



2023-2024

Compensation Manual

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Compensation Terminology

Administrative Calculation (admin calc) – The process for which AISD places administrators and professionals in a salary schedule using experience calculation to place employees with their peers and the number of workdays within the pay grade.

Back Pay – An amount of pay due to an employee for periods prior to the current pay period.

Career Pathway Positions – AISD defines career pathway positions as instructional coaches, counselors, curriculum specialists, educational diagnosticians, assistant principals, academic deans, academic directors, and principals.

Change in Months – The movement of an employee from one position to another at the same pay grade, but with a different number of months, days, or schedule.

Creditable Year of Service – The number of days that determines whether an employee qualifies for base pay increases. 90 days of full-time or 180 days of half-time service earned during a 12-month period as defined by TEA Guidelines.

CTE – Career and Technology Education

Demotion – A demotion occurs when an employee moves into a position that is in a lower pay grade than the position she/he was in previously.

Duty Schedule (work schedule) – The number of specified days employees are required to work within the position's annual work schedule.

Exempt Employee – An employment status that indicates that an employee is exempt from the provisions of the Fair Labor Standards Act (FLSA) regarding payment of overtime wages. Exempt employees are paid on a salaried basis.

Extended Time – Employees on the Teacher Placement Table who work beyond the regular contract year (as determined by the principal) shall be paid at their daily rate of pay. Extended time cannot be used for working during summer school.

Fair Labor Standards Act (FLSA) – A federal law which governs minimum wage, overtime pay, and equal pay for employees in the same type of jobs, and child labor. The law also has extensive recordkeeping requirements.

Interim Pay – Temporary additional pay for a regular employee assigned to perform duties of a higher-level position on a temporary basis.

Midpoint – The midpoint of the structure is considered the competitive market rate for the job. AISD attempts to align employee pay rates with the midpoint of their relative pay ranges. This will vary by salary structure.

Non-Exempt Employee – An FLSA employment status that indicates an employee must receive overtime compensation at a rate of one and one-half times the regular rate of pay for all hours worked over 40 in a work week.

Overtime – Working hours in excess of a regular working day or week. Under the Fair Labor Standards Act (FLSA), non-exempt employees must be paid one-and-one-half times their normal wage rates for all hours worked in excess of 40 in any work week.

Pay Grade – The numeric designation that identifies the range of difficulty and responsibilities of work and the level of qualification requirements for the job.

Pay Period – A recurring length of time over which employee time is recorded and paid (i.e. 24 pay periods a year).

Pay Plan – A compensation and payroll construct that groups people who have like work schedules and like professional attributes. Please see the section titled ‘Compensation Pay Structures.’

Peers – Other employees in your same position, pay grade, and/or calendar with similar years of qualifying creditable experience.

Positive Pay – An employee who clocks in and out and is only paid for the time clocked.

Promotion – A promotion occurs when an employee moves into a position which is in a higher pay grade than the position she/he was in previously.

Re-evaluation – This is the process used for assessing the value of a job when the duties and responsibilities of an existing job have changed substantially.

Regular status employee – This status indicates that an employee works for AISD on an open-ended basis, rather than for short periods of time. Regular-status employees can be classified further as either salaried (exempt) or hourly (nonexempt).

Salary – A salary is an annual compensation amount paid to exempt employees in exchange for the performance of job duties. Monthly rates for exempt employees are calculated by dividing their annual salary by the number of months in their work schedule. Longevity, allotment pay, and performance contract pay are not used to calculate a salaried employee’s base salary.

Salary Survey – Provides information concerning outside pay levels for a wide variety of positions. AISD also conducts special surveys which pertain to special competitive situations and other pay practices which are strategically important to the district.

SBEC – State Board for Educator Certification

Service Record – An official document used by Texas school districts to record service/experience and unused State days.

Structure Adjustment – Periodically, the district may choose to increase or decrease the minimum, midpoint, and/or maximum of any or all of the pay grades. When this process occurs, it is a structure adjustment.

TEA – Texas Education Agency

Temp/Hourly (temporary status) – An employment status indicating that the temporary status employee is compensated with an hourly wage versus a monthly salary. Hourly employees are paid only for hours worked. Temp/Hourly workers are restricted to a maximum of 19.5 hours per week or 20-30 hours per week for a maximum of 90 days. If they work more than 30 hours per week for longer than 90 days, permission must be granted by the Office of Talent Strategy (Human Capital).

Transfer / Lateral – A lateral transfer occurs when an employee moves into a position which is in the same pay grade and duty days as the position he/she was in previously. A lateral transfer does not result in a pay adjustment. A change in work schedule only is not considered a lateral transfer.

Compensation Philosophy and Department Responsibilities

The District's greatest resource is its human capital. AISD strives to prepare every student with the knowledge and skills to thrive in college, career, and life. To accomplish the AISD mission, the strategic framework of AISD points specifically to employee well-being, the human capital that prepares our students.

The compensation department's function is to direct the strategic planning, design, & implementation of all district compensation programs. Each component promotes an atmosphere that attracts, motivates, and retains high-performing employees and provides support to the organizational mission of educating all students for success. Austin ISD seeks to provide compensation that is competitive within the parameters of the Board of Trustees' approved budget and complies with all state and federal regulations governing compensation practices.

Compensation for district positions is based on market competitiveness and pay equity for the position. Market competitiveness is valued separately for operational positions and career pathways positions. Campus-based career pathway positions are largely based on local and urban peer districts with the same or similar positions. District operational positions are largely compared to the local market's competitive pay for similar positions.

Compensation management at AISD is a multi-faceted process focused on furthering the organization's compensation philosophy. The major aspects include defining and evaluating jobs, establishing pay rates and ranges for jobs, determining the proper compensation level for employees, and administering various aspects of the program.

Austin Independent School District is an equal opportunity employer and does not discriminate based on race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, gender expression, genetic information, or any other basis prohibited by law. The District is required by Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, The Americans with Disabilities Act, and the Age Discrimination Act of 1975, as amended, as well as board policy not to discriminate in such a manner (not all prohibited bases apply to all programs).

Elements of Compensation

The following policies reflect the major elements of the compensation management process at AISD.

Defining and Evaluating Jobs

Job evaluation is a systematic process for determining the relative value of various jobs within the district. Once a position has been in use for a period of time, re-evaluation may become necessary if the scope of the job has changed substantially.

Determining a Job's Market Value

Once a position's relative internal value has been established through the AISD job evaluation process, the Compensation Department determines its dollar value in the external marketplace. To accomplish this, the Compensation Department relies on a series of surveys, which allows comparisons with numerous types of positions.

Through combining the information obtained from both the job evaluation process and the market valuation process, jobs can be assigned to appropriate pay grades.

Determining an Employee's Actual Pay Rate

Once the position has been assigned a specific pay grade, that grade's pay range will be used to assist in assigning the employee's salary or pay rate.

Many other factors can impact an employee's pay rate within a particular pay grade. A series of policies used to determine how employees are paid, based on factors such as experience, the length of the work schedule, and even the job family associated with certain positions.

Administering Pay Over the Long Term

The prior three steps are just the beginning of compensation management at AISD. Over time, any number of changes can be made to an employee's pay rate. From promotions and transfers to periodic adjustments made to pay grades and individual pay, the Compensation Department monitors and occasionally may recommend adjustments to employee pay and the supporting structures in order to achieve external competitiveness and internal equity. New policies may also be adopted from time to time.

Unless expressly so provided, new compensation policies are not retroactive.

As the Superintendent designee, the Compensation Department will be responsible for setting the compensation rates annually for the following positions/duties:

- Temp/Hourly
- Supplemental
- Stipends

Additionally, each year, the Compensation Department will put forward a compensation plan for the district that will be submitted to the school board as part of the annual budget.

Employee Benefits

The following information provides the framework for AISD Employee Benefits:

1. General Eligibility Criteria:

- Regular employees employed at .5 FTE or higher are eligible to enroll in all Austin ISD Employee Benefits programs.
- Substitute and Temp/Hourly employees may be eligible for medical insurance coverage only, provided that they have worked an average of thirty (30) hours per week during the 12 month measurement period.

2. District Contributions:

- The district contributes up to \$6,484.80 annually toward employee benefits.
- Medical Insurance - Austin ISD contributes \$500 monthly toward each eligible employee's medical premiums. Employees must be enrolled in the district-sponsored medical coverage to receive the contribution.
 - For employees enrolled in HSA Seton plan with Employee-only coverage: The total plan premium is \$375 monthly. The district will pay this amount and the remaining \$125 deposited to the employee's HSA account, if elected and eligible.
- Short-Term Disability - Austin ISD pays a portion of the premium for this benefit if elected.
- Basic Life Insurance - Austin ISD provides a \$10,000 life insurance policy to each regular employee at no cost to the employee.

Salary Calculations

Service Credit Applied

Non-Exempt Classified Employees:

Salaries are determined through a review of relevant experience credit by placement at the appropriate salary structure. Salary structures are Auxiliary (AUX 1-13C), Instructional Support (IS 1-8), Non-Instructional Support (NIS 1-9), Bus Drivers (BD), Police Department (PD 1-6), Technology (IT 1-5).

New employees are hired at the minimum rate of pay for their respective pay grade at the time of hire but may be eligible for a higher salary placement based on properly documented prior work experience that is relevant to the position for which they are being hired. This process will compensate the employee for prior related work experience.

Credit may be granted for a college degree from an accredited college or university. If we receive your degree within one hundred thirty-five (135) calendar days of your new assignment, your salary may be retroactive to the beginning of your new appointment for the current school year. If your degree is submitted after April 1st, even still within the 135 days, it may be applied at the start of your assignment for the following school year.

As a general rule the following guidelines shall apply:

For a position that does not require a degree, an Associate's degree will be counted as the equivalent of one (1) year of experience credit. A Bachelor's degree will be counted as the equivalent of two (2) years of experience credit. A Master's degree or higher degree will be counted as the equivalent of three (3) years of experience credit.

Exceptions: The Office of Talent Strategy (Human Capital) may also set a rate of pay that is above or below a standard rate of pay for an employee's position and level of experience, typically to maintain salary equity based on comparable levels of experience with other employees in the same pay grade as well as the number of calendar days worked. Such placements will be reviewed by Compensation.

Police Officers:

Experience as a licensed, commissioned police officer will be accounted for in salary calculations for officer and command-level positions. It is the employee's responsibility to provide the necessary documentation for salary consideration. Documentation may include official degree transcripts (for education verification) and TCOLE reports (for certification verification). Completed years of service are based on the school year calendar, which runs from July through June. While an officer may have earned an additional year of service as evidenced on their TCOLE report, the additional year would not be applied to their AISD service record until July 1. For employees being selected for a promotional opportunity, salary placement within the PD pay structure will account for years of experience as a licensed, commissioned police officer.

Professional Employees:

Professional positions in the AP1, AP2, AP3P, and AP4P pay structures will have their service records evaluated for job-related classified experience (capped at 3 years) and all professional and administrative experience evaluated at a 1:1 ratio. All professional employees outside the AP pay structures (AUX 13P-14; NIS10; IT 6-7; RS1; RS2; IC-1; LIB01 & C-1) will be placed on the scale based on their relevant professional and administrative experience at a 1:1 ratio. NIS10 & IT6-7 will be capped at 3 years of classified experience. AUX13P-14 will be capped at 10 years of classified experience. Teaching experience will be capped at 10 years.

Administrators:

Administrative operational positions in the AP3A, AP4A, and AP5-16 pay structures will have their service records evaluated for relevant professional and administrative experience only and will have credit applied at a 1:1 ratio. All administrative employees outside the AP pay structures will be placed on the scale based on their professional and administrative experience at a 1:1 ratio. Positions outside the AP pay structure are IT 8-10. Career Pathways professional positions in all pay structures will be placed in the structures based on service records provided for professional and administrative experience at a 1:1 ratio. Teaching experience will be capped at 10 years.

Teachers:

New teacher salaries are determined through experience credit by placement at the appropriate year on the Teacher Compensation Placement Table. AISD grants one (1) year of teaching experience for every (1) year of TEA-approved teaching experience. This does not automatically increase pay from year to year. After year one with AISD, teachers are paid based on the points they earn on the PPFT scale, plus any other board-approved raise.

Librarians:

Salaries are determined through experience credit by placement at the appropriate year on the Librarian Compensation Placement Table. AISD grants one (1) year of experience for every (1) year of TEA-approved experience. This does not automatically increase pay from year to year. After year one with AISD, increases are based on board approval.

Counselors:

Salaries are determined through experience credit by placement at the appropriate year on the Counselor Compensation Placement Table. AISD grants one (1) year of experience for every (1) year of TEA-approved experience. This does not automatically increase pay from year to year. After year one with AISD, increases are based on board approval.

Instructional Coaches:

Salaries are determined through experience credit by placement at the appropriate year on the Instructional Coach Compensation Placement Table. AISD grants one (1) year of experience for every (1) year of TEA-approved experience. This does not automatically increase pay from year to year. After year one with AISD, increases are based on board approval.

Related Services – (Applied Learning Skills Specialist, Audiologist, Autism Specialist, Assistive Technology Specialists, Behavior Support Specialist, Licensed Mental Health Professional, Mental Health Specialist, Occupational Therapist, Physical Therapist, Speech Language Pathologist, Orientation & Mobility Instructor, GS Specialist Early Childhood, Early Childhood Intervention Transition Specialist):

Salaries are determined through experience credit by placement at the appropriate year on the Related Services Compensation Placement Table. AISD grants one (1) year of experience for every (1) year of TEA-approved experience. This does not automatically increase pay from year to year. After year one with AISD, increases are based on board approval.

LSSP/Educational Diagnostician:

Salaries are determined through experience credit by placement at the appropriate year on the LSSP/Ed Diagnostician Compensation Placement Table. AISD grants one (1) year of experience for every (1) year of TEA-approved experience. This does not automatically increase pay from year to year. After year one with AISD, increases are based on board approval.

IT (Technology):

Since technology positions are compared to peers in the marketplace, service credit is used to calculate salary based on the below formula:

0 – 2 years	Minimum of Salary Range
3 – 5 years	5% above the Minimum
6 – 8 years	10% above the Minimum
9 – 11 years	15% above the Minimum
12 – 15 years	20% above the Minimum
16 + years	Midpoint of Salary Range

While credit may be applied at a 1:1 ratio, many placement schedules within AISD are capped at the top for years of service.

New Hire/Permanent Change of Assignment

Upon newly hired and/or a permanent change of assignment within the district, an employee must request their service records from their former school district for evaluation within **135** days of their start date in the new position. The service record must be submitted to the Compensation Department by the former school district and the Compensation Department will verify that the documentation submitted reflects work experience related to the employee's current AISD position.

- The employee will receive credit for prior work experience at the time the proper documentation is submitted if within the **135** days. The Compensation Department will make the salary adjustment retroactive to the employee's date of hire.
- For employees not returning in the subsequent school year and have not submitted service records/supplemental experience forms by April 1st, the opportunity for retroactive compensation and/or pay corrections will be forfeited.
- If additional experience is submitted within the 135 days but after April 1st, the salary adjustment will take effect July 1st or the first duty day of the employee's new calendar in the following school year. Relevant work experience is determined by the compensation department. If no agreement can be reached over relevant experience by the compensation department, the final determination is made by a chief human resources officer. Experience in non-exempt jobs will not be considered for salary purposes when the candidate is moving to an exempt role outside of the NIS10, IT6-7, AUX13P-14, AP 1, AP2, AP3P, & AP4P structures. The non-exempt experience may be used to qualify for the exempt job but not as experience credit to determine a salary. Salaries are determined according to AISD policies and procedures, regardless of funding source. The salary amount of previous incumbents is not a factor in determining the salaries of their replacements.

