

COMPENSATION PLAN

2023-2024

Employees of the District shall not discriminate on the basis of, or engage in harassment motivated by, age, race, color, ancestry, national origin, handicap or disability, marital status, religion, veteran status, political affiliation, sexual orientation, gender identity, and/or gender expression. A substantiated charge of harassment against a student or employee shall result in disciplinary action.

TABLE OF CONTENTS

SECTION 1: Compensation Management	1
A. Philosophy.....	2
B. Responsibilities.....	2
C. Terminology.....	3
D. Job Descriptions.....	4
E. Pay Analysis Process.....	5
F. Exempt and Non-Exempt Status.....	5
G. Duty Schedules.....	6
H. Temporary Employees and Substitutes.....	6
SECTION 2: Salary Determination and Pay Structure	7
A. Annualized Salary.....	8
B. Pay Days	8
C. Salary Schedule Approval	8
D. Determining Salaries.....	8
1. New Hires	
2. Promotions, Demotions and Lateral Transfers	
3. Additional Assistant Principal Support at Campuses	
E. Employment after Retiring from Texas Retirement System (TRS).....	9
F. Creditable Years of Service.....	10
1. Service Records	
2. Verification of Employment	
3. Year-for-Year Credit	
4. Substitute Credit	
G. Education.....	11
H. Longevity.....	11
I. Board Approved Pay Increases.....	12
J. Reassignments.....	12
K. Salary Inquiries.....	12
SECTION 3: Salary Information	14
A. Salary Schedules.....	15

B. Teachers, Nurses, and Librarians	15
C. Administrative/Professional	17
D. Clerical/Paraprofessional.....	24
E. Auxiliary/Classified	28
F. Temporary Employees and Substitutes	31
1. Part-Time/Temporary/Substitutes (Hourly Rates)	
2. Instructional Substitutes (Daily Rates)	
G. Extra Duty Pay	32
H. Overpayment Recovery	32
I. Positions funded by Federal and/or State Grants	32
SECTION 4: Stipends, Supplements and Incentives	33
A. Critical Needs Stipends	34
1. Eligibility	
2. Length of Stipend Awards	
B. Critical Needs Stipends Schedule	35
C. ACE Demonstration Schools / College Prep School Stipends	37
D. ACE Demonstration Schools Stipends Schedule	38
E. College Prep School Stipends Schedule.....	38
F. Additional Days School Year (ADSY) Stipends Schedule	38
G. Supplemental Duty Pay	38
1. Length of Stipend Awards	
2. Partial Assignments	
3. Sponsorships	
4. Travel Supplement	
H. Supplemental Duty Schedule	39
I. Performance Pay and Incentives	51
1. Performance Pay	
2. Recruitment Incentive	
SECTION 5: Board Policy	53
A. Board Policies	54
1. DEA (Local)	
2. DEAA (Local)	
3. DEAB (Local)	

SECTION 1 – COMPENSATION MANAGEMENT

A. COMPENSATION PHILOSOPHY

Each year the Compensation Department develops and recommends a pay system for all District personnel to the Superintendent, who presents the pay system to the Board of Education for adoption. The pay system shall be designed to provide appropriate pay for the assessed worth of the individual jobs.

The system shall be administered with the intention that employee pay will:

- stay competitive with appropriate labor markets so that the District may attract and retain qualified personnel and top performers
- achieve a performance-driven work culture that ensures every student has access to an effective teacher
- reflect the levels of skill, effort, and responsibility required for different jobs
- be fiscally controlled and cost effective
- comply with all federal, state, and local laws and Board of Education policies and
- encourage outstanding individual and team performance

In addition, Aldine ISD offers a funding neutral local compensation plan that is applied consistently to local, state, and federal activities.

B. COMPENSATION RESPONSIBILITIES

The following responsibilities reflect the major elements of the compensation management process at Aldine ISD.

- Evaluate position descriptions in order to determine appropriate job levels and titles
- Participate in and analyze salary survey data
- Maintain salary ranges and pay grade system
- Manage beginning salaries and increases as approved by the Board
- Promote internal equity (fair pay in relation to other positions at Aldine ISD which require similar knowledge, skill, and responsibility)
- Promote external competitiveness (competitive pay in relation to comparable positions at other places of employment and within budgetary limitations)
- Provide consultation and research for compliance matters pertaining to wage and hour laws

- Oversee supplemental compensation
- Offer a compensation package that includes a greater reward to employees whose performance truly excels
- Oversee the employee contract process

C. COMPENSATION TERMINOLOGY

This section defines key terms and processes that are used in Compensation Management.

Annualized –Annualization is the process of spreading the payments to the employee over the entire year, even though the salary is only earned for part of the year. This gives the employee paychecks of equal amounts even when they are not working.

Base Pay - Fixed compensation paid for performing standard job duties, expressed in annual or hourly rates.

Compensation Statement – A personalized report provided annually showing name, address, title, number of contract days, years of local and qualified state experience, base pay, and extra duty supplements for the current contract year. If the employee worked the previous contract year, those amounts are also provided.

Compensatory Time – An alternate way of rewarding overtime work. Instead of paying non-exempt employees time-and-a-half for work done over the time allotted in the normal workweek, typically 40 hours, employers allow an hour and a half of time off for each hour of overtime worked.

Creditable Years of Service – Prior experience that is determined to be both relevant and verifiable.

Demotion – A demotion occurs when an employee moves into a position that pays less than the position they were in previously.

Exempt Employee – Employees who, because of their positional duties and responsibilities and level of decision-making authority, are exempt from the overtime provisions of the Fair Labor Standards Act (FLSA).

External Equity – Determining the salary of a position based on the prevailing wages in a similar external labor market. Factors that are considered include geographic location, organization size, education, and experience.

Incentive Pay – Pay that is designed to reward accomplishment of specified goals and/or outcomes.

Initial Salary Placement – The process of determining the salary for an employee when they are initially hired by the district by looking at internal and external equity values.

Internal Equity – Determining the salary of a position based on the relative internal value of the job. Factors that are considered include education, experience, responsibility, supervisory or managerial requirements, and the prevailing wages of similar positions within the District.

Job Analysis – The process of identifying and defining the required level of knowledge, skills, and abilities required to perform a job.

Job Description – Summary of the most important tasks, qualifications necessary, characteristics, and working conditions of each job.

Lateral Transfer – A lateral transfer occurs when an employee moves in to a position with a similar level of responsibility that pays the same as the position they were in previously.

Minimum Pay Rate – The lowest pay value of the lowest paying position in a pay grade.

Non-Exempt Employee – Employees who are subject to provisions for minimum wage, overtime compensation and other rights afforded by the Fair Labor Standards Act (FLSA). Non-exempt employees are normally required to account for hours and fractional hours worked.

Pay Grade – Identifies a group of positions that serve in a capacity that is similar with regard to work level and responsibility, and that are paid within the same salary range.

Promotion – A promotion occurs when an employee moves into a position with a higher level of responsibility that pays more than the position they were in previously.

Salary Schedules - A salary structure that helps determine the initial placement salary of an employee based on one or more factors such as the employee's level, rank or status within the employer's organization, and the length of time the employee has been employed. Salary schedules can include grades (including minimums, midpoints and maximums) to define the ranges of pay available to employees in each grade/range.

Salary Survey – Compensation data collected from several employers to develop an understanding of the market value and influence decisions regarding developing pay structures.

Stipend/Supplement – A fixed amount added to base pay to compensate employees for extra duties or special credentials.

D. JOB DESCRIPTIONS

The Compensation Department is responsible for maintaining and updating job descriptions with input and approval from position supervisors. The Superintendent of Schools must approve all new job descriptions.

In maintaining job descriptions, a job analysis and evaluation are performed, pay grades based on internal and external equity are recommended, and exempt or non-exempt status based on FLSA requirements is determined for all positions. The essential job functions, the mental and physical demands of the position, including the environmental factors relative to the position, are also included in each job description.

Job descriptions for most positions within Aldine ISD can be accessed by employees via the ePortal. Job descriptions are also included with all job postings on the Aldine ISD Online Application System.

E. THE PAY ANALYSIS PROCESS

Aldine ISD's pay analysis process serves several purposes:

- Provide salary equity among all jobs within the district.
- Determine the base pay of individual positions comparative to the level and extent of work to be performed.
- Allow Aldine ISD to offer competitive wages in relation to other comparable jobs in the region.

Salaries are analyzed as follows:

- Salary surveys collected from the Texas Association of School Boards (TASB) and Region IV are studied to determine the market value for each position. These surveys are used as a guide to setting the minimum and maximum pay rate for pay grades as the district strives to provide competitive salaries across all positions.
- Aldine ISD salaries are compared to the salaries of like positions in Region IV and within a relational comparison group to assist the Board in determining the approval of recommendations for salary changes.

F. EXEMPT AND NON-EXEMPT STATUS

Positions are classified as exempt or non-exempt based on criteria set by the Fair Labor Standards Act (FLSA).

Exempt employees receive their full salary regardless of the number of hours worked. They do not receive overtime pay or accrue compensatory time. Therefore, administrators are not eligible for extended day pay.

Non-exempt employees are compensated for all the time they are permitted or required to work. Accrued compensatory time is given at time-and-a-half rates. If accrued compensatory time reaches a certain level, the employee may be paid for the accrued time.

G. DUTY SCHEDULES

Different employee groups work a different number of days and have different work schedules. Each employee group has a unique Duty Schedule depicting their specific schedule. The Duty Schedule calendars are developed to line up with the district school calendar for the current school year. The calendar associated with the employee's job title will provide the start and end date of the work year and the number of non-duty days the employee receives, if applicable to the position. Duty Schedules change each year.

Duty Schedules can be found on the District website under ePortal.

H. TEMPORARY EMPLOYEES AND SUBSTITUTES

Aldine ISD employees will be paid over 12 months in 24 paychecks as prescribed by Board policy DEA (local). The only exceptions to this policy are temporary employees, substitutes, and some part-time employees who have been identified by department supervisors that will be paid only for the periods that they work and they will be paid for the actual number of hours or days that they work.

**SECTION 2 – SALARY
DETERMINATION AND
PAY STRUCTURE**

A. ANNUALIZED SALARY

Board policy DEA (Local) states that salaries for all 'salaried' employees are to be annualized and paid semi-monthly over 12 months in 24 paychecks on the 5th and 20th of each month. An employee's annual salary, regardless of the number of contract days that they work, is divided by 24 determining an equal amount that will be paid on each of the 24 paychecks. The only exceptions to this policy are temporary employees, substitutes, and some part-time employees who have been identified by department supervisors that will be paid only for the periods that they work and they will be paid for the actual number of hours or days that they work.

The annual salary for employees who start work after the first scheduled day of their duty calendar will be prorated based on the number of days worked in the contracted year. Their check amounts will be reduced accordingly.

B. PAY DAYS

Aldine ISD employees are paid on the 5th and the 20th of each month. If these dates fall on a weekend or holiday, the pay date may be adjusted to an earlier date as determined by the Board. The date of the first check of a new contract year is based on the number of contract days the employee works. Teachers on a 187-day duty schedule will receive their first check on September 5.

