



2023 - 2024

SALARY SCHEDULES & COMPENSATION INFORMATION



Published by the Department of Human Resources

GARLAND INDEPENDENT SCHOOL DISTRICT

Serving the North Texas Communities of
Garland, Rowlett, and Sachse

 garlandisd.net

 972-487-3057

 501 S. Jupiter Rd
Garland, TX 75042

Table of Content

	Page
2023-2024 SALARY SCHEDULE	1
Teacher Salary Schedule	2
Administrative Professional Pay Plan	3
Construction Bond Pay Plan	10
Technology Pay Plan	11
Health Care Pay Plan	13
Administrative Support Pay Plan	14
Instructional Paraprofessional Pay Plan	17
Auxiliary Pay Plan	19
STIPENDS	
Retention and Sign-On Bonus	22
Academic, Co-Curricular, and Extra-Curricular	23
Athletics Coaching Stipends.....	28
SUPPLEMENTAL PAY	
Student Nutrition Technical Certification Supplemental Pay Program.....	29
Provision and Applications of Garland District Salary Schedule	30
Professional Categories of Pay details Rates	32
Guidelines for Supplemental Pay	33
TEACHER INCENTIVE ALLOTMENT (TIA)	36
NON-CERTIFIED INSTRUCTORS AND TEACHER RESIDENTS	37
SUBSTITUTE PAY SCALE	38

2023-2024 Salary Schedule

The 2023-2024 school year salary schedule reflects the implementation of the Board of Trustees approved salary increase.

The GISD Board of Trustees approved the following raise effective for the 2023-2024 school year:

Teachers

- Starting teacher salary increased to \$61,000
- Years 1-7: 2% Pay Increase
- Years 8-14: 3% Pay Increase
- Years 15+: 4.5% Pay Increase

Professional Staff

- 2% Pay Increase

Administrative Support, Instructional Support, and Auxiliary Staff

- \$15/hour minimum plus 1% increase from the new midpoint and equity adjustment that will achieve an additional 1%, totaling a minimum of a 2% increase
- Substitutes and part-time hourly employees are not eligible for the Board approved raise.

Pay increases will go into effect for the 2023-2024 school year in accordance with the assignment workdays.

July 2023	12 month employee	Workdays 215-260
August 2023	11 month employee	Workdays 198-214
September 2023	10 month employee	Workdays 180-197

- Neither past nor future salaries can be accurately calculated nor predicted from this booklet. Only the salary ranges based on pay grades can be obtained from this information.
- Salary plans are determined annually, and salary advancement is not guaranteed. Pay increases are based on the annual pay raise approved by the Board of Trustees.
- Salaries are determined individually with consideration for creditable years of service, job-related experience and credentials.
- All GISD employees who returned to the same position held in the district in the 2022-2023 school year will receive the outlined increase from the midpoint of their pay grade.

Should you have any questions, please contact the Human Resources Department at salary@garlandisd.net.



2023-2024

Teacher Hiring Salary Guide

Years of Experience	Annualized Salary based on 187 days	Daily Rate
0	\$61,000	\$326.20
1	\$61,635	\$329.60
2	\$61,935	\$331.20
3	\$62,235	\$332.81
4	\$62,535	\$334.41
5	\$62,835	\$336.02
6	\$63,185	\$337.89
7	\$63,535	\$339.76
8	\$64,709	\$346.04
9	\$65,078	\$348.01
10	\$65,428	\$349.88
11	\$65,728	\$351.49
12	\$66,028	\$353.09
13	\$66,328	\$354.70
14	\$66,628	\$356.30
15	\$68,118	\$364.27
16	\$68,418	\$365.87
17	\$68,844	\$368.15
18	\$69,143	\$369.75
19	\$69,439	\$371.33
20	\$69,739	\$372.94
21	\$70,138	\$375.07
22	\$70,538	\$377.21
23	\$70,838	\$378.81
24	\$71,138	\$380.42
25+	\$71,438	\$382.02

	Minimum	Midpoint	Maximum
187 Days	\$61,000	\$75,500	\$90,400
Daily Rate	\$326.20	\$403.74	\$483.42

Continuing GISD Teachers above 25+ years of creditable service will receive an increase of \$3,410 from their previous school year base salary.

The above salaries are based on ten (10) month of employment for the 2023-2024 school year. Salary plans are determined annually, and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees. Years of experience is the total creditable years of service (CYS) at the end of the 2022-2023 school year. New teachers to GISD with 25 or more creditable years of service will start at step 25.

\$1,300 General Master's Degree Stipend

\$2,000 Doctorate Degree Stipend

Salaries are determined individually with consideration for creditable years of service, job-related experience and credentials.

2023-2024 Administrative Professional Pay Plan

Garland ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendar Days	Minimum	Midpoint	Maximum	2.0%	
						General Pay Increase (GPI)	
101							
	Assistant Box Office Coordinator	226	\$232.96	\$280.00	\$327.04	\$5.60	
	Certification Specialist I	226	226 Days	52,649	63,280	73,911	1,266
	Compensation Human Resources Specialist	226					
	Energy Analysis Specialist	226					
	Event Coordinator	226					
	Facilities Specialist	226					
	Marketing Specialist	226					
	Print Shop Senior Production Manager	226					
	Supervisor (Student Nutrition Services)	226					
	Supervisor Culinary	226					
	Supervisor Professional Development	226					
	Supervisor Special Projects	226					
102							
	Facilitator Translation Interpret Services	226	\$268.97	\$323.40	\$377.83	\$6.47	
	Graphic Design Specialist	226	202 Days	54,332	65,327	76,322	1,307
	Office Manager	226	226 Days	60,787	73,088	85,390	1,462
	Operations Manager	226					
	Sales Representative	226					
	Security Specialist Armed Officers	202					
	Specialist McKinney Vento Office TEHCY	202					
	Supervisor Food And Supply Acquisition	226					
	Web Content Designer	226					
103							
	Benefits Specialist	226	\$293.18	\$352.51	\$411.84	\$7.05	
	Box Office Coordinator	226	187 Days	54,825	65,919	77,014	1,318
	Budget Analyst	226	210 Days	61,568	74,027	86,486	1,481
	Coordinator Print Shop	226	215 Days	63,034	75,790	88,546	1,516
	Energy Management Specialist	226	226 Days	66,259	79,667	93,076	1,593
	Event Services Manager	226					
	Executive Assistant To The Superintendent	226					
	Finance Analyst	226					
	Grants Specialist	226					
	Human Resources Specialist GYO TCLAS	226					
	Investigator Human Resources	226					
	Language Acquisition Specialist Tittle III	215					
	Maintenance MEP Manager	226					
	Manager Building Services	226					
	Manager Event Services	226					
	Manager Grounds	226					
	Manager Maintenance Trades & Projects	226					
	Manager Work Order Control	226					
	Paralegal General Counsel	226					
	Sales Manager	226					
	School-Based Mentoring Program Manager	210					
	Senior Buyer	226					
	Speech Language Pathologist Assistant SPED	187					
	Web Services Support Specialist	226					

2023-2024 Administrative Professional Pay Plan

Garland ISD

*Annual amounts are based on 7.5 hours per day.

104		Daily	\$319.57	\$384.24	\$448.91	\$7.68
Accountant Bond	226	187 Days	59,760	71,853	83,946	1,436
Accountant General Ledger	226	189 Days	60,399	72,621	84,844	1,452
Accountant Payroll	226	193 Days	61,677	74,158	86,640	1,482
Accountant Project	226	197 Days	62,955	75,695	88,435	1,513
Accountant Proprietary Funds	226	202 Days	64,553	77,616	90,680	1,551
Behavior Intervention/Interventionist Specialist Title I*	210	210 Days	67,110	80,690	94,271	1,613
Behavior Program Specialist Title I*	210	215 Days	68,708	82,612	96,516	1,651
Behavioral Specialist BCBA Idea B*	226	226 Days	72,223	86,838	101,454	1,736
Behavioral Specialist BCBA*	226					
Bilingual Instructional Specialist*	226					
Board Service Manager	226					
Case Manager	210					
Clinic Nurse Specialist	226					
Coordinator Budget	226					
Coordinator PEIMS	226					
Coordinator Security Systems	226					
Coordinator Textbooks	226					
Custodial Services Manager	226					
Data Support Specialist Title I	197					
District Student Retention and Recovery Specialist	226					
Dyslexia Support Coach Bilingual*	197					
Dyslexia Support Coach*	197					
Field Nurse Technology Specialist Health Services	197					
Gifted and Talented Specialist*	226					
Infant Center Specialist New Horizons C Tech*	193					
Instructional Coach (Elementary)*	197					
Instructional Coach 1:1 (High School)*	197					
Instructional Coach SAF *	197					
Instructional Coach Title I (Middle School, High School)*	215					
Instructional Specialist Bil ESL PK 12*	226					
Instructional Specialist Title III*	226					
Instructional Technology Specialist Title I	226					
Lead Nurse Health Services	226					
Librarian	187					
Librarian (Sachse High School)	189					
Librarian Prekindergarten	187					
Magnet Program Specialist	226					
Manager Certification Human Resource	226					
Manager Investigations Human Resource	226					
Nurse Early College	187					
Nurse Itinerant Health Services	187					
Program Specialist	226					
Risk Management Auto Claims Specialist	226					
Risk Management Wc Claim Specialist	226					
School Nurse	187					
School Nurse Itinerant Health Services	187					
School Nurse Prekindergarten	187					
Security Coordinator Armed Officers	226					
Sheltered Instruction Specialist Title III*	226					
Specialist AVID	226					
SPED Treatment Nurse	187					
SPED Treatment Nurse (Elementary)	202					
Teacher ELAR Instructional Coach Title I*	215					
Teacher Math Instructional Coach Title I*	215					

2023-2024 Administrative Professional Pay Plan

Garland ISD

*Annual amounts are based on 7.5 hours per day.

