructional Specialist - Mathematics	212			
3	Instructional Specialist - Science	212			
3	Instructional Specialist - Science - ESSER	212			
3	Instructional Specialist - Social Studies	212			
3	Instructional Specialist - Social Studies - ESSER	212			
3	Instructional Specialist - Special Education	212			
3	Instructional Specialist - Special Education - Autism	212			
3	Instructional Specialist - Special Education - ESSER	212			
3	Instructional Specialist - Special Education - Speech	212			
3	Instructional Specialist - World Languages	212			
3	Instructional Specialist - World Languages - ESSER	212			
3	LSSP	202			
3	Manager - Adult Education & Literacy Liaison	243			
3	Manager - Communications	243			
3	Media Production Specialist	243			
3	Music Therapist	193			
3	Nurse	187			
3	Program Liaison - Student Outreach Services	243			
3	Project Manager	260			
3	Resource Nurse	187			
3	SCE Support Interventionist	193			
3	Senior Internal Auditor	243			
3	Specialist - Advanced Academics	212			
3	Specialist - Advanced Academics (Math/Science) - ESSER	212			
3	Specialist - AVID	212			
3	Specialist - Career & Technical Education	243			
3	Specialist - College, Career, & Military Readiness - ESSER	212			

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
3	Specialist - Dropout Prevention	243			
3	Specialist - Dual Language	202			
3	Specialist - Elementary Guidance & Counseling	217			
3	Specialist - Environmental & Safety	260			
3	Specialist - Immigrant Family/School Outreach	212			
3	Specialist - Immigrant Support & Family Outreach	212			
3	Specialist - Intervention	217			
3	Specialist - Junior High Guidance & Counseling - ESSER	217			
3	Specialist - Leadership Development - ESSER	243			
3	Specialist - Library Media Services	243			
3	Specialist - Multidisciplinary Student Support	217			
3	Specialist - Orientation & Mobility	193			
3	Specialist - PBIS	243			
3	Specialist - Professional Learning	212			
3	Specialist - Program Controls	260			
3	Specialist - Safety & Security	260			
3	Specialist - Secondary Guidance & Counseling	217			
3	Specialist - SHARS	243			
3	Specialist - SOS Support	202			
3	Specialist - SOS Support - ESSER	202			
3	Specialist - Special Education Compliance	243			
3	Specialist - State & Federal Intervention	212			
3	Specialist - State & Federal Operations	212			
3	Specialist - Student Behavioral Support Systems	243			
3	Specialist - Student Development & Support Services	243			
3	Specialist - Technology Integration	243			
3	Specialist - Title 1 Family Involvement	212			
3	Specialist - Title I Family Engagement	212			
3	Specialist - Title I Family Literacy	212			

4			Daily	\$351.64	\$421.12	\$490.60
4	Assistant Principal - Dual Language/Fine Arts	222	187 Days	65,757	78,749	91,742
4	Assistant Principal - Elementary	202, 217	193 Days	67,867	81,276	94,686
4	Assistant Principal - World Language Academy	222	202 Days	71,031	85,066	99,101
4	Audiologist	212	212 Days	74,548	89,277	104,007
4	Coordinator - Assessment	243	217 Days	76,306	91,383	106,460
4	Coordinator - Fine Arts	243	222 Days	78,064	93,489	108,913
4	Coordinator - Fund Development	243	243 Days	85,449	102,332	119,216
4	Coordinator - Health Services - ESSER	243	260 Days	91,426	109,491	127,556

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
4	Coordinator - Human Capital Position Management	243			
4	Coordinator - Multidisciplinary Student Support	243			
4	Coordinator - Purchasing & Travel Card	243			
4	Coordinator - School Leadership	243			
4	Coordinator - State & Federal Interventions & Operations	243			
4	Coordinator - World Languages	243			
4	Data Analyst	243			
4	District Athletic Trainer	212			
4	HR Specialist - Benefits & Wellness	243			
4	HR Specialist - Compensation - ESSER	243			
4	Human Resources Partner	243			
4	Human Resources Partner - ESSER	243			
4	Lead Specialist - Special Education	222			
4	Lead Specialist - State & Federal Intervention	222			
4	Lead Specialist - World Languages	243			
4	Manager - Energy	260			
4	Manager - Warehouse	260			
4	Occupational Therapist	193			
4	Physical Therapist	193			
4	Safety Manager - Risk Management	243			
4	Specialist - Restorative Practices	202			
4	Specialist - Restorative Practices - ESSER	202			
4	Specialist - Restorative Practices Support - ESSER	243			
4	Specialist - Transportation	243			
4	Speech Pathologist	187			
4	Title I School Support Dean - Elementary	202, 217			
4	Treasurer	243			

5

Daily	\$369.22	\$442.18	\$515.14
217 Days	80,121	95,953	111,785
220 Days	81,228	97,280	113,331
243 Days	89,720	107,450	125,179
260 Days	95,997	114,967	133,936

5	Assistant Director - Accounting	243			
5	Assistant Director - Food Service Finance & Compliance	243			
5	Assistant Director - Food Service Operations	260			
5	Assistant Director - Payroll	243			
5	Assistant Director - Purchasing	243			
5	Assistant Principal - Junior High	217			
5	Associate Principal - Elementary	220			
5	Coordinator - 504/Dyslexia	243			
5	Coordinator - Career & Technical Education	243			
5	Coordinator - Early Childhood Learning	243			

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
5	Coordinator - Environmental & Safety	260			
5	Coordinator - Guidance & Counseling	243			
5	Coordinator - Innovative Programming	243			
5	Coordinator - Instructional Design Support	243			
5	Coordinator - Leadership Development - ESSER	243			
5	Coordinator - Library Media Services	243			
5	Coordinator - PBIS	243			
5	Coordinator - Postsecondary Partnerships - ESSER/Perkins	243			
5	Coordinator - Professional Learning	243			
5	Coordinator - Technology Integration & Innovation	243			
5	Curriculum Coordinator - Deaf Education	243			
5	Curriculum Coordinator - Language Arts & Reading	243			
5	Curriculum Coordinator - Math	243			
5	Curriculum Coordinator - Science & Health	243			
5	Curriculum Coordinator - Social Studies	243			
5	Curriculum Coordinator - Special Education	243			
5	HR Manager - Recruitment & Substitute Services - ESSER	243			
5	Manager - Accounts Payable	243			
5	Manager - Fleet Services	260			
5	Manager - HR Customer Service Center	243			
5	Manager - Staffing	243			
5	Manager - Transportation	243			
5	Title I School Support Dean - Junior High	217			

6

Daily	\$387.68	\$464.29	\$540.90
217 Days	84,127	100,751	117,375
222 Days	86,065	103,072	120,080
243 Days	94,206	112,822	131,439
260 Days	100,797	120,715	140,634