All employees, including full time, part time, and substitutes must receive their pay electronically by direct deposit using the bank account information provided by the employee.

C. SALARY SCHEDULE APPROVAL

On an annual basis, prior to July 1, the Chief Human Resources Officer and/or the Chief Finance Officer will facilitate a Board workshop to present recommendations and prospective changes to salary schedules. Recommendations shall be based on consideration of factors such as cost of living indexes, wage increases, salary structure adjustments within competitive job markets, District budget resources, and any other factor that is relevant at the time.

In addition, at the July Board meeting, the Compensation Plan, with proposed amendments and the new salary schedules will be presented for approval.

D. DETERMINING SALARIES

1. New Hires:

- a. Teachers - The initial salary placement for new teachers is determined by years of experience and highest degree(s) held. CTE teachers may receive years of experience credit for prior industry related work.

- b. Other Positions - The initial salary placement for new hires in other positions is determined by reviewing internal and external equity factors for the specified position.

2. Promotions, Demotions, and Lateral Transfers:

- a. Promotions – For employees within the District who move to a higher paid position, the Compensation Department considers the salaries and experience of other employees in that position and reviews internal and external equity factors in making the final salary decision.
- b. Demotions – For employees within the District who move to a lower paid position, the Compensation Department considers the salaries and experience of other employees in that position and reviews internal and external equity factors in making the final salary decision.
- c. Lateral – Some position changes are lateral moves and there is no change in salary.

3. Additional Assistant Principal (AP) Support at Campuses:

Former certified campus administrators who provide additional Assistant Principal (AP) support or who substitute during the absence of an assistant principal at a campus will be paid at a rate of \$350 per day and may be paid using an Aldine ISD Vendor Contract for the period needed.

E. EMPLOYMENT AFTER RETIREMENT FROM TRS

Aldine ISD will hire individuals who have retired from the Teacher Retirement System (TRS) of Texas based on the needs of the district. The following guidelines will be followed if a TRS Retiree is hired:

These applicants should check with TRS concerning the rules that may affect their ability to draw a TRS retirement check at the same time they draw an employment check. There are circumstances under which an employee may draw both checks at the same time and there are other circumstances when TRS will stop payment of retirement checks for a period. Individuals are responsible for determining their status with TRS. Aldine ISD is not responsible for researching or guiding any individual seeking re-employment after retirement on the status of their TRS retirement payments.

The District must cover all surcharges for individuals hired who have previously retired from TRS. These employees shall not be eligible for the reimbursement of sick leave as described by the 'reimbursement for leave upon retirement provision' in Board policy DEC (Local).

Returning teachers will be placed on the teacher scale and their pay will reflect their years of professional experience. (For example, if someone were a teacher for 20 years and a program director for 5 years, they would be placed on the teacher's salary schedule at the level reflecting 25 years.) These teachers are eligible for critical needs stipends. *Note that this practice does not apply to people who have retired from other retirement systems.*

F. CREDITABLE YEARS OF SERVICE

Employees whose salaries are based on creditable years of service must submit official Service Records and/or Verification of Employment documentation to be fully credited for their past employment. Full-time employment, which is a minimum of ninety (90) workdays during a school year or calendar year, counts as a year of employment with a school district or business.

Employees who have not submitted the required documentation will be placed on the minimum pay rate of the Pay Grade. The employee's salary will be adjusted to the approved amount on the following payroll run after the official Service Records and/or Verification of Employment documentation have been received in the Human Resources Department. If the documentation is received within 60 calendar days of the employee's start date, the adjustment will be effective back to the employee's start date. If an employee submits Service Records and/or Verification of Employment documentation for some, but not all, of their years of experience, their salary will be increased proportionally. Pay adjustments will not be given for prior school years.

When an employee retires or resigns, they may submit an online request from the Aldine ISD website to have their original Service Records from other schools returned to them.

1. **Service Records:** Each school district has its own procedure for providing service records. Contact the Human Resources Department of the district in which you were employed to obtain needed service records. Official service records have a signature and may have a raised seal. Electronic service records may be accepted as an official document only if it is emailed directly from the former school or school district to the Aldine ISD Human Resources Department.
2. **Verification of Employment:** Acceptable Verification of Employment must be on company or business letterhead that includes contact information and has an original signature of the supervisor or an administrative representative. The position title, start and end date, and whether the work was full or part time should be included in the verification.
3. **Year for Year Credit:** In all cases, the Texas Education Agency (TEA) guidelines for crediting experience and degree levels will be followed, where applicable. To earn a year of credit, an employee must work at least 90 full-time days or 180 half-time days of a school year.

Teachers and librarians working in an approved educational establishment, with acceptable service records, receive year for year credit.

Nurses receive year for year credit for RN experience with acceptable verification of employment. If the nursing years were acquired in a school district, a teaching service record is required. If nursing experience was acquired in a hospital or physician's office, a verification letter on company letterhead must be submitted with the following information: actual position, dates worked (to and from dates), percent of day worked (full-time or part-time status), and a signature and contact number for verification.

Police Officers receive year for year credit for work as a certified peace officer with an official TCOLE report.

Contractors will receive year for year credit, with acceptable verification of employment.

Classroom instructional aides moving to a teacher position, with acceptable service records, receive year for year credit for up to two years of service as an instructional aide in a classroom setting with an educational aide certificate.

4. Substitute Credit: The Texas Education Agency defines substitute teacher for the purpose of 'Recognition of Creditable Years of Service' in TAC §153.1021 as 'a certified teacher who works on call, does not have a full-time assignment, and provides instruction.' Aldine ISD uses this definition and gives credit for substitute experience as a certified teacher only. To earn a year of credit, a substitute must work at least 90 full time days of a school year.

Employees who resign but return within six months of the resignation date are eligible to receive the same base salary plus the district increase.

G. EDUCATION

Employees whose salaries are based on a particular degree or level of education must submit official transcripts to be fully credited for their education. The only degrees acceptable are those conferred by institutions of higher learning that were accredited or otherwise approved by a state Department of Education, recognized governmental organization, or a regional accrediting organization at the time the degree was conferred. Accredited Institutions of Post-Secondary Education will be used to determine an institutions' accreditation status.

Salary credit for advanced degrees will be adjusted to the approved amount on the following payroll run after the official documentation has been received in the Human Resources Department.

If the documentation is received within 60 calendar days of the employee's annual start date, the adjustment will be effective back to the employees start date. Pay adjustments will not be given for prior school years.

H. LONGEVITY

Longevity pay was suspended in July 2018 and since then, no increase has been given and only those who were receiving longevity pay prior to July 2018 continue to receive it.

Aldine ISD pays an additional four cents per hour for each year of employment with the district for paraprofessionals and support staff, and an additional \$100 per year for each year of employment with the district for administrative and professional staff. The annual longevity

amount is divided by 24 and paid out proportionally on each paycheck. Longevity is paid for a maximum of 20 years. Longevity payments are capped at 80 cents per hour for paraprofessionals and support staff and \$2,000 a year for administrative and professional employees.

Payment began in the third year of employment, at which time the longevity earned during the first two years of employment was paid. The employee must have worked at least 90 days in the school year to earn credit for a year of service. Temporary employees and substitutes are not eligible for longevity pay.

If an employee receiving Longevity pay leaves the district, they will no longer be eligible for Longevity Pay. However, an employee who returns within six months of the resignation date will be eligible to reinstate the longevity pay amount they received prior to leaving, in addition to their base salary.

I. BOARD APPROVED PAY INCREASES

Board policy DEA (Local) dictates that the Superintendent of Schools shall recommend to the Board of Trustees an amount for employee pay increases as part of the annual budget and with consideration of the current financial position of the District. The Board may elect to withhold increases, give differing increases to different employee groups, and give percentage or flat rate increases based on their determination of the best interest of the district.

The Compensation Department adjusts the pay structures as approved by the Board at the beginning of the fiscal year. The Superintendent or designee shall also determine pay adjustments for individual employees, within the approved budget, following established procedures.

J. REASSIGNMENTS

Salary changes for reassignments will be determined on an individual basis. Salaries will be frozen for the remainder of the current school year and then adjusted to be commensurate to the position the following year.

K. SALARY INQUIRIES

The Aldine Human Resources Department recommends that employees verify their personal information and salary amount on their annual Compensation Statement for accuracy. If there are any errors or inaccuracies, the employee should contact the Human Resources Compensation Department at compensation@aldineisd.org. If an employee believes that a paycheck is incorrect, they should contact the Human Resources Payroll Department at payroll@aldineisd.org.

It is the policy of Aldine ISD to protect the confidentiality of its employees' Social Security numbers (SSN) obtained and used in the course of business. Except for verification of identity, and to meet federal and state reporting requirements, no SSN or portion of an SSN should be used in the conduct of the district's business. Therefore, every employee is encouraged to learn the last five digits of their Aldine ID number and provide this number when discussing any information related to their personnel files. To help protect against identity theft, no one should give their SSN over the phone, in person, in writing, in emails, or in any online transactions.

SECTION 3 – SALARY INFORMATION

A. SALARY SCHEDULES

The salary schedules as presented on the following pages are depicted in a format that groups positions into Pay Grades. Positions that serve in a capacity with similar levels of work and responsibility, and that are paid within a similar salary range are presented as a group, listing the minimum pay and midpoint amount, for that group, or Pay Grade. The specific jobs within the Pay Grade are listed, including the number of duty days for that job.

The midpoint has been revised from information in prior manuals to reflect more accurately the midpoint salary. However, the midpoint amount cannot be used to determine pay relative to the number of years of experience. Each position within the Pay Grade has its own salary table, with a unique minimum and maximum pay amount. In addition, the salaries within a table do not increase proportionally for each year of experience. The midpoint is a unique tool that could be used to apply raises.

All positions within Aldine ISD, except for temporary and substitute positions are salaried positions and have an eight-hour a day work schedule with the exception of some child nutrition staff and transportation staff.

Individual pay grades are presented for the following employee groups as recommended by the TASB salary study:

- Teachers/Nurses/Librarians
- Administrative/Professional
- Clerical/Paraprofessional
- Auxiliary

Temporary and substitute positions are not included in a pay grade.

B. TEACHERS, NURSES, and LIBRARIAN

Teacher duty days range from a 187-day 10-month contract to a 226-day 12-month contract. Daily rates remain the same regardless of the number of days worked. This salary schedule includes teachers, nurses, and librarians, as well as other positions listed below.