104		Daily	\$319.57	\$384.24	\$448.91	\$7.68
	Teacher SPED Visually Impaired Lead*					
						187
	Teacher SPED Visually Impaired*					187, 197
	Virtual Learning Specialist					226
	*Eligible for the Master's stipend (equal to Inst. Coach position and no Master's required)					

105		Daily	\$337.15	\$405.37	\$473.59	\$8.11
	Campus Facilitator	187 Days	63,047	75,804	88,561	1,517
	Campus Facilitator Idea B	188 Days	63,384	76,210	89,035	1,525
	Compliance Facilitator Grants SAF	189 Days	63,721	76,615	89,509	1,533
	Coordinator Broadcasting	193 Days	65,070	78,236	91,403	1,565
	Counselor (Elementary)	197 Days	66,419	79,858	93,297	1,598
	Counselor (High School)	202 Days	68,104	81,885	95,665	1,638
	Counselor (Middle School)	210 Days	70,802	85,128	99,454	1,703
	Counselor CTE (GRCT)	215 Days	72,487	87,155	101,822	1,744
	Counselor CTE 1 (High School)	220 Days	74,173	89,181	104,190	1,784
	Counselor CTE 2 (High School)	226 Days	76,196	91,614	107,031	1,833
	Counselor Facilitator					220
	Counselor Lead					220
	Counselor Prekindergarten					189
	Counselor Student Success Part Time					202
	Dean of Students SAF					197
	Diagnostician					197/202
	Diagnostician Lead					202
	Dyslexia Bilingual Facilitator SPED					202
	Dyslexia Facilitator SPED MIZ 429					202
	Facilitator Advance Academics Title I					226
	Facilitator Early Childhood					220
	Facilitator ELL Newcomer					202
	Facilitator Instructional Design ELAR					202
	Facilitator Instructional Design Math					202
	Facilitator Instructional Design Science					202
	Facilitator Instructional Design SLAR					202
	Facilitator Instructional Design Social Studies					202
	Facilitator Magnet Programs					226
	Facilitator Parent Engagement Title I					226
	Facilitator Parent Engagement Title III					226
	Leadership Instructional Design Facilitator ELAR					202
	Leadership Instructional Design Facilitator Math					202
	Leadership Instructional Design Facilitator RLA					202
	Leadership Instructional Design Facilitator Science					202
	Leadership Instructional Design Facilitator Social Studies					202
	Licensed Specialist School Psychologist SPED					202
	MTSS Facilitator Title I					226
	Orientation Mobility Specialist					187
	Responsive Services Counselor					193
	Risk Management Specialist					226
	RTI Facilitator Title I					226
	Sheltered Instruction Facilitator Title III					226
	Social Worker					210
	Specialist Title II					226
	Speech Language Pathologist SPED (Prekindergarten, ES, MS, HS)					197/210
	Transition Specialist SPED					215

2023-2024 Administrative Professional Pay Plan

Garland ISD

*Annual amounts are based on 7.5 hours per day.

106	
Assistant Principal (Elementary)	215
Assistant Principal Prekindergarten	215
Early Childhood Coordinator Title I	226
Instructional Leadership Specialist	203
Occupational Therapist	188, 193
Physical Therapist	188
Safety And Training Manager	226

Daily	\$354.00	\$425.64	\$497.28	\$8.51
188 Days	66,552	80,020	93,489	1,600
193 Days	68,322	82,149	95,975	1,642
203 Days	71,862	86,405	100,948	1,728
215 Days	76,110	91,513	106,915	1,830
226 Days	80,004	96,195	112,385	1,923

107	
Academic Success Coordinator	226
Assistant Principal (Alternative Education Center)	220
Assistant Principal (Jackson Tech Center & Memorial Pathway Academy)	225
Assistant Principal (Middle School)	225
At Risk Administrator	226
Attendance Administrator	226
Audiologist SPED	202
AVID Coordinator Secondary	226
Cash Manager	226
Coordinator 504 SPED	226
Coordinator Accelerated Learning	226
Coordinator At Risk	226
Coordinator Athletics (Trainer)	226
Coordinator Avid Elementary Title I	226
Coordinator Bilingual ESL	226
Coordinator Business Program Development	226
Coordinator Communications	226
Coordinator Counseling Guidance	226
Coordinator CTE	226
Coordinator CTE Part Time	226
Coordinator Data Analysis Reporting	226
Coordinator District Testing	226
Coordinator Dyslexia	226
Coordinator Dyslexia Bilingual	226
Coordinator Elementary Math	226
Coordinator Elementary Science	226
Coordinator Employee Relations	226
Coordinator English Language Learners	226
Coordinator Family And Community Engagement	226
Coordinator Fcs New Horizons C Tech	226
Coordinator Fine Arts	226
Coordinator Foreign Languages	226
Coordinator Library Media Services	226
Coordinator Local Assessment	226
Coordinator Maintenance Business Operations	226
Coordinator MTSS Title I	226
Coordinator Nutrition And Menu Operations	226
Coordinator Outreach Enrollment Center Clinic	226
Coordinator Payroll and Benefits	226
Coordinator PE	226
Coordinator PK 6	226
Coordinator Planning Research	226
Coordinator Recruitment and Retention	226
Coordinator Secondary ELAR Title II	226
Coordinator Secondary Math Title II	226

Daily	\$371.70	\$446.92	\$522.14	\$8.94
202 Days	75,083	90,278	105,472	1,806
220 Days	81,774	98,322	114,871	1,967
225 Days	83,633	100,557	117,482	2,012
226 Days	84,004	101,004	118,004	2,020

2023-2024 Administrative Professional Pay Plan

Garland ISD

*Annual amounts are based on 7.5 hours per day.

107		Daily	\$371.70	\$446.92	\$522.14	\$8.94
Coordinator Secondary Science Title II	226					
Coordinator Social Studies	226					
Coordinator SPED	226					
Coordinator SPED Idea B	226					
Coordinator Technology	226					
Coordinator Title I	226					
Coordinator Web Services	226					
Dyslexia Coordinator	226					
Dyslexia Coordinator Bilingual	226					
Early College Coordinator Title I	226					
Early Literacy Coordinator	226					
Foundation President Corporate Initiatives Liaison	226					
Instructional Leadership Coordinator	226					
Multilingual Program Analyst Title III	226					
Personalized Learning Coordinator MIZ 429 RBL 483	226					
Senior Construction Project Manager	226					
Senior Maintenance Project Manager	226					
Senior Manager Building Trades and Projects	226					
Senior Manager Grounds	226					
Service Provider Program Analyst Title III	226					
Student Services Coordinator	226					

108		Daily	\$390.29	\$469.27	\$548.25	\$9.39
Academic Success Administrator Title I	226	217 Days	84,693	101,832	118,970	2,038
Administrator Gifted Talented	226	225 Days	87,815	105,586	123,356	2,113
Administrator Safety Student Discipline	226	226 Days	88,206	106,055	123,905	2,122
Assistant Principal (High School)	226					
Associate Principal (Elementary)	217					
Extended Learning Program Administrator TCLAS	226					
Grant Development And Management Administrator	226					
Student Success Administrator TCLAS	226					

109		Daily	\$418.00	\$502.59	\$587.18	\$10.05
Administrator Title IX Coordinator	226	217 Days	90,706	109,062	127,418	2,181
Advanced Academic Administrator	226	225 Days	94,050	113,083	132,116	2,261
Aquatic Manager Swim Coach	226	226 Days	94,468	113,585	132,703	2,271
Assistant Director Athletics	226					
Assistant Director Building Trades	226					
Assistant Director Cafeteria Operations	226					
Assistant Director Custodial	226					
Assistant Director Dyslexia	226					
Assistant Director Equipment And Warehouse Operations	226					
Assistant Director Event Services & Operations	226					
Assistant Director Finance	226					
Assistant Director Fine Arts	226					
Assistant Director Fleet Operations	226					
Assistant Director MTSS	226					
Assistant Director Nutrition Menu Operations	226					
Assistant Director Office Of Innovation	226					
Assistant Director Purchasing	226					
Assistant Director Sales And Booking	226					
Assistant Director Student Services	226					
Assistant Director Transportation	226					
Assistant General Counsel	226					

2023-2024 Administrative Professional Pay Plan

Garland ISD

*Annual amounts are based on 7.5 hours per day.