6	Assistant Director - Curriculum & Instruction - ESSER	243			
6	Assistant Director - Fine Arts	243			
6	Assistant Principal - Alternative	222			
6	Assistant Principal - Arlington College & Career High School	243			
6	Assistant Principal - Career & Technical Center	243			
6	Assistant Principal - High School	222, 243			
6	Assistant Principal - High School - P-Tech	243			
6	Coordinator - Aquatics	243			
6	Coordinator - High School Athletics	222			
6	Coordinator - Student Behavioral Support Systems	243			
6	Coordinator - Student Outreach Services	243			
6	Dean of Instruction	243			
6	Research Analyst - Quantitative	243			
6	Senior Project Manager	260			

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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6	Staff Architect	260
6	Turnaround Principal in Residence	217

7

7	Assistant Director - Athletics Boys	243
7	Assistant Director - Athletics Girls	243
7	Director - Analytics & Accountability	243
7	Director - Assessment	243
7	Director - Center for Visual & Performing Arts	243
7	Director - Payroll	243
7	Principal - Elementary	220, 243
7	Principal - Elementary Dual Language/Fine Arts	243
7	Principal - World Language Academy	243

Daily	\$410.95	\$492.15	\$573.35
220 Days	90,409	108,273	126,137
243 Days	99,861	119,592	139,324

8

8	Associate Principal - High School	243
8	Chief Internal Auditor	243
8	Director - Accounting	243
8	Director - Advanced Academics	243
8	Director - Career & Technical Education	243
8	Director - Early Childhood Learning	243
8	Director - Facility Planning & Construction	260
8	Director - Food & Nutrition Services	243
8	Director - Guidance/Counseling	243
8	Director - Health Services	243
8	Director - Human Resources Compensation & Benefits	243
8	Director - Human Resources Recruitment & Sourcing	243
8	Director - Innovative Programming	243
8	Director - Leadership Development	243
8	Director - Maintenance	260
8	Director - Operations	260
8	Director - ECHS and PTECH Programs	243
8	Director - Professional Learning	243
8	Director - Purchasing	243
8	Director - Research & Analysis	243
8	Director - Risk Management	243
8	Director - School Improvement	243
8	Director - Security	260
8	Director - State & Federal Interventions & Operations	243

Daily	\$447.61	\$526.60	\$605.59
217 Days	97,131	114,272	131,413
222 Days	99,369	116,905	134,441
243 Days	108,769	127,964	147,158
260 Days	116,379	136,916	157,453

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
8	Director - Technology Integration & Innovation	243			
8	Director - Transportation	260			
8	Director - World Languages	243			
8	Head Football Coach	217			
8	Head Football Coach/Athletics Coordinator	222			
8	Interim Director - Professional Learning	243			
8	Principal - Alternative School	243			
8	Principal - Junior High	243			
8	Principal - Turning Point Secondary School	243			

9

Daily	\$478.94	\$563.46	\$647.98
243 Days	116,382	136,921	157,459

9	Director - Athletics	243			
9	Director - Budget & Finance	243			
9	Director - Curriculum & Instruction	243			
9	Director - Fine Arts	243			
9	Director - Special Education	243			
9	Senior Director - HR Dev, Emp Relations & Risk Management	243			

10

Daily	\$522.04	\$614.17	\$706.30
243 Days	126,856	149,243	171,631
260 Days	135,730	159,684	183,638

10	Executive Director - Communications & Marketing	243			
10	Executive Director - Educational Support Services	243			
10	Executive Director - Elementary Schools	243			
10	Executive Director - Engagement, Equity & Access	243			
10	Executive Director - Facility Services	260			
10	Executive Director - Financial Services	243			
10	Executive Director - Food & Nutrition Services	243			
10	Executive Director - Human Resources	243			
10	Executive Director - Secondary Schools	243			
10	Executive Director - Teaching & Learning	243			
10	Executive Director - Transformational Learning	243			
10	Principal - Career & Technical Center	243			
10	Principal - Early Collegiate High School	243			
10	Principal - Early College and Career High School - CTE	243			
10	Principal - High School	243			

11

Daily	\$626.45	\$737.00	\$847.55
243 Days	152,227	179,091	205,955

11	Assistant Superintendent - Administration	243			
11	Assistant Superintendent - Facilities Services	243			
11	Assistant Superintendent - Financial Services	243			



Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
11	Assistant Superintendent - Human Resources	243			
11	Assistant Superintendent - Research & Accountability	243			
11	Assistant Superintendent - School Leadership	243			
11	Assistant Superintendent - Technology & Telecommunications	243			