Years of Experience	New Hire Salary	Daily Rate
0	61,000	326.2032
5	63,860	341.9406
10	65,148	348.6251
15	66,435	355.3096
20	68,119	364.0529
25	73,146	391.5765

The salaries listed above are based on 10-month employment for the 2023-2024 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Pay Grade	Job Title/Position	Duty Days		Minimum	Midpoint
Teacher Schedule			Daily	326.20	355.27
	ARD Facilitator	199	187 Days	61,000	66,435
	Assessment and Data Specialist	200	190 Days	61,979	67,501
	Assistant Principal Resident Intern	215, 226	192 Days	62,631	68,211
	Athletic Trainer	200	199 Days	64,914	70,698
	Campus and Student Initiatives Coordinator	226	200 Days	65,241	71,053
	Campus Athletic Coordinator	220	202 Days	65,893	71,764
	Coordinator - Health and Physical Education	226	203 Days	66,219	72,119
	Digital Learning Specialist	192	215 Days	70,134	76,382
	District Biliteracy Coach	192	217 Days	70,786	77,093
	District Literacy Coach	192	220 Days	71,765	78,159
	District Math Coach	192	226 Days	73,722	80,290
	District Multilingual Coach	192			
	District Novice Teacher Support Coach	192			
	District SLC Coach	202			
	Digital Integrations Coordinator	226			
	District Special Education Coach	192			
	Dropout Recovery and Student Attendance Specialist	226			
	Dyslexia Assessor	187			
	Itinerant Dyslexia Specialist	187			
	Education Specialist - Head Start	200			
	FACE District Liaison	187			
	Family Engagement Specialist	226			
	Head Start Program Nurse	200			
	IB Magnet Coordinator	187			
	Information Literacy Specialist (LMC) - Elementary	190, 217			
	Information Literacy Specialist (LMC) - Secondary	192			
	Instructional Specialist	192			
	Multimedia and Events Coordinator	203			
	School Nurse - RN	187, 217			
	Student Support Specialist	200			
	Teacher - Associate	187			
	Teacher - Elementary - Bilingual	187			
	Teacher - Elementary - Special Education	187			
	Teacher - Elementary School	187			
	Teacher - High School	187			
	Teacher - High School - CTE	187			
	Teacher - High School - Electives	187			
	Teacher - High School - Special Education	187			
	Teacher - Middle School	187			
	Teacher - Middle School - CTE	187			
	Teacher - Middle School - Electives	187			
	Teacher - Middle School - Special Education	187			
	Teacher - Primary - Bilingual	187			
	Teacher - Primary - Special Education	187			
	Teacher - Primary School	187			
	Teacher - Virtual School	187			

C. ADMINISTRATIVE/PROFESSIONAL

Pay Grade	Job Title/Position	Duty Days
1		
	Area Supervisor - Buildings and Properties	256
	Area Supervisor - Child Nutrition	226
	Assistant Tax Assessor - Collector	226
	Business Analyst - Technology	226
	Certified Occupational Therapist Assistant (COTA)	190
	Communication Specialist	226
	Construction Job Site Superintendent	256
	Construction Project Coordinator	256
	Construction General Superintendent	256
	Early Head Start Case Management Specialist	226
	Energy Manager	226
	FACE Specialist	226
	HR Benefits Specialist I	226
	Lead Technology Inventory Specialist	226
	Multimedia Communications Specialist	226
	Network Administrator	226
	Network Engineer	226
	Nursery Site Director - Transportation	226
	Nutritionist - Child Nutrition	226
	Router Supervisor	226
	Systems Administrator	226
	Tax Assessor - Collector	226
	Technology Facilitator - Child Nutrition	226
	Technology Facilitator - Project Manager	226
	Technology Facilitator - Telecom Services	226
	Technology Facilitator - Telecom and Purchasing	226

	Minimum	Midpoint
Daily	191.35	307.33
190 Days	36,357	36,357
226 Days	43,246	43,246
256 Days	48,986	48,986

2		
	District Translator	226
	Lead Supervisor - Child Nutrition	226
	Web Services Manager	226
	Consolidated Programs Compliance Manager	226
	Construction Project Manager	256
	Senior Construction Project Manager	256
	Help Desk Manager	226
	Mobile Device Manager	226
	Network Operations Manager	226
	Physical Security Manager	226
	Project Manager	226
	Unix Administrator	226
	Accountant - Child Nutrition	226
	Accountant - Finance	226
	Speech Language Pathologist Assistant (SLPA)	187

	266.84	345.45
Daily	266.84	345.45
187 Days	49,899	64,600
200 Days	60,306	78,072
226 Days	68,311	88,436

Pay Grade	Job Title/Position	Duty Days
3		
	Assistant Director of Accounting and Business Svcs	226
	Assistant Director of Benefits	226
	Assistant Director of Child Nutrition Training	226
	Assistant Director of Compensation	226
	Assistant Director of Facilities	226
	Assistant Director of Nutrition	226
	Assistant Director of Operations	226
	Assistant Director of Transportation	226
	Assistant Director of Warehouse Services	226
	Assistant Principal - Primary / Elementary	215, 226
	Chef - Child Nutrition	226
	Civic Engagement Specialist	226
	CN Manager of HR Services	226
	College Access Advisor	226
	College Success Advisor - YWLA	226
	Compensation Manager	226
	Counselor - High School	207
	Counselor - Middle School	199
	Counselor - Primary / Elementary	189, 217
	Counselor - Special Education	199
	Cybersecurity Analyst	226
	Human Resources Investigator	226
	Lead Counselor - High School	226
	Lead Counselor - Middle School	226
	Lead Counselor - Special Education	210
	Licensed Mental Health Professional	200
	Licensed Professional Counselor	199
	Manager of Teacher Pathways	226
	Opportunity Culture Coordinator	226
	Payroll Manager	226
	Performance Management Project Analyst	226
	Programmer Analyst	226
	Programmer Analyst - Postsecondary Outcomes	226
	SEL and School Culture Specialist	226
	Senior Data Integration Specialist	226
	Senior Fleet Manager	256
	Senior HR Benefits Specialist	226
	Senior Programmer Analyst	226
	Student Behavior Specialist	200
	Student Support Specialist	200
	Substitute and Classified Staffing Coordinator	226
	Substitute and Classified Staffing Manager	226

	Minimum	Midpoint
Daily	305.65	415.91
189 Days	57,767	78,607
199 Days	60,824	82,766
200 Days	61,130	83,182
207 Days	63,269	86,093
210 Days	64,186	87,341
215 Days	65,714	89,420
217 Days	66,326	90,252
226 Days	69,076	93,995
256 Days	78,246	106,473

Pay Grade	Job Title/Position	Duty Days
4		
	Assessment Specialist	199, 217
	Assessment Specialist - PBAT	199
	Assistant Principal - Middle School	215
	Assistant Principal - Small High School	226
	Coordinator - College and Career Readiness	226
	Coordinator - Educational Diagnosticians	226
	Coordinator - SPED Discipline and Behavior	226
	Coordinator - Speech and Language Pathologists	226
	Coordinator - Health and Physical Education	226
	Curriculum Assistant Principal - Middle School	226
	Family Liaison Advocate	200
	Health Services Specialist	226
	Lead Assessment Specialist	210
	Lead Assistive Technology Specialist	210
	Lead LSSP - Special Education	226
	Lead Speech Language Pathologist (SLP)	210
	LSSP - SEL and Culture	200
	LSSP - Special Education	200
	Program Director of CTE	226
	Program Director of CTE Support and Training	226
	Program Director of Digital Library Services	220
	Program Director of Dual Language	226
	Program Director of Elementary Guidance/ Counseling/Student Support	226
	Program Director of Elementary Advanced Academics	226
	Program Director of Elementary Language Arts	226
	Program Director of Elementary Mathematics	226
	Program Director of High School Mathematics	226
	Program Director of High School Science	226
	Program Director of Library Services	226
	Program Director of Middle School Language Arts	226
	Program Director of Middle School Mathematics	226
	Program Director of Middle School Science	226
	Program Director of Multilingual AEA and ESL	226
	Program Director of Multilingual Compliance	226
	Program Director of Multilingual Curriculum	226
	Program Director of Multilingual Professional Learning/Instructional Support	226
	Program Director of Multilingual Professional Learning (SIOP)	226
	Program Director of Performing and Visual Arts	226
	Program Director of Primary/Elementary Science	226
	Program Director of Primary/Elementary Social Studies	226
	Program Director of Primary Language Arts	226
	Program Director of Primary Mathematics	226

	Minimum	Midpoint
Daily	327.44	419.53
187 Days	61,232	78,451
199 Days	65,161	83,486
200 Days	65,489	83,905
210 Days	68,763	88,100
215 Days	70,400	90,198
217 Days	71,055	91,037
220 Days	72,038	92,296
226 Days	74,002	94,813

Pay Grade	Job Title/Position	Duty Days
4		
	Program Director of Professional Learning	226
	Program Director of Secondary Guidance/ Counseling/Student Support	226
	Program Director of Secondary Social Studies	226
	Program Director of Testing	226
	Reading Academy Cohort Leader	226
	Speech Language Pathologist (SLP)	187, 199
	Speech Language Pathologist (SLP) - TEA Certified	187

	Minimum	Midpoint
Daily	327.44	419.53
187 Days	61,232	78,451
199 Days	65,161	83,486
200 Days	65,489	83,905
210 Days	68,763	88,100
215 Days	70,400	90,198
217 Days	71,055	91,037
220 Days	72,038	92,296
226 Days	74,002	94,813

Pay Grade	Job Title/Position	Duty Days
5		
	Administrator - College Initiatives	215
	Assistant Principal - 9th Gr/High School	215
	Audiologist	202
	Curriculum Assistant Principal - 9th Gr/High School	226
	Occupational Therapist	190
	Occupational Therapist - Lead	210
	Physical Therapist	190
	Program Manager - CTE Curriculum Support	226
	Program Manager - SPED Admission, Review, & Dismissal (ARD)	226
	Program Manager - SPED Ancillary Services	226
	Program Manager - SPED Assessments	226
	Program Manager - SPED Discipline and Behavior Supports	226
	Program Manager - SPED Instructional Improvement - ES	226
	Program Manager - SPED Instructional Improvement - HS	226
	Program Manager - SPED Instructional Improvement - MS	226
	Program Manager - SPED Instructional Improvement - Primary/ACE	226
	Program Manager - SPED Related Services	226
	Programmer Analyst - Student Services	226

Daily	345.50	418.19
190 Days	65,645	79,456
226 Days	78,083	94,511
256 Days	88,448	107,057

Pay Grade	Job Title/Position	Duty Days
6		
	Director of Accounting and Business Services	226
	Director of Aldine Education Foundation	226
	Director of Athletic Services	226
	Director of Brand Communications	226
	Director of Budget	226
	Director of Buildings and Properties	226
	Director of Child Nutrition	226

