

2022-2023



STAFF COMPENSATION PLAN

The Plan is for the 2022-2023 school year only.

Salaries paid to employees in prior years and to be paid in future years cannot be established from a review of this document.



COLLEGE DEGREES FROM ACCREDITED INSTITUTIONS

All college degrees utilized, or semester hours earned to obtain employment, to achieve salary differentials, or to be considered for promotion purposes are only accepted if they are from institutions accredited by nationally recognized accrediting agencies.

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Section I

Placement Scales,
Pay Ranges,
And Job Classifications

2022-2023 Klein ISD Teacher Hiring Schedule

YEARS OF EXPERIENCE	BACHELORS DEGREE	YEARS OF EXPERIENCE	BACHELORS DEGREE
0	60,000	13	63,937
1	60,150	14	64,062
2	60,400	15	64,687
3	60,650	16	65,887
4	60,850	17	66,787
5	61,050	18	67,122
6	61,250	19	67,272
7	61,470	20	67,422
8	62,670	21	67,672
9	63,220	22	68,372
10	63,637	23	68,522
11	63,737	24	68,672
12	63,837	25+	68,822+

Salaries listed above reflect teachers on a 187 day work calendar.

MASTERS DEGREE STIPEND \$1,000

DOCTORATE DEGREE STIPEND \$2,000

**This schedule is only for new, full-time classroom teachers hired.
This hiring schedule is for the 22-23 school year only.**

*** In addition to these salaries, Klein's competitive benefits package will be added based on employee selections. For health insurance alone, this could be \$5,454 of additional benefits.*

2022-2023 Administrative Professional Support Placement Scale

Klein ISD

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district.
Current employees may be paid above this placement scale.

This scale is for placement of new hires only.

Future wage increases are determined annually and are not guaranteed.

Notes:

- New hires will enter at no less than the minimum daily rate of the pay grade. Hiring rates will be based on the job-related experience and qualifications of the individual.
- Employees reassigned to a different job at a lower pay grade level will be reduced to the same relative position within the new pay range.
- Duty days are 187-240 annually as specified in the Confirmation of Salary and Assignment notice.
- A \$50,000 group term life insurance policy will be provided for administrators in pay grades 9-13 and to those KISD administrators receiving same in 2007-2008.
- Duty hours are 8 hours per day, exclusive of lunch.
- All positions on this pay schedule are over-time exempt under FLSA unless delineated otherwise.

Effective the first duty day of the 2022-2023 school year.

2022-2023 Administrative Professional Support Pay Range and Job Classification

Klein ISD

Pay Grade	Job Title	Calendar	Minimum	Mid-Point	Maximum	
1			Daily	\$200.08	\$242.38	\$284.68
	Buyer	226				
	Clerk, ELL Compliance	195				
	Coordinator, Procurement Card	226				
	Coordinator, Travel	226				
	Coordinator, Transportation Shop	235				
	Specialist, Budget	235				
	Specialist, Data Auditor-Multilingual	215				
	Specialist, Federal Programs	226				
	Specialist, Multimedia Content	235				
	Specialist, Video Production	235				
2			Daily	\$234.09	\$283.58	\$333.07
	Accountant, Staff	226				
	Analyst, Budget	226				
	ARD Facilitators, SPED	193				
	Coordinator, Facilities Rentals	226				
	Coordinator, Inventory/Mail Program	235				
	Coordinator, KMPC	235				
	Coordinator, Specialist Funds	226				
	Coordinator, Transportation Technology	235				
	Staff Auditor	226				
	LSSP, Intern	198				
	Manager, Business Services/Finance	235				
	Manager, Business TLC	235				
	Manager, Campus Business	226				
	Manager, Human Resources	235				
	Manager, Operations	235				
	Manager, Records	235				
	Manager, Transportation	235				
	Nutritionist	226				
	Specialist, Activity Funds	226				
	Specialist, SPED Support & Compliance	198				
	Supervisor, Warehouse	235				
	Tutor, Academic	187				
	Webmaster	226				

2022-2023 Administrative Professional Support Pay Range and Job Classification

Klein ISD

Pay Grade	Job Title	Calendar	Minimum	Mid-Point	Maximum	
3			Daily	\$280.86	\$340.28	\$399.69
	Accountant, Intermediate	226				
	Auditor, Senior	226				
	Buyer, Food Service	226				
	Coordinator, Benefits & Leaves	235				
	Coordinator, HR	235				
	Coordinator, Payroll Services	235				
	Coordinator, Position Control	226				
	Coordinator, State & Federal Programs	226				
	Dietitian Menu Planner	226				
	Field Supervisor, Food Service	226				
	Manager, Food Svc Business	226				
	Manager, Maintenance Info Center	235				
	Specialist, Marketing & Training, Food Svc	226				
	Specialist, SPED Cert Orient Mobility	235				
	Supervisor, Equipment, Maintenance, & Catering	226				

2022-2023 Administrative Professional Support Pay Range and Job Classification

Klein ISD

Pay Grade	Job Title	Calendar	Minimum	Mid-Point	Maximum	
4			Daily	\$317.33	\$383.50	\$449.67
	Accountant, Senior	226				
	Accountant, Senior Special Revenue	226				
	Accountant, Senior Payroll	235				
	Analyst, Senior Budget	226				
	Audiologist	204				
	Commissioning Agent, Energy Management	235				
	Coordinator, PEP	202				
	Coordinator, SPED SHARS/MAC	226				
	Counselor	184,193,195,198,202,204				
	Counselor, Lead	202, 207, 215				
	Counselor, Social Emotional Sup Program	193				
	Counselor, SPED Rel Svc	193				
	Diagnostician, Dyslexia	198				
	Diagnostician, Educational	202				
	Director, Early Childhood	207				
	Interventionist, Crisis	195				
	Interventionist, SPED	195				
	Liaison, Family School	187				
	LSSP	198				
	LSSP, Lead	220				
	LSSP, Trainee	198				
	Manager, Accounting	226				
	Manager, Activity Funds	226				
	Manager, ELL Compliance	187				
	Manager, Facility, KMPC	235				
	Manager, Food Services	226				
	Manager, Marketing, Training, IT-Nutr. & Food	226				
	Manager, Project/Interior Design	235				
	Manager, Purchasing	226				
	Registrar- High School	220				
	Senior Field Supervisor, Food Service	226				
	Social Worker	204				
	Social Worker, PEP	187				
	Specialist, Auditory Impair/Diag	204				
	Specialist, Behavior	195				
	Specialist, Dyslexia	195				
	Specialist, Evaluation & ARD	198, 202, 204				
	Specialist, Evaluation & ARD, Lead	204				
	Speech Language Path	187, 202				
	Speech Language Path, Lead	202				
	Speech Language Path-Intern	187				
	Supervisor, Environmental Quality	235				
	Supervisor, Maintenance-MEP	235				
	Supervisor, Operations (SPED) Transportation	235				
	TEP Counselor, ARD Administrator	198				
	Therapist, Music	187				
	Therapist, Occupational	198, 204				
	Therapist, Physical	204,220				

2022-2023 Administrative Professional Support Pay Range and Job Classification

Klein ISD

Pay Grade	Job Title	Calendar	Minimum	Mid-Point	Maximum	
5			Daily	\$331.37	\$402.55	\$473.73
	Assistant Principal, ES	207				
	Coordinator, Business Supp. Serv.-Nutr. & Food Serv	226				
	Coordinator, Data, Research & Program Evaluation	226				
	Coordinator, District Reading Academies	215				
	Coordinator, Foster Care Services	220				
	Coordinator, Health Services	215				
	Coordinator, Immigrant	202				
	Coordinator, Instructional Media	187				
	Coordinator, Klein Success Academy	226				
	Coordinator, SPED Compliance	226				
	Coordinator, SPED Language & Communication	220				
	Coordinator, Title III Program	202				
	Interventionist, Academic - Lead	215				
	Manager, Area Transportation	235				
	Manager, Construction Projects	235				
	Manager, Communication Project	226				
	Manager, Electronics & Alarms	235				
	Manager, Energy	235				
	Manager, Superintendent's Office	220				
	Program Coordinator, Advanced Academics	215				
	Program Coordinator, Assessment & Acct	220				
	Program Coordinator, Bilingual/ESL	215				
	Program Coordinator, Counseling Program	204				
	Program Coordinator, CTE	215, 230				
	Program Coordinator, Dyslexia/ Dyslexia Bilingual	215				
	Program Coordinator, Early Learning	226				
	Program Coordinator, English Language Arts	215				
	Program Coordinator, Family Engagement	195				
	Program Coordinator, Library	215				
	Program Coordinator, Math	215				
	Program Coordinator, Personalized & Dig Learning (TLC)	215				
	Program Coordinator, Professional Learning	235				
	Program Coordinator, Research & Program Evaluation	226				
	Program Coordinator, Science	215				
	Program Coordinator, Social Studies	215				
	Program Coordinator, Social Studies & World Languages	215				
	Specialist, Data and Assessment	226				