12

Daily	\$723.55	\$851.24	\$978.93
243 Days	175,823	206,851	237,880

12	Chief Academic Officer	243			
12	Chief Financial Officer	243			
12	Chief Schools Officer	243			

ADMINISTRATIVE SUPPORT



Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$15.00	\$18.29	\$21.58
1	Attendance Clerk - Elementary	198				
1	Attendance Clerk - High School	193				
1	Attendance Clerk - Junior High	198				
1	Clerk - Special Education - High School	193				
1	Clerk - Special Education	193				
1	Clerk - Student Outreach Services	243				
1	Clerk - Translator	193				
1	Copy Clerk	193				
1	Data Clerk - Adult Education & Literacy	217				
1	Clerk - TCLAS Grant	193				
1	AVID Tutor	193				
2			Hourly	\$15.90	\$19.39	\$22.88
2	Clerk - Attendance Officers	202				
2	Clerk - Career and Technical Education	243				
2	Clerk - Community Engagement Programs	243				
2	Clerk - Early Childhood Learning	243				
2	Clerk - Families in Transition (ARP Grant Funded)	243				
2	Clerk - Family Literacy	198				
2	Clerk - High School Counselor	202				
2	Clerk - High School Registrar	217				
2	Clerk - Library Services	243				
2	Clerk - Mailroom/Receptionist	243				
2	Clerk - Records Management	243				
2	Clerk - Special Education PEIMS (193)	193, 243				
2	Clerk - Special Education Preschool Testing	212, 243				
2	Clerk - Special Education SHARS	217				
2	Clerk- Adult Education and Literacy	243				
2	Data Clerk - High School	202, 222, 243				
2	Data Clerk - Junior High	202				
2	PEIMS Clerk - High School	222				
3			Hourly	\$16.85	\$20.55	\$24.25
3	Clerk - Bilingual/ESL	243				
3	Clerk - Bilingual/ESL Testing	202				
3	Clerk - Family Involvement Title I	212				
3	Clerk - Guidance and Counseling PEIMS	243				
3	Clerk - Health Services	243				
3	Clerk - Language Placement Center	243				
3	Clerk - Office of Student Behavior Supp Systems	243				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
3	Clerk - Special Trips	260				
3	Clerk - State & Federal Operations	243				
3	Clerk - The Care Clinic - ESSER	243				
3	Clerk - Title III Compliance	243				
3	Community Outreach Liaison	243				
3	Family Engagement Liaison	183				
3	Guidance Technician - Elementary	198				
3	Guidance Technician - High School	198				
3	Receptionist / PBX	243				
3	Registrar - Attendance/PEIMS (Hybrid) - Alt HS Campus	222				
3	Registrar - High School	217				
3	Secretary - Aquatics Coordinator	243				
3	Secretary - Curriculum & Instruction	243				
3	Secretary - Special Education Curriculum Coordinators	243				
3	Secretary - Special Populations	243				
3	Secretary - Student Outreach Services	243				
3	Title III Family Engagement Liaison	212				
4			Hourly	\$18.54	\$22.61	\$26.68
4	Bookkeeper - High School	217				
4	Clerk - Accounting - ESSER	243				
4	Clerk - Athletics and PE	243				
4	Clerk - Data Community Engagement Programs	243				
4	Clerk - Energy Management	260				
4	Clerk - Facility Rentals	260				
4	Clerk - Facility Services	260				
4	Clerk - Fleet Maintenance	260				
4	Clerk - Food & Nutrition Compliance	243				
4	Clerk - Food & Nutrition Warehouse	243				
4	Clerk - Food Service Maintenance	243				
4	Clerk - Food Service Operations	243				
4	Clerk - Maintenance	260				
4	Clerk - Operations	260				
4	Clerk - State & Federal Interventions & Op Accounting	243				
4	Clerk - Transportation Payroll/Certification	260				
4	Clerk - Transportation Routing	243				
4	Clerk - Transportation Systems Analyst	243				
4	Clerk Course Management & Event Support	243				
4	HR Specialist - Customer Service - ESSER	243				
4	Parent Instructor Title 1	212				
4	Secretary - Director Career & Technical Education	243				
4	Secretary - Director Early Childhood Learning	243				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
4	Secretary - Director Facility Planning & Construction	260				
4	Secretary - Director Information and Instructional Systems	243				
4	Secretary - Director of School Improvement	243				
4	Secretary - Director of World Languages	243				
4	Secretary - Director State & Federal Interventions & Op	243				
4	Secretary - Director Technology Integration and Innovation	243				
4	Secretary - Elementary	212				
4	Secretary - Innovative Programming	243				
4	Secretary - Junior High	243				
4	Secretary - Security	260				
4	Secretary - Training PCN	212, 243				
4	Secretary - Warehouse	260				
4	Specialist - HR Customer Service/Employee Records	243				
4	Specialist - Special Education Accounting	243				
5			Hourly	\$20.20	\$24.64	\$29.08
5	Bookkeeper - Payroll	243				
5	Clerk - Accounting Department	243				
5	Clerk - Accounts Payable	243				
5	Clerk - Accounts Receivable	243				
5	Clerk - Administration	243				
5	Clerk - Administrative Food Service	243				
5	Clerk - Budget	243				
5	Clerk - Food Service	202				
5	Clerk - Food Service Administrative and Accounting	202				
5	Clerk - Instructional Materials	243				
5	Clerk - Purchasing	243				
5	Clerk - Purchasing and Travel Card	243				
5	HR Specialist - Support R&SS - ESSER	243				
5	LSSP - Intern	183				
5	Secretary - Career and Technical Center	243				
5	Secretary - Center for Visual and Performing Arts - School	243				
5	Secretary - Director - Center for Visual and Performing Arts	243				
5	Secretary - Director Advanced Academics	243				
5	Secretary - Director Athletics/PE	243				
5	Secretary - Director Curriculum and Instruction	243				
5	Secretary - Director Fine Arts	243				
5	Secretary - Director Leadership Development	243				
5	Secretary - Director of Guidance and Counseling	243				
5	Secretary - Director Special Education	243				
5	Secretary - High School	243				
5	Secretary - Professional Learning	243				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
5	Secretary - Purchasing	243				
5	Secretary - Student Services	243				
5	Secretary - Training PCN	212, 243				
5	Secretary - Transportation	260				
5	Secretary - Visual Arts	243				
5	Specialist - Food Service Lunch Office	243				
5	Specialist - HR Staffing Support	243				
5	Specialist - Library Services Cataloger/Supervisor	243				
5	Specialist - Records Management	243				
6			Hourly	\$22.83	\$27.84	\$32.85
6	Records Management Senior Specialist	243				
6	Secretary - Assistant Superintendent Administration	243				
6	Secretary - Assistant Superintendent Facility Services	243				
6	Secretary - Assistant Superintendent Human Resources	243				
6	Secretary - Assist Superintendent Research & Accountability	243				
6	Secretary - Assistant Superintendent School Leadership	243				
6	Secretary - Assistant Superintendent Technology & Telecom	243				
6	Secretary - Executive Director - Marketing & Comm	243				
6	Secretary - Executive Director Elementary Schools	243				
6	Secretary - Executive Director Facility Services	260				
6	Secretary - Executive Director Secondary Schools	243				
6	Secretary - Executive Director Specialized Learning Services	243				
6	Secretary - Executive Director Teaching and Learning	243				
6	Secretary - Executive Director Transformational Learning	243				
6	Secretary - Financial Services	243				
6	Secretary - Legal	243				
6	Secretary - Senior Director of Technology Operations	243				
6	Secretary Executive Director - Engagement, Equity & Access	243				
6	Specialist - Accounts Payable	243				
6	Specialist - HR Administrative Projects	243				
6	Specialist - Purchasing	243				
6	Specialist - Risk Management	260				
6	Specialist FNS / Admin Support	243				
7			Hourly	\$26.57	\$32.02	\$37.47
7	Back of House Manager	243				
7	HR Specialist - Leaves & Retirement	243				
7	HR Specialist - R&SS - ESSER	243				
7	Secretary - Chief Academic Officer	243				
7	Secretary - Chief Financial Officer	243				
7	Secretary - Chief Schools Officer	243				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
7	Specialist - Assessment	243			
7	Specialist - Enrollment Recovery - ESSER	198			
7	Specialist - Event - CVPA	243			
7	Specialist - HR Staffing	243			
7	Specialist - SNE Payroll	243			
7	Specialist - Teacher/Monthly Payroll	243			