Daily	389.38	508.47
226 Days	88,000	114,913

Pay Grade	Job Title/Position	Duty Days
6		
	Director of College Readiness	226
	Director of Digital Learning	226
	Director of Early Head Start / Child Development Center	226
	Director of Emergency Management	226
	Director of ERP Solutions	226
	Director of ES Learning Recovery, Tutoring, and Student Initiatives	226
	Director of External Communications	226
	Director of Facilities Planning and Construction	226
	Director of Family and Community Engagement	226
	Director of Federal and State Compliance	226
	Director of Guidance and Counseling	226
	Director of Head Start	226
	Director of Health Services	226
	Director of HS Learning Recovery, Tutoring, Student Initiatives	226
	Director of Human Capital Analytics	226
	Director of Human Resources - Staffing	226
	Director of Internal Communications	226
	Director of Maintenance	226
	Director of MS Learning Recovery, Tutoring, Student Initiatives	226
	Director of Multilingual Instructional Support	226
	Director of Multilingual Special Programs	226
	Director of Network Infrastructure	226
	Director of New Teacher Support	226
	Director of Online Learning	226
	Director of Performance Management	226
	Director of Performing Arts	226
	Director of Professional Learning	226
	Director of Risk Management	226
	Director of School Administration	226
	Director of Social & Emotional Learning and Culture	226
	Director of Special Programs	226
	Director of Student Services	226
	Director of System Operations	226
	Director of Technology Support Services	226
	Director of Testing	226
	Director of Textbook Services	226
	Director of Transportation	226
	Director of Visual Arts	226
	Facility Manager	226
	Police Commander	226
	Principal - Elementary School	226
	Principal - Primary School	226
	Principal - Specialty School	226
	Tax Attorney/Tax and Bankruptcy Attorney	226

	Minimum	Midpoint
Daily	389.38	508.47
226 Days	88,000	114,913

Pay Grade	Job Title/Position	Duty Days
7		
	Assistant General Counsel and Tax Litigation	226
	Executive Director of Advanced Academics	226
	Executive Director of Athletics	226
	Executive Director of Buildings and Properties	226
	Executive Director of Business Services	226
	Executive Director of Career and Technical Education	226
	Executive Director of Child Nutrition	226
	Executive Director of Communications	226
	Executive Director of Digital Learning	226
	Executive Director of Employee Relations/Classified Staff	226
	Executive Director of Facilities Planning and Construction	226
	Executive Director of Grants	226
	Executive Director of Literacy and Humanities	226
	Executive Director of Maintenance	226
	Executive Director of Mathematics and Science	226
	Executive Director of Multilingual Services	226
	Executive Director of Network Infrastructure and Security	226
	Executive Director of Performance Management and Development	226
	Executive Director of Postsecondary Outcomes	226
	Executive Director of Purchasing	226
	Executive Director of Research and Program Evaluation	226
	Executive Director of School Administration	226
	Executive Director of Social and Emotional Learning and Culture	226
	Executive Director of Special Education	226
	Executive Director of Student Services	226
	Executive Director of Talent Acquisition	226
	Executive Director of Technology Services	226
	Executive Director of Total Rewards	226
	Executive Director of Transformation	226
	Executive Director of Transportation	226
	Executive Director of Warehouse Services	226
	Principal - 9th Grade School / Small High School	226
	Principal - High School	226
	Principal - Middle School	226

	Minimum	Midpoint
Daily	460.39	508.47
226 Days	104,048	114,913

8		
	Assistant Superintendent - Business and Finance	226
	Assistant Superintendent - Government Relations and Constituent Services	226
	Assistant Superintendent - Student Support	226
	Assistant Superintendent - Teaching and Learning	226
	School Assistant Superintendent - Elementary Schools	226

Daily	691.73	819.23
226 Days	131,428	155,653

Pay Grade	Job Title/Position	Duty Days
8		
	School Assistant Superintendent - Primary Schools and Early Education	226
	School Assistant Superintendent - Secondary Schools	226
	School Associate Superintendent - High Schools	226
	Chief of Police	226

	Minimum	Midpoint
Daily	691.73	819.23
226 Days	131,428	155,653

Pay Grade	Job Title/Position	Duty Days
9		
	Chief Academic Officer	226
	Chief Financial Officer	226
	Chief Human Resources Officer	226
	Chief Information Officer	226
	Chief of Schools	226
	Chief of Staff	226
	Chief of Strategic Initiatives and Accountability	226
	Chief Operations Officer	226
	Chief Transformation Officer	226
	General Counsel	226

	Minimum	Midpoint
Daily	862.83	948.68
226 Days	195,000	214,404

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

D. CLERICAL/PARAPROFESSIONAL

Pay Grade	Job Title/Position	Duty Days	Hourly	Minimum	Midpoint
1				15.00	20.06
	Assistant Principal Secretary - Campus	187	187 Days	22,440	30,003
	Assistant Principal Secretary - High School	210	197 Days	23,640	31,608
	Attendance Clerk - High School	197	199 Days	23,880	31,929
	Braillist	187	200 Days	24,000	32,089
	Campus Monitor	187, 217	207 Days	24,840	33,212
	Computer Clerk	187	210 Days	25,200	33,693
	Counselor Secretary - High School	207	217 Days	26,040	34,817
	Early Childhood Educator - Early Head Start	187	226 Days	27,120	36,261
	Early Childhood Educator - Employee Childcare	187	256 Days	30,720	41,074
	eSHARS Assistant	199			
	General Clerk/Bilingual General Clerk	187, 217			
	Health Clinic Aide - Campus	187			
	Health Clinic Aide - COVID Testing	187			
	Health Clinic Aide - District	187			
	Head Start Health Service Aide	200			
	Instructional Aide - Bilingual	187, 217			
	Bilingual Aide				
	Bilingual/ESL Aide				
	Dual Language Aide				
	Head Start Bilingual Aide				
	Kindergarten Bilingual Aide				
	Pre-Kindergarten 3 Bilingual Aide				
	Pre-Kindergarten Bilingual Aide				
	Instructional Aide - Campus	187, 217			
	BRICKS Aide				
	Early Head Start Aide				
	ESL Aide				
	ESL Head Start Aide				
	ESL Kindergarten Aide				
	ESL Pre-Kindergarten Aide				
	Head Start Aide				
	Homegrown Aide				
	Instructional Aide				
	Kindergarten ESL Aide				
	Montessori Aide				
	PE Aide				
	Pre-Kindergarten 3 Aide				
	Pre-Kindergarten Aide				
	Instructional Aide - Special Education	187, 217			
	Autism Aide				
	Bilingual Inclusion Aide				
	Bilingual Speech Interpreter				
	ECSE 3 Aide				

Pay Grade	Job Title/Position	Duty Days
1		
	ECSE Aide	
	GAP Aide	
	Inclusion Aide	
	Resource/Inclusion Aide	
	SEALS/ECSE Aide	
	SLC - Compliance Aide	
	SLC Aide	
	SLC/ECSE Aide	
	Library Media Center Aide (LMC) Aide	187, 217
	LPAC Clerk	197
	Mail Room Clerk - Central Office	226, 256
	Parent and Family Engagement Clerical Aide	197
	Printing Services Clerk	226
	SAC Aide	187, 217
	SPED Management Systems (SEMS) Clerk	199, 217
	Student Information System (SIS) Clerk	226
	Support Aide - Head Start	187
	Textbook Clerk - High School	226

	Minimum	Midpoint
Hourly	15.00	20.06
187 Days	22,440	30,003
197 Days	23,640	31,608
199 Days	23,880	31,929
200 Days	24,000	32,089
207 Days	24,840	33,212
210 Days	25,200	33,693
217 Days	26,040	34,817
226 Days	27,120	36,261
256 Days	30,720	41,074

2		
	Attendance Clerk - Middle School	187
	Campus Bookkeeper	226
	Campus Support Personnel	187
	Clerk II - Central Office	226, 256
	District Receptionist - DAB	226
	HR Benefits Representative	226
	Maintenance Dispatcher	256
	Principal Secretary - Lane School	226
	Principal Secretary - Middle School	226
	Secretary - Facility Manager	226
	Transportation Timekeeper	226
	Warehouse Receiver	256

Hourly	15.85	20.06
187 Days	23,715	30,003
226 Days	28,662	36,261
256 Days	32,466	41,074

3		
	Bookkeeper - Central Office	226
	Campus Registrar	226
	High School Campus Registrar	226
	Principal Secretary - DAEP	226
	Principal Secretary - Elementary	226
	Principal Secretary - Primary	226
	Project Recovery Secretary - DAEP	226
	Tax Clerk	226
	Travel Bookkeeper	226

Hourly	17.31	22.54
226 Days	31,294	40,757

Pay Grade	Job Title/Position	Duty Days
4		
	Payroll Clerk	226
	Principal Secretary - High School	226
	Secretary - Director	226
	Secretary - Executive Director	226

	Minimum	Midpoint
Hourly	18.01	23.39
226 Days	32,577	42,281

Pay Grade	Job Title/Position	Duty Days
5		
	Clerk IV (Specialist) - Central Office	
	Accounting Specialist	226
	Attendance Office Specialist	226
	Budget Specialist - Bonds and Grants	226
	Buyer IV	226
	Campus Bookkeeper Support Specialist	226
	Central Receiving Secretary	256
	Child Nutrition Coordinator	226
	Compensation Specialist	226
	Educator Certification Specialist	226
	Grants Specialist	226
	HR Benefits Specialist - Secretary	226
	Lead Buyer	226
	Lead Clerk - External Training Specialist	226
	Lead Transportation Specialist	226
	PEIMS Specialist	226
	Risk Management Specialist	226
	Service Records Specialist	226
	Student Services Specialist	226
	Tax Specialist	226
	TRS Specialist	226
	District Textbook Coordinator	226
	Warehouse Inventory Control Specialist	226
	Licensed Vocational Nurse (LVN)	187
	Program and Event Coordinator - AEF	226

Hourly	21.12	30.02
187 Days	31,588	44,914
226 Days	38,176	54,281
256 Days	43,244	61,486

Pay Grade	Job Title/Position	Duty Days
6		
	Executive Assistant to Assistant Superintendent	226
	Executive Assistant to School Assistant Superintendent	226
	Executive Assistant to Chief	226
	Paralegal I	226

Hourly	23.40	33.00
226 Days	42,305	59,672

Pay Grade	Job Title/Position	Duty Days
7		
	Certified Deaf Ed Interpreter	187
	Central Office Supervisor	226, 256
	Paralegal II	226

Hourly	26.00	32.57
187 Days	38,896	48,726
226 Days	42,305	59,672
256 Days	53,248	66,666

Pay Grade	Job Title/Position	Duty Days
8		
	Executive Assistant to Board	226
	Executive Assistant to Superintendent	226

	Minimum	Midpoint
Hourly	31.06	35.75
226 Days	56,155	64,644

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

E. AUXILIARY/CLASSIFIED

Pay Grade	Job Title/Position	Duty Days
1		
	Application Processor	226
	Athletic Maintenance	256
	Bus Attendant - Special Education	177
	Cafeteria Specialist	179, 212
	Catering Specialist	226
	Custodian	205, 256
	General Maintenance - Days	256
	General Maintenance - MOC	256
	General Maintenance - Nights	256
	Grounds Crew Driver	256
	Grounds Crew Worker	256
	Hot Shot Driver	256
	HVAC Helper	256
	Locksmith	256
	Nursery Attendant	177
	Parking Lot Attendant - Campus	187
	Parking Lot Attendant - Central Office	226
	Security and Heavy Equipment Attendant	256
	Textbook Driver	226
	Tire Mechanic	256
	Utility Support	256
	Warehouse Truck Driver	256