2022-2023 Administrative Professional Support Pay Range and Job Classification

Klein ISD

Pay Grade	Job Title	Calendar	Minimum	Mid-Point	Maximum	
6			Daily	\$351.27	\$426.72	\$502.17
	Assistant Director, Advanced Academic Services	226				
	Assistant Director, Communications	235				
	Assistant Director, DAEP	226				
	Assistant Director, Data Services	226				
	Assistant Director, Fine Arts	235				
	Assistant Director, Fleet Services	235				
	Assistant Director, Food Service	235				
	Assistant Director, Human Resources	235				
	Assistant Director, Opportunity Culture	220				
	Assistant Director, TEP	226				
	Assistant Principal, Behavior Specialist	213				
	Assistant Principal, HS	207				
	Assistant Principal, Int	207, 220				
	Assoc Principal, ES	207				
	Coordinator, Academic/Behavior RTI	207				
	Coordinator, Behavior/RTI	207				
	Coordinator, Data Services	207				
	Coordinator, PEIMS	226				
	Director, Historical Foundation	230				
	Officer, Advanced Academics	226				
	Officer, Counseling Services	235				
	Officer, Early Learning	235				
	Officer, Instructional	226				
	Officer, Multilingual Compliance	235				
	Officer, Personalized Learning	235				
	Officer, SPED Compliance	235				
	Officer, SPED Inclusive Education	235				
	School Counselor, Behavior Specialist Int.	207				

2022-2023 Administrative Professional Support Pay Range and Job Classification

Klein ISD

Pay Grade	Job Title	Calendar	Minimum	Mid-Point	Maximum	
7			Daily	\$372.34	\$452.32	\$532.30
	Area Dir, Transportation	235				
	Assistant Director, Athletics	235				
	Assistant Director, Athletics/HS Head Football	226				
	Assoc Dir, Maintenance	235				
	Assoc Dir, Food Service	235				
	Assoc Dir, Plant Operations	235				
	Assoc Principal, HS	207, 226				
	Assoc Principal, Int	207				
	Assoc Principal, Vistas	226				
	Director, Accounting	226				
	Director, Business Information Systems	235				
	Director, Budget	226				
	Director, Communications	235				
	Director, Health Services	235				
	Director, Internal Audit	226				
	Director, Payroll	226				
	Director, Professional Learning and Leadership	235				
	Director, Purchasing	235				
	Director, Specialist Programs	226				
	Director, Warehouse	235				
8			Daily	\$417.02	\$506.60	\$596.18
	Director, Comm/ED Foundation	235				
	Director, Family Engagement	226				
	Director, Staff & Employee Relations	235				
	Director, Student Outreach	226				
	Principal, TEP Program	226				
	Principal, ES	215,218				
	Principal, Int	220				

2022-2023 Administrative Professional Support Pay Range and Job Classification

Klein ISD

Pay Grade	Job Title	Calendar	Minimum	Mid-Point	Maximum	
9			Daily	\$446.21	\$542.05	\$637.89
	Director, Advanced Academics	235				
	Director, Assessment & Acct	235				
	Director, Athletics	235				
	Director, Capital Projects	235				
	Director, CTE	235				
	Director, DAEP	226				
	Director, Data Services	235				
	Director, Engineering	235				
	Director, Fine Arts	235				
	Director, Food Service	235				
	Director, Info Technology	235				
	Director, Maintenance	235				
	Director, Multilingual	235				
	Director, Plant Operations	235				
	Director, Research/Program Eval	235				
	Director, SPED	235				
	Director, State & Fed Program	226				
	Director, Teaching & Learning	235				
	Director, Transportation	235				
	Principal, Vistas	235				

2022-2023 Administrative Professional Support Pay Range and Job Classification

Klein ISD

Pay Grade	Job Title	Calendar	Minimum	Mid-Point	Maximum	
10			Daily	\$486.37	\$590.84	\$695.31
	Executive Director, Business Services	235				
	Executive Director, Campus Safety/Sup	235				
	Executive Director, College/Career Pathways	235				
	Executive Director, Communications	235				
	Executive Director, Curriculum Design & Delivery	235				
	Executive Director, Facilities	235				
	Executive Director, Financial Services	235				
	Executive Director, Human Resources	235				
	Executive Director, Special Programs	235				
	Police Chief	235				
	Principal, High School	235				
11			Daily	\$554.45	\$673.55	\$792.65
	Executive Director, Teaching and Learning	235				
	Executive Director, Information Technology	235				
12			Daily	\$637.22	\$777.75	\$918.28
	Associate Superintendent, Communications and Public Relations	235				
	Associate Superintendent, Facilities	235				
	Associate Superintendent, Human Resources	235				
	Chief of Schools	235				
13			Daily	\$774.89	\$946.48	\$1,118.07
	Chief Academic Officer	235				
	Chief Financial Officer	235				

**2022-2023 Clerical/Paraprofessional
Placement Scale
Klein ISD**

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district.
Current employees may be paid above this placement scale.

This scale is for placement of new hires only.

Future wage increases are determined annually and are not guaranteed.

Notes:

- New hires will enter at no less than the minimum hourly rate of the pay grade. Hiring rates will be based on the job-related experience and qualifications of the individual.
- Employees promoted to a different job in a different pay structure (ex. from paraprofessional to professional support) will receive no less than the entry-level salary of the new position.
- Employees reassigned to a different job at a lower pay grade level will be reduced to the same relative position within the new pay range.
- Duty days are 184-240 annually as specified in the Confirmation of Salary and Assignment notice.
- Duty hours are 8 hours per day, exclusive of lunch.
- All positions on this pay schedule are considered non-exempt under FLSA, unless delineated otherwise.

Effective the first duty day of the 2022-2023 school year.

**2022-2023 Clerical/Paraprofessional Pay Range and Job Classification
Klein ISD**

Pay Grade	Job Title	Calendar	Minimum	Mid-Point	Maximum	
1	None at this time.		Hourly	\$11.61	\$13.70	\$15.79
2	Cashier	195	Hourly	\$13.00	\$15.34	\$17.68
	Clerk, Data Entry	195				
	Receptionist, HS	226				
	Receptionist, Int	185				
	Secretary, Tech Int	205				
	Secretary, Tech/Library Int	205				
3	Clerk, Records	235	Hourly	\$14.87	\$17.63	\$20.39
	Secretary, Atten DAEP/Vistas	195,205				
	Secretary, Attendance Elem	195				
	Secretary, Attendance HS	195, 200, 205				
	Secretary, Attendance Int	195				
	Secretary, Educational	185,195				
	Secretary, Floating Int	195				
	Secretary, Registrar Elem	195				
	Secretary, Technology HS	205				
	Secretary/Recep, Food Service	218				
	Secretary/Recep, Transportation	218				
4	Receptionist, Kleinwood	235	Hourly	\$15.57	\$19.15	\$22.73
	Secretary, Assoc Principal HS	205,207, 215, 226				
	Secretary, Asst Director DAEP	204				
	Secretary, Asst Principal HS	195,200, 205, 207, 213				
	Secretary, Asst Principal Int	185, 195, 200,205				
	Secretary, Athletics	195, 210				
	Secretary, CTE	226				
	Secretary, ELL Compliance Manager	195				
	Secretary, Instructional Officer	226				
	Secretary, ISS	184				
	Secretary, Registrar HS	205, 215,220				
	Secretary, Registrar Int	205				
	Secretary, Registrar/Attend Elem	205				
	Secretary, Sch Counselor	195,200, 202, 204,205,207				
	Secretary, SPED Campus	184, 195				
	Secretary, SPED EC					
	Secretary, SPED Rec/Compliance	207, 220				
	Secretary, SPED Sers	220				
	Secretary, TEP	195				
	Secretary, Asst Principal/Counselor	185, 195, 200,205,207				
	Secretary, Campus Financial Int	200, 205				
	Secretary/Receptionist – NOC	226				