Junior Reserve Officers Training Corps (JROTC) Instructors

JROTC instructors will be paid on the 207-day salary schedule or according to active duty Armed Forces pay requirements as advised by the JROTC Coordinator, if the amount is greater. Both school experience and active-duty experience may be counted for local salary credit Tex. Admin. Code. §153.1021(d)(2).

Should the JROTC instructor transfer into a full-time teaching position, the military experience will not be credited unless it meets the TEA guidelines. JROTC personnel will be paid in compliance with active-duty Armed

Forces pay requirements stated on his/her Military Instructor Pay (MIP) letter assignment and reviewed twice a year.

Career and Technology Education (CTE) Teachers:

For CTE Teachers, prior work experience (not to exceed two years) will be considered in determining initial salary as if it were teaching experience with the following limitations:

- Work experience must have been required for certification; or
- The teacher must have been employed in a CTE position within the 1982-1983 school year and thereafter for at least 50% of the time in an approved CTE position.
- Prior (non-school, professional) work experience is not creditable towards the Teacher Retirement System.

A CTE teacher without a degree may be employed if they possess comparable career or technological work, provided they possess an appropriate certificate. In the absence of a bachelor's degree, eight years of specifically related work experience will be credited for compensation determinations. Prior work experience not accredited by TEA should be documented on a statement of qualifications form provided by the Career and Technology Department. The District of Innovation district waiver rules apply to CTE teacher positions.

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.

Returning Employees

Employees who return to a previously held position will be placed at the appropriate pay level for the position for which they are selected. This may differ from the pay level and/or position they occupied at the time of their departure.

Returning teachers to a teaching position with less than 2 school years of separation from the district will be placed at the value of the currently adopted new hire schedule based on creditable years of service plus any PPFT earnings while previously employed. Returning teachers over 2 years of separation of service is placed at the value of the currently adopted new hire schedule without PPFT.

Police Officers who are hired for the same position following a break-in service shall be placed according to the procedures for placement of new hires. If rehired to a position at a different pay grade level or following a break in service, the employee's pay rate will be calculated according to the procedures for the placement of new hires.

Documentation of Service Credit for Experience

To receive service credit for prior work experience from a school district, employees must request service records be provided to the Compensation Department via email and sent to reviewhr@austinisd.org from their former districts on an official Texas Education Agency (TEA) record and they must be validated by the appropriate institutional official. The following forms of documentation are acceptable for review by the Compensation Department:

- Service records from each previous school district
- 1040 & 1065 Tax returns (Self-employment for private practice only)

- Completed Supplemental Experience Form submitted from previous employers specifying position held, dates of employment, and hours worked.
- Military Service – DD 214 (service experience must relate to position)

Determining Pay for Promotion

A promotion occurs when an employee is selected to a new position in a higher-level pay grade. The promoted employee will be placed on the placement scale according to their years of experience for the respective position.

The following outlines the promotional adjustments for all regular employees promoted to regular status positions:

Scope of Promotion AISD Promotion Policy

Classified Non-Exempt Staff:	Any employee on the NIS 1-9, IT 1-5, IS 1-8, AUX 1-13C, BD, PD 1-6 pay structure who is promoted to an ascending pay grade shall receive the placement value in the new pay grade unless it is below 3%. If the employee placement is below 3%, the employee will be given 3% above their current pay rate.
Professional/Administrative Exempt Staff:	Any employee on the AP 1-16, NIS 10, IT 6-10, AUX 13P-14 pay structure who is promoted to an ascending pay grade shall receive the placement value in the new pay grade unless it is below 3%. If the employee placement is below 3%, the employee will be given 3% above their current pay rate.
Teachers	Any teacher moving outside the teacher pay structure will be placed in the new pay structure for that position.
Librarians	Any librarian moving outside the librarian pay structure will be placed in the new pay structure for that position.
Counselor	Any Counselor moving outside the counselor pay structure will be placed in the new pay structure for that position.
Instructional Coach	Any Instructional Coach moving outside the instructional coach pay structure will be placed in the new pay structure for that position.
Related Services – (Applied Learning Skills Specialist, Audiologist, Autism Specialist, Assistive Technology Specialist, Behavior Support Specialist, Licensed Mental Health Professional, Mental Health Specialist, Occupational Therapist, Physical	Any Related Services position moving outside the related services pay structure will be placed in the new pay structure for that position.

Therapist, Speech Language Pathologist, Orientation & Mobility Instructor, GF Specialist Early Childhood, Early Childhood Intervention Transition Specialist)	
LSSP/Educational Diagnostician	Any LSSP/Ed Diag moving outside the related services pay structure will be placed in the new pay structure for that position.

Involuntary Transfer, Administrative Transfer & Transfer Due to Staffing Reductions/Reorganizations

Employees who are reassigned to a lower pay range or transfer due to an administrative transfer, a reorganization, or a reduction in staff will be placed in the new pay range with a salary commensurate with the position and in line with other employees currently in the position to which they are reassigned. If the work schedule changes as part of the reassignment, then pay is adjusted accordingly.

Salary Freezes

An employee experiencing a salary freeze will have their pay maintained for the duration of the employee’s contract or for the duration of the current school year. If the employee remains in the lower-level job assignment after a new school year starts, the salary will be adjusted to reflect the pay grade associated with the lower position.

Back Payment

A back payment will occur if the employee was paid less than the amount that the employee should have been paid under the assigned pay grade. If a request for back payment is presented in the current fiscal year, each situation will be reviewed on a case-by-case basis and a determination will be made by the Compensation Department.

For supplemental earnings, back payment can only be rectified back to July 1 of the current school year.

Overpayment

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 related supplemental earnings. The Compensation Department has the right to rectify the issue based on the respective case of the occurrence (this includes recovering the funds for the current year only and employees may work with the Payroll Department regarding repayment plans).

Employees of AISD are not entitled to any overpayments and the District may deduct any wage overpayments from one or more paychecks. The District shall provide the employee with benefits as provided by state law and Board policy. The District reserves the right to amend its policies at any time, in accordance with Board policy at the Board's sole discretion.

Raises

A compensation package is put forward to the school board as part of the annual budgeting process. Depending on the details of the compensation package and school board approval, raises may be given to the entire district, selected pay grades, structures, or individuals.

Salary Proration

Salaried employees who start an assignment after the start of the calendar start date will receive a prorated salary for the remaining calendar days within the position. In these situations, employees will receive an offer letter of their assignment denoting an hourly or daily rate dependent on the position type and the actual days remaining in that assignment for the year.

Resignations

When a salaried employee resigns prior to the end of their calendar, the employee's last paycheck is calculated based on the number of duty days actually worked up to the effective resignation date. The last paycheck may vary from previous months depending on the total base salary amount the employee has received for the current fiscal year.

Employees Working Summer School Assignments

Summer school assignments are considered extra optional assignments performed after completion of the regular or contract work schedule and are not classified as extended time assignments. Employees working an additional authorization during the summer will be paid at the base hourly rate for the additional assignment. Transportation hourly employees are to be paid based on the type of work performed. The summer rates of pay are based on the summer assignment at set established rates or if it is a continuation of normal school year duties during the summer the employee's rate of pay. See table below:

Clerk, Teaching Assistant, Non-Instructional Aide, Custodian	Regular hourly rate
Food Service	Adjusted summer rates of pay
Instruction/Tutoring Certified Employee	\$34.50/hour
Tutoring	Current T/H or supplemental rate as applicable
Administrative	See Administrative/Professional Rate Table

Employees often resign or retire from Austin ISD at the end of the school year. ***Please note that a separation of employment at the end of the contract or school year prohibits summer supplemental work.**

Pay Administration & Salary Structures

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.

The District shall pay all employees over 12 months in equal semi-monthly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations.

Pay cycles run from either July through June or August through July, depending on the start date of the employee's position. Employees who are paid on a monthly basis receive 24 semi-monthly paychecks per year. For monthly employees who work 9, 10, or 11 months per year, the annualized earnings are paid out over 24 semi-monthly paychecks per year. For employees paid on a monthly basis, the base semi-monthly paycheck is calculated as follows:

Base daily rate of pay (pro-rated for any employee who works less than full-time)

- X total number of duty days to be paid in the employee's duty year
- = total annualized earnings for the employee's duty year
- ÷ 24 (number of paychecks in the annual payroll cycle)
- = semi-monthly base salary paid to the employee (not including deductions or adjustments)

Hiring Placement

Non-Exempt Classified Employees: The basis for a Classified employee's salary is an hourly rate of pay. New hires will be given experience credit on a year-for-year basis. Current employees who have been selected for a promotion will be given experience credit on a year-for-year basis, up to a maximum of thirty years.

Police: New hires will be given experience credit on a year-for-year basis. Current employees who have been selected for a promotion will be given experience credit on a year-for-year basis, up to a maximum of thirty years. Positions in pay grades PD4 – PD6 require previous law enforcement experience – the minimum placement scales reflect those minimums e.g. PD4 - Sergeant - For current AISD law enforcement officers, the incumbent must have at least four (4) years of combined law enforcement experience. If applying for this position outside of AISD, the applicant must have eight (8) years of combined law enforcement experience, supervisory experience preferred. Incumbent must complete a TCOLE recognized First Line Supervision course within one year from the date of appointment". PD 6 – Lieutenant must have at least six (6) years of law enforcement experience and must have held the rank of Sergeant within the AISD Police Department for at least twelve (12) months. If applying for this position from outside AISD, the applicant must have held a supervisory position for a minimum of three (3) years, command level experience preferred, and have ten (10) years of combined law enforcement experience. Incumbents must complete a TCOLE recognized First Line Supervision course within one year from the date of appointment.

Professional/Administrative: These positions are placed into the pay structure based on their years of experience, peer placement, number of calendar days of the position, and market value.

Teacher: These positions will be placed into the pay structure based on their years of experience at the time of hire.

Librarian: These positions will be placed into the pay structure based on their years of experience at the time of hire.

Counselor: These positions will be placed into the pay structure based on their years of experience at the time of hire.

Instructional Coach: These positions will be placed into the pay structure based on their years of experience at the time of hire.

Related Services – (Applied Learning Skills Specialist, Audiologist, Autism Specialist, Assistive Technology Specialist, Behavior Support Specialist, Licensed Mental Health Professional, Mental Health Specialist, Occupational Therapist, Physical Therapist, Speech Language Pathologist, Orientation & Mobility Instructor, GS Specialist Early Childhood, Early Childhood Intervention Transition Specialist): These positions will be placed into the pay structure based on their years of experience at the time of hire.

LSSP/Ed Diagnostician: These positions will be placed into the pay structure based on their years of experience at the time of hire.

Late Start Employees: For employees who begin working in a position after the established beginning date for the position, the number of days remaining to be paid in the duty year, the annualized earnings and the number of semi-monthly paychecks remaining in the annual payroll cycle will be calculated from the date that the

employee began working in the position. This will allow the remaining annualized earnings for late-start employees to be paid out in equal semi-monthly payments for the remainder of the employee's annual payroll cycle.

Base daily rate of pay (pro-rated for any employee who works less than full-time)

$$\begin{aligned} & \times \text{ actual duty days worked} \\ & = \text{ total annualized earnings for the employee's duty year} \\ & \div \text{ number of semi-monthly paychecks left in annual payroll cycle} \\ & = \text{ semi-monthly base salary paid to the employee (not including deductions or adjustments)} \end{aligned}$$

Night Shift Differential:

Custodians and Police Officers are the only positions eligible for night shift differential. The night shift differential rate is \$1.10/hour. Custodians have this automatically added into their assignment based on their coding in the HR system. Police have the differential applied if they work between the hours of 6 pm and 6 am.

Temporary Dual-Site Differential:

Effective October 10, 2022, Food Service Managers are eligible for a temporary differential when covering dual sites. The dual-site differential rate is \$2.00/hour. The Executive Director of Food Service or designee will be responsible for notifying Talent Strategy of the temporary change in a timely manner.

Compensation Pay Structure

Non-Exempt Classified Employees: Salary structures are Auxiliary (AUX 1-13C), Instructional Support (IS 1-8), Non-Instructional Support (NIS 1-9), Bus Drivers (BD), Police Department (PD 1-6), Technology (IT 1-5).

Professional Employees: Professional operational positions are in the following pay structures: AP 1, 2, 3P, 4P; AUX 13P - 14; NIS 10; IT 6-7

Administrators: Administrative operational positions in the AP3A, 4A, 5-16, IT 8-10 pay structures.

Teacher: Teachers are on a traditional step and grade pay structure upon initial hire. After initial hire, teachers are then placed into the PPFT system.

Librarian: Librarians are on a traditional step and grade pay structure upon initial hire. Thereafter, librarians are paid at scale plus any board approved raises.

Counselor: Counselors are on a traditional step and grade pay structure upon initial hire. Thereafter, counselors are paid based on board-approved raises.

Instructional Coach: Instructional Coaches are on a traditional step and grade pay structure upon initial hire. Thereafter, instructional coaches are paid based on board-approved raises.

Related Services – (Applied Learning Skills Specialist, Audiologist, Autism Specialist, Assistive Technology Specialist, Behavior Support Specialist, Licensed Mental Health Professional, Mental Health Specialist, Occupational Therapist, Physical Therapist, Speech Language Pathologist, Orientation & Mobility Instructor, GF Specialist Early Childhood, Early Childhood Intervention Transition Specialist): Related service positions on a traditional step and grade pay structure upon initial hire. Thereafter, related service positions are paid based on board-approved raises.

Related Services - (LSSP/Ed Diagnostician): LSSP/Educational Diagnosticians are on a traditional step and grade pay structure upon initial hire. Thereafter, LSSP/Educational Diagnosticians are paid based on board-approved raises.

Administrative/Professional Pay Plan

Prior to 21-22 the following pay grades underwent calendar changes: AP 1-16 levels, NIS 10, AUX 13P & 14, IT 6-10. Employee pay in these pay grades were recalculated resulting in a rate increase. Those employees were held harmless. As of July 19, 2022, calculations are based on the number of workdays posted on the job description.