	Minimum	Midpoint
Hourly	15.00	20.06
177 days		28,399
179 Days		28,720
187 Days		30,003
205 Days		32,891
226 Days		34,014
256 Days		36,261
257 Days		41,074

2		
	Assistant Head Custodian - HS	256
	Assistant Head Custodian - MS	256
	Custodial Manager - Middle School	256
	Custodial Manager - Primary/Elementary	256
	High School Maintenance	256
	Lead Cafeteria Specialist	179, 212
	Oil and Grease Technician	256
	Oil and Grease Technician - Nights	256
	Parts Room Manager	256
	Parts Room Manager - Nights	256

Hourly	15.26	20.81
179 Days	21,855	29,794
212 Days	25,884	35,286
226 Days	27,593	37,617
256 Days	31,256	42,610

3		
	Catering Manager	226
	Custodial Manager - Central Office	256
	Custodial Manager - High School	256
	Dispatcher - Field Trip Coordinator	226
	Dispatcher - Key	226

Hourly	16.50	23.14
177 days	23,364	32,769
185 Days	24,420	34,250
226 Days	29,832	41,841
256 Days	33,792	47,395

Pay Grade	Job Title/Position	Duty Days
3		
	Dispatcher - Transportation	226
	Lead Router	226
	Manager Trainee - Child Nutrition	185
	Micro Driver	177
	Painter	256
	Pump Man	256
	Roofer	256
	Router	226
	Special Needs Router	226

	Minimum	Midpoint
Hourly	16.50	23.14
177 days	23,364	32,769
185 Days	24,420	34,250
226 Days	29,832	41,841
256 Days	33,792	47,395

Pay Grade	Job Title/Position	Duty Days
4		
	Application Support Specialist	256
	Bus Driver	177
	Bus Driver - Special Education	177
	Bus Inspector	256
	Camera Technician - Transportation	256
	Dispatcher - Police	256
	Fleet Driver - Transportation	177
	Mechanic - Transportation	256
	Mechanic III - Maintenance	256
	Nursery Site Supervisor	177, 226
	Police Officer Trainee - Cadet	256
	Star Driver - Transportation	177
	Supervisor Driver - Transportation	177
	Trainer - Transportation	256
	Training Academy Supervisor - Transportation	256
	Warehouse Supervisor	256

	Minimum	Midpoint
Hourly	18.32	25.31
177 days	25,947	35,839
226 Days	33,130	45,761
256 Days	37,528	51,836

Pay Grade	Job Title/Position	Duty Days
5		
	Cafeteria Manager - Primary/Elementary	185, 212
	Carpenter	256
	Courier - Buildings and Properties	256
	Desktop Support Technician	226
	Fire Safety Technician - Buildings and Properties	256
	Grounds Supervisor	256
	Heavy Machinery - Tool Room Clerk	256
	Help Desk Technician	226
	Licensed Journeyman Electrician	256
	Licensed Journeyman Plumber	256
	Maintenance Technician - Child Nutrition	256
	Mechanic - Nights - Transportation	256
	Pest Control Technician	256
	Technology Services Technician	226
	Technology Specialist - Transportation	256

	Minimum	Midpoint
Hourly	20.25	26.11
185 days	29,977	38,636
212 Days	34,352	44,275
226 Days	36,621	47,198
256 Days	41,482	53,464

Pay Grade	Job Title/Position	Duty Days
6		
	Building Automation Technician	256
	Cafeteria Manager - 9th Grade School	185
	Cafeteria Manager - Middle School	185
	HVAC Technician	256
	Lead Carpenter	256
	Lead Licensed Journeyman Electrician	256
	Lead Licensed Journeyman Plumber	256

	Minimum	Midpoint
Hourly	23.20	27.70
185 days	34,333	41,003
256 days	47,510	56,739

7		
	Apple Technician	226
	AV Technician	226
	Cafeteria Manager - High School	185
	Foreman - White Fleet	226
	Foreman - Transportation	256
	Fleet Manager - Transportation	256
	Network Technician	226
	Technology Inventory Specialist	226
	Trainer - Child Nutrition	210, 226

Hourly	25.12	32.03
185 Days	37,179	47,409
210 Days	42,204	53,815
226 Days	45,419	57,915
256 Days	51,448	65,603

8		
	Community Outreach Officer	256
	Foreman - Nights - Transportation	256
	Police Dispatcher Supervisor	256
	Police Investigator	256
	Police Officer	256
	Safety and Security Specialist	226
	Security Hardware Technician	226
	Senior Telecommunications Technician	226

Hourly	26.75	34.21
226 Days	48,366	61,847
256 Days	54,786	70,057

9		
	Compliance Technician	256
	Fire Alarm Technician - Maintenance	256
	Police Corporal	256
	Supervisor - Carpenter/Painter	256
	Supervisor - Electrician	256
	Supervisor - HVAC	256
	Supervisor - Plumber	256
	Supervisor - Roofing Crew	256

Hourly	27.35	38.32
256 days	56,016	78,490

10		
	Police Sergeant	256

Hourly	34.75	42.21
256 days	71,168	86,452

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

F. TEMPORARY EMPLOYEES AND SUBSTITUTES

PART-TIME/TEMPORARY (HOURLY RATES)

Part-Time/Temporary Employees	Starting Rate
Part-Time or summer – High School Student	\$ 15.00 per hour
Part-Time or summer – Other	\$ 15.00 per hour
Temporary	\$ 15.00 per hour
Temporary/Non-Instructional Substitutes	Starting Rate
Non-Instructional Substitutes (Custodian, Food Service, Central Receiving, Athletic Maintenance, Warehouse)	\$ 15.00 per hour
Crossing Guard	\$ 15.00 per hour
Police Department	\$ 50.00 per hour

INSTRUCTIONAL SUBSTITUTES (DAILY RATES)

Teacher:	1 – 24 Days	25+ Days
Non-Degreed	\$ 90 per day	\$110 per day
Degreed	\$105 per day	\$130 per day
Certified	\$116 per day	\$150 per day
Paraprofessional:	1 + Days	
Non-Degreed	\$ 85 per day	
Degreed	\$ 92 per day	
SAC Aide:	1+ Days	
Non-Degreed	\$ 85 per day	
Degreed	\$ 92 per day	

Temporary employees and substitutes who have retired from the Teacher Retirement System (TRS) of Texas and are re-employed due to an exception should check with TRS concerning the rules that may affect their ability to draw a TRS retirement check at the same time they draw an employment check. See Section II; paragraph E, of this plan for more details.

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

G. EXTRA DUTY PAY

Employees are paid for performing extra duties such as creating and developing materials for staff development, preparing for and presenting at staff development, curriculum writing, and working extended days for specific activities. See the Financial Procedures Manual for more details and pay amounts regarding extra duty pay.

Administrative staff, principals, and assistant principals are not eligible for extra duty pay, other than those listed in the Board approved supplement list.

H. OVERPAYMENT RECOVERY

As afforded in Government Code 666, a state agency may recover the amount of a state employee's indebtedness. Employees are not entitled to any funds the District overpays the employee. To recover the funds, the District may issue a reversal request to the employee's bank up to five days after the deposit date or, deduct any overpayments from one or more of an employee's paychecks.

I. POSITIONS FUNDED BY FEDERAL AND/OR STATE GRANTS

Employment in positions funded by Federal and/or State grants is expressly conditioned on the availability of full funding for the position. If full funding becomes unavailable, the position is subject to termination, nonrenewal, or reassignment as applicable based on experience and/or certifications.

SECTION 4 – STIPENDS, SUPPLEMENTS AND INCENTIVES

A. CRITICAL NEEDS STIPENDS

Critical needs areas are determined based on the needs of the district. The Board approves certification areas that qualify for a stipend and the amount for each stipend on an annual basis. Receiving a critical need stipend in one school year does not guarantee or give rights to receiving the stipend in following years. Stipend amounts vary according to certification areas.

Critical Needs Stipends are paid twice a year (October and March). The annual amount of the stipend is divided by two and the employee will receive that amount in each of these months. Critical Needs Stipends are not shown on the annual Compensation Statement. Critical Needs Stipends qualify as creditable compensation and are subject to TRS deductions.

1. **Eligibility:** Teachers and staff in a critical needs area could be eligible for a stipend if the following conditions are met:
 - Must hold an SBEC certification in the critical needs area defined by the Board. Associate Teachers are not eligible for critical needs stipends.
 - Must teach in the critical need role for at least 50% of the instructional day. The stipend amount will be prorated based on the number of sections taught as a percentage of total sections available during a school day.
 - Must be teaching during the regular school day. Teachers who teach in a critical needs area during a zero period will not be eligible for the stipend.
 - If a teacher or staff member qualifies for more than one stipend, they will receive only one stipend, the one with the highest money allocation.
 - Special education personnel and related service providers must hold the appropriate and valid state and/or national licensure in their assignment area to be eligible for the critical needs stipend.

2. **Length of stipend assignments:** Annual reviews will be scheduled with campus principals to determine eligibility. Teachers and staff may continue to receive stipend allocations if they continue to meet eligibility requirements.

The critical needs stipend will stop immediately when the employee is no longer teaching in the critical needs area or is no longer certified to teach in the critical needs area. If the teacher or staff member is employed after the school year starts, or has missed days due to a leave of absence, the stipend will be prorated on a daily basis for the number of days worked in the semester. Stipends will be distributed on a prorated basis for partial assignments.