2022-2023 Clerical/Paraprofessional Pay Range and Job Classification
Klein ISD

Pay Grade	Job Title	Calendar	Minimum	Mid-Point	Maximum	
5			Hourly	\$17.16	\$21.07	\$24.98
	Clerk, Payroll-Facilities Depts	235				
	Clerk, Shop	235				
	Receptionist, Fin Clerk	226				
	Receptionist, Purchasing Clerk	226				
	Secretary, Athletics Admin	226				
	Secretary, Campus Financial HS	215, 226				
	Secretary, Campus Int Support	226				
	Secretary, Director	226, 235				
	Secretary, Facility Manager KMPC	235				
	Secretary, HR Support	235				
	Secretary, Prof Learning	226				
	Secretary, Registrar DAEP	205				
	Secretary, Student Support Services	226				
	Specialist, ED Foundation	226				
	Specialist, Energy MGMT Software	235				
	Specialist, SPED SHARS/MAC	226				
6			Hourly	\$19.21	\$23.60	\$27.99
	Clerk, Accounting	226				
	Clerk, Accounts Payable Maintenance	240				
	Clerk, Purchasing	235				
	Clerk, Payroll/HR Services	235				
	Office Manager, Police Serv	240				
	Officer, Certification	235				
	Router, Bus	226				
	Secretary, Exec Director Campus & Support	235				
	Secretary, Exec Director Financial Services	235				
	Secretary, Exec Director Spec Prog	226				
	Secretary, Exec Director T&L	235				
	Secretary, Director, Auxiliary	235				
	Secretary, Principal Elem	215, 218				
	Secretary, Principal HS	235				
	Secretary, Principal Int	220				
	Secretary, Principal Vistas	235				
	Secretary, Purch/Meal Benefits	226				
	Specialist, Extracurricular Trip	235				
	Specialist, Human Resource Services	235				
	Specialist, IT Payroll & HR	226				
	Specialist, Payroll I	235				
	Trainer, Transportation	226				

**2022-2023 Clerical/Paraprofessional Pay Range and Job Classification
Klein ISD**

Pay Grade	Job Title	Calendar	Minimum	Mid-Point	Maximum	
7			Hourly	\$21.12	\$25.96	\$30.80
	Specialist, Accounts Payable-Finance	226				
	Specialist, HR Application & Certification	235				
	Specialist, HR Cert/Sub	235				
	Specialist, Insurance Benefits	235				
	Specialist, Payroll II	235				
	Specialist, Safety/Risk Management II	240				
	Specialist, Transportation	235				
8			Hourly	\$23.24	\$28.55	\$33.86
	Admin Assistant, CFO	235				
	Admin Assistant, Deputy Superintendent	235				
	Admin Assistant, Assoc Sup Comm & PR	235				
	Admin Assistant, Assoc Sup Fac	235				
	Admin Assistant, Assoc Sup HR	235				
	Admin Assistant, CAO	235				
9			Hourly	\$30.42	\$36.96	\$43.50
	Admin Assistant, Superintendent	235				

**2022-2023 Educational Aides and Assistants
Placement Scale
Klein ISD**

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district.
Current employees may be paid above this placement scale.

This scale is for placement of new hires only.

Future wage increases are determined annually and are not guaranteed.

Notes:

- New hires will enter at no less than the minimum hourly rate of the pay grade. Hiring rates will be based on the job-related experience and qualifications of the individual.
- Employees reassigned to a different job at a lower pay grade level will be reduced to the same relative position within the new pay range.
- Educational aides and assistants who work directly with the instruction of students will work 7.5-hour days, exclusive of lunch, unless otherwise noted.
- Duty days are 184 annually unless otherwise noted in the job description.
- Daily duty hours are exclusive of lunch.
- All positions on this pay schedule are considered non-exempt under FLSA, unless delineated otherwise.

Effective the first duty day of the 2022-2023 school year.

**2022-2023 Educational Aides and Assistants Pay Range and Job Classification
Klein ISD**

Pay Grade	Job Title	Calendar	Minimum	Mid-Point	Maximum	
1			Hourly	\$13.21	\$15.73	\$18.25
7 Hour	Aide-Ed Workroom/Office	184				
	Monitor-Campus Int	184				
7.5 Hour	Aide-Bilingual/ESL	184				
	Aide-Bilingual Pre-K	184				
	Aide-Ed Student	184				
	Aide-Pre-K	184				
	Aide-Title I	184				
	Associate, Reach	184				
8 Hour	Teacher Resident	151				
2			Hourly	\$14.03	\$16.70	\$19.37
7 Hour	Aide-ISS	184				
	Aide-Library	184				
	Monitor-Campus HS	184				
7.5 Hour	Aide-Sped In-Class Support	184				
3			Hourly	\$14.87	\$17.70	\$20.53
7 Hour	Aide-Clinic	184				
	Aide-Sped Dev Life Readiness	184				
	Aide- PE	184				
7.5 Hour	Aide-Behavior Support	184				
	Aide-DAEP	184				
	Aide-Sped ACCESS	184				
	Aide-Sped BASE	184				
	Aide-Sped DAEP	184				
	Aide-Sped Early Child	184				
	Aide-Sped Making Conn	184				
	Aide- Sped PASS	184				
	Aide-Sped Trans Asmnt	184				
	Asst Sped Job Tech 30 w/o CDL	184				
	Asst Sped Job Tech 40 w/o CDL	184				
8 Hour	Aide-Sped Trauma and Foster Care	184				

**2022-2023 Educational Aides and Assistants Pay Range and Job Classification
Klein ISD**

Pay Grade	Job Title	Calendar	Minimum	Mid-Point	Maximum	
4			Hourly	\$15.75	\$18.75	\$21.75
7 Hour	Asst-Sped ARD Translator	187				
	Asst-Clinic CNA/CMA/ECA	184				
7.5 Hour	Aide-SPED Dev TEP	184				
	Asst- Family School Liaison	187				
8 Hour	Aide-Sped Behavior Crisis Interventionist	195				
	Asst-Sped Behavior Tech	184				
	Asst-Sped Job Tech 30	184				
	Asst-Sped Job Tech 40	184				
5			Hourly	\$17.05	\$20.41	\$23.77
7 Hour	Asst-Clinic EMT	184				
8 Hour	Asst-Sped Job Tech 10	184				
	Asst-Sped Behavior Tech TEP	184				
6			Hourly	\$22.21	\$25.71	\$29.21
7 Hour	Braillist	187				
	Intervener-Deaf/Blind	184				
7.5 Hour	Spec-Band	184				
	Spec-Color Guard	202				
8 Hour	Lead Behavior Tech TEP	187				
7			Hourly	\$25.51	\$29.54	\$33.57
7 Hour	Asst-Sped Educational LVN	184				
	Nurse-LVN	184				
7.5 Hour	Asst, Cert Occup Therapy	193				
8						
8 Hour	Teacher Fellow	177		\$20,000 Annual		
	Teacher Resident	151		\$20,424 Annual		
	Interim Instructor	Varies		\$28.00 Hourly		

**2022-2023 Instructional Technology
Placement Scale
Klein ISD**

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district.
Current employees may be paid above this placement scale.

This scale is for placement of new hires only.

Future wage increases are determined annually and are not guaranteed.

Notes:

- New hires will enter at no less than the minimum hourly rate of the pay grade. Hiring rates will be based on the job-related experience and qualifications of the individual.
- Approved certifications for Informational Technology will be paid up to 2% of the control point as approved by the Director of Technology.
- Employees reassigned to a different job at a lower pay grade level will be reduced to the same relating position within the new pay range.
- Duty days are 185-235 annually as specified in the Confirmation of Salary and Assignment notice.
- Duty hours are 8 hours per day, exclusive of lunch.
- Pay Grades 5 thru 7 are over-time exempt employees under FLSA
- Personnel in Pay Grades 4 and under are exempt if they supervise two or more employees

Effective first duty day of the 2022-2023 school year.

2022-2023 Instructional Technology Pay Range and Job Classification
Klein ISD

Pay Grade	Job Title	Calendar	Minimum	Mid-Point	Maximum	
1			Hourly	\$20.98	\$25.27	\$29.56
	Technician I, Campus	235				
	Technician I, District	235				
	Technician I, Help Desk	235				
	Technician, KMPC Audio/Visual	240				
2			Hourly	\$23.10	\$27.82	\$32.54
	Asst Coord, PEIMS/Sped	226				
	Specialist, Application Support Data Svcs	226				
	Specialist, Application Support PEIMS	226				
	Technician II, IMA Digital Learning Resources	235				
	Technician II, Assistant	235				
	Technician II, Campus	235				
	Technician II, Digital Learning Resources	235				
	Technician II, District	235				
	Technician II, Hardware & Application Support	235				
	Technician II, Help Desk	235				
	Technician II, Materials Spec	235				
	Technician II, Mobile OS	235				
3			Hourly	\$26.80	\$32.27	\$37.74
	Coordinator, Application Support Specialist	226				
	Specialist, Application Support Help Desk	226				
	Specialist, Application Support Technology	226				
	Specialist, Business Applications	226				
	Technician III, Campus Lead	235				
	Technician III, Chrome OS	235				
	Technician III, District Lead	235				
	Technician III, Infrastructure	235				
4			Hourly	\$32.93	\$39.58	\$46.23
	Analyst I, Network Applications	235				
	Analyst I, Network Systems	235				
	Coordinator, Data Services	226				
	Developer I, Application	235				
	Manager, Food Service Information Technology	235				

2022-2023 Instructional Technology Pay Range and Job Classification
Klein ISD

Pay Grade	Job Title	Calendar	Minimum	Mid-Point	Maximum	
5			Hourly	\$38.25	\$46.06	\$53.88
	Administrator- Business Info Syst Project &Integration	235				
	Administrator- Database	235				
	Analyst II, Infrastructure	235				
	Analyst II, Network Applications	235				
	Coordinator, 1:1 Program	235				
	Programmer, Research & Evaluation	226				
	Supervisor, Application Development	235				
	Supervisor, Help Desk	235				
	Supervisor, Technology Services	226				
6			Hourly	\$42.83	\$51.59	\$60.35
	Analyst III, Data Security	235				
	Analyst III, Network Systems	235				
	Supervisor, Business Info. Systems	235				
7			Hourly	\$47.11	\$56.74	\$66.36
	Coordinator, Resource Materials	235				
	Manager, Business Systems	235				
	Manager, District Radio Communications	235				
	Manager, Infrastructure	235				
	Manager, Network Applications	235				
	Manager, Network Systems	235				
	Manager, Technology Services	235				

**2022-2023 Manual Trade
Placement Scale
Klein ISD**

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district.
Current employees may be paid above this placement scale.

