

COMPENSATION PLAN

2024-2025

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

TABLE OF CONTENTS

SECTION 1: COMPENSATION MANAGEMENT	1
A. Philosophy.....	2
B. Responsibilities.....	2
C. Terminology.....	3
D. Job Descriptions.....	5
E. Pay Analysis Process.....	5
F. Exempt and Non-Exempt Status.....	5
G. Duty Schedules.....	6
H. Temporary Employees and Substitutes.....	6
I. Job Classification	6
SECTION 2: SALARY DETERMINATION AND PAY STRUCTURE	8
A. Annualized Salary.....	9
B. Pay Days	9
C. Salary Schedule Approval	9
D. Determining Salaries.....	9
1. New Hires	
2. Promotions, Demotions and Lateral Transfers	
3. Additional Assistant Principal Support at Campuses	
E. Employment after Retiring from Texas Retirement System (TRS).....	10
F. Creditable Years of Service.....	11
1. Service Records	
2. Verification of Employment	
3. Year-for-Year Credit	
4. Substitute Credit	
G. Education.....	12
H. Longevity.....	12
I. Board Approved Pay Increases.....	13
J. Reassignments.....	13
K. Salary Inquiries.....	13
SECTION 3: SALARY INFORMATION	14
A. Pay Plans	15

B. Teacher Salary Schedule and Placement	15
C. Administrative/Professional Pay Plan.....	18
D. Technology Pay Plan	26
E. Clerical/Paraprofessional Pay Plan	28
F. Auxiliary/Classified Pay Plan	34
G. Temporary Employees and Substitutes	37
1. Part-Time/Temporary/Substitutes (Hourly Rates)	
2. Instructional Substitutes (Daily Rates)	
H. Overpayment Recovery	38
I. Positions funded by Federal and/or State Grants	38
SECTION 4: STIPENDS AND INCENTIVES	39
A. Critical Needs Stipends	40
1. Eligibility	
2. Length of Stipend Awards	
B. Critical Needs Stipends Schedule	41
C. ACE Demonstration Schools / College Prep School Stipends	43
D. ACE Demonstration Schools Stipends Schedule	43
E. College Prep School Stipends Schedule.....	43
F. Additional Days School Year (ADSY) Stipend Schedule	44
G. Extra Duty Stipends	44
1. Length of Stipend Awards	
2. Partial Assignments	
3. Sponsorships	
4. Travel Stipend	
H. Extra Duty Stipends Schedule	46
I. Extra Duty Pay	58
J. Performance Pay and Incentives	59
1. Performance Pay	
2. Recruitment Incentive	
SECTION 5: BOARD POLICY	61
A. Board Policies	62
1. DEA	
2. DEAA	
3. DEAB	

SECTION 1 – COMPENSATION MANAGEMENT

A. COMPENSATION PHILOSOPHY

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

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

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

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

B. COMPENSATION RESPONSIBILITIES

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

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

- Oversee supplemental compensation
- Oversee the employee contract process

C. COMPENSATION TERMINOLOGY

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

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

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

Compensatory Time – At the District’s option, nonexempt employees may receive compensatory time off, rather than overtime pay, for overtime work. The employee shall be informed in advance if overtime hours will accrue compensatory time rather than pay.

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

Daily Rate – Calculated by dividing the annual base salary by the number of days in the duty schedule.

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

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

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

Frontline ESC My Pay Information – A personalized report available in the Frontline Employee Service Center (ESC) displaying employee Pay Information: Role, Organization, Assignment start and end dates, check pay cycle start and end dates, hourly or daily rate, effective pay/prorated pay, etc. Also includes annualized stipends/supplements for the current contract year.

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

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

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

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

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

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

Minimum Pay Rate – The lowest pay value in a pay grade.

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

Pay Grade – Identifies a group of positions that are paid within the same salary range.

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

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

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

Stipend – A fixed amount paid in addition to the base salary to compensate employees for extra duties or special credentials. Stipends may be annualized or paid in one or more installment(s) per school year based on the stipend schedule.