2023-2024 Administrative/Professional Pay Plan					
Pay Grade	Duty Days		Minimum	Midpoint	Maximum
AP1	187	Days	\$45,029.600	\$52,953.912	\$60,932.080
	226	Days	\$54,420.800	\$63,997.776	\$73,639.840
AP2	187	Days	\$52,113.160	\$61,288.128	\$70,521.440
	197	Days	\$54,899.960	\$64,565.568	\$74,292.640
	207	Days	\$57,686.760	\$67,843.008	\$78,063.840
	209	Days	\$58,244.120	\$68,498.496	\$78,818.080
	210	Days	\$58,522.800	\$68,826.240	\$79,195.200
	220	Days	\$61,309.600	\$72,103.680	\$82,966.400
AP3	226	Days	\$62,981.680	\$74,070.144	\$85,229.120
	187	Days	\$54,716.200	\$64,345.952	\$70,796.704
	197	Days	\$57,642.200	\$67,786.912	\$74,582.624
	202	Days	\$59,105.200	\$69,507.392	\$76,475.584
	207	Days	\$60,568.200	\$71,227.872	\$78,368.544
	208	Days	\$60,860.800	\$71,571.968	\$78,747.136
AP4	210	Days	\$61,446.000	\$72,260.160	\$79,504.320
	220	Days	\$64,372.000	\$75,701.120	\$83,290.240
	226	Days	\$66,127.600	\$77,765.696	\$85,561.792
	187	Days	\$57,456.872	\$67,635.656	\$71,085.432
	197	Days	\$60,529.432	\$71,252.536	\$74,886.792
	210	Days	\$64,523.760	\$75,954.480	\$79,828.560
AP5	212	Days	\$65,138.272	\$76,677.856	\$80,588.832
	226	Days	\$69,439.856	\$81,741.488	\$85,910.736
	187	Days	\$60,332.184	\$70,949.296	\$74,569.616
	207	Days	\$66,395.664	\$78,083.712	\$82,068.048
	210	Days	\$67,752.720	\$79,675.680	\$83,741.280
	212	Days	\$68,397.984	\$80,434.496	\$84,538.816

	220	Days	\$70,979.040	\$83,469.760	\$87,728.960
	226	Days	\$72,914.832	\$85,746.208	\$90,121.568
AP6	215	Days	\$72,828.240	\$85,645.680	\$90,014.480
	220	Days	\$74,521.920	\$87,637.440	\$92,107.840
	226	Days	\$76,554.336	\$90,027.552	\$94,619.872
AP7	215	Days	\$76,466.040	\$89,925.040	\$94,512.280
	226	Days	\$80,378.256	\$94,525.856	\$99,347.792
AP8	226	Days	\$84,384.784	\$99,335.136	\$104,401.152
AP9	226	Days	\$88,592.000	\$104,182.384	\$109,497.904
AP10	226	Days	\$95,688.400	\$112,529.920	\$118,270.320
AP11	226	Days	\$102,813.728	\$118,192.576	\$123,363.456
AP12	226	Days	\$113,092.208	\$130,002.432	\$135,690.400
AP13	226	Days	\$124,001.680	\$142,009.360	\$148,001.072
AP13B	226	Days	\$129,000.800	\$147,008.480	\$153,000.192
AP14	226	Days	\$161,828.656	\$186,025.120	\$194,162.928
AP15	226	Days	\$169,930.304	\$195,338.128	\$203,882.736
AP16	226	Days	\$178,415.248	\$205,095.904	\$214,067.200
AP17	226	Days	Open	Open	Open

2023-2024 Auxiliary Pay Plan			
Pay Grades	Minimum hourly rate	Midpoint hourly rate	Maximum hourly rate
Aux 1	\$20.000	\$22.577	\$25.566
Aux 2	\$20.480	\$23.132	\$26.210
Aux 3	\$20.974	\$23.706	\$26.878
Aux 4	\$21.483	\$24.297	\$27.563
Aux 5	\$22.007	\$24.906	\$28.271
Aux 6	\$22.547	\$25.532	\$28.998
Aux 7	\$23.103	\$26.179	\$29.749
Aux 8	\$23.676	\$26.845	\$30.522
Aux 9	\$24.266	\$27.529	\$31.316
Aux 10	\$25.080	\$28.260	\$31.830
Aux 11	\$27.180	\$30.670	\$34.944

Aux 12	\$28.340	\$31.980	\$36.484
Aux 13	\$33.210	\$37.580	\$41.95
Aux 14	\$37.280	\$42.250	\$47.220
BD 183	\$25.000	\$28.380	\$32.305
BD 207	\$22.476	\$25.450	\$28.903

2023-2024 Non-Instructional Support Pay Plan			
Pay Grades	Minimum hourly rate	Midpoint hourly rate	Maximum hourly rate
NIS 1	\$20.000	\$22.577	\$25.566
NIS 2	\$20.480	\$23.132	\$26.210
NIS 3	\$20.974	\$23.706	\$26.878
NIS 4	\$21.483	\$24.297	\$27.563
NIS 5	\$22.007	\$25.060	\$28.523
NIS 6	\$23.000	\$26.460	\$30.236
NIS 7	\$24.530	\$28.290	\$32.345
NIS 8	\$26.580	\$30.780	\$35.185
NIS 9	\$28.840	\$33.490	\$38.300
NIS 10	\$30.816	\$35.853	\$41.038

2023-2024 Instructional Support			
Pay Grades	Minimum hourly rate	Midpoint hourly rate	Maximum hourly rate
IS 1	\$20.000	\$22.577	\$25.566
IS 2	\$20.480	\$23.132	\$26.210
IS 3	\$20.974	\$23.706	\$26.878
IS 4	\$21.483	\$24.297	\$27.563
IS 5	\$22.007	\$25.060	\$28.523
IS 6	\$22.560	\$26.010	\$29.583
IS 7	\$24.230	\$27.980	\$31.870
IS 8	\$26.570	\$30.770	\$35.117

2023-2024 Police Pay Plan			
Pay Grades	Minimum hourly rate	Midpoint hourly rate	Maximum hourly rate
PD 1	\$26.180	\$31.040	\$35.900
PD 2	\$28.870	\$34.330	\$39.790
PD 3	\$30.610	\$36.450	\$42.290
PD 4	\$31.940	\$38.080	\$44.220
PD 5	\$36.980	\$44.210	\$51.440
PD 6	\$42.370	\$50.790	\$59.210

2023-2024 Information Technology Pay Plan					
Pay Grade	Duty Days		Minimum	Midpoint	Maximum
IT 1	260	Days	\$40,227.200	\$48,713.600	\$57,200.000
IT 2	209	Days	\$36,416.160	\$44,274.560	\$52,132.960
	233	Days	\$40,597.920	\$49,358.720	\$58,119.520
	260	Days	\$45,302.400	\$55,078.400	\$64,854.400
IT 3	260	Days	\$53,185.600	\$64,916.800	\$76,648.000
IT 4	260	Days	\$55,993.600	\$68,432.000	\$80,870.400
IT 5	260	Days	\$58,968.000	\$72,155.200	\$85,342.400
IT 6	226	Days	\$58,579.200	\$71,868.000	\$85,156.800
IT 7	226	Days	\$61,236.960	\$75,194.720	\$89,152.480
IT 8	226	Days	\$66,823.680	\$82,173.600	\$97,523.520
IT 9	226	Days	\$69,897.280	\$86,006.560	\$102,115.840
IT 10	226	Days	\$74,941.600	\$92,316.480	\$109,691.360

2023-2024 Additional Incentives

Sign-On Bonuses 2023-2024			
Incentive Name	Eligibility	Payment Timeframe	Payment Amount
Special Education Teacher	New hires for 23-24; TRS eligible, certified in the assignment and teaching full-time (1.0) or part-time (0.5-0.99 FTE) in a Special Education resource or inclusion setting, hired as of 9/30/2023 . Employee must remain active in a special education teaching position and in a paid status through 05/24/2024.	One Time Lump Sum Payment June 2024	\$3,000 full-time/ \$1,500 part-time
	New hires for 23-24; TRS eligible, certified in the assignment and teaching full-time (1.0) or part-time (0.5-0.99 FTE) in a Special Education resource or inclusion setting, hired as of 10/01/2023 . Employee must remain active in a special education teaching position and in a paid status through 05/24/2024.	One Time Lump Sum Payment June 2024	\$1,500 full-time/ \$750 part-time
Special Education Related Service	New hires for 23-24; Full-time (1.0) or part-time (0.5-0.99) Educational Diagnosticians, Occupational Therapists, Physical Therapists, Licensed Specialists in School Psychology, and Speech Language Pathologists hired as of 9/30/2023 . Employee must remain active in a special education teaching position and in a paid status through 05/24/2024.	One Time Lump Sum Payment June 2024	\$3,000 full-time/ \$1,500 part-time
	New hires for 23-24; Full-time (1.0) or part-time (0.5-0.99) Educational Diagnosticians, Occupational Therapists, Physical Therapists, Licensed Specialists in School Psychology, and Speech Language Pathologists hired as of 10/01/2023 . Employee must remain active in a special education teaching position and in a paid status through 05/24/2024.	One Time Lump Sum Payment June 2024	\$1,500 full-time/ \$750 part-time
Special Education Teacher Assistant	New hires for 23-24; Full-time (1.0) or part-time (0.5-0.99 FTE) in a Special Education resource or inclusion setting, hired as of 9/30/2023 . Employee must remain active in a special education TA position and in a paid status through 05/24/2024.	One Time Lump Sum Payment June 2024	\$1000 full-time/ \$500 part-time

	New hires for 23-24; Full-time (1.0) or part-time (0.5-0.99 FTE) in a Special Education resource or inclusion setting, hired as of 10/01/2023 . Employee must remain active in a special education TA position and in a paid status through 05/24/2024.	One Time Lump Sum Payment June 2024	\$500 full-time/ \$250 part-time
Bilingual Teacher Education	New hires for 23-24; TRS eligible, certified in the assignment and teaching full-time (1.0) or part-time (0.5-0.99 FTE) in a bilingual classroom setting, hired as of 9/30/2023 . The employee must remain active in a bilingual-designated teaching position and in a paid status through 05/24/2024.	One Time Lump Sum Payment June 2024	\$1,500 full-time/ \$750 part-time
	New hires for 23-24; TRS eligible, certified in the assignment and teaching full-time (1.0) or part-time (0.5-0.99 FTE) in a bilingual classroom setting, hired as of 10/01/23 . The employee must remain active in a bilingual-designated teaching position and in a paid status through 05/24/2024.	One Time Lump Sum Payment June 2024	\$750 full-time/ \$375 part-time
Lump Sum Stipends			
Lead Instructional Coach	Assigned to a full-time Instructional Coach position. The role of Lead Instructional Coach is to support a cohort of approximately 18 instructional coaches through professional learning, asynchronous means of communication, and coaching support and calibration.	One Time Lump Sum Payment June 2024	\$2,000
Reading Academies	Staff employed by Austin ISD at the time of completion of HB3 Reading Academy and who maintain employment with Austin ISD in a campus-based Chapter 21 position the following school year in AISD will receive \$1,000 dollars upon successful completion and state verification.	One Time Lump Sum Payment (paid to returning employees school year following completion)	\$1,000

2023-2024 New Hire Pay Plan for Teachers

The scale referenced is the new-hire placement scale, which shows the starting salary for a new-to-AISD teacher based on their years of experience at the time of hire. This scale does not reflect actual salaries for current teachers.

Years of Experience	Daily Rate	187- Day Annual Salary
0	\$298.632	\$55,844.184
1	\$300.104	\$56,119.448
2	\$302.024	\$56,478.488
3	\$303.592	\$56,771.704
4	\$305.256	\$57,082.872
5	\$306.832	\$57,377.584
6	\$307.528	\$57,507.736
7	\$311.112	\$58,177.944
8	\$311.688	\$58,285.656
9	\$312.264	\$58,393.368
10	\$312.832	\$58,499.584
11	\$313.408	\$58,607.296
12	\$313.984	\$58,715.008
13	\$314.560	\$58,822.720
14	\$315.136	\$58,930.432
15	\$315.704	\$59,036.648
16	\$316.288	\$59,145.856
17	\$317.680	\$59,406.160
18	\$319.864	\$59,814.568
19	\$321.960	\$60,206.520
20	\$326.328	\$61,023.336
21	\$330.776	\$61,855.112
22	\$335.056	\$62,655.472
23	\$339.328	\$63,454.336
24	\$343.792	\$64,289.104
25	\$348.064	\$65,087.968

26	\$352.432	\$65,904.784
27	\$356.712	\$66,705.144
28	\$361.160	\$67,536.920
29	\$365.528	\$68,353.736
30	\$369.808	\$69,154.096

2023-2024 New Hire Pay Plan for Librarians		
Years of Experience	Daily Rate	187- Day Annual Salary
0	\$298.632	\$55,844.184
1	\$300.104	\$56,119.448
2	\$302.024	\$56,478.488
3	\$303.592	\$56,771.704
4	\$305.256	\$57,082.872
5	\$306.832	\$57,377.584
6	\$307.528	\$57,507.736
7	\$311.112	\$58,177.944
8	\$311.688	\$58,285.656
9	\$312.264	\$58,393.368
10	\$312.832	\$58,499.584
11	\$313.408	\$58,607.296
12	\$313.984	\$58,715.008
13	\$314.560	\$58,822.720
14	\$315.136	\$58,930.432
15	\$315.704	\$59,036.648
16	\$316.288	\$59,145.856
17	\$317.680	\$59,406.160
18	\$319.864	\$59,814.568

19	\$321.960	\$60,206.520
20	\$326.328	\$61,023.336
21	\$330.776	\$61,855.112
22	\$335.056	\$62,655.472
23	\$339.328	\$63,454.336
24	\$343.792	\$64,289.104
25	\$348.064	\$65,087.968
26	\$352.432	\$65,904.784
27	\$356.712	\$66,705.144
28	\$361.160	\$67,536.920
29	\$365.528	\$68,353.736
30	\$369.808	\$69,154.096

2023-2024 New Hire Pay Plan for Counselors (C1)				
Total Experience	Daily Rate	187 – Day Annual Salary	197 – Day Annual Salary	207 – Day Annual Salary
0	\$309.448	\$57,866.776	\$60,961.256	\$64,055.736
1	\$312.544	\$58,445.728	\$61,571.168	\$64,696.608
2	\$315.672	\$59,030.664	\$62,187.384	\$65,344.104
3	\$318.832	\$59,621.584	\$62,809.904	\$65,998.224
4	\$322.024	\$60,218.488	\$63,438.728	\$66,658.968
5	\$325.248	\$60,821.376	\$64,073.856	\$67,326.336
6	\$328.504	\$61,430.248	\$64,715.288	\$68,000.328
7	\$331.792	\$62,045.104	\$65,363.024	\$68,680.944
8	\$335.112	\$62,665.944	\$66,017.064	\$69,368.184
9	\$338.464	\$63,292.768	\$66,677.408	\$70,062.048

10	\$341.848	\$63,925.576	\$67,344.056	\$70,762.536
11	\$345.264	\$64,564.368	\$68,017.008	\$71,469.648
12	\$348.720	\$65,210.640	\$68,697.840	\$72,185.040
13	\$352.208	\$65,862.896	\$69,384.976	\$72,907.056
14	\$355.728	\$66,521.136	\$70,078.416	\$73,635.696
15	\$359.288	\$67,186.856	\$70,779.736	\$74,372.616
16	\$362.880	\$67,858.560	\$71,487.360	\$75,116.160
17	\$366.512	\$68,537.744	\$72,202.864	\$75,867.984
18	\$370.176	\$69,222.912	\$72,924.672	\$76,626.432
19	\$373.880	\$69,915.560	\$73,654.360	\$77,393.160
20	\$377.616	\$70,614.192	\$74,390.352	\$78,166.512
21	\$381.392	\$71,320.304	\$75,134.224	\$78,948.144
22	\$385.208	\$72,033.896	\$75,885.976	\$79,738.056
23	\$389.064	\$72,754.968	\$76,645.608	\$80,536.248
24	\$392.952	\$73,482.024	\$77,411.544	\$81,341.064
25	\$396.880	\$74,216.560	\$78,185.360	\$82,154.160
26	\$400.848	\$74,958.576	\$78,967.056	\$82,975.536
27	\$404.856	\$75,708.072	\$79,756.632	\$83,805.192
28	\$408.904	\$76,465.048	\$80,554.088	\$84,643.128
29	\$412.992	\$77,229.504	\$81,359.424	\$85,489.344
30	\$417.120	\$78,001.440	\$82,172.640	\$86,343.840

2023-2024 New Hire Pay Plan for Instructional Coach (IC1)			
Total Experience	Daily Rate	187 – Day Annual Salary	197 – Day Annual Salary
0	\$294.720	\$55,112.640	\$58,059.840
1	\$297.664	\$55,663.168	\$58,639.808
2	\$300.640	\$56,219.680	\$59,226.080