109		Daily	\$418.00	\$502.59	\$587.18	\$10.05
Associate Principal (High School)	226					
Associate Principal (Middle School)	225					
Avid Program Manager Secondary	226					
Community Liaison To African Americans	226					
Community Liaison To Hispanic	226					
Responsive Services Administrator	226					
School Design Administrator	226					

109P		Daily	\$434.72	\$522.69	\$610.66	\$10.45
Principal (Elementary)	217	217 Days	94,334	113,424	132,513	2,268
Principal Residency	217					
Principal Prekindergarten	217					

110		Daily	\$459.46	\$552.44	\$645.42	\$11.05
Administrator School Improvement TLCAS Title II	226	217 Days	99,703	119,879	140,056	2,398
Boys Athletic Coordinator Head Football Coach	220	220 Days	101,081	121,537	141,992	2,431
Director Communications	226	226 Days	103,838	124,851	145,865	2,497
Director Compensation	226					
Director Elementary Integrated Literacy Studies TCLAS Title II	226					
Director Elementary Integrated Math Science Studies TCLAS Title II	226					
Director Employee Relations	226					
Director English Language Learners	226					
Director Family And Community Engagement	226					
Director Health Services	226					
Director Human Resources Systems	226					
Director Payroll Benefits	226					
Director Risk Management	226					
Director Secondary Integrated Literacy Studies TCLAS Title II	226					
Director Secondary Integrated Math Science Studies TCLAS Title II	226					
Director Tax Services	226					
Principal (Middle School, Memorial Pathway Academy, AEC, GRCTC)	226					

111		Daily	\$510.01	\$613.21	\$716.41	\$12.26
Director Auxiliary Human Resources	226	226 Days	115,262	138,585	161,909	2,771
Director Budget And Position Control	226					
Director Career Technical Education	226					
Director Elementary Human Resources	226					
Director Facilities Maintenance Operations, Budget and Assets	226					
Director Facilities Planning Construction Services	226					
Director Fine Arts	226					
Director Grants Administration Development	226					
Director Maintenance	226					
Director Secondary Human Resources	226					
Director Security	226					
Director Special Education	226					
Director Student Nutrition	226					
Director Transportation	226					
Interim Principal	226					
Principal (High School)	226					

112		Daily	\$581.15	\$695.99	\$810.83	\$13.92
Executive Director Athletics	226	226 Days	131,340	157,294	183,248	3,146
Executive Director Budget	226					
Executive Director Communications And Public Relations	226					

2023-2024 Administrative Professional Pay Plan

Garland ISD

*Annual amounts are based on 7.5 hours per day.

112		Daily	\$581.15	\$695.99	\$810.83	\$13.92
Executive Director Curtis Culwell Center	226					
Executive Director Facilities Maintenance	226					
Executive Director Finance	226					
Executive Director Counseling Guidance	226					
Executive Director Innovation SAF	226					
Executive Director Of Leadership Elementary	226					
Executive Director Of Leadership Secondary	226					
Executive Director Purchasing	900					
Executive Director Research Assessment Accountability	226					
Executive Director Special Education	226					
Executive Director Student Services School Choice	226					
Executive Director Teaching And Learning	226					
113		Daily	\$697.38	\$835.19	\$973.00	\$16.70
Assistant Superintendent Curriculum Instruction	226	226 Days	157,608	188,753	219,898	3,774
Assistant Superintendent Human Resources	226					
Assistant Superintendent Technology	226					
Assistant Superintendent Safety Operations	226					
114		Daily	\$795.02	\$952.12	\$1,109.22	\$19.04
General Counsel	226	226 Days	179,675	215,179	250,684	4,303
115		Daily	\$867.76	\$1,033.05	\$1,198.34	\$20.66
Chief Academic Officer	226	226 Days	196,114	233,469	270,825	4,669
Chief Financial Officer	226					
Chief Leadership Officer	226					

2023-2024 Construction Bond Pay Plan
Garland ISD

*Annual amounts are based on 7.5 hours per day for 226 day assignments.

*Annual amounts are based on 8 hours per day for 260 day assignments.

Pay Grade	Job Title	Calendars Days	Minimum	Midpoint	Maximum	
402			Daily	\$288.08	\$345.00	\$401.93
	Field and Safety Observer	260	226 Days	65,106	77,970	90,836
	Database Specialist	260	260 Days	74,901	89,700	104,502
403			Daily	\$316.88	\$379.50	\$442.12
	Bond Budget and Procurement Analyst	226	226 Days	71,615	85,767	99,919
	Contracts Administrator	226	260 Days	82,389	98,670	114,951
	Construction Bond Specialist	226				
404			Daily	\$362.83	\$434.53	\$506.23
	Construction Project Manager	260	226 Days	82,000	98,204	114,408
	Construction Bond Manager	226	260 Days	94,336	112,978	131,620
405			Daily	\$435.40	\$521.44	\$607.48
	Design Manager Bond	260	226 Days	98,400	117,845	137,290
	Senior Construction Project Manager Bond	260	260 Days	113,204	135,574	157,945

2023-2024 Technology Pay Plan
Garland ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars Days	Minimum	Midpoint	Maximum	2.0% General Pay Increase (GPI)	
201			Daily	\$159.92	\$195.00	\$230.08	\$3.90
	Campus Technology Assistant (ES)	191	191 Days	30,545	37,245	43,945	745
	Campus Technology Assistant Prekindergarten	191	226 Days	36,142	44,070	51,998	881
	GIS Assistant Technician	226					
202			Daily	\$168.70	\$205.73	\$242.76	\$4.11
	Campus Technology Assistant (MS)	196	196 Days	33,065	40,323	47,581	806
	Campus Technology Specialist I (HS)	196	226 Days	38,126	46,495	54,864	929
	Student Information System Support Specialist	226					
	Telecommunication Technician	226					
203			Daily	\$194.00	\$236.59	\$279.18	\$4.73
	Campus Service Technician	226	226 Days	43,844	53,469	63,095	1,069
	Desktop Integration Specialist	226					
	Digital Media Specialist	226					
	Field Service Software Specialist	226					
	Field Service Technician	226					
	GIS Auto Cad Technician	226					
	Helpdesk Specialist	226					
	Manager Kronos Oracle	226					
	Mobile Technology Assistant	226					
	Software Technician	226					
	Student Nutrition Service Field Service Technician	226					
204			Daily	\$261.91	\$319.40	\$376.89	\$6.39
	Athletics Technology Specialist	226	226 Days	59,192	72,184	85,177	1,444
	Field Service Technician Lead	226					
	GIS Program Manager	226					
	Mobile Technology Administrator	226					
	PEIMS Technical Assistant	226					
	Telecommunications Specialist	226					
205			Daily	\$302.51	\$368.91	\$435.31	\$7.38
	Enterprise Content Management Analyst	226	226 Days	68,367	83,374	98,380	1,668
	Programmer Analyst	226					
	Student Information System Analyst	226					
	Technical Analyst	226					
	Television Producer	226					
	Web Applications Systems Analyst	226					
206			Daily	\$334.27	\$407.65	\$481.03	\$8.15
	Database Developer	226	226 Days	75,545	92,129	108,713	1,842
	Man Wan Systems Engineer	226					
	Network Administrator	226					
	Network Infrastructure Engineer	226					
	Network Video Systems Analyst	226					
	Oracle Application Developer	226					
207			Daily	\$371.53	\$442.30	\$513.07	\$8.85
	Facilitator (Data and Administrative Systems)	226	226 Days	83,966	99,960	115,954	2,000
	Facilitator Technology Digital Learning	226					
	Oracle Business Analyst Developer	226					
208			Daily	\$403.12	\$479.90	\$556.68	\$9.60
	Coordinator Technology	226	226 Days	91,105	108,457	125,810	2,170
	Coordinator Technology Applications	226					
	Coordinator Technology Digital Learning	226					
	Resident School Support Program (RSSP) Data Fellow TCLAS	226					

2023-2024 Technology Pay Plan
Garland ISD

*Annual amounts are based on 7.5 hours per day.

209		Daily	\$437.38	\$520.69	\$604.00	\$10.41
Asst Director Data Administrative Systems	226	226 Days	98,848	117,676	136,504	2,353
Asst Director It Operations and Budget	226					
Asst Director Network Communications Infrastructure	226					
Lead Network Engineer Applications	226					
Lead Network Engineer Communications	226					
Network Engineer	226					
Network Engineer Cyber-Security	226					
Oracle Database Administrator	226					
Oracle Lead Business Analyst Developer	226					
Oracle Technical Solutions Architect	226					
Project Manager Technology	226					
Senior Oracle Applications Developer	226					
Systems Manager Kronos	226					
Technology Applications System Manager	226					
210		Daily	\$489.86	\$583.17	\$676.48	\$11.66
Director Data Administrative Systems	226	226 Days	110,708	131,796	152,884	2,635
Director GIS	226					
Director IT Operations and Budgets	226					
Director Oracle Technology	226					
211		Daily	\$543.75	\$647.32	\$750.89	\$12.95
Director Technology Services	226	226 Days	122,888	146,294	169,701	2,927

2023-2024 Health Care Pay Plan
Garland ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars Days	Minimum	Midpoint	Maximum	2.0% General Pay Increase (GPI)	
301			Daily	\$136.00	\$164.00	\$192.00	\$3.28
	Health Clinic Medical Asst	236	236 Days	32,096	38,704	45,312	774
304			Daily	\$353.66	\$431.29	\$508.92	\$8.63
	Health Clinic Manager	236	236 Days	83,464	101,784	120,105	2,037
305			Daily	\$435.00	\$530.49	\$625.98	\$10.61
	Health Clinic Nurse Practitioner	236	236 Days	102,660	125,196	147,731	2,504
	Health Clinic Physician Asst	236					