This scale is for placement of new hires only.

Future wage increases are determined annually and are not guaranteed.

Notes:

- New hires will enter at no less than the minimum hourly rate of the pay grade. Hiring rates will be based on the job-related experience and qualifications of the individual.
- Employees reassigned to a different job at a lower pay grade level will be reduced to the same relative position within the new pay range.
- All full-time employees work 8 hours daily exclusive of lunch.
- Mechanics are paid at their regular rate for 8 to 40 hours of training in the use of special equipment.
- All 240-duty day employees with more than five years of service, will be granted 5 vacation days annually that must be used within that year. Employees must work 235 days of their 240 days calendar. If an employee is docked anytime during the year, he/she will not earn, or be paid, the additional days.
- All positions on this pay schedule are considered non-exempt under FLSA, unless delineated otherwise.

Effective the first duty day of the 2022-2023 school year.

**2022-2023 Manual Trade Pay Range and Job Classification
Klein ISD**

Pay Grade	Job Title	Calendar	Minimum	Mid-Point	Maximum
1	Laborer, Groundskeeper	240	Hourly \$13.00	\$15.54	\$18.08
2	Laborer, Grounds KMPC/Athletics	240	Hourly \$13.91	\$16.65	\$19.39
	Tractor Operator	240			
3	Laborer, Central Stadium	240	Hourly \$15.30	\$18.32	\$21.34
	Laborer, Concrete Finisher	240			
	Laborer, Tree Trimmer	240			
	Mechanic Attendant	207			
	Tractor Operator II	240			
	Utility Helper	240			
	Video Technician	177			
	Warehouse Worker	240			
4	Painter	240	Hourly \$16.69	\$20.10	\$23.51
	Partsman	240			
	Spec, Irrigation	240			
	Technician, HVAC	240			
	Technician, Plumbing	240			
	Technician, Tire	240			
5	Apprentice, Electrician	240	Hourly \$18.20	\$21.91	\$25.62
	Apprentice, Plumber	240			
	Dispatcher, Maintenance	240			
	Dispatcher, Transportation	210			
	Equip Operator, Grounds	240			
	General Repair II	240			
	HVAC, EPA Licensed	240			
	Lead Warehouse Worker	240			
	Licensed Pesticide Appl	240			
	Mechanic-HVAC Campus	240			
	Roofer	240			
	Spec, Inventory	240			
	Spec, Irrigation Licensed	240			
	Technician, Lube	240			

**2022-2023 Manual Trade Pay Range and Job Classification
Klein ISD**

Pay Grade	Job Title	Calendar	Minimum	Mid-Point	Maximum	
6			Hourly	\$19.83	\$23.88	\$27.93
	Coordinator, Plant Operations	240				
	Laborer, Small Engine	240				
	Lead Painter	240				
	Mechanic I	240				
	Tech I, Electr & Alarms	240				
	Tech, Electronic Generator	240				
7			Hourly	\$21.42	\$25.79	\$30.16
	Cabinet Maker	240				
	Journeyman, Electrician	240				
	Journeyman, Plumber	240				
	Mechanic II	240				
	Locksmith	240				
	Spec, Energy Mgmt Scheduling	240				
	Tech II, Electr & Alarms	240				
8			Hourly	\$23.78	\$28.63	\$33.48
	Electrician, Licensed (Master)	240				
	Foreman, Warehouse	240				
	Plumber, Licensed (Master)	240				
	Mechanic, HVAC DDC	240				
	Mechanic, HVAC Licensed II	240				
	Mechanic, Kitchen Equip	240				
	Mechanic, Refrigeration	240				
	Spec, Info Center	240				
	Tech III, Electr & Alarms	240				
	Welder	240				
9			Hourly	\$25.93	\$31.22	\$36.51
	Coordinator, Athletic Grounds	240				
	Coordinator, Crafts	240				
	Coordinator, Electrician	240				
	Coordinator, Grounds	240				
	Coordinator, HVAC	240				
	Coordinator, Mechanic	240				
	Coordinator, Plumbing	240				
	Field Supervisor, Plant Ops	240				
	Purchasing Agent, Plant Ops	240				
	Purchasing/Buyer, Maintenance	240				

**2022-2023 Police Services
Placement Scale
Klein ISD**

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district.
Current employees may be paid above this placement scale.

This scale is for placement of new hires only.

Future wage increases are determined annually and are not guaranteed.

Notes:

- New hires will enter at no less than the minimum hourly rate of the pay grade. Hiring rates will be based on the job-related experience and qualifications of the individual.
- Employees promoted to a different job in a different pay structure will receive no less than the entry-level salary of the new position.
- Employees reassigned to a different job at a lower pay grade will be reduced to the same relative position within the new pay range.
- Duty days are 177-240 annually as specified in the Confirmation of Salary and Assignment notice.
- All full-time employees work 8 hours daily exclusive of lunch unless otherwise noted by the supervisor.
- All positions on pay grades 1-6 are considered non-exempt under FLSA, unless delineated otherwise. Personnel in Pay Grade 7 are exempt.

Effective the first duty day of the 2022-2023 school year.

**2022-2023 Police Services Pay Range and Job Classification
Klein ISD**

Pay Grade	Job Title	Calendar	Minimum	Mid-Point	Maximum
1	Crossing Guards, Ft	177	Hourly \$10.90	\$13.03	\$15.16
2	Monitor, Parking Lot	240	Hourly \$14.69	\$17.59	\$20.49
3	Specialist, Security Dispatcher, Police	240 240	Hourly \$17.64	\$21.11	\$24.58
4	Coordinator- Crossing Guard Police Officer, SLO Supervisor, Police Dispatcher Specialist, Safety/Risk Management I	240 205 240 240	Hourly \$23.41	\$28.18	\$32.95
5	Police Corporal Police Investigator Police Officer	240 240 240	Hourly \$26.80	\$31.57	\$36.34
6	Sergeant	240	Hourly \$31.36	\$37.77	\$44.18
7	Coord, Emergency Mgmt Lieutenant	240 240	Hourly \$36.07	\$43.44	\$50.81
8	Assistant Chief	240	Hourly \$43.28	\$52.13	\$60.97

2022-2023 Plant Operations
Placement Scale
Klein ISD

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district.
Current employees may be paid above this placement scale.

This scale is for placement of new hires only.

Future wage increases are determined annually and are not guaranteed.

Notes:

- New hires will enter at no less than the minimum hourly rate of the pay grade. Hiring rates will be based on the job-related experience and qualifications of the individual.
- Employees reassigned to a different job at a lower pay grade level will be reduced to the same relative position within the new pay range.
- Duty days are 177-240 annually as specified in the Confirmation of Salary and Assignment notice.
- All 240-duty day employees, with more than five years of service, will be granted 5 vacation days annually that must be used within that year. Employees must work 235 days of their 240 calendar. If an employee is docked anytime during the year, he/she will not earn, or be paid, the five additional days.
- Duty hours are 8 hours per day, exclusive of lunch unless specified by the supervisor.
- All positions on this pay schedule are considered non-exempt under FLSA, unless delineated otherwise.

Effective the first duty day of the 2022-2023 school year.