3	\$303.648	\$56,782.176	\$59,818.656
4	\$306.688	\$57,350.656	\$60,417.536
5	\$309.752	\$57,923.624	\$61,021.144
6	\$312.848	\$58,502.576	\$61,631.056
7	\$315.976	\$59,087.512	\$62,247.272
8	\$319.136	\$59,678.432	\$62,869.792
9	\$322.328	\$60,275.336	\$63,498.616
10	\$325.552	\$60,878.224	\$64,133.744
11	\$328.808	\$61,487.096	\$64,775.176
12	\$332.096	\$62,101.952	\$65,422.912
13	\$335.416	\$62,722.792	\$66,076.952
14	\$338.768	\$63,349.616	\$66,737.296
15	\$342.152	\$63,982.424	\$67,403.944
16	\$345.576	\$64,622.712	\$68,078.472
17	\$349.032	\$65,268.984	\$68,759.304
18	\$352.520	\$65,921.240	\$69,446.440
19	\$356.048	\$66,580.976	\$70,141.456
20	\$359.608	\$67,246.696	\$70,842.776
21	\$363.208	\$67,919.896	\$71,551.976
22	\$366.840	\$68,599.080	\$72,267.480
23	\$370.512	\$69,285.744	\$72,990.864
24	\$374.216	\$69,978.392	\$73,720.552
25	\$377.960	\$70,678.520	\$74,458.120
26	\$381.736	\$71,384.632	\$75,201.992
27	\$385.552	\$72,098.224	\$75,953.744
28	\$389.408	\$72,819.296	\$76,713.376
29	\$393.304	\$73,547.848	\$77,480.888

30	\$397.240	\$74,283.880	\$78,256.280
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2023-2024 New Hire Pay Plan for Related Services 1 (RS1) (Applied Learning Skills Specialist, Audiologist, Autism Specialist, Assistive Technology Specialist, Behavior Support Specialist, Licensed Mental Health Professional, Mental Health Specialist, Occupational Therapist, Physical Therapist, Speech Language Pathologist, Orientation & Mobility Instructor, GF Specialist Early Childhood, Early Childhood Intervention Transition Specialist)					
Total Experience	Daily Rate	187 – Day Annual Salary	197 – Day Annual Salary	210 – Day Annual Salary	226 – Day Annual Salary
0	\$324.936	\$60,763.032	\$64,012.392	\$68,236.560	\$73,435.536
1	\$328.184	\$61,370.408	\$64,652.248	\$68,918.640	\$74,169.584
2	\$331.464	\$61,983.768	\$65,298.408	\$69,607.440	\$74,910.864
3	\$334.776	\$62,603.112	\$65,950.872	\$70,302.960	\$75,659.376
4	\$338.120	\$63,228.440	\$66,609.640	\$71,005.200	\$76,415.120
5	\$341.504	\$63,861.248	\$67,276.288	\$71,715.840	\$77,179.904
6	\$344.920	\$64,500.040	\$67,949.240	\$72,433.200	\$77,951.920
7	\$348.368	\$65,144.816	\$68,628.496	\$73,157.280	\$78,731.168
8	\$351.848	\$65,795.576	\$69,314.056	\$73,888.080	\$79,517.648
9	\$355.368	\$66,453.816	\$70,007.496	\$74,627.280	\$80,313.168
10	\$358.920	\$67,118.040	\$70,707.240	\$75,373.200	\$81,115.920
11	\$362.512	\$67,789.744	\$71,414.864	\$76,127.520	\$81,927.712
12	\$366.136	\$68,467.432	\$72,128.792	\$76,888.560	\$82,746.736
13	\$369.800	\$69,152.600	\$72,850.600	\$77,658.000	\$83,574.800
14	\$373.496	\$69,843.752	\$73,578.712	\$78,434.160	\$84,410.096
15	\$377.232	\$70,542.384	\$74,314.704	\$79,218.720	\$85,254.432
16	\$381.008	\$71,248.496	\$75,058.576	\$80,011.680	\$86,107.808
17	\$384.816	\$71,960.592	\$75,808.752	\$80,811.360	\$86,968.416
18	\$388.664	\$72,680.168	\$76,566.808	\$81,619.440	\$87,838.064
19	\$392.552	\$73,407.224	\$77,332.744	\$82,435.920	\$88,716.752

20	\$396.480	\$74,141.760	\$78,106.560	\$83,260.800	\$89,604.480
21	\$400.448	\$74,883.776	\$78,888.256	\$84,094.080	\$90,501.248
22	\$404.456	\$75,633.272	\$79,677.832	\$84,935.760	\$91,407.056
23	\$408.504	\$76,390.248	\$80,475.288	\$85,785.840	\$92,321.904
24	\$412.592	\$77,154.704	\$81,280.624	\$86,644.320	\$93,245.792
25	\$416.720	\$77,926.640	\$82,093.840	\$87,511.200	\$94,178.720
26	\$420.888	\$78,706.056	\$82,914.936	\$88,386.480	\$95,120.688
27	\$425.096	\$79,492.952	\$83,743.912	\$89,270.160	\$96,071.696
28	\$429.344	\$80,287.328	\$84,580.768	\$90,162.240	\$97,031.744
29	\$433.640	\$81,090.680	\$85,427.080	\$91,064.400	\$98,002.640
30	\$437.976	\$81,901.512	\$86,281.272	\$91,974.960	\$98,982.576

2023-2024 New Hire Pay Plan for Related Services 2 (RS2) (LSSP, Educational Diagnostician)			
Total Experience	Daily Rate	197 – Day Annual Salary	207 – Day Annual Salary
0	\$364.416	\$71,789.952	\$75,434.112
1	\$368.704	\$72,634.688	\$76,321.728
2	\$372.984	\$73,477.848	\$77,207.688
3	\$377.272	\$74,322.584	\$78,095.304
4	\$381.560	\$75,167.320	\$78,982.920
5	\$385.848	\$76,012.056	\$79,870.536
6	\$390.128	\$76,855.216	\$80,756.496
7	\$394.416	\$77,699.952	\$81,644.112
8	\$398.704	\$78,544.688	\$82,531.728
9	\$402.984	\$79,387.848	\$83,417.688
10	\$407.272	\$80,232.584	\$84,305.304
11	\$411.560	\$81,077.320	\$85,192.920
12	\$415.840	\$81,920.480	\$86,078.880
13	\$420.128	\$82,765.216	\$86,966.496
14	\$424.416	\$83,609.952	\$87,854.112

15	\$428.704	\$84,454.688	\$88,741.728
16	\$432.984	\$85,297.848	\$89,627.688
17	\$437.272	\$86,142.584	\$90,515.304
18	\$441.560	\$86,987.320	\$91,402.920
19	\$445.840	\$87,830.480	\$92,288.880
20	\$450.128	\$88,675.216	\$93,176.496
21	\$454.176	\$89,472.672	\$94,014.432
22	\$458.264	\$90,278.008	\$94,860.648
23	\$462.392	\$91,091.224	\$95,715.144
24	\$466.552	\$91,910.744	\$96,576.264
25	\$470.752	\$92,738.144	\$97,445.664
26	\$474.992	\$93,573.424	\$98,323.344
27	\$479.264	\$94,415.008	\$99,207.648
28	\$483.576	\$95,264.472	\$100,100.232
29	\$487.928	\$96,121.816	\$101,001.096
30	\$492.320	\$96,987.040	\$101,910.240

Substitute Pay Plan

EFFECTIVE 07/01/2023

2023-2024 Teacher Substitute Pay Plan				
Teacher & Librarian Pay (Per Day)	< 60 College Hours	60+ College Hours	Degreed	Certified Teacher
Current Base Pay for Substitute Teachers	\$120.00	\$135.00	\$145.00	\$155.00
Title 1 Campus Assignment	\$10.00	\$10.00	\$10.00	\$10.00
Special Education (Life Skills, SCORES, SBS, ECSE) Assignment	\$5.00	\$5.00	\$5.00	\$5.00
AISD Retired Teacher	n/a	n/a	\$5.00	\$5.00
Long Term Teacher Pay (<i>20 consecutive days or more in the same assignment. Teacher must return back to the same assignment following the missed day(s)</i>)	\$20.00 (Full day)	\$20.00 (Full day)	\$20.00 (Full day)	\$20.00 (Full day)
	\$10.00 (Half day)	\$10.00 (Half day)	\$10.00 (Half day)	\$10.00 (Half day)
Incremental Pay (<i>45+ days in any combination of assignments</i>)	\$20.00 (Full day)	\$20.00 (Full day)	\$20.00 (Full day)	\$20.00 (Full day)
	\$10.00 (Half day)	\$10.00 (Half day)	\$10.00 (Half day)	\$10.00 (Half day)
Maximum Payout Amount	\$175.00	\$190.00	\$205.00	\$215.00

For more information regarding Substitutes, please click the link below to access the Substitute Handbook:

[2023-2024 Substitute Handbook](#)

Details:

- Teacher Substitutes will receive an additional \$20/day for completing more than 45 consecutive days in any combination of assignments OR 20 consecutive days in the same assignment.
- To achieve/maintain incremental pay, Substitute Teachers must be present for 95% of the assignment overall, unless he/she can produce documentation from their healthcare provider requiring them to miss in excess of that threshold (e.g., proof of COVID test and follows standard 5-day quarantine) OR at the approval/discretion of the Substitute Office. The Substitute Teacher must return back to the same assignment following the missed day(s).
- Permanent substitutes at non-rated schools must be a certified teacher; interview and selection by the Substitute Office is required.

- Substitute Teachers with less than 60 college credit hours are only eligible for ES or MS assignments.

Additional Positions:

- **Substitute Assistant Health Room:** \$115.00 (Full day) per day, \$57.50 (Half day)
- **Substitute School Nurse:** \$210.00 (Full day) per day, \$105.00 (Half day)
- **Substitute Counselor:** \$296.00 (Full day) per day, \$148.00 (Half day)

2023-2024 Substitute Teacher Assistant Pay Plan				
Teacher Assistant Pay (Per Day)	< 60 College Hours	60+ College Hours	Degreed	Certified Teacher
Current Base Pay for Teacher Assistants	\$110.00	\$115.00	\$120.00	\$125.00
Title 1 Campus Assignment	\$10.00	\$10.00	\$10.00	\$10.00
Special Education (Life Skills, SCORES, SBS, ECSE) Assignment	\$5.00	\$5.00	\$5.00	\$5.00
Long Term Teacher Assistant Pay (20 consecutive days or more in the same assignment)	\$20.00 (Full day)	\$20.00 (Full day)	\$20.00 (Full day)	\$20.00 (Full day)
	\$10.00 (Half day)	\$10.00 (Half day)	\$10.00 (Half day)	\$10.00 (Half day)
Incremental Pay (45+ days in any combination of assignments)	\$20.00 (Full day)	\$20.00 (Full day)	\$20.00 (Full day)	\$20.00 (Full day)
	\$10.00 (Half day)	\$10.00 (Half day)	\$10.00 (Half day)	\$10.00 (Half day)
Maximum Payout Amount	\$165.00	\$170.00	\$175.00	\$180.00
<p>Details:</p> <ul style="list-style-type: none"> • Substitute Teacher Assistants will receive an additional \$20/day for completing more than 45 consecutive days in any combination of assignments. • To achieve/maintain incremental pay, the Substitute Teacher Assistant must be present for 95% of the assignment overall unless he/she can produce documentation from their healthcare provider requiring them to miss in excess of that threshold (e.g., proof of COVID test and follows standard 5-day quarantine) OR at the approval/discretion of the Substitute Office. The Substitute Teacher must return back to the same assignment following the missed day(s). 				

Additional Positions:

- Classified Substitute (non-teaching): \$100/day (HS diploma or GED required)

Classified Temporary/Hourly Rates

EFFECTIVE 07/01/2023

An employment status indicating that the temporary status employee is compensated with an hourly wage versus a monthly salary. Hourly employees are paid only for hours worked. Temp/Hourly workers are restricted to a maximum of 19.5 hours per week or 20-30 hours per week for a maximum of 90 days. If they work more than 30 hours per week for longer than 90 days permission must be granted by the Office of Talent Strategy. Classified Temporary/Hourly rates are set by the Compensation Department. The Office of Talent Strategy may also set a rate of pay that is above or below the published rate of pay for Temporary/Hourly employees, however, it must be approved prior to work beginning.

Flat Rates Category	Flat Rate per hour
Lunchroom Monitor	\$16.00
Food Service Substitute	\$20.00
Clerical – AISD Retiree	\$20.00
Tutor – No Experience	\$15.00
Tutor - Experience	\$17.00
AVID Tutor – No Experience	\$19.00
AVID Tutor - Experience	\$20.00
Bus Driver/Athletics Bus Driver	\$25.00
Video Production/Editing Technician/Reporter	\$25.00
Instructional Tutor - Degreed	\$25.00
Fire Academy Instructor	\$30.00
Tutor - HS Student	\$13.00
Student Worker	\$13.00
ESSER Student Tutoring (for Student Workers only)	\$20.00

Pay Grade	Pay Rate per hour	Pay Grade	Pay Rate per hour
NIS01	\$20.00	IS01	\$20.00
NIS02	\$20.48	IS02	\$20.48
NIS03	\$20.97	IS03	\$20.97
NIS04	\$21.48	IS04	\$21.48
NIS05	\$22.00	IS05	\$22.00

NIS06	\$23.00	IS06	\$22.56
NIS07	\$24.53	IS07	\$24.23
NIS08	\$26.58	IS08	\$26.57
NIS09	\$28.84		
NIS10	\$34.85		

Pay Grade	Pay Rate per hour	Pay Grade	Pay Rate per hour
IT01	\$19.34	AUX01	\$20.00
IT02	\$21.78	AUX02	\$20.48
IT03	\$25.57	AUX03	\$20.97
IT04	\$26.92	AUX04	\$21.48
IT05	\$28.35	AUX05	\$22.00
IT06	\$36.82	AUX06	\$22.54
IT07	\$38.51	AUX07	\$23.10
IT08	\$42.07	AUX08	\$23.67
IT09	\$44.02	AUX09	\$24.26
IT10	\$47.23	AUX10	\$25.08
		AUX11	\$27.18
		AUX12	\$28.34
		AUX13	\$33.21
		AUX14	\$37.28

Administrative/Professional Temp/Hourly Rates

EFFECTIVE 07/01/2023

An employment status indicating that the temporary status employee is compensated with an hourly wage versus a monthly salary. Hourly employees are paid only for hours worked. Temp/Hourly workers are restricted to a maximum of 19.5 hours per week or 20-30 hours per week for a maximum of 90 days. If they work more than 30 hours per week for longer than 90 days permission must be granted by the the Office of Talent Strategy. Administrative/Professional Temporary/Hourly rates are set by the Compensation Department. The Office of Talent Strategy may also set a rate of pay that is above or below the published rate of pay for Temporary/Hourly employees, however, it must be approved prior to work beginning.

Position and Pay Grade	Rate per hour	Position and Pay Grade	Rate per hour
Principal, High School	\$67.00	AP14-Associate Superintendent	\$87.00
Principal, Middle School	\$60.00	AP13-Executive Director	\$69.00
Principal, Elementary School	\$52.00	AP12	\$67.00
Assistant Principal, High School	\$47.00	AP11-Director	\$63.00
Assistant Principal, Middle School	\$45.00	AP10	\$60.00
Assistant Principal, Elementary School	\$42.00	AP9	\$52.00
Teacher	\$36.00	AP8	\$48.00
Librarian	\$36.00	AP7	\$47.00
Instructional Tutoring Certified	\$36.00	AP6	\$45.00
Adult ESL Instructor	\$25.00	AP5	\$42.00
ESSER Tutoring	\$35.00	AP4	\$38.50
Band Instructor	\$28.00	AP3	\$37.00
		AP2	\$35.00
		AP1	\$33.00

PPFT Compensation for Teachers

BACKGROUND

Professional Pathways for Teachers (PPFT) is the result of the collaboration between Austin Independent School District, the PPFT Oversight Committee, which consists of teachers, campus administrators, and Education Austin, to design a Talent Strategy System that blends appraisal, compensation, professional learning, and teacher leadership. The Board of Trustees approved a consultation agreement to implement the PPFT Compensation Framework beginning in the 2016-2017 school year. After several years of voluntary opt-in, all AISD teachers were enrolled in PPFT Compensation beginning in the 2020-2021 school year.