2023-2024 Administrative Support Pay Plan
Garland ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars Days	Minimum	Midpoint	Maximum	2.0% General Pay Increase (GPI)	
P11			Daily	\$112.50	\$135.00	\$157.50	\$2.70
	Aide Achievement Office	186	186 Days	20,925	25,110	29,295	502
	Aide Mckinney Vento Office TEHCY	202	187 Days	21,038	25,245	29,453	505
	Aide Newcomer Title III	186	202 Days	22,725	27,270	31,815	545
	Aide Office	186					
	Aide Office Attendance	186					
	Aide Office Prekindergarten	186					
P12			Daily	\$116.25	\$142.80	\$169.35	\$2.85
	Aide Counselor	186	186 Days	21,623	26,561	31,499	530
	Aide Diagnostician	186	193 Days	22,436	27,560	32,685	550
	Aide SPED Facilitator	186					
	Aide SPED Facilitator Idea B	186					
	Attendance Clerk	193					
P13			Daily	\$123.38	\$151.35	\$179.33	\$3.03
	Processing Manager	226	186 Days	22,949	28,151	33,355	564
	Receptionist (GRCTC)	186	202 Days	24,923	30,573	36,225	612
	Receptionist (Communications, PDC, SPED, Student Serv., T&L)	226	226 Days	27,884	34,205	40,529	685
P14			Daily	\$131.33	\$161.18	\$191.03	\$3.22
	Receptionist (Communications)	226	193 Days	25,347	31,108	36,869	621
	Secretary (Fine Arts)	226	198 Days	26,003	31,914	37,824	638
	Secretary Assistant Principal	198	226 Days	29,681	36,427	43,173	728
	Secretary Counselor	193					
	Secretary Counselors Office	193					
	Secretary PEIMS	226					
	Secretary Receptionist`	226					
	Secretary Warehouse	226					
P15			Daily	\$140.55	\$172.43	\$204.30	\$3.45
	Accounting Clerk (Gilbreath-Reed Career and Technical Center)	226	198 Days	27,829	34,141	40,451	683
	Circulation Manager	226	202 Days	28,391	34,831	41,269	697
	Data Clerk (ES/MS)	198	226 Days	31,764	38,969	46,172	780
	Data Clerk (High School)	202					
	Data Clerk Medicaid	226					
	Data Clerk Prekindergarten	198					
	Secretary (Multilingual Program)	226					
	Secretary Coordinator (Professional Development Center/SPED)	226					
	Secretary Print Shop	226					
	Secretary Textbooks	226					
	Secretary Transportation	226					
	Virtual School Data Clerk	226					
P16			Daily	\$150.38	\$184.50	\$218.63	\$3.69
	Accounting Clerk	226	186 Days	27,971	34,317	40,665	686
	Accounting Specialist I Payables Clerk	226	202 Days	30,377	37,269	44,163	745
	Aide Parent Involvement Title I	186	220 Days	33,084	40,590	48,099	812
	Color Guard Specialist	186	226 Days	33,986	41,697	49,410	834
	District Interpreter Translator	226					
	Enrollment Center Advisor	226					
	Expediter	226					
	Parent Engagement Aide Title III	202					
	Payroll Receptionist	226					
	Purchasing Clerk Maintenance	226					
	Registrar	220					
	Secretary (Student Nutrition Services)	226					
	Secretary Athletics	226					
	Secretary Community Liaison	202					

2023-2024 Administrative Support Pay Plan

Garland ISD

*Annual amounts are based on 7.5 hours per day.

P16		Daily	\$150.38	\$184.50	\$218.63	\$3.69
Secretary Coordinator (Teaching and Learning Development)	226					
Secretary Dyslexia SPED	226					
Secretary Enrollment Center	226					
Secretary Enrollment Center Clinic	226					
Secretary Maintenance	226					
Secretary MTSS	226					
Secretary Natatorium	226					
Secretary Padgett Auxiliary Service Center	226					
Secretary Receptionist Human Resources	226					
Secretary Records Center	226					
Secretary SPED Student Information	226					

P17		Daily	\$160.80	\$197.33	\$233.85	\$3.95
Accounting Specialist II	226	205 Days	32,964	40,453	47,939	810
Accounting Specialist II Accounting Liaison	226	220 Days	35,376	43,413	51,447	869
Accounting Specialist II Campus Liaison	226	226 Days	36,341	44,597	52,850	893
Accounting Specialist II Payables Lead	226					
Accounting Specialist II Payroll Costing	226					
Accounting Specialist Projects	226					
Administrator Selection Specialist Human Resources	226					
Assessment Office Specialist	226					
Background Fingerprint Specialist	226					
Bookkeeper (Finance, Teaching & Learning)	226					
Bookkeeper Career and Technology Education	226					
Bookkeeper Federal Programs Title I	226					
District Calendar and Information Specialist	226					
Gifted Talented Special Programs Project Clerk	226					
Leaves Specialist Auxiliary Human Resources	226					
Leaves Specialist Human Resources	226					
Maintenance Payroll Specialist	226					
Migrant Liaison Face Clerk Title I	226					
Payroll Specialist	226					
Purchasing Specialist Campus Liaison	226					
Secretary Athletics II	226					
Secretary AVID	226					
Secretary Director	226					
Secretary Director Employee Relations	226					
Secretary Director Human Resources	226					
Secretary Director Integrated Literacy Studies	226					
Secretary Director SPED	226					
Secretary Federal Programs Title I	226					
Secretary Director Grant Development Management	226					
Secretary Oracle	226					
Secretary Principal ES	205					
Secretary Principal HS	226					
Secretary Principal MS	220					
Secretary Principal Prekindergarten	205					
Secretary Project Clerk Title I	226					
Secretary Risk Management	226					
Secretary Student Service	226					
Staffing Specialist Human Resources	226					
Substitute Specialist I Human Resources	226					
Tax Clerk II	226					
Transportation Asst	226					
Transportation Payroll Specialist	226					
Transportation Specialist	226					

P18		Daily	\$188.18	\$230.86	\$273.53	\$4.62
Facility Leasing Specialist	226	226 Days	42,529	52,174	61,818	1,044
Federal Programs Procurement Clerk Title I	226					
Free Reduced Lunch Application Processor Manager	226					
Office Manager (Career and Technology Education)	226					

2023-2024 Administrative Support Pay Plan
 Garland ISD

*Annual amounts are based on 7.5 hours per day.

P18		Daily	\$188.18	\$230.86	\$273.53	\$4.62
Secretary Executive Director Athletics	226					
Secretary Executive Director Communications and Public Relations	226					
Secretary Executive Director Curtis Culwell Center	226					
Secretary Executive Director Facilities	226					
Secretary Executive Director Leadership	226					
Secretary Executive Director Of Budget	226					
Secretary Executive Director Of Finance	226					
Secretary Executive Director Of Innovation	226					
Secretary Executive Director Purchasing	226					
Secretary Executive Director SPED	226					
Secretary Executive Director Student Services Center	226					
Secretary Executive Director Teaching and Learning	226					

P19		Daily	\$210.68	\$258.53	\$306.38	\$5.17
Accounts Payable Supervisor	226	226 Days	47,614	58,428	69,242	1,168
Buyer	226					
Finance Assistant	226					
Office Manager	226					
Secretary Assistant Safety Operations	226					
Secretary Assistant Superintendent Curriculum Instruction	226					
Secretary Assistant Superintendent Human Resources	226					
Secretary Assistant Superintendent Technology	226					
Special Education Accounting Assistant	226					
Substitute Office Manager	226					
Tax Clerk III	226					

P21		Daily	\$249.68	\$306.38	\$363.08	\$6.13
Secretary Chief Academic Officer	226	226 Days	56,428	69,242	82,056	1,385
Secretary Chief Financial Officer	226					
Secretary Chief Leadership Officer	226					

2023-2024 Instructional Paraprofessional Pay Plan
Garland ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendar Days	Minimum	Midpoint	Maximum	2.0% General Pay Increase (GPI)	
PA1			Daily	\$112.50	\$131.25	\$150.00	\$2.63
	Aide Bilingual ESL Pre K	186	186 Days	20,925	24,413	27,900	489
	Aide Bilingual ESL Prekindergarten	186	187 Days	21,038	24,544	28,050	492
	Aide Bilingual Montessori	186					
	Aide Bilingual Prekindergarten	186					
	Aide Bilingual Title I	186					
	Aide Caregiver New Horizons	186, 187					
	Aide ESL	186					
	Aide ESL Prekindergarten	186					
	Aide Family Involvement Title I	186					
	Aide Instructional	186					
	Aide Instructional Prekindergarten	186					
	Aide Instructional Title I	186					
	Aide Instructional Title I Prekindergarten	186					
	Aide Literacy Title I	186					
	Aide Literacy Title I Prekindergarten	186					
	Aide Montessori	186					
	Aide PE	186					
	Aide PK	186					
	Aide Pre K Dual	186					
	Aide Pre K ESL	186					
	Aide Prekindergarten	186, 187					
	Aide Prekindergarten Bilingual	186					
	Aide Instructional SAF	186					
	Aide Title I Prekindergarten	186					
	Emergent Bilingual Instructional Aide (ELL)	186					
	Instructional Aide Title I	186					
PA2			Daily	\$116.25	\$139.13	\$162.00	\$2.78
	Aide Bilingual Vietnamese Prekindergarten	186	186 Days	21,623	25,878	30,132	517
	Aide Library	186	187 Days	21,739	26,017	30,294	520
	Aide Library Prekindergarten	186					
PA4			Daily	\$128.33	\$153.68	\$179.03	\$3.07
	Aide Clinic	186	186 Days	23,869	28,584	33,300	571
	Aide Clinic Floater	186	187 Days	23,998	28,738	33,479	574
	Aide Clinic SSC Enrollment Center	226	226 Days	29,003	34,732	40,461	694
	Aide Early Childhood SPED ECSE Pre K	186					
	Aide Enrollment Center Clinic	226					
	Aide Prekindergarten ECSE	186					
	Aide Prekindergarten SPED ECSE	186					
	Aide SPED	186					
	Aide SPED ALE	186					
	Aide SPED ABC	186					
	Aide SPED ABC Idea B	186					
	Aide SPED ABC KN	186					
	Aide SPED ALE	186					
	Aide SPED ALE Idea B	186					
	Aide SPED BA	186					
	Aide SPED Behavioral Adjustment	186					
	Aide SPED CBSE	186					
	Aide SPED CBSE Idea B	186					
	Aide SPED ECSE	186					
	Aide SPED ECSE Idea B	186					
	Aide SPED ECSE Inclusion	186, 187					
	Aide SPED ECSE Inclusion Expansion Program	186					
	Aide SPED ECSE Inclusion Idea B	186					
	Aide SPED ECSE Prekindergarten	186					

2023-2024 Instructional Paraprofessional Pay Plan
 Garland ISD

*Annual amounts are based on 7.5 hours per day.