Supplemental Pay - Payments dispersed when deemed necessary. These wages include but are not limited to awards, back (retro) pay, bonuses, extra duty pay, overtime pay, etc.

D. JOB DESCRIPTIONS

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

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

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

E. THE PAY ANALYSIS PROCESS

Aldine ISD's pay analysis process serves several purposes:

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

Salaries are analyzed as follows:

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

F. EXEMPT AND NON-EXEMPT STATUS

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

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

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

G. DUTY SCHEDULES

Different employee groups work a different number of days and have different work schedules. Each employee group has a unique duty schedule depicting their specific schedule. The duty schedule calendars are developed to line up with the district academic calendar for the current school year. The calendar associated with the employee's job title will provide the start and end date of the work year. Duty schedules change each year and can be found on the District website under ePortal.

H. TEMPORARY EMPLOYEES AND SUBSTITUTES

Temporary employees, substitutes, and some part-time employees who have been identified by department supervisors are paid only for the periods that they work and they will be paid for the actual number of hours or days that they work.

I. JOB CLASSIFICATION

Job classification determines the assigned pay range for a job. Job classification is based on job requirements, assigned duties, and market rates. All jobs are classified for pay based on the relative level of knowledge and skill requirements, scope and complexity of assigned duties, job accountability, and working conditions. Human resources will collect job information, evaluate jobs for classification purposes, and assign jobs to pay grades.

1. Classification of New Positions

Prior to posting, new positions must have a written job description created collaboratively by human resources and the hiring supervisor. Human resources will recommend to the superintendent the pay grade classification of new positions based on the job description, qualifications required, and market value. New positions must be classified in the pay system prior to hiring new employees.

2. Job Reclassification

A job reclassification occurs when a job classification is changed to a higher or lower pay range. Jobs may be reclassified as a result of a significant and sustained change in job duties assigned, a need to improve internal pay equity with similar jobs, or a change in competitive market rates.

3. Procedures for Job Reclassification

Review of job reclassifications must be initiated by the cabinet-level supervisor or by human resources. Jobs previously submitted for review or FTEs added within the last school year are not eligible for review. Reviews will be conducted as follows:

A request for a job classification review must be submitted on a form provided by human resources that describes the rationale for reclassifying the position and provides an explanation of changes in job duties and responsibilities. The request also should include current and proposed job descriptions. The request must be approved by the cabinet-level supervisor before submitting to human resources.

Human resources will review the request and obtain additional information, if needed. Additional information may be obtained from the supervisor, employee(s), and/or external job market pay data.

Human resources will evaluate the job classification and prepare a recommendation for review by the superintendent or designee.

Reclassification requests will be accepted by human resources in March and April with review and evaluation occurring May and June. Final recommendations will be shared with employees in June, with changes taking effect the beginning of the next school year.

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

A. ANNUALIZED SALARY

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

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

B. PAY DAYS

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

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

C. SALARY SCHEDULE APPROVAL

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

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

D. DETERMINING SALARIES

1. New Hires:

- a. Certified and DOI Teachers - The initial salary placement for new certified teachers is determined by years of experience and highest degree(s) held.

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

2. Promotions, Demotions, and Lateral Transfers:

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

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

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

E. EMPLOYMENT AFTER RETIREMENT FROM TRS

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

Aldine ISD is not responsible for researching or guiding any individual seeking re-employment after retirement on the status of their TRS retirement payments.

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

Returning teachers will be placed on the teacher scale and their pay will reflect their years of professional experience. (For example, if someone were a teacher for 20 years and a program director for 5 years, they would be placed on the teacher's salary schedule at the level reflecting 25 years.) These teachers are eligible for critical needs stipends.

Note that this practice does not apply to people who have retired from other retirement systems.

F. CREDITABLE YEARS OF SERVICE

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

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

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

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

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

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

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

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

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

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

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

G. EDUCATION

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

Teachers with a graduate degree are eligible for a degree stipend based on the degree level (see stipend schedule). Administrators/Professionals who earn a doctoral degree will receive a one-time step salary increase.

Non-exempt employees whose position does not require a degree may be awarded a one-time step schedule increase for a college degree from an accredited university.