Austin ISD teacher compensation is unique in that we have developed a local Talent Strategy system that includes compensation, which differentiates teacher pay based on overall effectiveness rating, the campus a teacher works on, and any optional professional growth opportunities a teacher chooses to participate in. AISD has incorporated these elements into a system that allows teachers to have ownership of their career development and compensation.

PPFT Compensation is designed to financially incent effective instructional practice and continuous professional growth. PPFT base-salary increases are calculated in addition to any Board approved salary increases or stipends a teacher may be eligible to earn. PPFT Compensation increases are TRS eligible and are calculated as part of a teacher's highest earning years.

**For PPFT eligibility, a teacher is defined as staff with a half-time or greater primary teaching assignment.*

THE FRAMEWORK

The PPFT Compensation framework builds the teacher's base salary through a point system. The points are realized as permanent base-salary increases that may be earned annually. Teachers will earn professional points each year. PPFT Compensation points are cumulative and determine the amount of additional base salary increase. Teachers can earn points from five elements: Current Year of Service, Appraisal, Professional Development Units, Leadership Pathways, and Leadership Pathways Plus 1.

**All [Title 1 campuses](#) who DO NOT qualify for the Enhanced Campus designation will receive the Title 1 Category points.*

**All Enhanced Campuses are Title 1, but they receive Enhanced Category points. Please see the Enhanced Campus explanation.*

Elements	Professional Points (per year)		
Current Year of Service <i>Max of 1 per year for participating in PPFT</i>	1		
Appraisal	Standard	Title 1	Enhanced
Effective	4	6	8
Highly Effective	8	10	12
Distinguished	10	15	20

Professional Development Unit (PDU)	3
Leadership Pathways (LP)	Professional Points (per 2 years)
<i>Complete 2-year (4 micro-credential) process</i>	15
LP Plus 3	3
Leadership Pathway Ambassador	Stipend-based Leadership Opportunity
PPfT Campus Contact	Stipend-based Leadership Opportunity

Base Salary Increases

Every teacher in AISD has an individualized base rate based on when they enter the PPfT system, their annual appraisal rating, their campus type and any optional professional learning or leadership opportunities teachers choose to pursue within the PPfT Talent Strategy System. When a teacher first enters the PPfT Talent Strategy System, the teacher's initial base salary is set by their years of experience. Once enrolled in PPfT, AISD teachers have the opportunity to earn permanent, base-salary increases outlined on the table below. Points and increases are determined at the end of the school year when final PPfT Appraisal Ratings are calculated. Any base salary increases earned will be added to the teacher's salary and paid beginning the following year. The amount associated with the points is only earned once, but the base salary increase is permanent as long as the teacher remains staffed in a qualifying teaching position in AISD.

Professional Points	Base Increase	Professional Points	Base Increase	Professional Points	Base Increase
5	\$500	110	\$750	220	\$750
10	\$750	120	\$750	230	\$750
20	\$750	130	\$750	240	\$750
30	\$750	140	\$750	250	\$750
40	\$750	150	\$750	260	\$750
50	\$750	160	\$750	270	\$750
60	\$750	170	\$750	280	\$750
70	\$750	180	\$750	290	\$750
80	\$750	190	\$750	300	\$750
90	\$750	200	\$750		
100	\$750	210	\$750		

****PPfT Compensation points are cumulative and continue to stack each year.***

****A teacher can cross multiple levels in one year and the increases are combined.***

PPfT Enhanced Compensation Campuses 2023-2024

Enhanced Compensation Campuses are defined as the top 25% of campuses with the highest instructional services index, which takes into account the percentage of economically disadvantaged students, the percentage of students served in Bilingual/ESL programs, and the percentage of students served with special education programs. Campuses with an overall F accountability rating and not in the top 25% will also be included.

Enhanced Compensation is designed to provide recruitment and retention support to campuses. All teachers will work on a Standard, Title 1, or Enhanced Compensation Campus. Below is the list of Enhanced Compensation Campuses for the 23-24 school year.

High Schools	Elementary Schools
Eastside Early College High School	Andrews Elementary
Navarro Early College High School/Navarro GPA	Barrington Elementary
Northeast Early College High School/International	Brown Elementary
Travis Early College High School/Travis GPA	Cook Elementary
	Galindo Elementary
Middle Schools	Guerrero-Thompson Elementary
Burnet Middle School	Harris Elementary
Dobie Middle School	Hart Elementary
Garcia YMLA	Houston Elementary
Sadler Means YWLA	Jaime Padron Elementary
Webb Middle School	Jordan Elementary
	Langford Elementary
Accountability Based Campuses	McBee Elementary
Martin Middle School	Overton Elementary
Paredes Middle School	Perez Elementary
Govalle Elementary	Pickle Elementary
Oak Springs Elementary	Rodriguez Elementary
Pecan Springs Elementary	Walnut Creek Elementary
Winn Montessori	Wooldridge Elementary
	Wooten Elementary

* Any additions or adjustments to Enhanced Compensation Campuses may be made throughout the year

Librarian Appraisal System Stipends

Background

Austin ISD and the Librarian Appraisal Work Group, which consists of librarians, campus administrators, and Talent Strategy staff, revised the Librarian Appraisal System in the 2023-2024 school year to align with the multi-measure systems used to evaluate teachers, counselors, and campus administrators. The Librarian Appraisal System now includes a compensation component, in the form of a stipend, based on the overall final rating. The appraisal covers 4 areas:

- Library Standards Rubric
- Professional Growth & Responsibilities
- Goal Setting
- School-wide Value-Added

The Framework

The Librarian Appraisal System uses a final rating scale with 5 rating categories: Ineffective, Progressing, Effective, Highly Effective, and Distinguished. All components will be multiplied by the percentage numbers and added together for a final score that will fall along the final rating scale shown below. Librarians will receive a final rating based on the total score.

Ineffective		Progressing		Effective		Highly Effective		Distinguished	
100	249	250	349	350	400	401	459	460	500

Stipend Incentives

In order to recruit and retain effective librarians, AISD librarians are eligible to earn one-time stipends for an Effective or better final rating on their summative score.

Stipend eligibility and amount will be determined annually at the close of each evaluation cycle.

Elements	Annual Stipend		
Appraisal Final Rating	Standard	Title 1	Enhanced
Effective	\$500	\$750	\$1,000
Highly Effective	\$750	\$1,000	\$1,250
Distinguished	\$1,000	\$1,250	\$1,500

Pay Topics

Overtime

The Fair Labor Standards Act (FLSA) requires all positions in an organization to be designated as either “exempt” or “non-exempt” according to their definitions. The employer is not required to pay overtime to employees in exempt positions but must pay overtime to employees in non-exempt positions. A nonexempt employee must have the approval of their supervisor before working beyond their normal work schedule. An employee who works beyond their normal work schedule without prior approval must be compensated in accordance with federal wage and hour laws but is subject to the District discipline process.

Nonexempt employees are paid on an hourly basis and shall be compensated for all hours worked. Nonexempt employees will be compensated for overtime, defined as any time physically worked beyond 40 hours in a work week.

- Overtime is not measured by the number of hours worked in a day.
- Overtime is not measured by time worked beyond the employee’s normal work schedule. For example, if an employee normally works 20 hours in a workweek, then any additional hours worked beyond 20 hours up to 40 hours will be paid at straight time.
- In order to qualify for overtime pay, an employee must first physically work 40 hours in a workweek. Then, any time physically worked beyond 40 hours will qualify for overtime. For example, if an employee normally works 40 hours/week, but takes one day of paid leave (due to holiday, illness, etc.), then the employee has physically worked only 32 hours in that week. Any additional time physically worked beyond 32 hours up to 40 hours will be paid at straight time. Any additional time physically worked beyond 40 hours will be paid at the overtime rate.
- An employee who qualifies for the overtime rate is compensated at one and one-half (1.5) times the employee’s regular rate of pay, or by time and one-half in earned compensatory time. • For purposes of FLSA compliance, the workweek for District employees is defined as 12:00 a.m. Saturday through 11:59 p.m. Friday.

At the District’s option, and in advance of any overtime being worked, it will be determined whether the nonexempt employee will be paid for overtime or will accrue compensatory time. The supervisor and employee should document how the employee will be compensated, and the supervisor is responsible for tracking any compensatory time the employee earns.

FLSA recognizes that employees in exempt positions may need to work more than 40 hours/week in order to accomplish the duties and responsibilities associated with the job. Employees in exempt positions are NOT required to receive any additional pay for working beyond 40 hours in a week.

Compensatory Time

Per AISD Policy DEAB (LOCAL), the supervisor and the nonexempt employee shall reach a mutual agreement in advance to determine whether the employee will receive compensatory time off, rather than overtime pay, for overtime work.

Compensatory time earned by nonexempt employees may not accrue beyond a maximum of 60 hours. If an employee has a balance of more than 60 hours of compensatory time, the District shall require the employee to use the compensatory time, or at the District’s option, the District shall pay the employee for the compensatory time.

An employee shall use compensatory time within 60 workdays from when it is earned. If an employee carries compensatory time for more than 60 workdays, the employee shall be required to take the time or, at the District's option, shall receive pay for the compensatory time.

Compensatory time may be used at either the employee's or the District's option. An employee may use compensatory time in accordance with the District's leave policies and if such use does not unduly disrupt the operations of the District. [See AISD Policy DEC(LOCAL)] The District may require an employee to use the compensatory time when in the best interest of the District.

Regular Nonexempt Staff: Non-Exempt status employees are eligible to earn compensatory time at the straight time to forty hours, and time and a half for time worked over forty.

Regular Exempt Staff: Regular status exempt employees are not eligible to earn compensatory time.

In emergency operation situations of the district, the Chief Talent Strategy Officer may grant duty exchange days for exempt staff that function like compensatory time for employees who work significantly beyond the scope of their normal duties. These days are not eligible for payment like compensatory time and must be taken within the school year.

By the nature of their positions, exempt employees are often required to work beyond a "typical" forty-hour work week.

Exempt employees are not eligible for overtime pay or compensatory time.

Compensation During Closing

An employee who works at a facility that has been closed shall not report to work unless instructed to do so by his or her supervisor or appropriate District administrator. [See AISD Policy EB for authority to close schools] The Superintendent shall determine the manner in which employees will make up the hours missed due to facility closure.

During an emergency closure of the District, each employee who is assigned to a regular, budgeted position with benefits shall continue to be paid for their regular duty schedule regardless of whether the employee is required to report to work unless otherwise provided by Board action. Following an emergency closure, the Board shall adopt a resolution or take other Board action establishing the purpose and parameters for such payments. [See AISD Policy EB for the authority to close schools]

An employee who is on scheduled leave during a facility closure shall be charged for the scheduled leave.

An exempt or nonexempt employee who is instructed to report to work to a closed facility, and the entire District is not closed, shall not receive any additional pay beyond his or her standard rate.

In the event the number of paid workdays during a facility closure extends at least one day beyond an official District holiday, nonexempt employees at that facility shall be paid at the employees' normal holiday pay for the holiday.

Premium Pay During Disasters

Nonexempt employees who are required to physically report to work on-site during an emergency closing for a disaster, as declared by a federal, state, or local official or the Board, shall be paid for all physical hours worked on-site at straight time. Should the Board approve a resolution to pay employees for work hours missed during the closure, the physical hours worked on-site will be paid in addition to the hours approved by the Board resolution. Overtime for physical time worked on site over 40 hours in a week shall be calculated and paid according to law. The Superintendent or designee shall approve payments and ensure that accurate time records are kept of actual hours worked during emergency closings.

Employee Pay Periods

AISD employees are paid as follows:

- Employees on 198 FSPH, 200 FSPH, 183 BUSD, and 207 BUSM calendars are paid semi-monthly over 10 months; however, benefit deductions only occur over 9 months and 18 pay periods(September-May). These employees are non-exempt and are considered positive pay employees.
- Employees on a BIW calendar are paid semi-monthly over 12 months for a total of 24 pay periods; benefit deductions also occur over 12 months and 24 pay periods(July-June). These employees are non-exempt and are considered positive pay employees.
- Employees on all other calendars are paid semi-monthly. These employees are a mixture of both exempt and non-exempt positions. They are considered to be on spread pay, where the pay for their annual calendar is spread evenly over the year.

Work Schedules (formerly referred as duty day schedules)

Employees are required to work the number of days specified within the position's annual work schedule. Specific work schedules are published annually and available from AISD Office of Talent Strategy, giving the beginning date and ending date for each classification of employee.

Daily Work Schedules: The following policies pertain to daily work schedules in various jobs and job categories within AISD:

- All AISD contract and regular personnel in the following categories and jobs are required to work an eight (8) hour day, exclusive of the lunch period unless assigned to a position established for a different number of hours.
- Any work schedule which requires the teacher to teach a credit course outside of the regular day must be paid at that teacher's hourly rate from campus or central office funds.
- The Superintendent has the authority to change the length of the duty day and/or the work schedule for schools and various summer programs as needed and as long as it is consistent with state law.

Additional Earnings

Stipends

Austin Independent School District defines stipends as a non-discretionary amount of earnings paid to an employee on a regular or recurring basis over the course of their duty period. The stipend allows an employee to be compensated for specific duties or occurrences that are considered beyond the scope of their present occupation, department or contract. A stipend associated with a particular supplemental duty may be prorated if the employee does not complete the supplemental duty or if the supplemental duty is terminated for any reason. Stipends are in addition to the employee's regular salary. The start dates and end dates for the supplemental duty(ies) may be different from the start and end dates under the employment contract with the

district. Stipend payouts may be disbursed semi-monthly, twice a year, or annually dependent upon how the stipend disbursement is set up in the system. Supplemental duty(ies) are at-will and are not part of an employee's employment contract with the district. There is no property right to the continuation of the supplemental duty(ies). You may resign one or more of these supplemental duties at any time or the district may reassign or terminate one or more supplemental duties at any time.

All stipends to be paid must either be outlined in the compensation manual or if newly created, executed through the create a new stipend form, which has all of the departmental approvals prior to reaching Talent Strategy. Lump sums submitted directly to payroll which circumvent the stipend processes will not be approved or paid without Chief authorization. Talent Strategy approval is required and granted on an exceptional basis only.

[*Please click here for the annual distribution of monthly stipends for 2023-2024 SY only.](#)

Splitting Stipends/LWOP/Split locations

If an employee is to split a stipend with another employee, the stipend sharing agreement form must be completed and approved by HR. If an athletic stipend is to be paid to an employee, and the employee goes on LWOP, the stipend will be paid out in full if the work (season) has been completed. If another athletic coach fills in while the employee is on LWOP, the stipend will be prorated according to duty days worked on the active assignment. If an employee is split between two campuses, they will not receive two stipends for doing the same extra duty work at two different campuses.

Grant-Funded Stipends

Occasionally, grants may have stipend requirements written into the grants. Those should be given to Talent Strategy annually for preparation and payment as well as recognition.

TEA Texas COVID Learning Acceleration Supports (TCLAS)

Texas COVID Learning Acceleration Supports (TCLAS) is a set of funding and targeted supports available to Local Education Agencies (LEAs) to accelerate student learning in the wake of COVID-19, utilizing state and federal funds.

Teacher Residency Stipends: Funds will support stipends of \$20,000 per teacher resident x 45 teacher residents total. AISD is working with Texas State and Texas Tech to identify residents.