**2022-2023 Plant Operations Pay Range and Job Classifications
Klein ISD**

Pay Grade	Job Title	Calendar	Minimum	Mid-Point	Maximum
1	Custodian	200, 240	Hourly \$12.00	\$14.12	\$16.24
2	No positions at this time.		Hourly \$13.27	\$15.48	\$17.69
3	Custodian B	240	Hourly \$14.54	\$17.49	\$20.44
4	Head Custodian, Elementary	240	Hourly \$15.45	\$18.71	\$21.97
5	Head Custodian, Intermediate	240	Hourly \$16.42	\$20.00	\$23.58
6	Head Custodian, High School	240	Hourly \$19.54	\$23.81	\$28.08
7	No positions at this time.		Hourly \$22.45	\$27.36	\$32.27

**2022-2023 Food Service
Placement Scale
Klein ISD**

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district.
Current employees may be paid above this placement scale.

This scale is for placement of new hires only.

Future wage increases are determined annually and are not guaranteed.

Notes:

- New hires will enter at no less than the minimum hourly rate of the pay grade. Hiring rates will be based on the job-related experience and qualifications of the individual.
- Employees reassigned to a different job at a lower pay grade level will be reduced to the same relative position within the new pay range.
- Duty days are 177-235 annually as specified in the Confirmation of Salary and Assignment notice.
- Nutrition & Food Services personnel on the hourly Nutrition & Food Services pay range will receive a \$50.00 attendance bonus for each work month the employee has perfect attendance. Perfect attendance is no absences for the month. Payment will be made monthly to qualified employees.
- Duty hours are 5 hours per day, exclusive of lunch unless specified by the supervisor.
- All positions on this pay schedule are considered non-exempt under FLSA, unless delineated otherwise.

Effective the first duty day of the 2022-2023 school year.

**2022-2023 Food Service Pay Range and Job Classification
Klein ISD**

Pay Grade	Job Title	Calendar	Minimum	Mid-Point	Maximum
1	Production Assistant I	177	Hourly \$12.25	\$14.37	\$16.49
2	Production Assistant II	177	Hourly \$13.20	\$15.45	\$17.70
3	Driver, Vending Machine Production Assistant III	207 207	Hourly \$14.20	\$16.97	\$19.74
4	Clerk, Food Service Manager, In-Training	177 177	Hourly \$14.75	\$17.85	\$20.95
5	Manager, Cafeteria Elementary	185	Hourly \$16.75	\$20.20	\$23.65
6	Head Caterer Manager, Cafeteria Secondary	207 185	Hourly \$20.81	\$24.57	\$28.33
7	Manager, Food Service Zone	207	Hourly \$23.80	\$28.12	\$32.44

**2022-2023 Transportation
Placement Scale
Klein ISD**

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district.
Current employees may be paid above this placement scale.

This scale is for placement of new hires only.

Future wage increases are determined annually and are not guaranteed.

Notes:

- Attendance bonuses are paid on the 20th of the month following the month of perfect or nearly perfect attendance.
- Employee must have no preventable accidents and be in good standing with performance.

\$50.00 Bonus - Employee is not absent on any workdays during the entire month. The only exception is Jury Duty.

\$25.00 Bonus - Employee is only absent for one day, or portion of a day, during the entire month.

- Duty days are 177 annually as specified in the Confirmation of Salary and Assignment notice.
- Duty hours are 5.5 to 8 hours per day, exclusive of lunch.
- All positions on this pay schedule are considered non-exempt under FLSA, unless delineated otherwise.

Effective the first duty day of the 2022-2023 school year.

2022-2023 Transportation Pay Range and Job Classification
Klein ISD

Pay Grade	Job Title	Calendar	Minimum	Mid-Point	Maximum	
1			Hourly	\$14.78	\$17.61	\$20.44
	Aide, Bus Attendant	177				
	Aide, Cover Attendant	177				
	Bus Driver Trainee	177				
2			Hourly	\$19.00	\$22.55	\$26.10
	Bus Driver	177				
	Bus Driver-Resource	177				
	Cover Driver	177				
	Driver Coordinator	210				



Section II

Substitute Salary Document

2022-2023 Substitute Salary Document

2022-2023 Campus Substitute Daily Rate	
Daily Professional Assignment– Bachelor’s Degree & Texas Certified	\$115.00
Daily Professional Assignment- Retired with Degree & Texas Certified	\$120.00
Daily Professional Assignment – non-degree	\$95.00
Daily Professional Assignment – Bachelor’s degree	
Daily Professional Assignment – Bachelor’s degree/Retired	\$105.00
*Fifteen or more days in same assignment on a consistent basis with a bachelor’s degree	\$130.00
*Fifteen or more days in same assignment on a consistent basis and Texas Certified for that position	\$166.00
Counselor- Certified	\$166.00
Professional Assistant Principal Substitute	\$250.00
Professional Principal Substitute	\$305.00
-A substitute who subs in any position for 61-90 days will have their daily rate increased by \$10. A substitute who subs in any position for 91 days or more will have their daily rate increased by \$15 per day beginning with the 91st day of subbing and for each sub day thereafter until the end of the school year. This incentive will be paid in a lump sum on the July 20 th paycheck. *This does not apply to Professional Administrator Substitutes.	
-A substitute in a teaching assignment will receive an additional \$10 for working on a Monday and/or Friday.	
-In emergency situations when a secondary or elementary school classroom teacher volunteers his/her conference period to fill in for a teacher for whom a substitute cannot be obtained, the teacher will be paid \$28 for that single class period, or if a class is split among several teachers each teacher will proportionally share the daily rate that would have been paid to the sub.	

2022-2023 Substitute Daily Rate for Other Positions.	
Educational Assistant/LVN	\$75.00
Educational assistant working with handicapped students (i.e., developmental, adaptive behavior, early childhood, etc.)	\$85.00
Clerical or paraprofessional/reception (CO or Campus)	\$85.00
Professional RN Nurse*See C below*	\$125.00
Substitute/Part-Time Crossing Guard	\$10.29 per hour
Transportation	\$17.05 per hour
Food Service	Minimum of applicable pay grade
Manual Trades	Minimum of applicable pay grade
Plant Operations	Minimum of applicable pay grade

Specialized Programs*	
Tutorials * see B below	\$28.00**
Before/After School Detention	\$28.00
Coordinator of Concession Operations	\$8,932 per year
Special Education contract employees with a master’s degree	\$28.00
Special Education contract employees with a Doctorate Degree	\$43.00
Staff Development preparation time. Must be on non-duty day or before or after school	\$28.00
Staff Development facilitator time. Must be on non-duty day or before or after school	\$28.00
Part-time Aides	\$10.00

A. Compensation for Specialized Programs is based on actual time.

Ex. 45 minutes = 45 minutes pay = \$21.00 because .75*28=\$21

B. \$28 per hour or \$110 per day as determined by the Executive Director of Curriculum Design and Delivery

C. Fifteen or more days in same assignment on a consistent basis with RN license-\$166



Section III

2022-2023

Summer School

Salary Schedule

KISD Summer School Staff

Extra Duty Pay

High School & Intermediate Professional Staff and Paraprofessionals	Hourly Rate	Maximum Daily Rate
Principal	\$44.38	\$284.00
Assistant Principal	\$41.88	\$268.00
PrincipalSecretary	\$17.38	\$111.20
Counselor	\$35.00	\$224.00
Academic Teacher	\$35.00	\$210.00
TeacherAssistant	\$13.13	\$78.75
Nurse	\$35.00	\$210.00
Elementary Professionalsand Paraprofessionals	Hourly Rate	Maximum Daily Rate
Principal	\$44.38	\$284.00
Assistant Principal	\$41.88	\$268.00
PrincipalSecretary	\$17.38	\$111.20
Academic Teacher	\$35.00	\$210.00
Lead Teacher	\$35.00	\$224.00
Academic BIL/ESL Pre-K/KTeacher	\$35.00	\$210.00
Teacher Assistant	\$13.13	\$78.75
Nurse	\$35.00	\$210.00
Special Education Support Staff	Hourly rate	Maximum Daily Rate
Therapists: SLP, LSSPs, SLP, OT, PT, LPC	\$45.00/hour	Variable
Paraprofessionals: Developmental, TEP, PASS, Making Connections, Life Readiness	\$12.75/hour	Variable
PAWSFacilitator	\$45.00/hour	Variable
Case Manager	\$29.00/hour	Variable
Recreational Staff	Hourly rate	Maximum Daily Rate
Swimming Instructor	\$28.00	\$126.00
Life Guard	\$8.00	\$40.00
Camp Supervisor	\$19.50	\$136.50
Camp Coach	\$17.50	\$105.00
Camp Trainer	\$15.50	\$77.50
Student Trainer	\$8.00	\$40.00
Student Instructor	\$8.00	\$40.00

*Summer School programming/staffing for 2022-2023 is dependent on student needs and availability of funds.



Section IV

Benefit Compensation Services



2022-2023 Benefit Compensation Information

- Effective September 1, 2018 KISD provides \$10,000 in basic term life insurance.
- Catastrophic Sick Leave Bank: The Catastrophic Sick Leave Bank, developed in 1995, is a unique benefit created specifically to assist staff members who suffer catastrophic personal illness or staff members who must care for a family member who suffers from a catastrophic illness and who have exhausted all of their accumulated sick leave balance of state and local days. A Catastrophic Sick Leave Committee oversees the granting of these days. All full-time employees are automatically eligible after the completion of twelve (12) months of KISD service.