AUXILIARY



Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$15.00	\$18.07	\$21.14
1	Cafeteria Monitor	174				
1	Intern - Internal Audit	243				
1	Laundry Helper	260				
2			Hourly	\$16.00	\$19.27	\$22.54
2	Bus Attendant	178				
2	Custodian	260				
2	Food Service Specialist	178				
2	Groundskeeper I	260				
2	Helper - Warehouse Furniture and Salvage	260				
2	Laundry - Operator	260				
2	Summer Textbooks	260				
2	Transportation - Fleet Technician	260				
3			Hourly	\$17.00	\$20.49	\$23.98
3	Assistant Head Custodian	260				
3	Athletics Groundskeeper	260				
3	Driver - Non-CDL	178				
3	Floor Technician	262				
3	Food Service Lead Person	185				
3	Groundskeeper II	260				
3	HVAC/Refrigeration - Air Filtration Mechanic	260				
3	Sewer Technician	260				
3	Warehouse Worker	260				
4			Hourly	\$18.00	\$21.69	\$25.38
4	Campus Security Officer	260				
4	Crew Lead - Athletics Grounds	260				
4	Crew Lead - Grounds Maintenance	260				
4	Fleet Operations Assistant	260				
4	Food Service Manager IV	185				
4	Head Custodian	260				
4	Image Processing Associate I	260				
4	Instructional Materials Warehouse Driver	260				
4	Laundry - Driver	260				
4	Parts Person	260				
4	Preventative Maintenance Vehicle Technician	260				
4	Technician - Technology Warehouse	243				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
4	Technician - Warehouse Furniture and Salvage	260				
4	Temporary - Non-CDL Driver	243				
4	Warehouse Truck Driver	260				
5			Hourly	\$19.62	\$23.64	\$27.66
5	Apprentice Plumber	260				
5	Building Maintenance Technician	260				
5	Catering Manager	243				
5	Dispatcher - Security	260				
5	Food Service Manager V	185				
5	Irrigation Technician	260				
5	Security - Corporal	260				
5	Technician - Custodial Equipment Repair	260				
5	Transportation - Dispatcher	260				
5	Transportation - Router	260				
6			Hourly	\$21.63	\$26.06	\$30.49
6	Assistant Technician - Safety	260				
6	Building Maintenance - Skilled Maintenance General	260				
6	Building Maintenance - Skilled Maintenance Painter	260				
6	Food Service - Warehouse Driver	260				
6	Food Service Manager VI	185				
6	Foreman - Laundry	260				
6	Image Processing Associate II	260				
6	IPM Certified Applicator	260				
6	Lead Floor Technician	260				
6	Lead Parts Clerk	260				
6	Security - Sergeant	260				
6	Specialist I - Service Desk	243				
6	Technician - Food and Nutrition Prevent. Maintenance	260				
7			Hourly	\$24.06	\$28.99	\$33.92
7	Bus Driver	178				
7	Crew Lead - General Maintenance	260				
7	Crew Lead - Paint	260				
7	Crew Lead - Skilled Maintenance	260				
7	Custodian - Foreman	260				
7	Fire Alarm Technician	260				
7	Food Service Warehouse Lead	260				
7	Foreman - Grounds	260				
7	Foreman - Parts	260				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
7	Foreman - Regular Ed Router	260			
7	Foreman - Special Ed Router	260			
7	Foreman - Specialized Programs	260			
7	Foreman - Trips	260			
7	Grounds Mechanic	260			
7	Heating and Air Conditioning Zone Lead	260			
7	HVAC Technician	260			
7	Journeyman Electrician	260			
7	Journeyman Plumber	260			
7	Lead Equipment Technician	260			
7	Lead Locksmith	260			
7	Natatorium - Certified Pool System Specialist	260			
7	Paid Busing/Driver	260			
7	Preventative Maintenance/Video Technician	260			
7	Skilled Maintenance Electrician	260			
7	Technician - Audio/Visual	260			
7	Transportation - Safety Technician	260			
7	Vehicle Mechanic	260			

8

Hourly	\$29.64	\$35.29	\$40.94
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8	Chiller Specialist	260
8	Food Service Manager VIII	185
8	Foreman - Athletics Grounds	260
8	Foreman - Building Automation Systems	260
8	Foreman - Building Maintenance	260
8	Foreman - Building Maintenance Paint	260
8	Foreman - Fire Systems	260
8	Foreman - Lead Custodial	260
8	Foreman - Lead Grounds	260
8	Foreman - Telecommunications	260
8	Foreman - Vehicle Maintenance	260
8	Foreman - Warehouse	260
8	Foreman/Food Service Maintenance	260
8	HVAC Mechanical Specialist	260
8	IPM Licensed Applicator	260
8	Lead - Image Processing	260
8	Lead Electrician	260
8	Lead Plumber	260
8	Lead Vehicle Mechanic	260
8	Licensed Irrigator	260

EDUCATIONAL AIDES



Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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1			Hourly	\$17.00	\$20.00	\$23.00
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1	Classroom Assistant - SCE	183
1	Classroom Assistant Elementary - Bilingual	183
1	Classroom Assistant Elementary - Dual Language	183
1	Classroom Assistant Elementary - ESSER	183
1	Classroom Assistant Elementary - Kindergarten	183
1	Classroom Assistant Elementary - Music/Art	183
1	Classroom Assistant Elementary - Pre-K	183
1	Classroom Assistant Elementary - Title 1	183
1	Classroom Assistant Elementary Athletics/PE	183
1	Classroom Assistant Elementary Fresh Start	183
1	Classroom Assistant Elementary Turning Point	183
1	Classroom Assistant ELL Intervention	183
1	Classroom Assistant Family Literacy	183
1	Classroom Assistant High School	183
1	Classroom Assistant Junior High	183
1	Classroom Assistant Junior High - ESSER	183

2			Hourly	\$18.00	\$21.20	\$24.40
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2	Classroom Assistant - SpEd 18 PLUSS	183
2	Classroom Assistant Community Based Transition	183
2	Classroom Assistant Elementary Special Ed - ABLE	183
2	Classroom Assistant Elementary Special Ed - Alt Curriculum	183
2	Classroom Assistant Elementary SpEd - Deaf Ed/Alt Curric	183
2	Classroom Assistant Elementary Special Ed - Deaf Education	183
2	Classroom Assistant Elementary Special Ed - ECSE	183
2	Classroom Assistant Elementary Special Ed - Gap Inclusion	183
2	Classroom Assistant Elementary Special Ed - Inclusion	183
2	Classroom Assistant Elementary Special Ed - SEAS	183
2	Classroom Assistant Elementary Special Ed - Speech	183
2	Classroom Assistant High School Special Ed - ABLE	183
2	Classroom Assistant High School Special Ed - Alt Curriculum	183
2	Classroom Assistant High School SpEd - Deaf Ed/Alt Curric	183
2	Classroom Assistant High School Special Ed - Deaf Education	183
2	Classroom Assistant High School Special Ed - Inclusion	183
2	Classroom Assistant High School Special Ed - ISPD	183
2	Classroom Assistant High School Special Ed - SEAS	183
2	Classroom Assistant High School Special Ed - VAC	183
2	Classroom Assistant Junior High Special Ed - ABLE	183
2	Classroom Assistant Junior High Special Ed - Alt Curriculum	183

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
2	Classroom Assistant Junior High Special Ed - Deaf Education	183				
2	Classroom Assistant Junior High Special Ed - Inclusion	183				
2	Classroom Assistant Junior High Special Ed - PREVOC	183				
2	Classroom Assistant Junior High Special Ed - SEAS	183				
2	Classroom Assistant Special Ed - Vision	183				
2	Clinic Assistant - Elementary	183				
2	Clinic Assistant - High School	183				
2	Clinic Assistant - Junior High	183				
2	Health Assistant - Elementary	183				
2	Health Assistant - High School	183				
2	Health Assistant - Junior High - Skills	183				
2	Library Assistant High School	183				
3						
3	STEM Lab Manager Elementary	183	Hourly	\$19.10	\$22.47	\$25.84
4						
4	Audiology Assistant	187	Hourly	\$20.62	\$24.27	\$27.92
4	Brailist	193				
5						
5	Deaf Interpreter	183	Hourly	\$30.39	\$35.75	\$41.11

TECHNOLOGY



Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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1			Hourly	\$23.29	\$28.40	\$33.51
1	Security - Technician	260				
1	Specialist - Audio/Visual - CVPA	243				
1	Specialist - Clerk Support	243				
1	Specialist - Transfer	243				
1	Specialist - PEIMS Attendance	243				
1	Technician - District Support	243				
1	Technician - Research & Accountability	243				
1	Technician - Security & Safety	260				