Mentor Teacher Stipend for TCLAS Teacher Residency Program: \$2,500 stipend (full year) for Mentor Teachers supporting our Teacher Residents through TCLAS.

The Superintendent shall recommend a stipend pay schedule as part of the annual compensation plan of the District. [See AISD Policy DEA]

The Superintendent or designee may assign non-contractual supplemental duties to personnel exempt under the Fair Labor Standards Act (FLSA), as needed. [See DK(LOCAL)] The employee shall be compensated for these assignments according to the compensation plan of the District.

AISD adheres to the following guidelines for stipends:

- Stipend duties should be above and beyond the employee's normal job duties.
- A stipend is not part of an employee's salary, and employees are not guaranteed a stipend even if they have received it in the past.
- The minimum and maximum amounts of approved stipends must be followed.

- Stipend requirements and amounts will be reviewed and approved by Talent Strategy each year.
- Stipend payments can be paid semi-monthly, at the end of each semester, or in a single amount/sum at the end of the year.
- 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.

The following are eligible for stipends:

- Only exempt employees, except where otherwise noted, are eligible to receive stipends.
- Retirees should be aware that accepting stipends could jeopardize their annuities.
- Only exempt employees can be paid a stipend for working additional hours beyond the regular workday.

The following are not eligible for stipends:

- Assistant Principals/Deans are not eligible for stipends unless otherwise noted.
- Hourly employees, including hourly teachers, are not eligible to receive stipends.
- Non-Exempt employees are not eligible for stipends and are compensated for extra duties by overtime.
- Subs and Temp Hourly employees are not eligible for stipends.

Stipend Request:

A stipend request can be reviewed upon completion of the stipend authorization form housed on the online library. All stipends must be approved through the approval process before any payment or promise of payment can be made. police

Prorating Stipends:

- Stipends will be prorated based on the effective date of the stipend and the length of time left in the position for that school year.
- Stipends will be ended automatically if an employee transfers into a different position.

Note: These stipend policies will remain in effect unless superseded by later administrative action. Criteria for stipends are reviewed annually by the Compensation Office.

Advanced Degree Compensation:

Teachers and Librarians who hold/earn a master's degree (or higher) and/or were hired after SY 19-20 have received a monthly stipend. Beginning in SY 23-24, these employees will have this additional compensation added to their base pay (aligned with those earning degrees prior to SY 19-20). Employees on the AP pay structure are not eligible for the advanced degree compensation. If an advanced degree is obtained during the school year, the deadline to submit it for consideration for that school year is April 1st. Submissions after April 1st will be applied to the following school year if the employee remains in an eligible position.

Athletic Coordinators:

All high schools are given one athletic coordinator as part of their campus budget. If the campus wishes to just have the one allocated athletic coordinator, they are entitled to the full stipend amount. If a high school wishes to have two athletic coordinators, the two employees sharing the responsibilities must have equivalent duties; must each teach at least half time; and will each receive an athletic coordinator stipend reflective of reduced duties. Additionally, campus principals must exchange a FTE on their campus budget for the additional coordinator.

Athletic Coaches:

Stipend earning is designed to compensate certified teachers who serve as coaches of extracurricular athletic activities. The rules for the stipend earning require that coaches meet district and University Interscholastic League (UIL) certification requirements, as well as the minimum standard requirements of the Athletics Department.

The Athletics Department is responsible for designating coaches based on the needs of the particular school. Coach designations must be communicated by the school to the Athletics Department and then to the Compensation Department in order for the coach to be considered for the stipend earning. Some extracurricular athletic activities may require coaches to serve in the respective position throughout the year in order to be eligible to receive the stipend earning, including but not limited to athletic practices/contests and other activities and/or duties as assigned by the campus athletic coordinator or the Athletics Department executive staff. Stipend earning amounts are paid according to the Athletic Department Stipend chart and paid over 12 months from July through June.

If a coach is assigned to a sport prior to the start of the season, the coach will be eligible for the full athletic stipend. If a coach is assigned to a sport in the middle of the season, the coach will be eligible for a prorated amount of the athletic stipend based on the remaining duty days. This determination will be made in collaboration with the Campus Principal, Athletic Department, and the Compensation Department. Any Coach that leaves the district prior to the assigned sport season starting, will owe the district for any stipend amount paid out. Additionally, any Coach that leaves the district during or after a season is complete will only receive a prorated stipend amount based on the number of duty days worked. If the amount of the stipend that has already been paid out is more than the prorated amount for the number of duty days worked, an overpayment has occurred, and the District will recover the funds.

Department Chair Stipend Payment Requirements:

The purpose of the requirements outlined in this document is to ensure the appropriate payment of a department chair stipend to teachers who supervise other teachers in a department and are required to perform related additional department chair duties outside of the workday.

All high schools and middle schools are granted department chair stipends for English, Math, Science, Social Studies, and Special Education. Teachers designated as department chairs must meet the following requirements:

1. Must have a full course load (6 sections).
2. The department must have 2 or more content teachers.
3. Employees working at multi-level campuses receive the higher of the two stipends, not both.
4. All department chair stipends are subject to review and approval by both the campus principal and Talent Strategy.

For qualification purposes, a teacher reporting to more than one department chair may only be counted in the primary department where he/she teaches. Teacher assistants are not counted.

At all high schools and middle schools, an additional department chair stipend may be established for other areas (e.g., Foreign Languages, Career & Technology Education) if the teacher meets the above requirements and there are at least 5 teachers in the department. Areas may not be combined to create a department. To qualify, a list of names must be provided to HR to verify the number of teachers reporting to the department chair.

Elementary Grade Level Lead Stipend Requirements:

Each elementary school may select one teacher per eligible grade level to serve as the grade level chairperson as long as there are 2 or more teachers at a grade level. Grade levels may not be combined. A teacher may only be counted one time in the grade level in which they have the most students (split classrooms). The duties of the position include planning and preparation for grade level meetings/PLCs and/or other assigned grade level tasks by the campus administrator. Eligible grade levels include PK, K, 1, 2, 3, 4, 5 and 6 (if applicable). The special education team also qualifies for a lead stipend.

High School Stipends, 2023-2024 School Year

This list includes all regular high school stipends in AISD. All schools may not be eligible for all stipends. Each Principal will receive a list of stipends each summer for which his/her school is eligible.

	POSITION	PAY CODE	STIPEND NAME	ANNUAL AMOUNT	TOTAL DUTY DAYS	# DAYS OVER 187
FOOTBALL STIPENDS						
	12192	3521	Campus Athletic Coordinator* (single role)	\$7,400	212	25
	12192	3521	Campus Athletic Coordinator* (split role)	\$5,000	212	25
	12193	3522	Head Coach, Varsity Football	\$12,300	202	15
	12277	3586	Defensive Coordinator, Varsity Football	\$7,500	202	15
	12276	3585	Offensive Coordinator, Varsity Football	\$7,500	202	15
	12194	3523	Assistant Coach, Varsity Football	\$6,600	202	15
	12197	3524	Asst. Coach, Non-Varsity Football	\$5,100	202	15
	12197	3524	Asst. Coach, Freshman Football	\$5,100	197	10
BASKETBALL STIPENDS						
	12200	3525	Head Coach, Varsity Basketball	\$7,400	187	
	12203	3526	Assistant Coach, Jr. Varsity Basketball	\$5,000	187	
	12219	3534	Freshman Coach, Basketball	\$3,700	187	
	12220	3534	Freshman "B" Coach, Basketball	\$3,700	187	
VOLLEYBALL STIPENDS						
	12206	3527	Head Coach, Varsity Volleyball	\$7,000	202	15
	12207	3528	Assistant Coach, Jr. Varsity Volleyball	\$4,650	202	15
	12216	3533	Freshman Coach, Volleyball	\$3,450	197	10
	12217	3533	Freshman "B" Coach, Volleyball	\$3,450	197	10
TRACK STIPENDS						
	12208	3529	Head Coach, Track	\$7,000	187	
	12211	3530	Assistant Coach, Jr. Varsity Track	\$4,650	187	

	12222	3535	Freshman Coach, Track	\$3,700	187	
	12223	3535	Freshman "B" Coach, Track	\$3,700	187	
BASEBALL STIPENDS						
	12214	3531	Head Coach, Baseball	\$7,000	187	
	12215	3532	Assistant Coach, Jr. Varsity Baseball	\$4,650	187	
	12262	3567	Freshman Coach, Baseball	\$3,700	187	
SOCCER STIPENDS						
	12225	3536	Head Coach, Soccer	\$7,000	187	
	12226	3537	Assistant Coach, Soccer	\$4,650	187	
	12278	3587	Freshman Coach (JVB), Soccer	\$3,700	187	
WRESTLING STIPENDS						
	12238	3543	Head Coach, Wrestling	\$7,000	187	
	12263	3568	Assistant Coach, Jr. Varsity Wrestling	\$3,700	187	
	12264	3568	Assistant Coach (2), Jr. Varsity Wrestling	\$3,700	187	
SOFTBALL STIPENDS						
	12239	3544	Head Coach, Softball	\$7,000	187	
	12259	3564	Assistant Coach, Jr. Varsity Softball	\$4,650	187	
	12266	3569	Freshman Coach, Softball	\$3,700	187	
SWIMMING/DIVING STIPENDS						
	12235	3540	Swimming / Diving Coach	\$6,300	187	
	12258	3563	Assistant Swimming Coach	\$3,000	187	
1 Some schools may have Asst Coaches for Non-Varsity Football who are not granted additional duty days.						
OTHER ATHLETICS STIPENDS						
	21534	3577	Head Coach Water Polo	\$4,000		
	21533	3576	Assistant Coach Water Polo	\$1,750		
	12229	3538	Tennis Coach	\$6,450	187	
	12269	3582	Assistant Tennis Coach	\$3,900	187	
	12232	3539	Golf Coach	\$6,150	187	
	12272	3583	Assistant Golf Coach	\$3,000	187	
	12237	3542	Cross Country Coach	\$5,500	187	
	12273	3584	Assistant Cross Country Coach	\$3,000	187	
	12256	3561	Athletic Trainer	\$9,000	202	15
	12260	3565	Powerlifting	\$4,000	187	
NON-ATHLETICS STIPENDS						
	12242	3547	Band Director	\$14,450	212	25
	12243	3548	Assistant Band Director	\$7,500	207	20
	12244	3549	Mariachi Director	\$6,500	187	

	12245	3550	Orchestra Director	\$6,000	187	
	12246	3551	Choral Director	\$5,750	187	
	12248	3553	Dramatics Director	\$5,850	187	
			Assistant Dramatics Director	\$3,000	187	
	12249	3554	Speech & Debate Director	\$5,850	187	
	12250	3555	Assistant Speech & Debate Director	\$1,000	187	
	12251	3556	Publications Director	\$4,650	187	
	12252	3557	Future Teacher Organization Director	\$2,350	187	
	12253	3558	Production Print Shop Manager	\$5,850	187	
	12254	3559	Cosmetology	\$2,800	187	
	12255	3560	Department Chair (Stipend only. No off-period.)	\$6,000	187	
	12257	3562	UIL Academic Coordinator	\$1,500	187	
	12267	3570	Student Council	\$3,500	187	
	12268	3571	National Honor Society	\$2,350	187	
	19978	3572	Robotics	\$3,000	187	
	12352	3664	Lead Counselor	\$2,500		
	21515	3720	HS UIL Academics Coach	\$400		
	21278	3573	CTE Health Science Teacher	\$3,000		

Middle School Stipends, 2023-2024 School Year

This list includes all regular middle school stipends in AISD. All schools may not be eligible for all stipends. Each Principal will receive a list of stipends each summer for which his/her school is eligible.

	POSITION	PAY CODE	STIPEND NAME	ANNUAL AMOUNT	TOTAL DUTY DAYS	# DAYS OVER 187
FOOTBALL STIPENDS						
	12279	3591	Athletic Coordinator	\$2,000	187	
	12280	3592	Head Football Coach	\$3,300	187	
	12281	3593	Assistant Football Coach	\$3,000	187	
OTHER ATHLETICS STIPENDS						
	21532	3617	Cross Country Coach	\$1,850		
	12284	3594	Head Coach, Volleyball	\$2,250	187	
	12287	3595	Head Coach, Basketball	\$2,250	187	
	12290	3596	Head Coach, Track	\$2,250	187	
	12303	3606	Head Coach, Tennis	\$2,250	187	
	12307	3610	Head Coach, Soccer	\$2,250	187	
	12293	3597	Cheerleader Director	\$2,400	187	
	12294	3598	Pep Squad Director	\$2,000	187	

NON-ATHLETICS STIPENDS						
	12295	3599	Band Director	\$8,000	197	10
	12296	3600	Assistant Band Director	\$5,500	187	
	12297	3601	Mariachi Band Director	\$2,450	187	
	12298	3602	Orchestra Director	\$4,250	187	
	12299	3603	Choral Director	\$3,000	187	
	12300	3604	Dramatics Director	\$2,000	187	
	12301	3614	Newspaper and Yearbook Director	\$3,250	187	
	12304	3607	Future Teachers Organization Director	\$1,650	187	
	12305	3608	Department Chair (not Sp Ed, stipend only, no off-period)	\$3,000	187	
	12310	3611	Sp Ed Department Chair (Stipend only. No off-period.)	\$3,000	187	
	12311	3612	Student Council	\$1,650	187	
	12312	3613	National Junior Honor Society	\$1,650	187	
	19979	3615	Robotics	\$2,500	187	
	12352	3664	Lead Counselor	\$1,000		
	21513	3718	MS UIL Academics Coordinator	\$600		
	21514	3719	MS UIL Academics Coach	\$400		
	21468	3712	Secondary AVID	\$1500		

Elementary School Stipends, 2023-2024 School Year						
This list includes all regular elementary school stipends in AISD. All schools may not be eligible for all stipends. Each Principal will receive a list of stipends each summer for which his/her school is eligible.						
	POSITION	PAY CODE	STIPEND NAME	ANNUAL AMOUNT	TOTAL DUTY DAYS	# DAYS OVER 187
NON-ATHLETIC STIPENDS						
	21936	3728	Grade Level Lead (PK-6th Grade)/Sp Ed Dept Lead	\$1,000	187	
	12352	3664	Learning Community Lead Counselor	\$1,500		
	21470	3711	Elementary AVID	\$750		
	21516	3716	ES UIL Academics Coach	\$400		
	21512	3717	ES UIL Academics Coordinator	\$600		

Other Stipends, 2023-2024 School Year

	POSITION	PAY CODE	STIPEND NAME	ANNUAL AMOUNT	TOTAL DUTY DAYS	#DAYS OVER 187
	21293	3688	Student Device Manager	\$1,000/\$500 Per Semester		
	12340	3649	Vertical Team Principal Leader	\$2,000		
	12334	3643	National Board – Non-087	\$2,000		
	12334	3643	National Board – Non-Teaching	\$2,000		
	12335	3644	National Board - TIA One-Time Payment (Teachers only)	VARIES		
	21373	3706	Police Stipends- Bilingual (SOPI - Passing Score of Low B2 or BTSS - Passing Score of B2)	\$1,200/\$50.00		
	21370	3703	Intermediate Police Officer Certification	\$900/\$37.50		
	21371	3704	Advanced Police Officer Certification	\$1,800/\$75.00		
	21372	3505	Master Police Officer Certification	\$2,700/\$112.50		
	21374	3707	Police Department Teaching	\$2,400/\$100.00		
	21375	3708	Police Department Team Teaching	\$1,200/\$50.00		
	21376	3709	Police Stipends- Field Training Officer	\$3,000/\$125.00		
	22597	3738	Summer School Administrator Planning/Prep	\$1,500		
	22596	3737	Summer School Retention Stipend (Teachers & Asst Principals)	\$500		
	21469	3710	Gifted & Talented	\$300		
	22584	3736	Javits Stipend	\$500		
	21472	3714	PPFT Campus Contact	\$500		
	21471	3713	Teacher Induction Cohort Facilitator	\$1,000		
	21499	3715	Leadership Pathway Ambassador	\$1,500		
	21528	3723	Mentor Principal	\$1,015		
	21528	3722	Campus Innovation Connection	\$700		
	21509	3721	Summer Theater Series	\$500-\$5,500		
	21941	3730	National Alliance for Partnerships in Equity (NAPE)	VARIES		
			NAPE Micromessaging Academy Stipend - Teachers	\$350		
			NAPE Local Collaborative Leaders (LCL)	\$550		
	21928	3727	AggieTERM Residency Mentor Teacher	\$1000 Semester/ \$2000 Yearly		
	21929	3726	AggieTERM Residency Site Supervisor/Instructional Coach	\$5,000		

	21944	3731	SEL/CP&I Campus Facilitator	\$400 Semester/ \$800 Yearly		
			Campus Equity Advocate	\$400 Semester/ \$800 Yearly		
	22611	3739	Summer School Overlap Stipend	\$1000		
	22614	3740	Level I Summer Theatre Series (STS) Stipend	Varies		
	22615	3741	Level II Summer Theatre Series (STS) Stipend	Varies		
	22616	3742	Level III Summer Theatre Series (STS) Stipend	Varies		
	22617	3743	Level IV Summer Theatre Series (STS) Stipend	Varies		
	22618	3744	All-Star Head Band Director (STS)	\$3,000		
	22619	3745	All-Star Asst Head Band Director (STS)	\$1,500		
	22697	3746	Fine Arts Facilitator	Varies		
	12240	3545	Drill Team Director	\$7,100	192	5
			Assistant Drill Team Director	\$3,000	187	5
	12241	3546	Cheerleader Director	\$5,300	187	
			Assistant Cheer Director	\$3,000	187	

Bilingual Education Stipends for 2023-2024

The intent of the Bilingual Education stipend is to attract and incentivize talented educators for our Emergent Bilingual students. Recipients of the stipend are responsible for implementing a Dual Language or ESL model with fidelity. Failure to do so will result in disqualification/revocation of the stipend.