PA4	Daily	\$128.33	\$153.68	\$179.03	\$3.07
Aide SPED ECSE Prekindergarten Idea B	186				
Aide SPED FBE	186				
Aide SPED PPCD	186				
Aide SPED VAC Job Coach	186				

2023-2024 Auxiliary Pay Plan
Garland ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendar Days	Minimum	Midpoint	Maximum	2.0% General Pay Increase (GPI)	
MT01			Hourly	\$15.00	\$18.00	\$21.00	\$0.36
	Custodial Pool	260	180 Days	21,600	25,920	30,240	518
	Custodian Natatorium	260	181 Days	21,720	26,208	30,576	521
	Custodian Part Time Natatorium	260	182 Days	21,840	26,208	30,576	524
	Parking Lot	181	185 Days	22,200	26,640	31,080	533
	SPED Bus Monitor Pool	185	186 Days	22,320	26,784	31,248	536
	Student Nutrition Full Time Pool	182, 185	260 Days	31,200	37,440	43,680	749
	Student Nutrition Part Time Pool	182, 185					
	Student Nutrition Part Time Pool	182, 185					
MT02			Hourly	\$15.50	\$18.99	\$22.48	\$0.38
	Athletics Equipment Lead	260	226 Days	28,024	34,334	40,644	687
	Custodian Lead	260	260 Days	32,240	39,499	46,758	790
	Custodian Lead (Cisneros PreK School)	226					
	Custodian Lead Natatorium	260					
	Grounds Fence Playground	260					
	Grounds Landscape Mowing Crew	260					
	Maintenance HVAC Filter Crew Worker	260					
MT03			Hourly	\$16.77	\$20.70	\$24.63	\$0.41
	Assistant Manager Intern	187	187 Days	25,088	30,967	36,846	613
	Delivery Expediter	226	202 Days	27,100	33,451	39,802	663
	Driver (Professional Development Center)	202	226 Days	30,320	37,426	44,531	741
	Driver Stocker	260	260 Days	34,882	43,056	51,230	853
	Driver Warehouse	260					
	Food Service Driver Stocker	226					
	Grounds Athletic Field	260					
	Grounds Crew Leader	260					
	Mail Clerk Driver	226					
	Maintenance Expeditor	260					
	Maintenance HVAC Filter Crew Leader	260					
	Purchasing / Warehouse Driver Stocker	260					
	Shipping and Receiving Clerk	226					
	Student Nutrition Driver Stocker	226					
	Tire Technician	260					
MT04			Hourly	\$17.86	\$22.05	\$26.24	\$0.44
	Athletic Fields Crew Leader	260	185 Days	26,433	32,634	38,835	651
	General Maintenance	260	187 Days	26,719	32,987	39,255	658
	General Vehicle Maintenance	185	226 Days	32,291	39,866	47,442	796
	Grounds Irrigation Installer	260	260 Days	37,149	45,864	54,579	915
	Grounds Landscape Foreperson	260					
	Manager - Food Service (Elementary)	185, 187					
	Press Operator	226					
	Print Binder	226					
	Screen Printer	226					
	Senior Lawnmower Mechanic	260					
	Student Nutrition Assistant Repair Technician	226					
	Testing Warehouse Distributer	226					
	Trainee Bus Driver Pool	185					
	Validator Receiving	226					
MT05			Hourly	\$18.93	\$23.37	\$27.81	\$0.47
	Building Engineer	260	185 Days	28,016	34,588	41,159	696
	Concrete	260	187 Days	28,319	34,962	41,604	703
	Equipment Tech Apprentice	226	226 Days	34,225	42,253	50,280	850
	General Maintenance Worker I	260	260 Days	39,374	48,610	57,845	978
	Graphic Artist Pre-Press Tech	226					
	Grounds Irrigation Installer (Licensed)	260					
	Maintenance Painter	260					
	Manager - Student Nutrition Services (Middle School)	185, 187					
	Manager Floating	187					

2023-2024 Auxiliary Pay Plan
Garland ISD

*Annual amounts are based on 8 hours per day.

MT05		Hourly	\$18.93	\$23.37	\$27.81	\$0.47
Repair Expediter	226					
Shipping Receiving Manager	260					
Stadium Engineer	260					
MT06		Hourly	\$20.06	\$24.77	\$29.48	\$0.50
Foreman	226	215 Days	34,503	42,604	50,706	860
General Maintenance Worker II	260	226 Days	36,268	44,784	53,300	904
Grounds Herbicide Insecticide	260	260 Days	41,725	51,522	61,318	1,040
Maintenance Paint Foreman	260					
Transportation Dispatcher	215					
MT07		Hourly	\$21.27	\$26.26	\$31.25	\$0.53
Audio Visual Technician	260	187 Days	31,820	39,285	46,750	793
Certified Welder	260	215 Days	36,584	45,167	53,750	912
Concrete Foreman	260	226 Days	38,456	47,478	56,500	958
Custodian Lead Trainer	260	260 Days	44,242	54,621	65,000	1,102
General Maintenance Worker III	226					
Grounds Foreperson	260					
Locksmith	260					
Maintenance HVAC Controls Technician	260					
Maintenance HVAC Service Worker	260					
Maintenance Mechanic Foreman	187					
Maintenance Plumber Non Certified	260					
Manager - Student Nutrition Services (High School)	187					
Mechanic (Transportation)	260					
Routing Specialist	260					
Security Electronic Technician (Unlicensed)	260					
Security Electronic Technician Servers	260					
Security Officer	260					
Transportation Lead Dispatcher	226					
Transportation Lead Trainer	260					
Vehicle Maintenance Inventory	260					
Video Electronics Technician	260					
BUS		Hourly	\$22.55	\$27.84	\$33.13	\$0.56
Bus Driver Pool	180, 185	180 Days	32,472	40,090	47,707	806
Bus Driver Pool Field Trip	180, 185	185 Days	33,374	41,203	49,032	829
Bus Driver Pool Substitute	180, 185					
MT08		Hourly	\$23.79	\$29.37	\$34.95	\$0.59
Custodial Field Supervisor	260	226 Days	43,012	53,101	63,190	1,067
Equipment Tech	226	260 Days	49,483	61,090	72,696	1,227
Facility Maintenance Specialist Ag Barn	260					
Facility Maintenance Specialist CCC	260					
Fire Sprinkler Technician	260					
General Maintenance Crew Leader	260					
Maintenance Electrician	260					
Maintenance HVAC Field Control Technician	260					
Maintenance Special Plumber	260					
Mechanic (Certified-Transportation)	260					
Pool Maintenance Technician Natatorium	260					
Security Electronic Technician (Licensed)	260					
Security Electronic Technician Networks	260					
MT09		Hourly	\$25.10	\$30.99	\$36.88	\$0.62
Grounds Herbicide Pesticide IPM Coord	260	226 Days	45,381	56,030	66,679	1,121
It Warehouse Operations Supervisor	260	260 Days	52,208	64,459	76,710	1,290
Maintenance Plumber Backflow Assembly Tester	260					
Security Electronic Technician Supervisor	260					
Security Supervisor Operations	260					
Transportation Field Trip Supervisor	260					
Transportation Route Supervisor	260					

2023-2024 Auxiliary Pay Plan
Garland ISD

*Annual amounts are based on 8 hours per day.