2			Hourly	\$27.82	\$33.94	\$40.06
2	Lead Specialist - PEIMS	243				
2	Specialist - Application Development	243				
2	Specialist - Endpoint Management	243				
2	Specialist - Help Desk	243				
2	Specialist - Information Systems	243				
2	Specialist - Professional Learning Tech Support	243				
2	Specialist - Software Support	243				
2	Specialist - Technology Procurement	243				
2	Specialist - Website	243				
2	Specialist - Food Service Software Support	243				

3			Daily	\$287.21	\$350.26	\$413.31
3	Administrator - Applications & Systems	243	243 Days	69,792	85,113	100,434
3	Coordinator - Structured Cabling	243	260 Days	74,675	91,068	107,461
3	Lead District Support Technician	243				
3	Lead Specialist - Service Desk	243				
3	Manager - Client Services & Solutions	243				
3	Manager - Software Support - Food Services	243				
3	Manager - TEAMS Support	243				
3	Manager - Technology Asset	243				
3	Network Specialist	243				
3	Network Specialist - Server	243				
3	Production Manager	243				
3	Specialist - Cybersecurity	243				
3	Specialist - Database	260				
3	Specialist - Systems & Platform	243				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
3	Specialist - Telecommunications	243				
3	Webmaster	243				
4			Daily	\$327.43	\$399.30	\$471.17
4	Coordinator - Instructional Materials	243	243 Days	79,565	97,030	114,494
4	Coordinator - Web Services	260	260 Days	85,132	103,818	122,504
4	Manager - Campus Service & Support	243				
4	Research & Project Programmer	243				
4	Senior Programmer/Analyst-Research & Accountability	243				
4	Senior Specialist - Network Infrastructure	243				
4	Senior Specialist - Platform Infrastructure	243				
4	Senior Specialist - Safety & Security	243				
4	Senior Specialist - Unified Communications	243				
5			Daily	\$360.17	\$439.23	\$518.29
5	Assistant Director - Technology Operations	243	243 Days	87,521	106,733	125,944
5	Database Administrator - Research & Accountability	243				
5	Manager - Cybersecurity Services	243				
5	Manager - Network Infrastructure Services	243				
5	Manager - Physical Safety & Security	243				
5	Manager - Platform Infrastructure Services	243				
5	Manager - Systems Integration	243				
5	Manager - Teams Technical	243				
5	Manager - Unified Communications	243				
5	Senior Manager - Food & Nutrition Technology	243				
6			Daily	\$402.84	\$485.35	\$567.86
6	Director - Information & Instructional Systems	243	243 Days	97,890	117,940	137,990
6	Director - Infrastructure & Operations	243				
6	Manager - PEIMS	243				
6	Project Manager - Data Reports	243				
7			Daily	\$448.47	\$533.89	\$619.31
7	Senior Director - District Support & Customer Service	243	243 Days	108,978	129,735	150,492

SUBSTITUTES AND PART- TIME/TEMPORARY



2023-2024 Substitute Pay

Substitute Pay	
Short-term Substitute Teaching Jobs (1-10 days)	
Non-Degreed Substitutes	\$120/day
Degreed Substitutes	\$130/day
Degreed and Certified Substitutes	\$145/day
Retired Degreed and Certified Substitutes	\$165/day
11 or more consecutive days on any combination of assignments	
Non-Degreed Substitute	\$130/day
Degreed Substitute	\$150/day
Degreed and Certified	\$165/day
Retired Degreed and Certified	\$175/day
Long-term Degreed Professional Substitute Teaching Jobs* with pre-approval from Human Resources.	
Degreed and Certified in Subject Area	\$175/day
Retired Degreed and Certified Substitute	\$185/day
*With pre-approval from Human Resources. Assignments must be requested by the principal and approved by HR in advance.	
Special Rates	
Counselor	\$295/day
Nurse	\$210/day
Bridge Substitute	\$225/day
Campus Paraprofessionals	
Administrative Support and Educational Aides	\$15.00/hour
Paraprofessional Substitute Pay	\$15.00/hour
<ul style="list-style-type: none"> • While an employee is working in a campus paraprofessional role, they are ineligible to work as a Substitute Teacher. • Bridge Substitutes must have prior approval from Human Resources and recommended for full-time hire by a campus. • Substitutes will receive a \$10/day campus-based incentive as determined by human resources. Excluding Bridge Substitutes. • Substitutes will receive a \$10/day Friday pickup incentive. 	

Breaks in Service

These higher rates will remain until a break in service occurs. Weekends, school holidays, winter and spring breaks will not affect continuous service. Half day assignments and accepting clerical or classroom assistant assignments will also help establish continuous service.

If a Degreed/Non-Degreed Professional Substitute works four and one-half (4 ½) hours or more, the substitute will qualify for one full day's pay if the job was called in as a full day assignment. Principal/designee will make the determination. If a Degreed/Non-Degreed Professional Substitute works less than four and one half (4 ½) hours, the substitute will qualify for one-half day's pay (reminder – 30 minutes lunch is deducted). Principal/designee will make the determination.

Part-Time/Temporary Rates

Part-Time/Temporary employees will be paid at the minimum hourly rate for the full-time equivalent position's pay range. Variations to this standard as a result of market availability of applicants for a particular position may vary with Human Resources advance review and approval.

Extra Duty or Additional Pay Rates

When an employee's normal job duties extend beyond the normal number of annual days, directly adjacent to the first or last reporting day for the school year, they are paid their normal daily rate for these extra days if the employee is performing the same duties. If the employee performs duties of a different nature, the summer school, part-time, or tutorial rates will apply. Department or campus funds must be appropriately budgeted to pay for these extra duties. The extra duty pay must be reviewed and approved by the Principal/Manager and the Compensation Department prior to the work being performed. Any requests for extra duty pay must be submitted within one (1) week of the completion of the activity. Extra duty pay will be paid in accordance with the payroll cutoff dates.

Employees may be eligible for non-school day extra duty pay if the following three (3) conditions are met:

1. The employee is responsible for students from AISD.
2. There is a specific description of duties to be performed as well as what times are allotted to perform these duties.
3. The activity must be one that is required by the district, or
 - a. The activity is a type of competition among students, or
 - b. The activity is an approved meeting beyond the school district level (ex: mandatory training per TEA)

Required Professional Development Training Days beyond Exchange Time (only on non- contract workdays): \$90/day, \$45/half day.

Tutoring by Degreed and Certified Employees/Substitutes before or after school (during the contract period for those teachers providing instruction after school hours to general education students not assigned to their class): \$25/hour.

Tutoring by Non-Degreed Employees/Substitutes before or after school: \$15.00/hour

Degreed and Certified Employees who administer End-of-Course exams (Summer Testing): \$25/hour.

Extra duty pay for certified employees who provide direct instructional services to student's above and beyond their normal days and/or hours, depending on the activity: \$25/hour.

Extra duty pay for certified employees who provide curriculum writing services above and beyond their normal days and/or hours, depending on the activity: \$25/hour.