Initial Criteria:

- **Bilingual-designated** is defined and determined by the HR position title (“BIL” or “DL”)
- **Bilingual-certified** is defined as holding a Bilingual certification but not serving in a Bilingual-designated role
- SBEC-eligible employees/positions must have a valid Texas bilingual teaching certificate or one-year permit.
- Employees/positions not eligible to obtain a valid Texas bilingual teaching certificate or one-year permit must have a passing score on the Bilingual Proficiency Test - www.berlitz.us under Academic Language Test (SOPI - Passing Score of Low B2 or BTSS - Passing Score of B2).

Eligibility for the \$7000 Bilingual Stipend:

- Bilingual-designated (BIL) Classroom Teachers
- Bilingual-designated Secondary Dual Language (DL) Teachers; must be teacher of record for 3 or more DL sections
- Bilingual-designated Special Education Teachers
- Bilingual-designated Dyslexia Interventionists
- Bilingual-designated Content Intervention Teachers
- Bilingual-designated Librarians/Library Media Specialists
- Bilingual-designated Counselors
- Bilingual-certified or Proficient (via Berlitz) Educational Diagnosticians, LSSPs, Occupational Therapists, Physical Therapists, Mental Health Specialists, Licensed Mental Health Professionals and Speech and Language Pathologists
- Special Education Teachers for Hearing Impaired (DHH)
- Special Education Teachers for Vision Hard of Hearing (AI/VI)

Eligibility for the \$3500 Bilingual Stipend:

- Bilingual- or ESL-certified Teachers teaching 50% of the instructional time as co-teacher in a DL program
- Bilingual-certified Essential Area Elementary Teachers on a DL campus
- Bilingual-designated Secondary Dual Language Teachers; teacher of record for fewer than 3 DL sections
- Bilingual-certified Special Education Teachers assigned to a DL campus
- Bilingual-certified Content Intervention Teachers assigned to a DL campus
- Bilingual-certified Dyslexia Interventionists assigned to a DL campus
- Bilingual-certified Librarians/Library Media Specialists assigned to a DL campus
- Bilingual-certified Counselors assigned to a DL campus
- Bilingual-certified Instructional Coaches assigned to a DL campus
- Bilingual-certified Assistant Principals assigned to a DL campus
- Bilingual-certified Principals assigned to a DL campus
- Bilingual-certified central office Academic Coaching Specialists, AVID Program Specialists, Early Literacy Coaching Specialists, Early Learning Specialists or Multilingual Specialists

Eligibility for the \$2000 ESL Stipend (Multilingual Department Verification/Approval Required):

- **Elementary:**
 - Teacher must hold bilingual education or ESL supplemental certification

- Campus percentage of emergent bilingual students at or above the district average (as determined by snapshot)
- Percentage of students on classroom roster coded ESL at or above the district average (as determined by snapshot)

- **Secondary:**

- Teacher must hold appropriate content certification and ESL Supplemental or Bilingual certification
- Teacher is teacher of record for ESL-designated courses in grades 6-12
- Minimum of 3 sections of ESOL, ELDA, or content-specific sheltered courses.
 - Courses should be newcomer-designated courses: ESOL, ELDA, or Sheltered courses designated as such with an E or RS and with at least 50% of students in the course are newcomers (data is pulled at Fall PEIMS snapshot)
 - Newcomer is defined as a student that has been in US schools for 3 or fewer years and is still Beginning/Intermediate on TELPAS composite

Expectations regarding Duties and Responsibilities:

- Authentic implementation of Dual Language and/or Content-based Language Instruction (ESL) model
- Participation in all required professional learning pertaining to multilingual education
- Completion of all LPAC responsibilities, including training
- All other duties and responsibilities associated with multilingual education

Payment Schedule:

- The Bilingual stipend will be annualized (paid semi-monthly). The ESL stipend will be paid in two installments, half of the total amount at the end of each semester.

Proration of Stipends:

- Employees working part-time will be paid a percentage of the stipend equivalent to the percentage of a full time equivalent position worked.
- Employees meeting the stipend criteria for only part of the semester will be paid a percentage of the stipend based on the number of days meeting the stipend criteria.
- Stipends will not be paid to employees during any type of formal leave (paid or unpaid). Stipends will be prorated to deduct the portion of time on leave.
- An employee who does not work all of the assigned duty days for their position (e.g., late hire or early resignation/retirement) will be paid a percentage of the stipend determined by the days worked.
- Stipend will be prorated for remaining days upon approval of passing test/certification scores submitted mid-year.

Disclosure: All stipends are subject to board approval and the annual budget.

Special Education Stipends for 2023-2024

1. Initial Criteria:

- a. An employee's position code in the HR system must reflect that they are in a Special Education-designated position.
- b. The employee must hold a current Special Education certification and/or the appropriate license for the position.

2. Eligibility for the \$7000 Stipend:

- Special Education Teachers (\$500 extra for Life Skills, SCORES or SBS Teachers)
- Adaptive Art, Music Therapy, and Adaptive Physical Education Teachers
- V/I Teachers
- DHH Teachers
- Speech Language Pathologists
- Orientation & Mobility Specialists
- Audiologists
- Autism Specialists
- Assistive Technology Specialists
- Behavior Support Specialists
- Applied Learning Skills Specialists
- Occupational Therapists
- Licensed Specialist in School Psychology
- Educational Diagnosticians
- Mental Health Specialists
- Physical Therapists
- LMHP
- GF Early Childhood Specialist

3. Payment Schedule:

The stipend will be annualized (paid semi-monthly).

4. Proration of Stipends:

- Secondary Teachers must serve in the Special Education role a minimum of 3 sections for the full stipend. 1-2 sections will qualify for 50% of the stipend amount.
- Employees working part-time will be paid a percentage of the stipend equivalent to the percentage of a full time equivalent position worked.
- Employees meeting the stipend criteria for only part of the semester will be paid a percentage of the stipend based on the number of days meeting the stipend criteria.
- Stipends will not be paid to employees during any type of formal leave (paid or unpaid). Stipends will be prorated to deduct the portion of time on leave.
- An employee who does not work all of the assigned duty days for their position (e.g., late hire or early resignation/retirement) will be paid a percentage of the stipend determined by the days worked.

Disclosure: All stipends are subject to board approval and the annual budget.

Travel Stipends

Travel stipends are intended to cover job-related travel expenses. Examples of such expenses include vehicle, fuel, parking, mileage, etc. Travel stipends are in lieu of travel reimbursements and are only assigned to the positions listed below. The following positions are eligible for a travel stipend, for the monthly amounts indicated, and do not require a submitted travel stipend authorization form. Any employee currently using a take-home vehicle is not eligible for a travel stipend. If a travel stipend is received and later found out that the employee has a take-home vehicle, the employee will owe the stipend back to the district in full.

Position - Level 1	Annual Amount	Semi Monthly Amount (\$)	Number of Payments
Elementary School Assistant Principal	\$380	\$15.833	24
Position - Level 2	Annual Amount	Semi Monthly Amount (\$)	Number of Payments
Middle School Assistant Principal	\$506	\$21.083	24
Position - Level 3	Annual Amount	Semi Monthly Amount (\$)	Number of Payments
High School Assistant Principal	\$671	\$27.958	24
Position - Level 4	Annual Amount	Semi Monthly Amount (\$)	Number of Payments
Elementary School Principal	\$948	\$39.50	24
Position - Level 5	Annual Amount	Semi Monthly Amount (\$)	Number of Payments
Middle School Principal	\$1,788	\$74.50	24
Position - Level 6	Annual Amount	Semi Monthly Amount (\$)	Number of Payments
High School Principal	\$2,412	\$100.50	24
Position - Level 7	Annual Amount	Semi Monthly Amount (\$)	Number of Payments
Director	\$2,628	\$109.50	24
Position - Level 8	Annual Amount	Semi Monthly Amount (\$)	Number of Payments
Executive Assistant to Superintendent	\$4,800	\$200.00	24

Position - Level 9	Annual Amount	Semi Monthly Amount (\$)	Number of Payments
Special Assistant to Superintendent	\$7,500	\$312.50	24
Executive Director	\$7,500	\$312.50	24
Assistant Superintendent	\$7,500	\$312.50	24
Chief Officer	\$7,500	\$312.50	24
Position - Level 10	Annual Amount	Semi Monthly Amount (\$)	Number of Payments
Executive Director Elementary/Secondary Schools	\$9,000	\$375.00	24
Assistant Superintendent Elementary/Secondary Schools	\$9,000	\$375.00	24
Deputy Superintendent	\$9,000	\$375.00	24
Position - Level 11	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
Occupational Therapist	\$750	\$31.25	24
Position - Level 12	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
Autism Coordinator	\$900	\$37.50	24
Autism Specialist	\$900	\$37.50	24
Position - Level 13	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
Assist Tech Specialist	\$1,200	\$50.00	24
Position - Level 14	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
Teacher- ES/SE Adapt PE	\$1,000	\$41.666	24
Teacher- MS/SE Adapt PE	\$1,000	\$41.666	24
Position - Level 15	Annual Amount	Semi-Monthly Amount (\$)	Number of Payments
Teacher- ML/SE Hearing IM	\$1,500	\$62.50	24

***Employees/positions utilizing district vehicles for job duties do not qualify for travel stipend*

Cell Phone Stipends

The following positions are eligible for a cell phone stipend, for the monthly amounts indicated, and do not require a submitted cell phone stipend authorization form.

Position - Level 1	Annual Amount	Semi-Monthly Amount (\$)	Number of Months
Principal	\$480	\$20.00	24
Director	\$480	\$20.00	24
Position - Level 2	Annual Amount	Semi-Monthly Amount (\$)	Number of Months
Senior-level MIS Position	\$600	\$25.00	24
Position - Level 3	Annual Amount	Semi-Monthly Amount (\$)	Number of Months
Chief Officer	\$720	\$30.00	24
Associate Superintendent	\$720	\$30.00	24
Assistant Superintendent	\$720	\$30.00	24
Executive Director	\$720	\$30.00	24
Special Assistant to Superintendent	\$720	\$30.00	24

*[Please click here for the annual distribution of monthly stipends for 2023-2024 SY only.](#)

Other Stipends

Novice Teacher Mentoring Program Stipend

- Mentors can support and be compensated for up to 2 novice teachers at a time. A principal can request that a mentor support up to 3 novice teachers.
- Due to the number of mentor stipend combinations, the total amount a mentor can receive ranges from \$250 to \$1000 (unless the mentor has been approved to support 3 novice teachers by their principal).
- A teacher must have at least three years of successful teaching experience to qualify as a mentor.
- Mentors must meet the following requirements in order to receive a stipend:
 - Complete personalized training provided by the Professional Learning Department.
 - Complete and submit one observation of each novice teacher each semester, two total per novice teacher over the course of the school year.
 - Complete end-of-the-year surveys.
 - A mentor teacher must also meet with each novice teacher assigned to the mentor for a minimum of 12 hours each semester.

Lead Mentor Teacher Contact Stipend:

Serving as LMTC for a full school year	\$300
Serving as LMTC for one semester	\$150

**For campuses with more than 10 novice teachers LMTC stipend is increased to \$500 or \$250 for one semester.

- In addition to the required LMTC responsibilities, an LMTC may also support up to 1 novice teacher in which they can receive a mentor stipend for. A principal can request that an LMTC support up to 2 novice teachers.
- A LMTC must be a teacher or instructional coach in order to receive a stipend.
- LMTCs must meet the following requirements in order to receive a stipend:
 - Assign mentors to novice teachers in a timely manner.
 - Make revisions to mentor and novice teacher assignments throughout the school year.
 - Conduct Beginning & Middle of the Year Campus Mentoring Meetings with mentors and novice teachers.
 - Disseminate information provided by the Professional Learning Department to campus mentors.
 - Complete Lead Mentor Teacher Contact training provided by the Professional Learning Department
 - Provide support to novice teachers during Campus Orientation Day of the Teacher Induction Program (TIP) on Thursday, August 3rd

Teacher Induction Program Cohort Facilitator

Role Description: The role of a TIP Facilitator is to support our new-to-AISD teachers in a cohort format at TIP Welcome Week, through asynchronous means of connection, TIP Mid-Year and through occasional meet-ups throughout the year.

Stipend Amount: \$1,000

The TIP Facilitator will:

- Attend TIP Trainer of Trainers for two days in July
- Plan cohort content aligned to district expectations
- Attend TIP Welcome Week
- Facilitate cohort days for two days during TIP Welcome Week
- Attend and support cohort at TIP Mid-Year Conference in January
- Provide additional supports to cohort teachers throughout the year including three to four cohort meet-ups and an asynchronous means of communication between the cohort as a support

Eligibility Requirements:

Content area directors are asked for recommendations for teachers that display the following characteristics:

- Experienced teacher in content area
- Representation from campuses across all vertical teams
- Desire and passion for growing others
- High-level of confidence with district systems (technology, accessing curriculum, instructional practices, etc.)
- Strong, equity-minded teacher leader
- Principals confirm the recommendation before teachers are notified of their selection as TIP Facilitator

PPfT Campus Contact

Role Description: The PPfT Campus Contact will serve as the first line of support for teachers participating in the PPfT Talent Strategy System. The PPfT HCS consists of PPfT Appraisal, PPfT Compensation, Professional Learning, and Leadership Opportunities. Each PPfT Campus Contact will assist teachers in the PPfT Appraisal process, providing important timeline reminders and updates. PPfT Campus Contacts will help disseminate district information about opportunities available to teachers with PPfT Compensation and direct teachers and administrators to the available resources for the PPfT HCS.