MT10		Hourly	\$30.63	\$37.81	\$44.99	\$0.76
Armed Officers Pool	187	187 Days	45,822	56,564	67,305	1,137
Grounds Supervisor	260	260 Days	63,710	78,645	93,579	1,581
Maintenance Field Supervisor Electrical	260					
Maintenance HVAC Supervisor	260					
Maintenance Supervisor Carpentry Remodeling	260					
Maintenance Supervisor Painting	260					
Maintenance Supervisor Plumbing	260					
Maintenance Supervisor Roofing	260					
Supervisor Environmental And Utilities	260					
Supervisor Of Locks Doors	260					
Supervisor Warehouse	260					
Transportation Operations Supervisor	260					
Transportation Vehicle Maintenance Supervisor AM/PM	260					

2023-2024 Stipends

RETENTION/SIGN ON BONUS

Employee Retention Stipends	Employee Type	Annualized Rate	Payment Calendar
	Full-Time Employee	\$2,000	October 25%
	Part-Time Employee	\$1,000	December 50%
	Teachers ¹ , Librarians, Nurses, and Counselors	\$4,200	March 25%
<p>Stipend Eligibility: Must be employed with GISD through June 30, 2023, and must be employed (active assignment status) with GISD on the last workday of the month preceding receipt of payment (September 29, November 30, February 29). Only part-time employees who worked at least 19 hours per week between the assignment start date and the month preceding receipt of payment.</p> <p>¹ Classroom Teacher with a PEIMS code of 087.</p>			

Sign-On Incentive	Employee Type	Annualized Rate	Payment Calendar
	Exempt Employee	\$1,000	December 100%
	Non-Exempt Employee	\$500	
<p>Stipend Eligibility: GISD employees who begin work after June 30, 2023, are eligible for the Sign-on Incentive. GISD employees working on or before June 30th are eligible for the 23-24 Retention Stipend (<u>not</u> the Sign-on Incentive) and must be employed and active status with GISD on the last workday of the month preceding receipt of payment, November 30, 2023.</p> <p>(A GISD employee <u>cannot</u> receive both the incentive and the retention stipend)</p>			

Grow Your Own Program (GYO) TCLAS ¹	Employee Type	Annualized Rate	Payment Calendar
	Paraprofessional completing a Bachelor's Degree & pursuing Teacher Certification	\$3,965.50	Sept 2023
<p>¹ Contingent upon available grant funding each year.</p>			

2023-2024 Stipends

ACADEMIC, CO-CURRICULAR, AND EXTRA-CURRICULAR

Position at <u>High School</u>	Supplemental Annualized Amount	Contract Days	Suppl. Days
Academic Decathlon (assigned by campus Principal-Annual amount per campus)	\$5,500	187	0
ACT/PSAT/SAT Accuplacer Prep Coach	\$1,500	187	0
Activities Director	\$938	187	5
Band-Assistant Director	\$4,650	187	15
Band-Director	\$29,000	187	27
Cheerleader-Freshman	\$2,000	187	10
Cheerleader-Junior Varsity	\$2,000	187	10
Cheerleader-Varsity	\$2,808	187	15
Choir-Assistant Director	\$2,875	187	5
Choir-Director	\$5,914	187	5
Community Action Serv. IB Prog./Creativity Activity Serv. (CAS) @ GHS	\$1,500	187	0
CTE I Counselor	\$1,500	202	0
CTE Student Organization Lead Sponsor (HOSA, Skills, DECA, TAFE, FCCLA)	\$1,000	187	0
Department Head (eligible only if extra conference period is not provided)	\$938	187	0
Drill Junior Varsity	\$1,625	187	10
Drill Varsity	\$2,923	187	19
ELAR Teacher	\$3,000	187	0
Extended Essay Coordinator	\$1,500	187	0
Extra Period (up to \$5,000 HR approval required)	\$2,500	187	0
Librarian-Secondary	\$750	187	0
Magnet Advisor/Industry Liaison	\$3,000	187	28
Math Teacher	\$3,000	187	0
Newspaper	\$1,300	187	0
Octathlon Sponsor (assigned by campus Principal-Annual amount per campus)	\$3,400	187	0
Orchestra-Assistant Director	\$2,400	187	5
Orchestra-Director	\$5,000	187	5
Performing Arts Endorsement Coordinator	\$2,000	187	0
Piano Lab Instructor	\$500	187	5
Residency Coach	\$5,000	187	0
Robotics	\$1,000	187	0
Science Teacher	\$3,000	187	0
Speech/Debate	\$1,684	187	5
Spirit Group	\$1,250	187	0
Step Team	\$2,500	187	0
Student Council	\$1,000	187	5
Team Lead ¹	\$2,160	187	0
Theater Arts/Drama	\$3,671	187	5
UIL Coordinator	\$1,000	187	2
World Dance	\$2,500	187	0
Yearbook Advisor	\$1,500	187	0

2023-2024 Stipends

ACADEMIC, CO-CURRICULAR, AND EXTRA-CURRICULAR

Position at <u>High School</u>	Supplemental Annualized Amount	Contract Days	Suppl. Days
<p>¹-High School teachers designated by their principal will receive additional training and planning time to address student learning loss due to COVID-19. Team leads will work with district instructional personnel to review student data and plan for Tier I instruction tailored to student needs. The Team Leads will: collaborate with teachers on each campus to analyze Texas Essential Knowledge and Skills (TEKS) where students show significant gaps; review best practices that target student misconceptions, and develop lessons that will improve Tier I instruction and increase student learning.</p>			
Position at <u>Middle School</u>	Supplemental Annualized Amount	Contract Days	Suppl. Days
Austin Academy-Piano Lab / Extra day	\$4,500	187	0
Austin Academy -Gospel Choir	\$650	187	0
Austin Academy -Jass Band	\$1,600	187	0
Austin Academy -Spanish	\$2,250	187	0
Austin Academy-Art / Extended	\$4,500	187	0
Austin Academy-Physical Education	\$1,400	187	0
Position at <u>Middle School</u>	Supplemental Annualized Amount	Contract Days	Suppl. Days
Band-Assistant Director	\$2,500	187	15
Band-Director	\$5,925	187	15
Cheerleader (Up to two sponsor's per campus)	\$1,493	187	0
Choir-Assistant Director	\$2,500	187	5
Choir-Director	\$2,925	187	5
Department Head	\$625	187	0
Librarian	\$750	187	0
Magnet Advisor/Industry Liaison	\$3,000	187	15
Orchestra-Assistant Director	\$1,600	187	5
Orchestra-Director	\$3,500	187	5
Pentathlon (assigned by campus Principal)	\$3,400	187	0
Pep Squad	\$965	187	0
Piano Lab Instructor	\$500	187	5
Robotics	\$1,000	187	0
Team Lead ²	\$2,160	187	0
Theater Arts/Drama	\$1,250	187	0
Yearbook	\$625	187	0
<p>²-Middle School I teachers designated by their principal will receive additional training and planning time to address student learning loss due to COVID-19. Team leads will work with district instructional personnel to review student data and plan for Tier I instruction tailored to student needs. The Team Leads will: collaborate with teachers on each campus to analyze Texas Essential Knowledge and Skills (TEKS) where students show significant gaps; review best practices that target student misconceptions, and develop lessons that will improve Tier 1 instruction and increase student learning.</p>			

2023-2024 Stipends

ACADEMIC, CO-CURRICULAR, AND EXTRA-CURRICULAR

Position at <u>Elementary</u>	Supplemental Annualized Amount	Contract Days	Suppl. Days
Bilingual Certified Classroom Teacher	\$4,000	187	0
Children's Chorus Accompanist	\$2,875	187	0
Children's Chorus Assistant Director	\$2,875	187	0
Children's Chorus Director	\$3,750	187	0
Librarian	\$1,000	187	0
Robotics	\$1,000	187	0
Other Supplemental Stipends	Supplemental Annualized Amount	Contract Days	Suppl. Days
Master's Degree	\$1,300	187-226	0
Doctoral Degree	\$2,000	187-226	0
Administrative Intern/Associate	\$1,000	187	10
Certified Educational Office Professional (CEOP)	\$600	186-226	0
Fine Arts Lead Teacher	\$1,000	187	0
i3 (Innovation in Instruction)	\$750	187	0
Other Supplemental Stipends	Supplemental Annualized Amount	Contract Days	Suppl. Days
Teacher LPAC Lead (Bilingual /ESL Certified-Multilingual Programs)	\$1,120	187	0
Mandarin Chinese Teacher	\$3,000	187	0
Mariachi Program Coordinator	\$5,600	187	0
Nurse Cluster Lead	\$750	187	0
Nurse Specialist	\$3,500	226	0
SPED-Campus Support Coach	\$1,000	197	0
SPED-Head of Delegation for Special Olympics	\$6,000	187	10
SPED-Lead Adaptive PE Team	\$1,500	187	0
SPED-Lead Diagnostician	\$1,500	187	15
SPED-Lead Licensed Specialist in School Psychology	\$1,500	187	15
SPED-Lead Occupational or Physical Therapist	\$1,500	187	6
SPED-Lead Speech Language Pathologist	\$1,500	187	0
SPED-Lead Vision Teacher	\$1,500	187	0
SPED-Resource Teacher (Inclusion/CBSE)	\$2,000	187	0
SPED-Self Contained Teacher (ALE, ABC, BA, BASE, PPCD/ESCE)	\$3,500	187	0
SPED-Special Olympics Coach	\$3,000	187	0
Residency Coach	\$5,000	187	0
Technology Devices	\$1,000	0	0
ESSER III Impact Stipend ¹	Annualized Rate	Payment Calendar	
Impact Stipend Eligible Positions: Diagnostician, Speech Language Pathologist, and Licensed Specialist in School Psychology	\$4,000	Monthly	

¹ Contingent upon available grant funding each year.