Nurses working Registration (Outside of regularly scheduled employment): \$25/hour.

Employees working Kindergarten Round-up or Registration (Outside of regularly scheduled employment): \$15/hour.

Campus packing/relocation when a campus or department is required to move is \$25 per hour. Approval from the Principal/Manager and the Compensation Department must be made prior to the work being performed.

The incremental pay rate for a Classroom Teacher, Classroom Assistant, Librarian, Instructional Coach, Specialist, or any other full time district staff who the principal determines is qualified and capable of assuming a Substitute Teacher role where a substitute is not available is \$25 per instructional hour.

The Compensation Department must review and approve extra duty pay for any cases in which a teacher is developing content or writing curriculum outside of normal working hours. Approval by the Compensation Department must be obtained **prior** to the work being performed.

Any extra duty events in addition to the examples listed above require **prior** approval of the Principal/Manager and the Compensation Department. The activity must be one that is required by the district.

JROTC Instructor Salaries

Definition of Position:

- JROTC instructors are retired officers or NCOs who are employed by the district to administer and staff a JROTC unit at the district pursuant to Title 10, U.S. Code, Section 2031.
- JROTC instructors shall be required to hold and maintain a valid Texas state teaching certification.

Salary Calculation:

- Each JROTC instructor's salary shall be in compliance with mandates from Title 10, U.S. Code, Section 2031, of the Defense Departments Active-Duty Finance Tables, and military service regulations, which also includes the JROTC stipend scale.
- Salary placement will be made on the statewide salary schedule for certificated nonsupervisory employees at the level closest to the amount authorized by Title 10, U.S. Code, Section 2031

Salary Procedures:

- JROTC personnel will be paid in the amount which, when added to retirement pay, will equal the amount of his/her active duty pay and allowance.
- JROTC instructors shall be paid on a monthly basis at the same time as other certified employees.
- The district shall pay the full amount of JROTC instructor salaries. The district shall be responsible for seeking reimbursement of one-half of the JROTC instructor salary payments.

Interim Professional Assignments

Interim professional assignment pay rates are designed to compensate individuals performing exempt level duties assigned in various departments of the district. The duties performed are not part of a permanent job duty and the rates are the minimum of the range for the full-time exempt position that is most closely related to the assignment and are paid at a daily rate as aligned with the pay practices of exempt level employees. Interim Assignments: minimum of the applicable pay range.

Teacher Incentive Allotment (TIA)*

For any funds received by Arlington ISD for a designated teacher under the Teacher Incentive Allotment (TIA) are allocated as such: 100 percent will be paid to the designated teacher. 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. TIA payments will be made by August 31st.

Athletic Game Workers

SPORT		2023-2024
CAMPUS		AMOUNT
Ticket Workers (one start)		\$ 40.00
Ticket Workers (two start)		\$ 50.00
Ticket Workers (three start)		\$ 60.00
Book/Libero (one person)		\$ 35.00
Scoreboard (one person)		\$ 35.00
Clock/Announcer (varsity-one person)		\$ 50.00
Clock/Book (one person)		\$ 40.00
VARSITY FOOTBALL WORKERS		AMOUNT
Ticket Workers (full game)		\$ 55.00
Ticket Workers (half game)		\$ 45.00
Announcer		\$ 75.00
40 Second & Running Clock (set by the UIL)		\$ 65.00
Video Scoreboard & Filmer		\$ 100.00
Video Coordinator		\$ 150.00
Pressbox/Ticket Manager		\$ 125.00
Field Monitor		\$ 75.00
Parking Lot Monitor (at Wilemon/Cravens)		\$ 125.00
Event Manager (Wilemon/Cravens/GLP)		\$ 125.00
WRESTLING, TRACK, & TOURNAMENTS		AMOUNT
Ticket Workers (per hour)		\$ 15.00
Track Announcer		\$ 100.00
CROSS COUNTRY		AMOUNT
Referee		\$ 150.00
Starters (2 per day)		\$ 100.00
Results Clerk		\$ 100.00
NATATORIUM		HOURLY RATE
Head Swim Coach		\$ 35.00
Head Dive Coach		\$ 30.00
Assistant Coach II		\$ 25.00
Assistant Coach I		\$ 20.00
Swim Instructor		\$ 17.00
Senior Lifeguard		\$ 16.00
Lifeguard		\$ 15.00

STIPEND HANDBOOK



Supplemental Pay/Stipends

Payment for stipends not described in this section of the handbook must be verified and approved by the Compensation Department before submitting to Payroll for processing. All unapproved rates submitted will be deleted or adjusted by Payroll and/or the Compensation Department. Exceptions will require the approval of the Superintendent or designee. All stipends and supplemental pay may be recommended by the Principal/Department manager, however, approval is required through the Compensation Department and Finance prior to being communicated to the employee. Stipend related duties/responsibilities should be voluntary and distinctly different from the employee's normal job description and take place outside of the employee's normal duty hours or calendar contract days.

Stipend pay represents remuneration in addition to, but separate from, regular base salary, and includes assignment stipends, educational stipends, coaching stipends, auto and cell phone allowances, and others as identified.

Stipend earnings are not guaranteed wages and may be amended or eliminated at any time. Stipend earnings are not included in individual base salaries quoted by the Compensation Department. Authorization to pay approved stipend compensation requires permission from the campus Principal/Department manager, prior to actual work being performed.

It is the responsibility of the campus/department administrator to notify the Compensation Department of any anticipated extra duties or if there is a change in duties which would make the employee ineligible/eligible to receive stipend earnings (i.e., termination, assignment change, transfer, etc.).

It is the responsibility of the employee to check their pay statement to ensure they are being adequately compensated for stipend duties. Back payments owed will be retroactively paid at a maximum of two paychecks.

All stipend earnings are subject to the employee and employer's statutory deductions. Any recurring stipend allotted to an active employee will be paid on a prorated basis if the employee does not work the complete duty days for their respective contract. If an employee fails to meet all criteria stipulated in the stipend earnings by the stipend owner, the earnings may be stopped and/or recovered. If a recovery is in order, the employee will be notified of the terms by the Compensation Department or communicated with them through their supervisor.

Eligibility Criteria

Eligibility for stipend compensation at an approved rate must meet all the following criteria:

- The work has been pre-approved, and authorization to pay the stipend earnings has been secured from the appropriate Principal, Department Head and the Compensation Department before the actual work begins and communicated to the employee.
- Be a full-time, active employee of Arlington Independent School District.

Ineligible

An employee who is separated from the district is not eligible to accrue additional earnings past his or her effective separation date. A new hire is not eligible to earn stipend pay prior to his or her effective start date. Paraprofessional (Hourly and Non-Exempt) employees are not eligible for stipends or extra duty pay at a stipend rate outside of what has been defined in this handbook. All other extra duties performed by a

paraprofessional (Hourly and Non-Exempt) employee during the year should be processed according to compensatory guidelines. Assignment differentials are allowed; however, annualized lump sum payments are not available to hourly employees. Paraprofessional (Hourly and Non- Exempt) employees may perform defined extra duties at the Paraprofessional (Hourly and Non- Exempt) pay rate when the employee is not on their regular payroll calendar during the summer.