B. CRITICAL NEEDS STIPENDS SCHEDULE

Stipends are paid twice a year (October and March). The annual amount of the stipend is divided into two installments and the employee will receive that amount in each of these months. Critical Needs stipends will be prorated to the date all requirements are met

CRITICAL NEEDS AREAS	AMOUNT
Bilingual Teacher (PK-6)**** <i>Includes Academic Intervention Teacher, APRI, Instructional Coach, Instructional Specialist, (Rtl), Literacy/Multilingual/Novice Teacher Coach**</i>	\$5,500
Bilingual Teacher-Visa Sponsorship (PK-6)**** <i>Includes Instructional Specialist, Instructional Coach, (Rtl), and Academic Intervention Teacher**</i>	\$3,000
District Instructional Math Coach**	\$3,000
English as a Second Language (ESL) identified intensive classroom teacher**** <i>Includes APRI, Instructional Specialist, Literacy/Multilingual/Novice Teacher Coach (must meet requirements)</i>	\$3,000
English I & II Teacher <i>Includes Instructional Specialist, Rtl, Academic Intervention Teacher**, and Accelerated English Academy (AEA)***</i>	\$3,000
Health Science Teacher (not based on certification)	\$4,000
Montessori Teacher	\$1,500
Reading Teacher (Grades 9-12) <i>Excludes Bilingual and ESL who already receive a critical needs stipend</i>	\$2,500
Secondary Math Teacher (Grades 6-12)* <i>Includes Instructional Specialist, Instructional Coach, (Rtl), and Academic Intervention Teacher**</i>	\$3,000
Secondary Science Teacher (Grades 6-12)* <i>Includes Instructional Specialist, Instructional Coach, (Rtl), and Academic Intervention Teacher**</i>	\$3,000
Structured English Immersion (SEI) Teacher****	\$2,500
SPECIAL EDUCATION (All Grades)	
Board Certified BCBA	\$4,000
Certified Diagnostician	\$4,000
Certified Bilingual Diagnostician	\$5,000
Deaf/Hard of Hearing with TASC Certification	\$5,000
Deaf/Hard of Hearing without TASC Certification	\$4,500
GAP Center and Compliance Unit - Lane & Knippel Education Center (DAEP)	\$4,500
LSSP	\$2,000
Occupational Therapist; including Assistants	\$2,500
Physical Therapist	\$3,500
Structured Learning Center (SLC) <i>Includes SLC District Coach, Early Childhood (ECSE) (Formerly SPPCD), Gaining Acceptable Performance (GAP), Visually Impaired, Deaf/Hard of Hearing, Orientation & Mobility, Pre-Kindergarten (PK) Inclusion, PK Play Based Assessment Team (PBAT), Inclusion/Special Education Teachers</i>	\$3,000
SPEECH-LANGUAGE PATHOLOGY	
Speech-Language Pathology Assistant (SLPA)	\$3,500
Clinical Fellowship Year (CFY)	\$5,000
Certificate of Clinical Competence (CCC), Audiologist	\$7,000
Bilingual with CCC	\$8,000
Supervisor for Speech-Language Pathology Assistant (SLPA)	\$3,000

CRITICAL NEEDS AREAS	AMOUNT
INTERNATIONAL BACCALAUREATE (IB)	
Carver Magnet Coordinator	\$1,500
Early Childhood EC/PK/Kindergarten	\$2,000
Elementary/Middle School (2)	\$2,500
9th Grade/High School	\$3,500
KNIPPEL EDUCATION CENTER (KEC) TEACHERS (not based on certification)	
Math and Science Teachers	\$6,000
All other Classroom Teachers	\$3,000

** Science teachers must be certified in the science they are teaching. Intermediate Math and Science teachers do not receive a critical needs stipend, even if they are certified. Elementary Resource and Inclusion teachers are not eligible to receive the critical needs stipend. Middle School and High School Resource teachers who are also certified in Math and Science and are serving students in those subject areas are eligible for the critical needs stipend.*

*** Must have a valid SBEC certificate in the critical needs area to qualify. Generalists must have taught in the critical needs area and received the supplement in the preceding year to qualify.*

**** AEA (Accelerated English Academy) teachers must be fully certified in ESL and English and teaching ELL students.*

**** SPECIFIC ELIGIBILITY REQUIREMENTS:

English as a Second Language (ESL) Stipend

- (Grades PK-12) - ONLY applicable to the ESL program (which includes the newcomer program at grades 6-12). Teachers must be identified by their principal and meet the following three requirements:
 - 1) complete a series of specific professional development,
 - 2) possess a valid Standard or Provisional Texas Certificate in ESL, and
 - 3) be assigned to sheltered teams. Does not include bilingual students. Single Sheltered Class (Grades PK-2) and Sheltered Team (Grades 3-8) must reach capacity before an additional teacher is approved.
- (Grades PK-2) - In grades PK-2, the general education teacher and the inclusion special education teacher may co-teach in one classroom. The general education teacher may be eligible for the ESL stipend. The special education co-teacher may also be eligible for the stipend if there are more than 10 dually-served (ESL/SPED) students enrolled; however, they will only receive the higher of the two (Special Ed or ESL) stipends. The number of teachers eligible for the ESL stipend will be determined by the number of ESL students enrolled in each grade level. When the grade level ESL enrollment does not exceed the established teacher/ student ratio, and the campus makes the decision to departmentalize (team teach), the ESL stipend will be divided among the teachers in the team.
- (Grades 6-12) - Secondary teachers who teach an EOC course, core content course, and/or AEA and meet specific eligibility criteria may be eligible for two stipends; they are not bound to the rule

that you can only receive one stipend and it will be the higher of the two. The Executive Director of Multilingual Services will submit a list of recipients and Human Resources will validate certification.

Bilingual Stipend (Grades PK-6)

- ONLY applicable to the Bilingual program. Teachers (including Title I teachers) must be identified by their principal, hold a valid Standard, Intern, Probationary, or Provisional Texas certificate in Bilingual, and be assigned to bilingual students at least 50% of the day. Does not include ESL students.

Structured English Immersion (SEI) Stipend (Grades 3-6)

- ONLY applicable to the Bilingual program. Teachers must be identified by their principal, hold a valid Standard, Intern, Probationary, or Provisional Texas certificate in ESL or Bilingual, team teach with a bilingual certified teacher, and be assigned to teach the English Language Arts (ELA) and possibly other content areas in Spanish or English to bilingual students. Does not include ESL students.

C. ACE DEMONSTRATION SCHOOLS / COLLEGE PREP SCHOOL STIPENDS

Stipends are paid twice a year (October and March). The annual amount of the stipend is divided into two installments and the employee will receive that amount in each of these months.

To be eligible for an ACE Demonstration School or College Prep Stipend:

- 1) Teachers/Professionals/Administrators must complete the required series of specific professional development.
- 2) Teachers/Professionals/Administrators must not be on a professional support plan/professional growth plan.
- 3) Teachers/Professionals/Administrators must work an additional hour daily (school day will be extended by one hour).
- 4) Teachers/Professionals/Administrators cannot miss more than 10 days of work unless pre-approved by the Chief of Schools.

Employees receiving an ACE or College Prep Stipend may also receive one Critical Need Stipend if they qualify.

D. ACE DEMONSTRATION SCHOOLS STIPEND SCHEDULE

ACE DEMONSTRATION SCHOOLS STIPENDS	AMOUNT
Principal	\$15,000
Assistant Principal	\$13,500
Classroom Teacher	\$10,000
Counselor	\$10,000
Music Teacher	\$10,000
Physical Education Teacher	\$10,000
Diagnostician	\$8,000
Dyslexia Specialist	\$8,000

ACE DEMONSTRATION SCHOOLS AND COLLEGE PREP STIPENDS	AMOUNT
Information Literacy Specialist (Librarian)	\$8,000
Instructional Specialist	\$8,000
Nurse	\$8,000
RTI Teacher	\$8,000
Skills Specialist/Interventionist	\$8,000

E. COLLEGE PREP SCHOOL STIPEND SCHEDULE

COLLEGE PREP SCHOOL STIPENDS	AMOUNT
Principal	\$15,000
Assistant Principal	\$13,500
College Access Administrator	\$13,500
Instructional Specialist	\$10,000
Counselor	\$10,000
Core Content Teacher (Core/EOC Tested)	\$10,000
Non-Tested / Specialty / Special Education Teacher	\$7,500

F. ADDITIONAL DAYS SCHOOL YEAR (ADSY) STIPENDS SCHEDULE

Stipends are paid twice a year (October and March). The annual amount of the stipend is divided into two installments and the employee will receive that amount in each of these months.

ADDITIONAL DAYS SCHOOL YEAR (ADSY) STIPENDS	AMOUNT
Principals	\$5,000
226 Day Employees (not principals)	\$1,000
Custodial Staff	\$1,000
Child Nutrition Staff	\$1,000

G. SUPPLEMENTAL DUTY PAY

Extra Duty, Travel, and Leadership Supplements Payout: The annual amount of the supplement is divided by the number of checks the employee receives for the contract period and paid in equal payments throughout the year. Supplements will be distributed on a prorated basis for partial assignments.

Extra duty supplements are monetary allocations given to employees for performing specific roles as determined by the Board. Supplements are paid throughout the year, unless noted otherwise on the supplement list. The annual amount of the supplement is divided by 24 and is paid out proportionally on each paycheck. Supplements are listed on the annual Compensation Statement and are subject to TRS deductions.

The amounts of the supplements are approved by the Board. Based on the financial or supplemental needs of the district, the Superintendent or designee can remove at any time these roles from an employee and the payment of the supplement will be stopped. Receiving a supplement in one school year does not guarantee or give rights to receiving the supplement in following years. District administrators, principals, and assistant principals cannot serve in

supplemental roles such as coaches, cheerleader sponsors, or performing arts directors. Employees who have a district vehicle are not eligible to receive the travel supplement for their position.

Examples of the supplements offered at Aldine ISD include:

- **Mentors** are teachers who mentor other new teachers graduating from the College of Education in a university setting or an alternative certification program. This is a one-time payout.

Mentors will be selected by the campus principal or School Assistant Superintendent. Predetermined qualifications, as outlined in the district mentorship program, must be met to serve in this capacity.

- **Cooperating Teachers** are teachers who are assigned a student teacher at any time during a semester. Cooperating teachers will be selected by the campus principal. Predetermined qualifications, as outlined in the district's student teacher program, must be met to serve in this capacity. This is a one-time payout.
 - **Extra-Curricular** duties are for eligible employees who are assigned certain extra-curricular activities. The list of activities and supplements are identified and approved by the School Board.
 - **Campus Leadership Roles** are for teachers who serve in leadership roles such as department chairperson. A selection process will be held to determine who is the most qualified to assume these roles. The School Assistant Superintendents will provide principals with details regarding the selection process.
1. **Length of supplement awards:** Annual reviews will be scheduled with campus principals to determine eligibility. Employees may continue to receive supplement allocations if they continue to perform the required supplemental duties.
 2. **Partial assignments:** Supplements will be distributed on a prorated basis for partial assignments. Employees sharing a position will each receive half of the total annual supplement.
 3. **Sponsorships:** Employees who serve as a sponsor, have a CDL, and drive students to and from events, will be paid additional for drive time. However, time spent at the event will not be paid as additional time as it is covered by the supplemental pay associated with the sponsorship.
 4. **Travel Supplements:** Employees whose specific duties warrant travel may receive a travel supplement as directed by the Superintendent. Employees who use a district vehicle are not eligible for this supplement.

H. SUPPLEMENTAL DUTY SCHEDULE

DEPARTMENT CHAIRPERSON SUPPLEMENTS

(Paid over 24 checks) Two chairpersons sharing a position will receive half of the supplement pay.