2023-2024 Stipends

ACADEMIC, CO-CURRICULAR, AND EXTRA-CURRICULAR

Campus Administrative Stipends School Action Fund (SAF) ¹	Supplemental Annualized Amount	Contract Days	Suppl. Days
Campus Administrative Intern	\$1,000	187	10
Principal Fellow	\$12,000	217-226	0
Targeted schools include Coyle MS, Lyles MS, Couch ES, Club Hill, ES, Handley ES, and Southgate ES.			
¹ Contingent upon available grant funding each year.			
Texas College Bridge Incentives	Annualized Rate	Payment Calendar	
Texas College Bridge English Incentive (per course completion)	\$120	September	
Texas College Bridge Math Incentive (per course completion)	\$120	January	
Texas College Bridge CCR Advising Incentive (per course completion)	\$60	April	
Educational Training Stipend	Annualized Rate	Payment Calendar	
Dual Credit Award	\$5,000	November	
Non-Dual Credit Award	\$2,500	100%	
Advanced Academics Achievement Stipends	Supplemental Annualized Amount	Payment Calendar	
Advanced Placement (AP) Reader	\$1,000	September 100%	
Advanced Placement (AP) Coordinator Incentive	\$1,000	November 100%	
Advanced Placement (AP) Teacher Course Enrollment Incentive	\$1,500		
Advanced Placement (AP) Teacher Exam Performance Incentive	\$1,500		
Advanced Placement (AP) Lead Teacher	\$7,000	December 50%	
Early College Lead Teacher	\$7,000	and May 50%	
Advanced Placement (AP) Coordinator	\$2,000	May 100%	
College, Career, Military Ready (CCM-R) Administrator	\$2,000		
Dual Credit (DC) Administrator	\$2,000		
Dual Credit Teacher	\$3,000	Monthly	
Extended Learning Program Stipend	Annualized Amount	Payment Calendar	
Campus Principal/Assistant Principal (1 day a week)	\$500	January 50%	
Campus Principal/Assistant Principal (2 or more days a week)	\$1,000	June 50 %	
*Stipends will be awarded each semester and end by June 2024			
Construction Bond Stipend ¹		Annualized Amount	
Bond Management		\$24,000	
¹ Management of district's \$1.279 billion bond referendum (Eligibility: Exe. Director and Director Facilities Planning Construction Serv.)			

2023-2024 Stipends**ACADEMIC, CO-CURRICULAR, AND EXTRA-CURRICULAR**

Employee of the Year (One Time Payment)	Supplemental Annualized Amount
GISD Administrator of the Year	\$2,000
GISD Teacher of the Year	\$2,000
GISD Paraprofessional of the Year	\$2,000
Region 10 Teacher of the Year	\$3,000
Region 10 Administrator of the Year	\$3,000
Region 10 Nurse/Nurse Administrator of the Year	\$3,000
Texas TASA Teacher of the Year	\$4,000
Texas LSSCA Counselor of the Year	\$4,000
Texas TSNO Nurse/Nurse Administrator of the Year	\$4,000
Texas TEPSA/TASSP Administrator of the Year	\$4,000
National AASA Teacher of the Year	\$5,000
Employee of the Year (One Time Payment)	Supplemental Annualized Amount
National ASCA Counselor of the Year	\$5,000
National NASN Nurse/Nurse Administrator of the Year	\$5,000
National AASA Administrator of the Year	\$5,000

2023-2024 Stipends

ATHLETICS COACHING STIPENDS

Coaching Stipend <u>High School</u>	Supplemental Annualized Amount	Contract Days	Suppl. Days
Athletics HS Head Coach ¹	\$5,000	187	15
Baseball	\$5,000	187	15
Cross Country	\$5,000	187	15
Gymnastics	\$5,000	187	15
Softball	\$5,000	187	15
Soccer	\$5,000	187	15
Track	\$5,000	187	15
Volleyball	\$5,000	187	15
Athletics HS Assistant Coach (2 sports)	\$4,500	187	15
Basketball ²	\$2,250	187	15
Cross Country	\$4,500	187	15
Football	\$4,500	187	15
Golf ²	\$2,250	187	15
Soccer	\$4,500	187	15
Softball	\$4,500	187	15
Tennis ⁵	\$2,250	187	15
Track	\$4,500	187	15
Volleyball	\$4,500	187	15
Athletics HS Assistant Coach (3 sports)	\$7,000	187	15
Athletics HS Football Defensive Coordinator	\$4,850	187	15
Athletics HS Football Offensive Coordinator	\$4,850	187	15
Athletics HS Basketball-Head Coach	\$5,750	187	15
Athletics HS Girls Sports Coordinator ³	\$2,150	187	33
Athletics HS Golf-Head Coach ⁵	\$2,500	187	6
Athletics HS Tennis-Head Coach ⁵	\$2,500	187	6
Athletics HS Trainer	\$8,500	187	15
Athletics HS One Sport Coach ⁴	\$2,500	187	0

Coaching Stipend <u>Middle School</u>	Supplemental Annualized Amount	Contract Days	Supplemental Days
Athletics MS Coach (2 sports)	\$3,300	187	6
Basketball	\$3,300	187	6
Football	\$3,300	187	6
Track	\$3,300	187	6
Volleyball	\$3,300	187	6
Athletics MS Coordinator ³	\$1,000	187	6
Athletics MS Soccer Coach ³	\$1,500	187	0

¹ Does not include Head Football Coach or Head Basketball Coach

² Coaches two sports except for High School Lead Assistant and Golf Assistant

³ Additional Stipend for the coach assigned

⁴ Only with special approval of Athletic Department and School Principal

⁵ The Supplemental Annualized Amount is per semester based on the academic calendar and includes head and assistant coach allocations if warranted.

2023-2024 Student Nutrition Technical Certification Supplemental Pay Program

Student Nutrition Technical Certification Supplemental Pay Program Effective January 2024
Program is available for the following campus-based hourly employee types:
<ul style="list-style-type: none">▪ Cafeteria Managers▪ Cafeteria Manager Interns▪ Full-Time SNS Campus Employees▪ Part-Time SNS Campus Employees
TASN Certification Levels & Supplemental Payment Amounts¹
¹ Payments will be made via hourly rate increases spread throughout contract days
<ul style="list-style-type: none">▪ Level I: \$100.00▪ Level II: \$200.00▪ Level III: \$300.00▪ Level IV: \$400.00▪ Level V: \$500.00

2023-2024 Supplemental Pay

Provision and Applications of Garland ISD District Salary Schedule

Hourly Employees

District personnel employed on an hourly basis are hired and placed on a wage scale commensurate with the position and established by the Board of Trustees and Administration. Under no circumstances is an hourly worker to be placed on a higher hourly rate of pay without prior authorization from Human Resources.

Payday

Payday is the 27th of each month for paid professional and paraprofessional employees. Payday will be the preceding Friday when the 27th falls on a weekend. In December, payday will be the last workday before winter break. For Biweekly paid employees (Food Service, Maintenance, Transportation, Warehouse, and Substitute), payday is every other Friday. An employee's payroll statement contains detailed information, including deductions, withholding information, and accumulated leave.

Mandatory Deductions

Medicare Tax - For all employees hired after April 1, 1986, a 1.45% Medicare Tax is deducted, which is matched by the district and sent to the Social Security Administration. The benefit of this tax to the employee is that at the age of 65, the employee would be eligible for free Medicare Part A coverage if this tax or a combination of this tax and regular Social Security participation has been paid for at least ten years (40 credits or 40 quarters).

Teacher Retirement - Effective September 2023, 8.25% of the employee's gross salary is sent to the Teacher Retirement System of Texas for deposit in the employee's account once the employee is eligible for TRS membership. This money accumulates with interest as a tax-deferred retirement benefit. The state contributes to the retirement system, also. The money that an employee contributes and the interest that money earns may be withdrawn only if the employee ceases to work for a Texas public school. Upon withdrawal, federal income tax is due on the principal and interest that has been treated as tax-deferred. For more detailed information on the retirement system, contact the Assistant Superintendent Human Resources (972) 487-3050 or call the Texas Teacher Retirement System at (800) 223- 8778 or visit the TRS website at www.trs.texas.gov.

TRS Care - TRS-Care receives state general revenue contributions equal to 1% of the salaries of all active public education employees. In addition to these contributions, TRS-Care is funded by retiree premiums as well as contributions from active public education employees and local school districts. The active public education employee contribution rate is 0.65% of payroll, while school districts contribute 0.55 % of payroll.

FICA Alternative- All employees who are not eligible to participate in the Teacher Retirement System of Texas (part-time, seasonal, temporary employees). Employees are not subject to Social Security taxes while covered by this plan. 7.65% of an employee's gross salary is contributed to the FICA Alternative Plan. Contributions to this plan are on a pretax basis. Any previously earned benefits under another retirement plan, such as Social Security, will not be reduced by participation in this plan.

2023-2024 Supplemental Pay

Provision and Applications of Garland ISD District Salary Schedule

Supplemental Salary for Advanced Hours/Degrees

- Supplemental salary amounts are paid for degrees conferred or hours earned reported to Human Resources by submitting **official transcripts** (no photocopies accepted). New hires will be eligible for retro based on the hire date during the current school year. Current employees will be paid based on the date of receipt of official transcripts.
- All **classroom teachers and nurses** who have a master's degree are eligible to receive \$1,300 annually. This supplement is not paid to employees with a higher pay grade of 104 and above except for selected positions, noted on the Administrative Professional Pay Plan pay grade 104.
- All **teachers, professional support employees, and administrators** with earned doctorate degrees will receive \$2,000 annually. This supplement replaces the master's supplement and is not in addition to it.

Per DK(Local): "Noncontractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may notify the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall not expect continuing assignment to any paid supplemental duty."