A Substitute is a part-time employee and is not eligible to receive stipend pay outside of the exceptions outlined in this handbook.

Stipend Payments, Deductions and Recovery of Funds

All stipends are paid on a 12-month basis – September through August. Stipend work that begins or ends outside the twelve-month schedule is prorated accordingly.

If an employee does not work the complete payroll schedule, then any recurring stipend will be paid on a prorated basis of the actual days worked. If an employee fails to meet all the criteria stipulated the stipend may be prorated, stopped, or recovered. It is the responsibility of the manager and employee to notify the Compensation Department if they are no longer performing the duties of the role associated with the stipend or if they are not receiving the stipend.

New Stipend Recommendations

Principals or Department Managers must submit requests for new stipends, as well as requests for any stipend amount/allocation changes, in conjunction with the annual budget cycle. Requestors will be notified at the conclusion of the budget process whether the new/updated stipend has been approved for the following school year. This process typically begins in January. The criterion for a new stipend review typically includes:

- Description of the duties associated with the stipend
- Criticality of work being performed
- Equity and cost associated with the implementation of the stipend across the school district
- How many stipend allocations, including justification for the number of allocations
- What positions, campuses, and departments would be eligible to receive the stipend

Campus Stipends

High School Stipends	
Stipend Name	Amount
Academic Decathlon Asst.	\$ 1,263.00
AP/Dean Mentor Stipend	\$ 1,500.00
Athletic Coordinator	\$ 5,000.00
Band Asst. Director	\$ 9,000.00
Band Director	\$ 13,000.00
Behavior Interventionist	\$ 2,000.00
Campus Tech Advisory Committee	\$ 1,000.00
Campus Ticket Coordinator	\$ 3,063.00
Campus Webmaster	\$ 2,000.00
Campus Wellness Coordinator	\$ 750.00
Career Ladder 2	\$ 1,500.00
Career Ladder 3	\$ 3,000.00
Credit Recovery Leader	\$ 1,500.00
Debate	\$ 2,464.00
Deaf Ed Teacher- RDSPD	\$ 3,000.00
Department Leader	\$ 2,000.00
Destination Imagination	\$ 500.00
District Lead Teacher	\$ 1,500.00
Theatre	\$ 6,000.00
Drill Team Asst. Director	\$ 3,500.00
Drill Team Director	\$ 7,000.00
Early Report Athletic	\$ 3,000.00
Entrepreneurship Contest Coordinator	\$ 5,000.00
Family Engagement Stipend	\$ 1,000.00
Game Administrator	\$ 3,500.00
Head Coach – Cheerleading	\$ 8,000.00
Head Mariachi	\$ 5,500.00
Instructional Coach	\$ 1,500.00
Key Club	\$ 1,000.00
Lead Counselor	\$ 3,000.00
Lead Credit Recovery Teacher	\$ 1,500.00
Lead Facilitator Content Creator	\$ 1,350.00
Lead Nurse	\$ 1,717.00
Level Leader	\$ 1,000.00
Mentor Stipend	\$ 500.00
Mock Trial Lead	\$ 871.00



Stipend Name	Amount
Model Teacher	\$ 1,000.00
National Honor Society	\$ 2,500.00
Network PE Coordinator	\$ 1,500.00
Newspaper Sponsor	\$ 2,202.00
Oral Interpretation	\$ 2,254.00
Orchestra Asst. Director	\$ 5,500.00
Orchestra Director	\$ 7,000.00
PBIS	\$ 750.00
Quiz League - Coordinator	\$ 500.00
Quiz League - Sponsor	\$ 1,000.00
Remote Facility Admin Oversight	\$ 4,353.00
RoboBoat Assistant	\$ 2,000.00
RoboBoat Lead	\$ 2,500.00
Robotics	\$ 3,000.00
ROTC Additional Pay	\$ 3,000.00
Senior Sponsor	\$ 1,000.00
Solar Car Assistant	\$ 2,000.00
Solar Car Lead	\$ 2,500.00
SPED - Specialized Programs**	\$ 3,000.00
STEM Academy Coordinator	\$ 8,000.00
Step Team	\$ 5,000.00
Student Council Sponsor	\$ 3,520.00
Teacher Leader Facilitator	\$ 1,000.00
Technology Student Association	\$ 2,000.00
Trainer Athletic	\$ 1,500.00
U.I.L. Coach	\$ 1,500.00
Vocal Music Asst. Director	\$ 5,500.00
Vocal Music Director	\$ 7,000.00
Workforce Pathway Chair	\$ 2,000.00
Yearbook Sponsor	\$ 2,050.00
Junior High Stipends	
Stipend	Amount
AP/Dean Mentor Stipend	\$ 1,500.00
Athletic Coordinator	\$ 3,500.00
Band Asst. Director	\$ 7,000.00
Band Director	\$ 8,500.00
Campus Tech Advisory Committee	\$ 1,000.00
Campus Wellness Coordinator	\$ 750.00
Career Ladder 2	\$ 1,500.00
Career Ladder 3	\$ 3,000.00

Stipend	Amount
Dance Academy	\$ 2,500.00
Deaf Ed Teacher RDSPD	\$ 3,000.00
Destination Imagination	\$ 500.00
Early Report Non-Athletic	\$ 1,000.00
Family Engagement Stipend	\$ 1,000.00
Head Theatre	\$ 2,500.00
Info Systems Certification	\$ 1,000.00
Info Systems Certification (Two)	\$ 1,500.00
Instructional Coach	\$ 1,500.00
Lead Counselor	\$ 3,000.00
Lead Credit Recovery Teacher	\$ 1,500.00
Lead Librarian	\$ 1,000.00
Lead Nurse	\$ 1,717.00
Level Leader	\$ 1,000.00
Mentor Stipend	\$ 500.00
Model Teacher	\$ 1,000.00
National Honor Society	\$ 1,250.00
Newspaper Sponsor	\$ 500.00
Orchestra Asst. Director	\$ 2,500.00
Orchestra Director	\$ 4,500.00
PBIS	\$ 750.00
Pep Squad Sponsor	\$ 1,010.00
SPED - Specialized Programs**	\$ 3,000.00
Step Team	\$ 1,500.00
Student Council Sponsor	\$ 1,000.00
U.I.L. Coach	\$ 1,500.00
Vocal Music Asst. Director	\$ 2,080.00
Vocal Music Director	\$ 4,000.00
Yearbook Sponsor	\$ 1,010.00

Elementary School Stipends

Stipend	Amount
AP/Dean Mentor Stipend	\$ 1,500.00
Behavior Interventionist	\$ 2,000.00
Campus Tech Advisory Committee	\$ 1,000.00
Campus Wellness Coordinator	\$ 750.00
Career Ladder 2	\$ 1,500.00
Career Ladder 3	\$ 3,000.00
Deaf Ed Teacher - RDSPD	\$ 3,000.00
Department Leader	\$ 1,000.00
Stipend Name	Amount