DEPARTMENT CHAIRPERSON SUPPLEMENTS	DAYS	AMOUNT
INTERMEDIATE SCHOOL (Houston Academy)		
Math*	192	\$1,000
Reading*	192	\$1,000
MIDDLE SCHOOL (Grades 6-8)		
English*	192	\$1,000
Fine Arts (Speech, Drama, Art, Choir, and Band)	187	\$1,000
Math*	192	\$1,000
Physical Ed/Health	187	\$1,000
Reading*	192	\$1,000
Science*	192	\$1,000
Social Studies*	192	\$1,000
9th GRADE		
Business	187	\$1,000
English*	192	\$1,000
Fine Arts (Speech, Drama, Art, Choir, and Band)	187	\$1,000
Math*	192	\$1,000
Other Languages	187	\$1,000
Physical Ed/Health	187	\$1,000
Science*	192	\$1,000
Social Studies*	192	\$1,000
HIGH SCHOOL		
Career & Technology	187	\$1,000
English*	192	\$1,000
Fine Arts (Speech, Drama, Art, Choir, and Band)	187	\$1,000
Math*	192	\$1,000
Other Languages	187	\$1,000
Physical Ed/Health	187	\$1,000
Science*	192	\$1,000
Social Studies*	192	\$1,000
Special Education*	192	\$1,000

** Designated department chairpersons will have an additional five (5) days added to their contract.*

SPONSOR SUPPLEMENTS

(Paid over 24 checks) Two sponsors sharing a position will receive half of the supplement pay.

SPONSOR SUPPLEMENTS	DAYS	AMOUNT
MIDDLE SCHOOL		
Academic Pentathlon	187	\$900
9TH GRADE AND HIGH SCHOOL		
Academic Decathlon - HS	187	\$2,000
Academic Octathlon - 9th Grade	187	\$1,200
Assistant Academic Decathlon HS	187	\$1,200
National Honor Society	187	\$400
Newspaper	187	\$1,000
Prep Bowl	187	\$200
SAT Specialist	187	\$2,000
Student Council	187	\$1,100
Texaco Star	187	\$200
UIL Accounting	187	\$200
UIL Art	187	\$200
UIL Calculator	187	\$200
UIL Computer Applications	187	\$200
UIL Computer Science	187	\$200
UIL Current Events	187	\$200
UIL Literary Criticism	187	\$200
UIL Mathematics	187	\$200
UIL Number Sense	187	\$200
UIL Reading/Writing	187	\$200
UIL Science	187	\$200
UIL Spelling	187	\$200
Yearbook	187	\$1,200
CAREER AND TECHNICAL EDUCATION STUDENT ORGANIZATION		
9th Grade and Middle School Sponsor		\$1,200
9th Grade and Middle School Co-Sponsor		\$1,000
High School Sponsor		\$1,500
High School Co-Sponsor		\$1,200

Career and Technical Education Student Organization sponsors will receive payment at the end of year when sponsorship criteria have been met.

JROTC SUPPLEMENTS

JROTC	AMOUNT
High School Commander	\$2,000
High School Commander-Department Chairperson	\$1,000

**High School Commander receives both supplements
(paid over 24 checks)*

Middle School LOTC (\$400.00 for each team coached, up to four teams)	Up to \$1,600
High School JROTC (\$500.00 for each team coached, up to four teams)	Up to \$2,000

Must complete in a set number of drill meets in the fall and spring in addition to the Aldine District JROTC and LOTC drill meets.

(paid at end of year when all criteria are met)

CHEERLEADING SUPPLEMENTS

(paid over 24 checks)

CHEERLEADING SUPPLEMENTS	DAYS	AMOUNT
MIDDLE SCHOOL		
Cheerleader Sponsor-7th Grade	192	\$1,400
Cheerleader Sponsor-8th Grade	192	\$1,400
9TH GRADE		
Cheerleader Sponsor-9th Grade	192	\$1,500
HIGH SCHOOL		
Cheerleader Sponsor-10th Grade	192	\$1,500
Cheerleader Sponsor-11th Grade	192	\$1,500
Cheerleader Sponsor-12th Grade	192	\$2,500
Pep Squad	187	\$800

ATHLETIC COACHING ASSIGNMENT SUPPLEMENTS

(paid over 24 checks)

ATHLETIC COACHING ASSIGNMENT SUPPLEMENTS	DAYS	AMOUNT
MIDDLE SCHOOL		
Head Boys Basketball	187	\$3,000
Head Girls Basketball	187	\$3,000
Assistant Boys Basketball	187	\$2,800
Assistant Girls Basketball	187	\$2,800
Associate Boys Basketball/7th	187	\$1,200
Associate Boys Basketball/8th	187	\$1,200
Associate Girls Basketball/7th	187	\$1,200
Associate Girls Basketball/8th	187	\$1,200
Head Football Coach	197	\$4,500
First Assistant Football	197	\$3,600
Assistant Football	192	\$3,400
Associate Football/7th	187	\$1,600
Associate Football/8th	187	\$1,600
Head Boys Soccer	187	\$2,500
Head Girls Soccer	187	\$2,500
Assistant Boys Soccer	187	\$2,300
Assistant Girls Soccer	187	\$2,300
Tennis (CO-ED)	187	\$2,500
Head Boys Track	187	\$2,500
Head Girls Track	187	\$2,500
Assistant Boys Track	187	\$2,300
Assistant Girls Track	187	\$2,300
Associate Boys Track/7th	187	\$1,200
Associate Boys Track/8th	187	\$1,200
Associate Girls Track/7th	187	\$1,200
Associate Girls Track/8th	187	\$1,200
Head Volleyball	192	\$3,000
Assistant Volleyball	192	\$2,800
Associate Volleyball/7th	187	\$1,200
Associate Volleyball/8th	187	\$1,200
HIGH SCHOOL		
Athletic Academic Advisor (counselors not eligible)	187	\$2,900
Strength Coach (1)	213	\$6,500
Trainer (2)	200	\$7,000

ATHLETIC COACHING ASSIGNMENT SUPPLEMENTS	DAYS	AMOUNT
HIGH SCHOOL		
Head Baseball	187	\$6,000
Assistant Baseball (may have asst or JV; not both)	187	\$3,500
JV Baseball (may have asst or JV; not both)	187	\$3,500
Sophomore Baseball	187	\$3,200
Head Boys Basketball	197	\$7,500
Head Girls Basketball	197	\$7,500
JV Boys Basketball	197	\$3,500
JV Girls Basketball	197	\$3,500
Sophomore Boys Basketball	197	\$2,900
Freshman Boys Basketball (2)	187	\$2,900
Freshman Girls Basketball (2)	187	\$2,900
Head Football/Campus Coordinator	220	\$22,000
First Assistant Head Coordinator Football	213	\$7,000
Second Assistant Coordinator Football	213	\$6,500
Assistant Football (9)	197	\$6,000
Assistant Sub Varsity Football (3)	197	\$5,500
Head Golf (Co-Ed)	187	\$5,000
Power Lifting	187	\$3,500
Head Boys Soccer	192	\$6,000
Head Girls Soccer	192	\$6,000
JV Boys Soccer	192	\$3,500
Freshman Boys Soccer	187	\$3,500
JV Girls Soccer	192	\$3,500
Freshman Girls Soccer	187	\$3,500
Head Softball	187	\$6,000
Assistant Varsity Softball	187	\$3,500
JV Softball	187	\$3,500
Head Swimming (Co-Ed)	187	\$6,000
Team Tennis (Co-Ed)	187	\$3,000
Spring Tennis (Co-Ed)	187	\$3,000
Assistant Spring Tennis (Co-Ed)	187	\$2,750
Head Boys Track	187	\$5,000
Head Girls Track	187	\$5,000
JV Boys Track	187	\$3,000
Freshman Boys Track	187	\$3,000
JV Girls Track	187	\$3,000

ATHLETIC COACHING ASSIGNMENT SUPPLEMENTS	DAYS	AMOUNT
HIGH SCHOOL		
Freshman Girls Track	187	\$3,000
Cross Country (Co-Ed)	197	\$4,000
Assistant Cross Country	192	\$3,000
Head Volleyball	197	\$7,000
JV Volleyball	197	\$3,500
Freshman Volleyball (2)	197	\$2,900
Water Polo	187	\$5,000

PERFORMING ARTS SUPPLEMENTS

(paid over 24 checks)

PERFORMING ARTS SUPPLEMENTS	DAYS	AMOUNT
HOUSTON ACADEMY		
Dance Director	187	\$1,000
Orchestra Director	187	\$1,000
Theatre Arts	187	\$1,000
MIDDLE SCHOOL		
Head Band Director	197	\$5,000
First Assistant Band Director	192	\$3,500
Second Assistant Band Director (based on enrollment)	192	\$3,500
Strings Director (Drew)	192	\$3,700
Choir Director	187	\$3,800
Assistant Choir	187	\$2,250
Dance Director (Drew)	187	\$1,500
Piano (Drew)	187	\$500
Speech	187	\$1,500
Theatre Arts	187	\$1,500
9TH GRADE		
Head Band Director	203	\$5,000
Choir Director (housed at High School)	192	\$4,000
Dance Teacher/Director (housed at High School)	192	\$2,000
Theatre Arts/Asst Theatre Arts	187	\$3,500

PERFORMING ARTS SUPPLEMENTS	DAYS	AMOUNT
HIGH SCHOOL		
Head Band Director	208	\$9,500
First Assistant Band Director	203	\$5,000
Second Assistant Band Director	203	\$5,000
Mariachi Band Director **	208	\$7,000
Steel Drum	187	\$3,000
Strings Director (Carver)	192	\$5,500
Strings/Guitar/Piano (Carver)	192	\$5,500
Choir Director	192	\$5,500
Piano and Choir Director (Carver)	192	\$5,500
Head Dance Team Director (Drill Team)	203	\$5,000
Assistant Dance Director	192	\$2,000
Theatre Arts Director	187, 203	\$6,000
Assistant Theatre Arts Director	187	\$3,500
Color Guard	197	\$3,000
Pep Squad	187	\$800
Speech/Debate	187	\$4,000
Assistant Speech/Debate (Paid half in October and March)	187	\$1,500

** Mariachi Band Director at Carver only; will travel to Drew and possibly Houston

DISTRICT SUPPLEMENTS

DISTRICT SUPPLEMENTS	AMOUNT
ADVANCED DEGREE (TEACHERS)	
Classroom Teacher	
ASSESSMENT AND DATA SPECIALIST (ADS) SUPPLEMENT	
<i>(Paid twice a year in January and June)</i>	
Certified Testing Liaison (CTL) - Available for campuses with AADS in split position	\$1,000
ADS LEAD (3) - One each for ES, MS, and 9th/HS <i>Only Assistant Principals, Counselors, Information Literacy Specialists, and Information</i>	\$1,000