Section V

Stipend
&
Supplemental
Compensation



Criteria for Placement for Fine Arts and Coaching Stipends

The criteria for placement within the following intervals/ranges for fine arts and coaching will continue to be the subjective determination of Director of Fine Arts and Director of Athletics based on the following criteria:

1. Number of athletes or participants in the program.
2. Number of teams or performing groups in the program.
3. Length of the season or participation period.
4. Need for the position.
 - (a) As per teaching assignment
 - (b) As per job description “fit” based on coaching experience
 - (c) As to availability
5. Experience
 - (a) Total
 - (b) Grade level
 - (c) Klein ISD
 - (d) Present position
6. Stipend
 - (a) Stated range that is available
 - (b) Annual cap on increase for same assignment(s)

The differences in boys’ and girls’ assignments are based on applicable provisions of the above factors.

2022-2023 Stipend Compensation
Klein ISD

I Advanced Academics Stipends					
I-A I A -Activity Based Stipends					
Academic and Extra-Curricular - Signed Job Descriptions Must be on File		KISD Increment Above Schedule	Department	Program	Project
High School Academic Decathlon Sponsor (b)		3,000	Adv A	21	73
High School Academic Octathlon/Assistant Decathlon Sponsor (c)		2,000	Adv A	21	73
High School Assistant Speech Sponsor		4,000	Adv A	99	73
High School Citizens' Bee Sponsor/Social Studies		750	Adv A	99	73
High School DI Team Manager-(2) (a)		1500	Adv A	21	73
High School Mu Alpha Theta		2,000	Adv A	99	73
High School Newspaper Sponsor		4,000	Adv A	99	73
High School Speech Sponsor		5,000	Adv A	99	73
High School Student Council Sponsor		2,200	Adv A	99	73
High School Yearbook Sponsor		4,000	Adv A	99	73
High School Honor Society Assistant Sponsor		900	Adv A	99	73
High School Honor Society Sponsor		1,400	Adv A	99	73
Intermediate School Assistant Speech Sponsors (2)		850	Adv A	99	73
Intermediate School DI Team Managers (1-4) (a)		1500	Adv A	21	73
Intermediate School Math Counts (2)		1,200	Adv A	99	73
Intermediate School Robotics (1)		1500	Adv A	99	73
Intermediate School Speech Sponsor		1,150	Adv A	99	73
Intermediate School Student Council Sponsor		1,200	Adv A	99	73
Intermediate School Coding Club (2)		1,500	Adv A	21	73
Intermediate School Pentathlon Sponsor (3-4)		1,000	Adv A	21	73
Intermediate School Assistant Honor Society Sponsor		700	Adv A	99	73
Intermediate School Honor Society Sponsor		900	Adv A	99	73
Elementary School DI Team Managers (1-4) (a)		1500	Adv A	21	73
Elementary Computer Coding Club Sponsor (1-2)		1500	Adv A	21	73
		KISD Increment Above Schedule	Department	Program	Project
The following stipends are paid upon completion:					
High School UIL Academic Contest Supervisors (1-15)		400	Adv A	21	73
Notes:					
Number in parentheses indicates positions authorized per school, if more than one.					
(a) Each stipend can be split amongst two teachers for one team.					
(b) Sponsors will receive end of 1st semester payment of \$1500. Sponsors participating in the regional tournament will receive \$500. Teams advancing to state competition will receive \$1000.					
(c)Sponsors will receive end of 1st semester payment of \$1200. Sponsors participating in the regional tournament will receive \$800.					
I-B Instructionally Based Stipends, Incentives and Payments					
The following stipends are paid upon completion:					
Elementary Campus GT Advocate		1,500	Adv A	21	58
High School Campus GT Advocate		1,500	Adv A	21	58
Intermediate Campus GT Advocate		1,500	Adv A	21	58

2022-2023 Stipend Compensation

Klein ISD

II Athletic Stipends					
II-A Activity Based Stipends					
II-A.1	Academic and Extra-Curricular - Signed Job Descriptions Must be on File	KISD Increment Above Schedule	Department	Prog	Proj
	High School Assistant Cheerleader Sponsors (2) (a)	2,800	Athletics	91	74
	High School Cheerleader Sponsor (a)	3,800	Athletics	91	74
	High School Intramural Sponsors (2) (a)	500	Athletics	91	74
	Intermediate School Cheerleader Sponsor (a)	2,700	Athletics	91	74
	Intermediate School Assistant Cheerleader Sponsor (a)	1,800	Athletics	91	74
	Intermediate School Assistant Pep Squad Sponsors (2) (a)	200	Athletics	91	74
	Intermediate School Pep Squad Sponsor (a)	400	Athletics	91	74
	Intermediate School Intramural Sponsors (2) (a)	500	Athletics	91	74
Notes:					
Number in parentheses indicates positions authorized per school, if more than one.					
(a) Current certification from UIL (RCP) and First Aid, CPR and AED submitted to Athletic Department					
II-A.2	Coaching (*)	Varsity Head Coach	Assistant Coaches	Prog	Proj
	High School Baseball	5,000-10,000	3,500-8,000	91	74
	High School Basketball	5,000-10,000	3,500-8,000	91	74
	High School Cross Country	4,000-8,000	3,000-7,000	91	74
	High School Diving (c)	1,000-5,000		91	74
	High School Football (a)	10,000-25,000	4,000-12,000	91	74
	High School Golf (c)	5,000-10,000	3,500-7,500	91	74
	High School Soccer	5,000-10,000	3,500-8,000	91	74
	High School Softball	5,000-10,000	3,500-8,000	91	74
	High School Sport Technology	4,000-8,000	3,000-7,000	91	74
	High School Strength and Conditioning	5,000-9,000	3,500-7,500	91	74
	High School Swimming (c)	5,000-10,000	3,500-8,000	91	74
	High School Tennis (c)	5,000-10,000	3,500-8,000	91	74
	High School Track	5,000-10,000	3,500-8,000	91	74
	High School Trainer (b) (c)	9,000-15,000	3,000-7,000	91	74
	High School Volleyball	5,000-10,000	3,500-8,000	91	74
	High School Wrestling (c)	5,000-10,000	3,500-8,000	91	74
	Intermediate School Assistant Sports Technology	1,000-3,000		91	74
	Intermediate School Basketball	3,000-7,000	2,500-6,500	91	74
	Intermediate School Cross Country (c) (d)	1,000-3,000		91	74
	Intermediate School Football	5,000-9,000	2,500-6,500	91	74
	Intermediate School Sports Technology	3,000-7,000		91	74
	Intermediate School Strength and Conditioning	3,000-7,000		91	74
	Intermediate School Swimming (c) (d)	1,000-3,000		91	74
	Intermediate School Swimming Assistant (c) (d)	500-1,000		91	74
	Intermediate School Tennis (c) (d)	1,000-3,000		91	74
	Intermediate School Track	3,000-7,000	2,500-6,500	91	74
	Intermediate School Volleyball	3,000-7,000	2,500-6,500	91	74
Notes: (*) Unless otherwise indicated all extracurricular athletic assignments includes payment for work done on non-contract days.					
(a) Duty days for Head Varsity Football Coach If not on an administrative contract (226) to be paid at the appropriate daily rate.					
(b) Teaches not more than two classes in addition to athletic classes.					
(c) Same coach for boys and girls teams.					
(d) Paid at conclusion of season					
II-B	Instructionally Based Stipends, Incentives and Payments	Varsity Head Coach	Department	Program	Project
	High School Athletic Department Chairperson	4,000-8,000	Athletics	91	74
	Intermediate School Athletic Department Chairperson	1,000-3,000	Athletics	91	74