District Lead Teacher	\$ 1,500.00
Elementary Choir	\$ 500.00
FADL Elementary	\$ 1,000.00
Family Engagement Stipend	\$ 1,000.00
Induction Coach	\$ 750.00
Info Sys Certification	\$ 1,000.00
Info Systems Certification (Two)	\$ 1,500.00
Instructional Coach	\$ 1,500.00
Lead Librarian	\$ 1,000.00
Lead Nurse	\$ 1,717.00
Lead Teacher	\$ 1,000.00
Lone Star Challenge	\$ 355.00
Mentor Stipend	\$ 500.00
Model Teacher	\$ 1,000.00
Network PE Coordinator	\$ 1,500.00
PBIS	\$ 750.00
SPED - Specialized Programs**	\$ 3,000.00
Step Team	\$ 750.00
Teacher Leader Facilitator	\$ 1,000.00
Turn-Around Campus AP or Dean	\$ 2,500.00
UIL A+ Academics	\$ 355.00
Turn-Around Campus Principal	\$ 5,000.00
**SPED - Specialized Programs applies to Special Education Teachers assigned to work in one of the following areas of Special Education as defined by the Special Education Department: SEAS, ABLE, Alternate Curriculum, and ISPD.	

Bilingual Stipends

Bilingual stipends compensate employees who are providing bilingual services to students coded as bilingual in PEIMS. They are based on the position requirements rather than the certification/OPI.

*In order to receive a bilingual stipend, the employee must satisfy **all** of the following requirements:*

- Possess a TEA Bilingual Certification (teacher roles must have the certification) **or have passed the OPI (Oral Proficiency Interview) assessment with a score of "Advanced"**
- Work with a bilingual curriculum **or bilingual materials when serving students**
- Work with a student population **or have a caseload** comprised of a significant portion of bilingual-coded (PEIMS) students
- Utilize the bilingual certification/OPI assessment to work directly with **students** per job duties

Please note that the Bilingual Certification/OPI assessment must be in the language of the students served.

Even with the additional allowance of the OPI, an SLP or LSSP, for example, will have to document that a significant portion of his/her caseload is comprised of students coded as bilingual in PEIMS as well as being in compliance with the other stipulations. A few examples:

- Bilingual specialists do not get the stipend because they work with teachers.
- Instructional coaches do not get the stipend because they work with teachers.
- Diagnosticians meeting the requirements listed above do get the stipend.

Bilingual Stipends	
Stipend Name	Amount
Bilingual - SPED	\$ 4,000.00
Bilingual - Teacher	\$ 5,000.00

Educational Stipends

Educational stipends are designed to compensate exempt level employees who possess an advanced educational degree that is beyond the requirement for their role. If the degree is a requirement of the job they perform in the district, then the employee is ineligible for an advanced degree stipend.

Educational Stipends	
Stipend Name	Amount
Doctoral Degree	\$ 1,500.00
Master's Degree	\$ 1,500.00

District Stipends

District stipends are stipends that are awarded by a particular department. The department assigned as the stipend owner determines the eligibility requirements and are approved by the department. SPED Department Lead is district level department leads for the following: Diagnostician, Homebound, Occupational Therapist, Vision, Music Therapist, 18 PLUS, Adapted PE, LSSP, SLP, Physical Therapist. These stipends are assigned by a district level Administrator in conjunction with the campus leadership.

District Stipends	
Stipend Name	Amount
Behavior Interventionist	\$ 2,000.00
CADRE	\$ 3,000.00
Department Lead - SPED	\$ 3,000.00
Destination Imagination	\$ 500.00
District Lead Teacher	\$ 1,500.00
Election Administrator	\$ 2,800.00
Entrepreneurship Contest Coordinator	\$ 5,000.00
Instructional Coach	\$ 1,500.00
Lead Counselor	\$ 3,000.00
Lead Nurse	\$ 1,717.00
Lead Principal Stipend	\$ 1,500.00
Lone Star Challenge	\$ 355.00
Mandt System Trainer	\$ 2,000.00
Post Secondary Facilitator	\$ 2,000.00

Technology Stipends

Technology Stipends	
Stipend Name	Amount
Info Sys Certification (one)	\$ 1,500.00
Info Sys Certification (two)	\$ 2,000.00
Project Leader	\$ 2,000.00

Athletics Stipends

Athletics Stipends	
Athletic Coordinator-HS	\$ 6,000.00
Athletic Coordinator- JH	\$ 4,500.00
Athletic Trainer	\$ 8,500.00
Game Administrator	\$ 3,500.00
Network PE Coordinator	\$ 1,500.00
Ticket Coordinator- HS	\$ 3,000.00
Ticket Coordinator- JH	\$ 1,000.00
Ticket Coordinator Softball - Workman	\$ 250.00
Certified Pool Operator	\$ 10,000.00
Head Coach – High School	
<p>Serves as head coach for a school team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility. High School Coaches who coach year-round are eligible to receive a head coach stipend and an Assistant Coach Stipend.</p>	
Archery	\$ 9,500.00
Baseball	\$ 9,500.00
Basketball, Girls and Boys	\$ 9,500.00
Cross Country, Girls and Boys	\$ 9,500.00
First Assistant	\$ 9,500.00
Football	\$ 9,500.00
Golf Girls and Boys	\$ 9,500.00
Soccer Girls and Boys	\$ 9,500.00
Softball	\$ 9,500.00
Swimming	\$ 9,500.00
Tennis	\$ 9,500.00
Track, Girls and Boys	\$ 9,500.00
Volleyball	\$ 9,500.00
Wrestling Girls and Boys	\$ 9,500.00
Assistant Coach – High School	
Archery	\$ 6,000.00
Baseball	\$ 6,000.00
Basketball, Girls and Boys	\$ 6,000.00
Cross Country, Girls and Boys	\$ 6,000.00
Football	\$ 6,000.00
Golf Girls and Boys	\$ 6,000.00

Soccer Girls and Boys	\$ 6,000.00
Softball	\$ 6,000.00
Swimming	\$ 6,000.00
Tennis	\$ 6,000.00
Track, Girls and Boys	\$ 6,000.00
Volleyball	\$ 6,000.00
Wrestling Girls and Boys	\$ 6,000.00
Soccer Girls and Boys	\$ 6,000.00
Junior High School (must coach 3 sports)	
Basketball, Girls and Boys	\$ 2,600.00
Cross Country, Girls and Boys	\$ 2,600.00
Football	\$ 2,600.00
Soccer Girls and Boys	\$ 2,600.00
Track, Girls and Boys	\$ 2,600.00
Volleyball	\$ 2,600.00
Wrestling	\$ 2,000.00
Tennis	\$ 2,000.00
4th Sport	\$ 2,000.00

Differentials

Differentials	
Differential Name	Amount
Extra Duty	\$ 1.00
FNS Level I - Technician	\$ 0.10
FNS Level II - Technician	\$ 0.20
FNS Level III - Specialist	\$ 0.30
FNS Level IV - Specialist	\$ 0.40
Info Sys Certification 1	\$ 0.52
Night Pay	\$ 0.20
SNE Translator	\$ 1.50
Special Duty - Aux	\$ 0.50
SPED - Specialized Programs	\$ 0.50
Zone Lead Pay	\$ 2.50