DISTRICT SUPPLEMENTS	AMOUNT
BILINGUAL DISTRICT LITERACY/MULTILINGUAL COACH SUPPLEMENT	
<i>(Paid twice a year in October and March)</i>	
District Literacy Coach - Bilingual Certification <i>(not eligible for District Coach Supplement)</i>	\$5,500
District Multilingual Coach - Bilingual Certification <i>(not eligible for District Coach Supp)</i>	\$5,500
CHILD NUTRITION SUPPLEMENT	
<i>(Paid over 24 checks)</i>	
Level 1	.15 / hour
Level 2	.30 / hour
Level 3	.45 / hour
Level 4	.60 / hour
CHOICE SCHOOL LIAISON SUPPLEMENT	
Choice School Liaison (4)	\$3,100
COOPERATING TEACHER SUPPLEMENTS	
<i>(Paid twice a year in December and June)</i>	
Cooperating Teacher (works with a student teacher) - Full term	\$250
Cooperating Teacher (works with a student teacher) - Partial Term	\$125
DIGITAL LEARNING SPECIALIST BROADCASTING SUPPLEMENT	
<i>(Paid over 24 checks)</i>	
Filming/student exposure to digital production (DLS)	\$3,000
DIGITAL LEARNING SPECIALIST ESPORTS SUPPLEMENT	
<i>(Paid over 24 checks)</i>	
ESports Support (DLS)	\$3,000
DISTRICT COACH SUPPLEMENT	
<i>(Paid over 24 checks)</i>	
District Literacy Coach (40) - No Bilingual Certification	\$3,100
District Math Coach (15)	\$3,100
District Multilingual Coach (6) - No Bilingual Certification	\$3,100
District SLC Coach (3)	\$3,100
District Science Coach (10)	\$3,100
DUAL CREDIT AND ONRAMPS SUPPLEMENT	
<i>(Paid twice a year in January and June)</i>	
Dual Credit and OnRamps Teacher	\$1,000
<i>\$1,000 per section per semester; up to a maximum of \$6,000 per semester (up to 6 sections)</i>	
DYSLEXIA ASSESSOR SUPPLEMENT	
<i>(Paid twice a year in October and March)</i>	
Dyslexia Assessor	\$4,500
FAMILY AND COMMUNITY ENGAGEMENT (FACE) LIAISON SUPPLEMENT	
<i>(Paid twice a year in December and May)</i>	
Family and Community Engagement (FACE) Liaison	\$1,000

DISTRICT SUPPLEMENTS	AMOUNT
HALL SUCCESS SUPPLEMENTS	
<i>(Divided in half and paid twice a year in October and March)</i>	
Administrative Team	VARIES
HOST FAMILY ALLOWANCE	
<i>(One-time payment)</i>	
Host Family - Spring host family for student completing practicum	\$200
INSTRUCTIONAL LITERACY SPECIALIST TECHNOLOGY SUPPLEMENT	
<i>(Paid over 24 checks)</i>	
On-Campus Technology Support (ILS)	\$1,500
LEAD BILITERACY COACH SUPPLEMENT	
<i>(Paid over 24 checks)</i>	
Lead Biliteracy Coach (1)	\$10,000
<i>(not eligible for \$3,100 District Coach supplement or \$5,500 Bilingual Stipend)</i>	
LEAD LITERACY COACH SUPPLEMENT	
<i>(Paid over 24 checks)</i>	
Lead Literacy Coach (3)	\$10,000
<i>(not eligible for \$3,100 District Coach supplement or \$5,500 Bilingual Stipend)</i>	
LEAD DYSLEXIA / RtI SUPPLEMENT	
<i>(Paid over 24 checks)</i>	
Lead Dyslexia Specialist (1)	\$7,000
Lead RtI Teacher	\$7,000
<i>(not eligible for \$3,100 District Coach supplement)</i>	
LEAD SUPPLEMENTS - SPECIAL EDUCATION	
<i>(Paid over 24 checks)</i>	
Lead APE Teacher (1)	\$2,000
Lead COMS Teacher (1)	\$2,000
Lead DHH Teacher (1)	\$2,000
Lead Homebound Teacher (1)	\$2,000
Lead In-Home/Parent Trainer (1)	\$1,000
Lead VI Teacher (1)	\$2,000
Lead Assistive Technology Specialist (1)	\$2,000
Lead Diagnostician (7)	\$2,000
Lead LSSP (1)	\$2,000
Lead Occupational Therapist (1)	\$2,000
Lead Physical Therapist (1)	\$2,000
Lead Recovery Interventionist (1)	\$2,000
Lead SEC (2)	\$2,000
Lead SLP (3)	\$2,000
Lead Transition Specialist (1)	\$2,000
MENTAL HEALTH PROFESSIONAL SUPPLEMENT	
<i>(Paid over 24 checks)</i>	
Mental Health Professional	\$5,000

DISTRICT SUPPLEMENTS	AMOUNT
NURSE SUPPLEMENTS	
<i>(Paid over 24 checks)</i>	
Nurse Supplement	\$1,500
Lead Nurse (6)	\$1,000
Nurse Supervising LVN	\$1,500
Nurse Vacancy Coverage *per 9 weeks <i>(1 additional campus on alternating schedule)</i>	\$500
<i>If a nurse is hired for a vacant position, the nurse covering the vacancy will continue to receive the stipend for the following 9 weeks to assist with onboarding the new nurse.</i>	
Nurse Sign-on bonus <i>(one-time payment)</i>	\$1,500
ONEGOAL SUPPLEMENT	
<i>(Divided in half and paid twice a year in October and March)</i>	
OneGoal (Fall, Spring)	\$1,000
OPPORTUNITY CULTURE SUPPLEMENTS	
<i>(Divided in half and paid twice a year in October and March)</i>	
Multi-Classroom Leader (MCL)	\$15,000
<i>MCL is also eligible for critical need stipend if they teach at least 50% of day</i>	
Team Reach Teacher (Mentor) Mentors Opportunity Culture Teacher Resident	\$4,000
Reach Associate (para)	\$1,500
POLICE DEPARTMENT ANNUAL CERTIFICATION SUPPLEMENTS	
<i>(Paid over 24 checks)</i>	
Intermediate	\$2,400
Advanced	\$4,800
Master	\$7,200
POLICE DETECTIVE SUPPLEMENT	
<i>(Paid over 24 checks)</i>	
Police Detective (2)	\$2,400
POLICE FIREARMS INSTRUCTOR SUPPLEMENT	
Police Firearms Instructor (up to 6)	\$2,400
POLICE OFFICER K-9 OFFICER SUPPLEMENT	
<i>(Paid over 24 checks)</i>	
<i>Paid at a rate of officer's overtime hourly rate times 3.5 hours per week for 52 weeks;</i>	
<i>To be calculated once a year at beginning of fiscal year</i>	
POLICE OFFICER TRAINER SUPPLEMENT	
<i>(Paid over 24 checks)</i>	
<i>Must hold trainer certification and serve as a trainer (up to 6)</i>	\$2,400
POLICE OFFICER BILINGUAL SUPPLEMENT	
<i>(Paid over 24 checks)</i>	
Bilingual Police Officer (up to 15)	\$2,400

DISTRICT SUPPLEMENTS	AMOUNT
PRINCIPAL MENTOR SUPPLEMENT	
<i>(Divided in half and paid twice a year in October and March)</i>	
Principal Mentor	\$2,500
PSYCHOLOGIST/LSSP PHD SUPPLEMENT	
<i>(Paid over 24 checks)</i>	
Psychologist / LSSP with PHD	\$500
TEACHER MENTOR SUPPLEMENTS	
<i>(Paid once a year in June)</i>	
Mentor to ACP beginning teachers (per year)	\$1,000
<i>(Paid once a year in May)</i>	
Mentor to other beginning teachers (per year)	\$1,000
<i>(Divided in half and paid twice a year in October and March)</i>	
Relay Resident Advisor Mentors Relay Resident	\$2,500
TEExEs PREP COORDINATOR SUPPLEMENT	
TEExEs PREP Coordinator (1)	\$2,000
THORNE VIDEO SCOREBOARD TECHNOLOGY SUPPLEMENT	
<i>(Paid over 24 checks)</i>	
Thorne Video Scoreboard Operator (2)	\$3,500
T-TESS SPECIALIST SUPPLEMENT	
<i>(Paid twice a year in December and May)</i>	
T-TESS Specialist	\$1,000
UNIFIED SPORTS COACH SUPPLEMENT	
<i>(Paid over 24 checks)</i>	
Unified Sports Coach	\$1,000

I. PERFORMANCE PAY AND INCENTIVES

1. Performance Pay

Aldine ISD is participating in the Teacher Incentive Allotment (TIA) program created by the Texas Legislature as part of House Bill 3. This program offers a pathway for top teachers to earn substantial performance pay and helps districts attract and retain highly effective teachers at traditionally hard-to-staff schools.

Qualifying teachers who meet all requirements will receive a designation of Recognized, Exemplary, or Master on their State Board of Educator Certification (SBEC) teaching certificate. Qualifying teachers will also receive performance pay based on their campus's Economic Disadvantaged percentage, rural/non-rural status, and level of distinction as determined by the Texas Education Agency (TEA). All campus socioeconomic tiers will be recalculated annually by TEA, and corresponding allotment amounts for each campus may vary based on these annual recalculations. For more details about eligibility, requirements, evaluated components, designations, and allotments associated with TIA, please see the District's Teacher Evaluation manual.

Teachers will maintain their earned designation on their teaching certificate for a period of five years. Based on performance during the five-year designation, a teacher can be recommended for a higher designation but not a lower designation. Moving to a higher designation restarts the five-year timeframe.

In addition, teachers who hold a valid National Board Certification in Texas will automatically qualify for a Recognized designation and the corresponding allotment for their campus. Teachers who hold a National Board Certification must notify the district upon employment. A teacher interested in obtaining their National Board Certification can visit the National Board for Professional Teaching Standards website at nbpts.org.

The District will pay designated teachers in a one-time payment in the month of June. For any funds received by Aldine ISD for a designated teacher under TIA, 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for administrative expenses to support the program. If the district receives funds for a designated teacher who has resigned or retired, the payment will be forwarded to the address on file in Human Resources. Therefore, it is imperative that teachers maintain a current address with Aldine's Human Resources Department.

The payment will not be part of the employee's base salary, but paid as a one-time payment. The payment will be eligible for inclusion in the Texas Teacher Retirement System (TRS) and subject to required contributions.

The Board of Trustees may adjust the compensation reflected in this plan as necessary to utilize funds received under the TIA that were not known at the time this plan was initially adopted. The distribution of TIA funds will comply with state and Texas Education Agency guidance.

2. Recruitment Incentive

Aldine ISD employees (excluding employees of the Human Resources department and cabinet members) who recruit employees for the following positions will be paid an incentive. The employee who was recruited must be in the position for one full year (12 months) and the incentive will be paid the following year. The employee who was recruited cannot be a former Aldine employee who is a rehire to the district. The employee receiving the incentive must be employed at the time of the payout to be eligible for this payment. Recruitment incentives are paid in September and January and are not subject to TRS deductions.

POSITION RECRUITED	INCENTIVE AMOUNT
7 th - 12 th Grade Science Teachers	\$500
7 th - 12 th Grade Math Teachers	\$500
Bilingual Teachers	\$500
All other certified teachers	\$300
Nurses	\$500
Police Officers	\$500

Incentive s may be increased in certain years to encourage employee recruitment.

SECTION 5 – BOARD POLICY

A. BOARD POLICY

The following Board Policies relate to the District's Compensation Plan.

1. DEA (Local) – COMPENSATION AND BENEFITS – COMPENSATION PLAN

2. DEAA (Local) – COMPENSATION AND BENEFITS – COMPENSATION PLAN

3. DEAB (Local) – COMPENSATION PLAN – WAGE AND HOUR LAWS