**2022-2023 Stipend Compensation
Klein ISD**

III Fine Arts Stipends					
III-A	Extra-Curricular	KISD Increment Above Schedule	Department	Program	Project
	High School Art Teacher	600	Fine Arts	99	56
	High School Assistant Band Director	8,000-12,000	Fine Arts	99	56
	High School Assistant Choir Director	3,000-6,500	Fine Arts	99	56
	High School Assistant Dance Team Director	5,000-6,000	Fine Arts	99	56
	High School Assistant Drama Sponsor (2-4)	4,000-6,000	Fine Arts	99	56
	High School Assistant Orchestra Director	6,000-10,000	Fine Arts	99	56
	High School Associate Band Director	8,000-12,000	Fine Arts	99	56
	High School Band Director	16,000-20,000	Fine Arts	99	56
	High School Choir Director	5,000-9,000	Fine Arts	99	56
	High School Color Guard Specialist (1) *	6,000-10,000	Fine Arts	99	56
	High School Dance Team Director	6,000-10,000	Fine Arts	99	56
	High School Drama Sponsor	5,000-7,000	Fine Arts	99	56
	High School Orchestra Director	8,000-12,000	Fine Arts	99	56
	Intermediate School Art Teacher	300	Fine Arts	99	56
	Intermediate School Assistant Band Director	4,000-8,000	Fine Arts	99	56
	Intermediate School Assistant Choir Director	3,000-5,000	Fine Arts	99	56
	Intermediate School Assistant Drama Sponsor (2)	700-1,250	Fine Arts	99	56
	Intermediate School Assistant Orchestra Director	3,000-5,500	Fine Arts	99	56
	Intermediate School Band Director	8,000-10,000	Fine Arts	99	56
	Intermediate School Choir Director	4,000-6,500	Fine Arts	99	56
	Intermediate School Drama Sponsor (1)	1,000-1,500	Fine Arts	99	56
	Intermediate School Orchestra Director	4,000-6,500	Fine Arts	99	56
	Elementary Music (2)	500	Fine Arts	99	56
Notes:					
(a) Unless otherwise indicated all fine arts assignments include payment for work done in the summer and on non-contract days in addition to time spent before and after school.					
* If a certified teacher for the district.					
III-B	Instructionally Based Stipends, Incentives and Payments				
	District Wide Coordinator of Fine Arts Events	4,000	Fine Arts	99	56

2022-2023 Stipend Compensation

Klein ISD

IV Special Education Stipends					
IV-A	Certification Based Stipends and Incentives (Award based on current position requiring certification or meeting other requirements)	KISD Increment Above Schedule	Department	Program	Project
	Lead Assistant Technology Specialist of Occupational Devices	2,000	Special Education	23	52
	Lead Assistant Technology Specialist of Auditory Devices	2,000	Special Education	23	52
	Lead Assistive Technology Specialist of Speech/Language Devices	2,000	Special Education	23	52
	Lead Educational Diagnostician	2,000	Special Education	23	52
	Lead LSSP	2,000	Special Education	23	52
	Lead Occupational Therapist (b)	2,000	Special Education	23	52
	Lead Speech Language Pathologist (a)	2,000	Special Education	23	52
	Licensed Physical and Occupational Therapists (b)	4,000	Special Education	23	52
	Licensed Speech/Language Pathologists (a) (b)	4,000	Special Education	23	52
	Licensed Specialist in School Psychology (LSSP) (b)	4,000	Special Education	23	52
	Evaluation and ARD Specialist (EAS)	2,000	Special Education	23	52
	Academic Lead Teacher (ALT)	2,000	Special Education	23	52
	(a) Also requires Master's Degree certificate of clinical competency (CCC).				
	(b) Up to ten (10) years of local experience will be granted for related, full time work experience outside of public schools to Physical Therapists, Occupational Therapists, Licensed Speech Therapist/Pathologists, and Licensed School Psychologists, who present acceptable documentation of such work experience and who were appropriately licensed at the time service was rendered.				
IV-B Instructionally Based Stipends, Incentives and Payments					
	Developmental Teacher (a) (e)	1,000	Special Education	23	52
	Klein Academic & Adaptive Performance (KAAP) Teacher	1,000	Special Education	23	52
	District Wide Lead Speech Therapist	2,000	Special Education	23	52
	Making Connections Teacher (a) (e)	1,000	Special Education	23	52
	BASE/ BASE+	1,000	Special Education	23	52
	Pre-K/Early Childhood Inclusion Teacher (a) (e)	1,000	Special Education	33	52
	TEP Stipend (a) (e)	2,000	TEP	23	59
	Retention and Sign-On Bonus (f)	1,000-2,000	Special Education	23	52
	(a) Must also be Special Education Certified				
	(e) A stipend of \$1,000 will be paid for all teachers who are assigned full-time (\$500.00 for .5) to Developmental classes, Special Education Certified Pre K/Early Childhood Inclusion Classroom Teachers, BASE/BASE+ Teachers and Making Connections Teachers. Teachers, Nurses and Counselors assigned to the Therapeutic Education Classes (TEP) will receive this \$1,000 Stipend. Full-time teachers assigned to Therapeutic Education (TEP) for Developmental Classes receive the \$2,000 TEP Stipend (\$1000.00 for .5)				
	(f) Retention or sign-on bonus paid for certain positions approved by Special Education Department				

**2022-2023 Stipend Compensation
Klein ISD**

V. Teaching & Learning Stipends					
V-A Activity Based Stipends					
V-A.1	Academic and Extra-Curricular - Signed Job Descriptions Must be on File	KISD Increment Above Schedule	Department	Program	Project
The following stipends are paid upon completion:					
High School CTE Student Organization Sponsors (unlimited)		350-900	CTE	22	60
V-A.2	Certification Based Stipends and Incentives (Award based on current position requiring certification or meeting other requirements)	KISD Increment Above Schedule	Department	Program	Project
Bilingual Stipend (b) (c)		4,500	Teaching & Learning	25 or 35	51
Teacher - CTE/Agriscience/FFA Advisor		2,000	CTE	22	60
Teacher - CTE/Health Science (e)		4,000	CTE	22	60
Teacher - CTE/Technology Education (f)		2,000	CTE	22	60
Teacher- CTE/ High School Robotics		2,000	CTE	22	60
Teacher - Project Lead the Way/Gateway to Tech (f)		2,000	CTE	22	60
Teacher- Secondary Computer Science Stipend (must teach 4 periods)		2,000	CTE	22	60
Secondary Algebra I Addendum (must teach 3 periods) (a)		1,500	Principal	11	XX
Secondary Foreign Language Stipend (must teach 4 periods)		500	Principal	11	XX
Secondary Integ. P/C Addendum (must teach 3 periods) (a)		1,500	Principal	11	XX
Secondary Math Stipend (must teach 4 periods) (d)		2,000	Principal	11	XX
Secondary Science Stipend (must teach 4 periods)		2,000	Principal	11	XX
Lead Nurse Technology Mentor (4) Districtwide		500	Health Services	99	77
Lead Nurses Precept (3) Districtwide		1,000	Health Services	99	77
<p>(a) Received in addition to Math or Science Stipend</p> <p>(b) Certified Bilingual education program teachers.</p> <p>(c) Bilingual LSSP's, counselors, nurses, speech language pathologists and diagnosticians assigned to a campus with a bilingual program will receive \$4,500 who use bilingual skills daily to communicate with parents and students. All other positions receiving the stipend must be approved by the Deputy Superintendent and the Associate Superintendent of Human Resource Services.</p> <p>(d) Secondary Special Education Teachers who teach 4 or more sections of Resource Math and services as the Teacher of Record.</p> <p>(e) CTE Health Science Technology Teachers will also receive up to a maximum of ten (10) years of local credit on the teacher salary schedule for outside work experience in the related field. The teacher must have held a valid medical certification during the credited outside work experience.</p> <p>(f) CTE Technology Education teachers will also receive up to a maximum of ten (10) years of local credit on the teacher salary scale for documented outside work experience in related field.</p>					

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v. Teaching & Learning Stipends					
V-B	Instructionally Based Stipends, Incentives and Payments	KISD Increment Above Schedule	Department	Program	Project
	Mentors	600 - 1,000	Teaching & Learning	99	98
	Coordinator for the Global Business Pathway	5,000	CTE	22	60
	CTE Program Coordinator for Agriscience programs	1,500	CTE	22	60
	DAEP Stipend (c)	1,000	DAEP	28	62
	IB Campus Liaison	1,500	HSA	21	58
	IB Campus Advisor	1,500	HSA	21	58
	Campus AP Coordinator				
	Department Chairperson (a)	1,000-3,000	Principal	**	**
	Instructional Specialists - Secondary - Math and Science	2,000	Teaching & Learning	24/30/99	84
	Lead Counselor	\$1,500	College & Career Pathways	99	XX
	Lead Librarian (2)	\$3,000	Teaching & Learning	99	79
	Reading Express	\$2,500	Teaching & Learning	99	79
	Name That Book Sponsor	\$1,500	Teaching & Learning	99	79
	The following stipends are paid upon completion:				
	Dual Credit Instructional Stipends (b)	250-2,000	Fund 490	21	00
	**Department Chairperson are coded 99.XX unless - Health PE 99.55 Fine Arts 99.56, SE 23.52, CTE 22.60				
	***Dept Chair Extra Period will be campus project unless - Health PE 99/55, Fine Arts 99/56, CTE 22/60 and SE 23/52				
	(a) \$125 per teacher in the department, including the department chairperson, as of September 1, up to a maximum of \$3,000. Minimum department size is three teachers, including the department chair and the minimum stipend is \$1,000. Department chair in counseling receives an additional \$1,500.				
	(b) A \$100-\$2000 stipend to be paid each semester for teachers teaching dual credit courses in partnership with Lone Star College (LSC). Funding from monies received from Lone Star College. Teachers must be approved by LSC and KISD. Stipends will be funded as long as funds are received from LSC. Dual credit counselors will receive \$1,000 each semester.				
	(c) Teachers, Nurses and Counselors assigned to the DAEP will receive this \$1,000 Stipend.				
V-C Non-Instructional Stipends					
	Bilingual Communication Stipend (a)	1,500	Multilingual	99	XX
	District Diabetes Coordinator	300	Health Services	99	77
	(a) Bilingual bus drivers and police officers will receive a \$1,500 annual stipend who use these skills in communicating with students, parents, staff and community members and recommended by the appropriate director.				
	(b) Staff members who translate 40 or more hours per semester or 6-month period, both oral and written, from English to another language during their normal duty hours will receive a \$250 per semester stipend as recommended by their principal or central office department head. Not applicable for staff who receive bilingual or foreign language stipend unless the foreign language is not taught in our schools.				
	Tutorial Rate	\$40 hourly rate			