The PPfT Campus Contact will:

- attend initial campus contact training with Employee Effectiveness;
- complete the annual PPfT Teacher Orientation;
- participate in an ongoing BLEND course for PPfT Campus Contact information;
- complete the introduction module in the Campus Contact Ongoing BLEND course;
- read and respond to PPfT-related emails within two (2) working days;
- complete the checkpoint modules/assignments in the ongoing BLEND course;
- send timeline reminders as appropriate for upcoming deadlines;
- utilize facilitator access in the SLO database to check in with teachers on a regular basis;
- send campus-wide communications around PPfT activities and resources;
- copy (cc:) the campus assigned district coordinator on all PPfT related correspondence;
- share information at staff meetings when appropriate;
- submit the required campus contact communication log by EOY deadline;
- provide feedback on the effectiveness of the program upon completion; and
- respect confidentiality.

Eligibility Requirements:

PPfT Campus Contacts are selected by the campus principal in May for the following year. Contacts must be in a teaching position and be participating in PPfT Appraisal and Compensation.

Stipend Amount: \$500

Stipend Information: PPfT Campus Contacts are eligible to earn a \$500 stipend after meeting all agreement terms for the school year. The stipend is paid out after the school year closes out, typically in June.

PPfT Leadership Pathways Ambassador

Role Description:The Leadership Pathway Ambassador Role offers experienced Leadership Pathway teachers the option to serve as an advocate and support for continuing to build the capacity of the Leadership Pathway Program. Each Leadership Pathway will assist their assigned Leadership Pathway Program and district level lead team in the growth and development of the program.

The Leadership Pathway Ambassador agrees to:

- complete the Leadership Pathway Ambassador Orientation by the due date,
- support the assigned LP Lead Team in the design/review of the content and professional learning activities,
- attend at least one of each separate synchronous/in-person professional learning session for the assigned LP to support facilitation of the content,
- respond within 24 hours to communications from the Leadership Pathway Lead Team,
- moderate discussion boards and activities or provide feedback on assignments in the LP BLEND course,
- complete support tasks on the timeline assigned by your Leadership Pathway Lead Team,
- read any articles or books connected to a specific pathway to be able to support participants,
- serve as a demonstration classroom to allow others to learn from your practice,
- speak with other teachers and staff about the positive impacts Leadership Pathways,
- attend LP informational sessions as needed, serve on a discussion panel, and/or share your experience,
- score Leadership Pathway submissions in the fall and spring,
- participate in #ObserveMe Protocol during the fall and spring, and
- respect the growth and development process and maintain confidentiality.

To serve in the role of a Leadership Pathway Ambassador in the 2023-2024 school year, teachers must

- have successfully completed a past Leadership Pathway that correlates with a pathway currently in session,
- be staffed in a primary teaching position and currently eligible for PPfT Appraisal and Compensation,
- remain staffed in a PPfT eligible position for the entirety of the 2023-2024 school year,
- have successfully completed a Leadership Pathway,
- have an effective or better rating on their 2022-2023 PPfT Appraisal (confirmed after opt-in),

**Please note that teachers will not be eligible to participate in a Leadership Pathway, Leadership Pathway +3, or PDU while serving in the Leadership Pathway Ambassador Role.*

Stipend Amount: \$1,500

Stipend Information: Leadership Pathway Ambassadors are eligible to earn a \$1,500 stipend after meeting all agreement terms for the 2023-2024 school year. The stipend will be paid after the school year close-out, typically in June.

Grant Exceptions

TEA Principal Residency Grant

Principal Mentor Stipend: \$500 per resident

- one time annual payment in spring semester.

Duties:

- provide coaching and mentorship
- work collaboratively alongside residents in a year-long Participatory Action Research program
- provide time, space, and opportunity for principal residents to develop and lead professional development, data driven meetings, and generally observe and participate in the day to day duties of a highly effective principal

Experience Coach Stipend: \$500 per resident

- one time annual payment in spring semester.

Duties:

- regular check-ins with principal residents and mentor principals.
- serve as support partner for the mentor principal as they learn to coach and integrate the principal residents into their school community
- offer guidance and support as the resident completes their certification requirements.
- coordinate support with mentor principals and Austin ISD Leadership Development team

If an administrator stipend is specifically identified within the grant, those payments will be paid out of grant funds for the additional duties.

Supplemental Pay

The following information provides the framework for AISD Supplemental Earnings:

1. Supplemental earnings are not guaranteed wages and may be amended or eliminated at any time.
2. Supplemental earnings are not included in individual base salaries quoted by the Compensation Department.
3. Authorization to pay approved supplemental compensation requires permission from the Principal/Director of the Campus/Department prior to actual work being performed. Supplemental rates are set by the Compensation Department and will be paid out according to the supplemental pay chart and the duties being performed.
4. An employee who has separated from the district (or is no longer active) is not eligible to accrue additional earnings past their effective separation date. A new employee is not eligible to earn supplemental pay prior to their effective start date. A new teacher attending “New Teacher Orientation” or campus professional development prior to their start date will be granted an exception processed through the Professional Learning Department.
5. A substitute employee is NOT eligible to receive supplemental earnings outside of substitute teaching. The only exception is to provide tutoring under the limitations and requirements of HB 4545 outside of regular school hours.
6. A temporary/hourly employee is NOT eligible to receive supplemental earnings.
7. Supplemental duties should take place outside of an employee’s normal work hours or calendar days and should be considered voluntary, infrequent, and distinctly different from the employee’s normal job description. A non-exempt employee that provides supplemental duties outside of their normal work hours or calendar days for another department in the same capacity as their normal position, their normal rate of pay (up to 40 physical hours worked) or time and a half (after 40 physical hours worked) would occur. When an employee works for a different department in a different capacity from their normal position, the Talent Strategy defined supplemental rate is what is to be paid. Non-exempt employees should not receive supplemental pay during their calendar days outside of the exceptions outlined in this guide.
8. All supplemental earnings are subject to the employee and employer’s statutory deductions. Earnings may qualify for Teachers Retirement System (TRS) eligibility.
9. If an employee fails to meet all criteria stipulated in the Supplemental Earnings Guide, earnings may be stopped and/or recovered. If a recovery is in order, the employee will be notified of the terms by the Payroll Department.
10. Supplemental earnings are paid at the rate commensurate with the employee’s employment category or work rate performed for supplemental duties at the time of payout.
11. Any additional supplemental pay rate needed that is not listed in the chart will be determined by Talent Strategy Compensation Department.

2023-2024 Supplemental Pay Rates

Effective 07/01/2023

This includes positions utilized for summer, which are effective June 2024.

Activity Code	Description	Hourly Rate	Rate Type	Category
ADMINISTRATOR				
12657	Assistant Principal - Elementary School	\$42.00	Hourly	Admin
12658	Assistant Principal - High School	\$47.00	Hourly	Admin
12659	Assistant Principal - Middle School	\$45.00	Hourly	Admin
12678	Principal - Elementary School	\$52.00	Hourly	Admin
12679	Principal - High School	\$67.00	Hourly	Admin
12680	Principal - Middle School	\$60.00	Hourly	Admin
ADMIN/PROFESSIONAL				
22660	Attending Staff Devel - AISD Prof Emp	\$20.00	Hourly	Prof/Admin
22661	Band Instructor (temp/hourly)	\$28.00	Hourly	Prof/Admin
52663	Counselor	\$39.00	Hourly	Prof/Admin
12685	Coach Instructional	\$36.00	Hourly	Prof/Admin
12669	Coordinator Instructional	\$42.00	Hourly	Prof/Admin
22664	Curric Writing/Prof Activity Campus Level- Prof Emp	\$25.00	Hourly	Prof/Admin
22665	Curric Writing/Prof Activity District Level- Prof Emp	\$28.00	Hourly	Prof/Admin
12666	Educational Diagnostician	\$45.00	Hourly	Prof/Admin
22668	Instruction/Tutoring - Certified Emp	\$36.00	Hourly	Prof/Admin
12670	LSSP	\$45.00	Hourly	Prof/Admin
32672	Non-Professional Activity -AISD Prof Emp	\$20.00	Hourly	Prof/Admin
12673	Occupational Therapist	\$42.00	Hourly	Prof/Admin
12674	Physical Therapist	\$42.00	Hourly	Prof/Admin
22676	Preparing Staff Devel - AISD Prof Emp (limit of .5 of the actual presentation time per title/topic)	\$25.00	Hourly	Prof/Admin

22677	Presenting Staff Devel - AISD Prof Emp	\$30.00	Hourly	Prof/Admin
12684	Speech Pathologist	\$42.00	Hourly	Prof/Admin
32698	Instructional Tutoring - Degreed	\$25.00	Hourly	Tutoring
31335	ESSER Tutoring	\$35.00	Hourly	Tutoring
ADMIN/PROFESSIONAL - Rate based on supplemental work being performed				
10653	AP1 - Supplemental	\$33.00	Hourly	Prof/Admin
10654	AP2 - Supplemental	\$35.00	Hourly	Prof/Admin
10655	AP3 - Supplemental	\$37.00	Hourly	Prof/Admin
10059	AP4 - Supplemental	\$38.50	Hourly	Prof/Admin
10656	AP5 - Supplemental	\$42.00	Hourly	Prof/Admin
10657	AP6 - Supplemental	\$45.00	Hourly	Prof/Admin
10658	AP7 - Supplemental	\$47.00	Hourly	Prof/Admin
10659	AP8 - Supplemental	\$48.00	Hourly	Prof/Admin
10660	AP9 - Supplemental	\$52.00	Hourly	Prof/Admin
10661	AP10 - Supplemental	\$60.00	Hourly	Prof/Admin
10662	AP11 - Supplemental	\$63.00	Hourly	Prof/Admin
10663	AP12 - Supplemental	\$67.00	Hourly	Prof/Admin
11100	AP13 - Supplemental	\$69.00	Hourly	Prof/Admin
12686	RS1 - Supplemental	\$42.00	Hourly	Prof/Admin
SUMMER 2024				
92688	Substitute Teacher - Summer	\$16.00	Hourly	Summer
92695	Summer Feeding - FS Employees	\$20.00	Hourly	Summer
92696	Summer Feeding - FS Managers	\$24.00	Hourly	Summer
22687	Summer Feeding - FS Area Supervisors	\$35.00	Hourly	Summer
91473	Summer School Teacher (Degreed Non-Certified)	\$25.00	Hourly	Summer
ATHLETICS				
32361	Back-up Trainers (non AISD)	\$35.00	Hourly	Athletics

22600	Bus driving by Coach for Sport Coached	\$75.00 per round trip	Flat Rate	Athletics
22362	Bus Driving by Coach for Sport Not Coached	\$25.00	Hourly	Athletics
32636	Conducting CPR Training Class (max 6 hrs)	\$25.00	Hourly	Athletics
32364	Event Supvr (Asst Dir)- Non-AISD Events	\$45.00	Hourly	Athletics
32365	Event Supvr (Athl Coor)- Non-AISD Events	\$35.00	Hourly	Athletics
32366	Game Help-Misc (Tourn. or Reg)	\$20.00	Hourly	Athletics
32367	Judging Competitions	\$25.00	Hourly	Athletics
32369	Scheduler (Tournament or Reg)	\$20.00	Hourly	Athletics
CLASSIFIED				
32371	Audio Operator	\$20.00	Hourly	Classified
32372	Camera Operator	\$20.00	Hourly	Classified
31947	Clerk	Standard Rate	Hourly	Classified
31950	Custodian	Standard Rate	Hourly	Classified
32592	Lunchroom Monitor	\$16.00	Hourly	Classified
31933	Attending Staff Devel/Training Classified AISD Emp	\$20.00	Hourly	Classified
22668	Instruction/Tutoring - Certified Emp	\$36.00	Hourly	Certified
22664	Curric Writing/Prof Activity Campus Level	\$25.00	Hourly	Classified
22665	Curric Writing/Prof Activity District Level	\$28.00	Hourly	Classified
31934	Non-Professional Activity Classified AISD Emp	\$20.00	Hourly	Classified
61949	Police Athletics Security	Standard Rate	Hourly	Classified
61952	Police Facilities Events	Standard Rate	Hourly	Classified
61953	Police District Events	Standard Rate	Hourly	Classified
61954	Police Crisis Call Out	Standard Rate	Hourly	Classified

32479	Svc Ctr H-keep - Emergency cleanup (outside of regular school year position)	\$20.00	Hourly	Classified
31946	Teacher Assistant	Standard Rate	Hourly	Classified
32491	Video Editor	\$25.00	Hourly	Classified
43283	Transportation	Standard Rate	Hourly	Transportation
STUDENT SUPPORT SERVICES				
21162	Adult ESL Instructor	\$25.00	Hourly	Student Support
22668	Instruction/Tutoring - Certified Emp	\$36.00	Hourly	Student Support
12585	Professional After-School Activities	\$36.00	Hourly	Student Support
22493	After School Enrichment Instructor Certified	\$25.00	Hourly	Student Support
31935	After School Enrichment Teacher-Non Certified (Non-Professional Activity Code)	\$20.00	Hourly	Student Support
22534	Cert Tchr Level 3 Classes	\$36.00	Hourly	Student Support
32541	Site Group Leader	\$20.00	Hourly	Student Support
32586	Licensed Site Supervisor/Site Supervisor	\$22.00	Hourly	Student Support
31971	Primetime Site Supervisor	\$25.00	Hourly	Student Support
32621	21st Century/Victory Program Site Assistant	\$22.00	Hourly	Student Support
10633	Project Specialist I and II	\$35.00	Hourly	Student Support
10634	Project Specialist III	\$37.00	Hourly	Student Support
92636	Summer Camp Director	\$20.00	Hourly	Student Support

2023-24 Staffing Compensation Exceptions

Description	Amount	Notes/Clarification
Full-Time Retire/Rehire (must be retired one full calendar year)	Teacher Salary (Local or Grant) TRS Surcharge (District Local Funds)	For candidates who are eligible for full time rehire status.
Part-Time Retire/Rehire	Amount based upon part-time position	Part-time employees can work a maximum of 19.5 hours/week
Elementary Classroom Teachers in Grades K-5 exceeding staffing ratio	\$3,000 total; paid 50% at semester (January/June)	<p>K-4: Teachers with 25 or more students on classroom roster, after leveling and verified from PEIMS snapshot date through the end of the semester. The 2nd-semester payment verification will happen on the last class day for students in April 2023.</p> <p>5th - Teachers with 29 or more students on the classroom roster, after leveling and verified from PEIMS snapshot date through the end of the semester. 2nd-semester payment verification will happen on the last class day for students in April 2023.</p> <p>NOTE: For K-4th, all other classrooms within the same language program and grade level must have a minimum of 24 students; 28 students for 5th grade.</p>
Multi-grade Elementary Teacher	\$3,000 total; paid 50% at semester (January/June)	<p>Classroom teachers assigned to a multi-grade (split) class. Verification in Frontline will be conducted in September. Any anomalies will require approval by the Chief of Talent Strategy.</p> <p>NOTE: Does not include Montessori.</p>
Secondary Extra Class Periods	Standard allocated compensation (17% daily rate)	After leveling and after reviewing the campus' master schedule, a teacher may be assigned an additional section; which must be approved by the Chief of Talent Strategy.
Innovative Staffing Model Pilot Programs	Varies	Innovative staffing models are being tested on various campuses throughout the district. Specifics of each are approved by the Chief of Talent Strategy.

2023-24 AISD Position Starting & Ending Dates

This document can be found by visiting the [Talent Strategy \(Human Capital\) Online Library](#)

(Must be logged in to your AISD account.)

Any and all exceptions to the Compensation Manual must be approved by the Chief of Talent Strategy.

– END OF DOCUMENT –



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