2023-2024 Supplemental Pay

Professional Categories of Pay details Rates

Professional Extended Day-Instructional Rate per Hour **\$30**

Includes, but is not limited to:

- Bike/Dance Grant-Project
- Curriculum Writing
- Enrichment
- ESL Extended Day
- Evening School (ARI/AM/Title I, STAR, Credit Recovery)
- Extended Day
- Instructional Planning
- Saturday School
- Thursday School
- Zero Period

Professional Extended Day -Staff Development Rate per Hour **\$20**¹

¹ Maximum 8 hours paid per day

Professional Extended Day -Non-Instructional Rate per Hour **\$10**¹

Includes, but is not limited to:

- Bus Duty
- Hall Monitor Duty
- Commons Monitor Duty
- Grounds Monitor Duty
- Marquee Maintenance

¹ Employee must be assigned as a daily responsibility for the current school year

Professional Extended Day-Special Qualifications¹

Includes, but is not limited to:

- Diagnosticians
- Therapists
- Security Officers

¹ Rate dependent on Licensing / Qualification and Administrator approval

Part-Time Temporary

Rate as listed on the individual job posting

2023-2024 Supplemental Pay

Guidelines for Supplemental Pay

- Policy DK (Local) states: “Non-contractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may notify the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall not expect continuing assignment to any paid supplemental duty.”
 - Policy DEAA (Local) states: “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.”
 - Additional payment is given to a regular employee beyond their base pay for additional considerations or approved purposes at approved amounts and is comprised of:
 - Stipends:** compensation that can be established on a regular basis with an equal amount per pay period being paid over the length of a contract or a specified period of time and for which monthly documentation is not required by Payroll or Human Resources. Human Resources must approve the approval of a stipend that is not attached to a position, such as travel expenses, or given due to employee status, such as advanced degrees or employment assignment, after consultation with appropriate administrators.
 - Supplemental Pay:** compensation that is occasional, periodic, or sporadic for additional considerations by the employee and is not paid in equal amounts each pay period and for which specific documentation must be submitted and approved according to these guidelines.
- While not contractual, overtime is paid to employees considered Non- Exempt under the FLSA for work done beyond 40 hours per workweek. Approval of overtime should be given before the work, accompanied by supporting documentation to payroll, and approved according to district guidelines.
- All stipends and supplemental pay amounts or rates must be approved by the Board and published in the District Salary Schedule booklet.
 - All monetary compensation to an employee must be made through the payroll system to maintain proper records for reporting purposes to state and federal agencies.
 - **Non-Exempt Employees** under the FLSA include employees whose duties do not meet FLSA exemption criteria. Non-exempt employees will be compensated according to the following Supplemental Pay guidelines:

For work done over 37.5, but 40 or fewer hours per week, non-exempt employees who are scheduled for 37.5 hours per week shall be compensated in one of two ways:

- 1-Compensatory time equal to time worked
- 2-Pay equal to the straight time at their hourly rate, without any overtime calculation

2023-2024 Supplemental Pay

Guidelines for Supplemental Pay

For work done over and above the 40-hour workweek, non-exempt employees shall be compensated in one of two ways:

- 1-Compensatory time equal to time-and-a-half of time worked
- 2-Pay equal to time-and-a-half of their hourly rate for time worked

- **Exempt employees** do **not** qualify for overtime pay or compensatory time
- **Administrators:** For the purpose of determining supplemental pay, the term administrator refers to any central office administrator, principal, or assistant principal. These individuals **do not** qualify for overtime or supplemental pay

Exception: Administrators may be eligible for additional pay if the work performed is beyond the scope of their professional contract duties. For example, they may supervise an athletic event for the athletic department or a summer school program as long as the work does not conflict with fulfilling their regular duties and responsibilities. Approval must be obtained explicitly in advance from the administrator's supervisor.

- All supplemental pay items must be entered through Kronos, recording:
 - √ description of work performed
 - √ number of hours worked
 - √ time and date work was performed
 - √ applicable Kronos code associated with the appropriate budget code number
- All supplemental pay assignments must be conducted at a GISD facility unless done outside the district. Deviations must have prior approval.
- All supplemental pay must be recorded as hours worked at the preapproved hourly rate. No lump sum payments are permitted without a completed "Request for Deviation from Supplemental Pay Policy" form and approval of the Chief Officer or designee.
- All Kronos supplemental pay codes must be requested in advance and approved by the administrator or principal responsible for those supplemental pay funds, along with approval from the Business Office.
- Supplemental pay entered via Kronos will be approved by the appropriate principal, supervisor, or manager through the Oracle approval workflow. Unless otherwise noted in the Payroll Calendar, all approvals must be completed in Oracle by the 15th of each month.
- The Supplemental Pay rates are preset and coded to the approved Supplemental Pay Element in Oracle and cannot be changed without a written request submitted by completing a "Request for Deviation from Supplemental Pay Policy" form. Changes will be added to the Supplemental Pay Rate schedule.
- Supplemental pay must be budgeted within the school budget in fund 199 or approved project; no supplemental pay may be paid with 461 or 865 funds without prior approval from the Business Office.

2023-2024 Supplemental Pay

Guidelines for Supplemental Pay

- Employees shall not receive additional compensation for work within their assignment or position scope if it occurs during regular working hours within the published contract work dates unless specified in these guidelines
- Before or after school duty, hall duty, CNS duty, bus duty, or other similar types of tasks that occur occasionally or on a rotating basis and occur within official school hours are considered part of the regular teaching assignment and are **not eligible** for additional compensation.

2023-2024 Teacher Incentive Allotment (TIA)

Performance Pay: Teacher Incentive Allotment (TIA)

For any funds received by Garland ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 67.5% percent will be paid to the designated teacher. 22.5% percent will be paid equally to the other teachers on the designated teacher’s campus (employees coded as 087). 5% percent will be paid equally to all other employees on the designated teacher’s campus. The remaining 5% will be used for training and supporting the system, expansion of the system, administrative expenses, and professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

Pay increases will take into effect in accordance with the assignment workdays.

TIA Designated Teacher	67.5 % of funds
Teacher at the campus of TIA Designated Teacher	22.5 % of funds
Non-teaching staff at the campus of TIA Designated Teacher	5 % of funds

TIA compensation stipends will be eligible for use when calculating retirement benefits for TRS-eligible staff. **Employees are responsible for paying both the employee and employer benefits and tax costs over what TIA funding covers.** Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax, and TRS contributions as part of an employee’s annual wages reported to the state and federal governments and the Teacher Retirement System (TRS).

- Eligibility for TIA Designated Teacher
 - ✓ PEIMS code 087
 - ✓ Hold a TEA Standard, Professional, Provisional or One-year certificate

- To be eligible for compensation the staff member must be an employee for a minimum of 90 full time days or 180 days at half time for the specific school year.

- Employees at multiple campuses will be eligible for a percentage comparable to the time serving at the designated campus.

- Part-time staff will receive salary compensation for a minimum of 180 days at half time in the school year.

Compensation payout will be included in the last paycheck of the fiscal year.

2023-2024 Salary Schedule for Non-Certified Instructors and Teacher Resident



Non-Certified Instructors (NCI)

- ✓ Employees who are either currently in a certification program or have been accepted into a certification program are offered Letters of Reasonable Assurance (LORA).
- ✓ When certification program requirements are completed, a contract will be issued.
- ✓ The Teacher Hiring Salary Guide can be referenced on page 2 .

Requirements:
✓ Employee must provide an acceptance letter from an Alternative Certification Program

✓ Effective 2023-2024 existing Non-Certified Instructors/Permanent Substitutes will only be eligible for GISD or state increase in salary once meeting all certification requirements. Upon completion of certification, the Non-Certified Instructors/Permanent Substitutes will be placed at the correct level according to the GISD teacher salary scale.

Teacher Residents

Requirements:
✓ Must be enrolled in the Educator Preparation Program (EPP) at the University of Texas at Dallas or Dallas College, working towards a teaching certificate

✓ Annualized salary of \$20,000 paid in ten months (August - May)

2023-2024 Substitute Pay Scale

Substitutes-Classification Type	Daily Rate	Incentive Daily Rate ¹ (Tuesday thru Thursday)	Incentive Daily Rate ¹ (Friday and Monday)
Secretaries/Clerks/Non Classroom	\$75.00	\$85.00	\$95.00
Instructional/Special Education Aide	\$85.00	\$95.00	\$105.00
Associates/ 48 hours	\$100.00	\$110.00	\$120.00
Degreed, Non-certified	\$100.00	\$110.00	\$120.00
Degreed, Certified Teacher	\$115.00	\$125.00	\$135.00
Retired GISD Certified Teacher	\$135.00	\$145.00	\$155.00
Nurse	\$215.00	\$225.00	\$235.00
Must be willing to work at least two to three days a week.			
Instructional /Special Education Aide minimum requirement: High School diploma or equivalent			
¹ Incentives for Fall and Spring Semester 08/08/2023-5/30/2024			

Long Term Pay Rates	Daily Rate	Incentive Daily Rate ¹ (Tuesday thru Thursday)	Incentive Daily Rate ¹ (Friday and Monday)
Associates/ 48 hours, Degreed, Certified ¹	\$135.00	\$145.00	\$155.00
Degreed, Certified Teacher	\$150.00	\$160.00	\$170.00
Retired GISD, Certified Teacher	\$150.00	\$160.00	\$170.00
Substitute teachers that work 10 days in a row in the same substitute teaching position, increase in pay on the 11th day without a break in service. As long as substitute doesn't miss a full day, long-term pay will continue. Half-days do not break the sequence.			
Long Term Pay Rates do not apply to aide positions.			
¹ Incentives for Fall and Spring Semester 08/08/2023-5/30/2024			

Substitute Retention Stipend Eligibility	Payment Calendar
Substitutes who work at least 50 days or more per semester will be eligible to receive the retention stipend.	January \$700 June \$700

The Board of Trustees approved the daily rate increase on December 13, 2022, effective Spring Semester of 2023.

Should you have any questions, please contact the Human Resources Department at salary@garlandisd.net.