2022-2023 Stipend Compensation
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VI Discretionary Stipends	
Notes:	
Discretionary stipends for special assignments can range from \$1,000 to \$15,000. These stipends are paid out of federal funds and must have a signed job description on file.	

VIII Communications Stipends					
VIII-A Instructionally Based Stipends, Incentives and Payments					
		KISD Increment Above Schedule	Department	Program	Project
Elementary School Webmaster		300	Communications	99	96
High School Webmaster		500	Communications	99	96
Intermediate School Webmaster		400	Communications	99	96

IX Auxiliary Stipends					
IX-A Non-Instructional Stipends					
		KISD Increment Above Schedule	Department	Program	Project
Advanced Peace Officer Certificate (a)		2,400	Campus Safety & Support	99	87
Intermediate Peace Officer Certificate (a)		1,200	Campus Safety & Support	99	87
Master Peace Officer Certificate (a)		3,600	Campus Safety & Support	99	87
Auto Service Excellence (b)		480	Transportation	99	7X
Plumber Certification for backflow (b)		250	Maintenance	99	94
(a) Annual stipend as indicated for the highest certification level achieved					
(b) Per valid certification					

X. Incentive Pay - One Time Payment					
		KISD Increment Above Schedule	Department	Program	Project
National Board for Professional Teaching Standards Certificate		1,500	HR	11	82
Retention of full-time benefit-eligible employees		500-1,000	HR	11	82

State Requirements for TIA Funding

Funding for teachers designated as Recognized, Exemplary, and Master under the Teacher Incentive Allotment (TIA) will flow from the state to Texas school districts. The statute requires that 90 percent of the funds earned through the district’s local designation system be spent on teacher compensation on the campus where the designated teacher works. TEC Section 48.114 (i)(1)(A) states that: “A district shall annually certify that funds received under this section were used as follows: At least 90% of each allotment received was used for the compensation of teachers employed at the campus at which the teacher for whom the district received the allotment is employed.”

The statute states that TIA funds are not considered a property right. The district should spend no more than 10 percent of TIA funds at the district level to support rollout and implementation of TIA. The state will calculate rural and socio-economic tier funding status annually based on student enrollment. Allotment funds will be based on the socio-economic status of the campus and not the individual students assigned to the designated teacher. If a designated teacher moves campuses from one school year to another, the allotment that designated teacher generates will be recalculated based on the new campus rural and socio-economic tier funding status.

Klein ISD Spending Plan for TIA Funding

In an effort to retain top talent in Klein ISD, the District will provide 90% of the Teacher Incentive Allotment (TIA) funds to the teacher who has earned a Designation of Recognized, Exemplary, and Master Teacher and reserve 10% of the funds for supporting TIA initiatives at the district level. TIA compensation will be provided to the identified teachers through two lump sum payments on the 1st pay cycle in June and the final paycheck of the school year.

- If a Designated Teacher leaves the district prior to the last day of the instructional calendar then the Designated Teacher will not receive any TIA funds. This will be due to the Designated Teacher not generating TIA funds from the state for the district.
- If a Designated Teacher moves campuses within Klein ISD during the school year, or at the end of that year, and remains in a local designation approved position, then funding will be provided based upon the campus where the teacher earned the designation. If the teacher moves into a non-eligible local designation position, then the teacher will only receive 50% of the allotment.
- If a Designated Teacher enters Klein ISD from another school district prior to class roster winter submission in February/March, then the teacher will receive the allotment of funds based upon the campus where the teacher is employed at that time.

TIA Compensation Based on Employment Dates 2022-2023	
Teacher leaves district prior to June 1, 2023	0% of eligible funds in current school year will be received
Teacher leaves district between June 1, 2023 and the first day of the 2023-2024 Teacher Contract	50% of eligible funds in current school year will be received
Teacher remains employed with Klein ISD on the first day of the 2023-2024 Teacher Contract	100% of eligible funds in current school year will be received

*Any fringe benefits including TRS will be deducted from the 90% portion allotted to the Designated Teacher.

National Board Certification

The district requests that current teachers and new hires notify their Klein HR Specialist upon completion of National Board Certification. For more information on TIA or to determine the allotment provided to a specific campus, please visit www.TIATexas.org.

Current Klein ISD Implementation Status

Klein ISD is currently implementing a pilot for TIA. Eligible TIA candidates must be identified as a Master Teacher or Multi Classroom Leader (MCL) in the District. Additionally, teachers in the KFFS in designated subject areas who meet student growth and T-TESS requirements can also be eligible. The goal is to expand this pilot district-wide in the 23-24 school year. Finally, Klein ISD teachers completing the National Board Certification requirements would be eligible regardless of their campus of assignment.

Designated Subject Areas-Klein Forest Family of Schools	
Eiland, Epps Island, Greenwood, Kaiser, Klenk, McDougle, Nitsch	Kindergarten - 5th Grade: Reading, Math, and Science
Klein Intermediate and Wunderlich Intermediate	6th - 8th Grade: Reading, Math, Science / 8th Grade: Social Studies
Klein Forest High School	Algebra 1, English 1, English 2, Biology, and US History



Supplemental Compensation

Klein Intermediate School and Wunderlich Intermediate School

The supplemental compensation for working the additional 15 minutes per day at Klein Intermediate School has been determined. The compensation will be based on 187 days for those employees who work at 187 days or more duty day calendar. The compensation will be based on the duty calendars for those employees who work less than 187 days. The calculations will be as follows:

Teacher Groups, Speech Pathologists, Librarians and Nurses:

0-5 years of experience	\$1,500
6-10 years of experience	\$1,625
11- 15 years of experience	\$1,750
16-20 years of experience	\$1,875
21-25 years of experience	\$2,000
26-30 years of experience	\$2,125
31+ years of experience	\$2,250

Administrative Professional Support Pay Ranges of Employees:

Daily Rate divided by 32 (15 minutes is 1/32 (.03125) of an 8.0 hour day) multiplied by 187.

(These categories work more than 187 days, however, the stipends will be based on 187 days.)

Educational Assistants:

These employees work 7.0 to 7.5 hours per day. An extra pay request will need to be sent in for 1.25 hours each week for these employees. The compensation **will not** be time and a half, due to the employees working less than 40 hours per week.

(These categories work less than 187 days; Usually 184.)

Clerical/Paraprofessional Pay Ranges:

These employees typically work 8.0 hours per day. An extra pay request will need to be sent in for 1.25 hours each week for this group of employees. The compensation **will** be at the time and a half rate should the employee exceed 40 hours per week. Payment for hours less than 40 will be at the employees' normal rate.

(These categories work from 185-235 days.)



Section VI

Employee Compensation Policies And Forms

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Board Policies 2022-2023

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BOARD POLICY DEA (LOCAL)-Compensation and Benefits Compensation Plan
BOARD POLICY DEAA (LEGAL)-Compensation and Benefits Incentives and Stipends
BOARD POLICY DEAA (LOCAL)-Compensation and Benefits Incentives and Stipends
BOARD POLICY DEAB (LEGAL)-Compensation Plan Wage and Hour Laws
BOARD POLICY DEAB (LOCAL)-Compensation Plan Wage and Hour Laws
BOARD POLICY DEB (LEGAL)-Compensation and Benefits Fringe Benefits
BOARD POLICY DEC (LEGAL)-Compensation and Benefits Leaves and Absences
BOARD POLICY DEC (LOCAL)-Compensation and Benefits Leaves and Absences
BOARD POLICY DED (LOCAL)-Compensation and Benefits Vacations and Holidays
BOARD POLICY DEE (LEGAL)-Compensation and Benefits Expense Reimbursement

Form Samples

Description
Job Reclassification Request Form