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

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

H. LONGEVITY

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

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

I. BOARD APPROVED PAY INCREASES

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

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

J. REASSIGNMENTS

Salary changes for reassignments will be determined on an individual basis.

K. SALARY INQUIRIES

The Aldine Human Resources Department recommends that employees verify their personal information and salary amount on their Frontline Employee Service Center (ESC) My Pay Information tab for accuracy. If there are any errors or inaccuracies, the employee should contact the Human Resources Compensation Department at compensation@aldineisd.org. If an employee believes that a paycheck is incorrect, they should contact the Payroll Department at payroll@aldineisd.org.

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

SECTION 3 – SALARY INFORMATION

A. PAY PLANS

Employee pay systems are designed and administered for the purpose of attracting and retaining qualified employees to achieve the goals of the district. Human resources is responsible for the maintenance and administration of employee pay systems. Teachers will be paid according to a salary schedule that correlates salaries with total years of creditable service in education.

Other district jobs will be assigned to a pay grade and range structure that sets the range of pay for the position. The district compensation plan includes pay plans for the following classifications:

- Teachers
- Administrative/Professional
- Technology
- Clerical/Paraprofessional
- Auxiliary

The specific positions within the pay grade are listed in each pay plan, including the number of duty days for that position. All positions within Aldine ISD, except for temporary and substitute positions are salaried positions and have an eight-hour a day work schedule with the exception of some child nutrition staff and transportation staff.

B. TEACHER SALARY SCHEDULE AND PLACEMENT

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

Salaries for employees in these positions who are new to the district will be determined by total creditable years of service in education and the district's salary schedule for the current year.

Creditable years of service will be determined by human resources as defined by state regulation at the time of employment (TAC Title 19, part II, 153.1021). New hires will receive salary credit for years of service up to a maximum of 30 years.

- Career and technical education (CTE) teachers may count up to two years of prior industry related work experience for salary increment purposes. Experience credit will be documented and verified by human resources.
- JROTC instructors will be paid the higher of the JROTC Standardized Instructor Pay Scale (JSIPS) amount provided to the district by the military or the standard teacher salary for his or her creditable years of experience. JROTC instructors should receive either the increase dictated by the military or the school district general pay increase, but not both.

Teacher Initial Compensation Placement Schedule (Associate Teachers are not eligible)				
Years of Experience	Daily Rate	Bachelor's Degree 187-Days	* Master's Degree 187-Days	* Doctorate Degree 187-Days
0	342.2460	64,000	65,000	66,000
1	343.8503	64,300	65,300	66,300
2	345.4545	64,600	65,600	66,600
3	347.0588	64,900	65,900	66,900
4	348.6631	65,200	66,200	67,200
5	350.2674	65,500	66,500	67,500
6	351.8717	65,800	66,800	67,800
7	353.4759	66,100	67,100	68,100
8	355.0802	66,400	67,400	68,400
9	356.6845	66,700	67,700	68,700
10	358.2888	67,000	68,000	69,000
11	359.8930	67,300	68,300	69,300
12	361.4973	67,600	68,600	69,600
13	363.1016	67,900	68,900	69,900
14	364.7059	68,200	69,200	70,200
15	366.3102	68,500	69,500	70,500
16	367.9144	68,800	69,800	70,800
17	369.5187	69,100	70,100	71,100
18	371.1230	69,400	70,400	71,400
19	372.7273	69,700	70,700	71,700
20	374.3316	70,000	71,000	72,000
21	375.9358	70,300	71,300	72,300
22	377.5401	70,600	71,600	72,600
23	379.1444	70,900	71,900	72,900
24	382.2193	71,475	72,475	73,475
25	391.1765	73,150	74,150	75,150
26	399.0107	74,615	75,615	76,615
27	408.9305	76,470	77,470	78,470
28	415.1337	77,630	78,630	79,630
29	420.4759	78,629	79,629	80,629
30 +	424.6417	79,408	80,408	81,408
* Master's Degree Salary Includes \$1,000 Stipend * Doctorate Degree Salary includes \$1,000 Stipend				

The salaries listed above are based on 10-month employment for the 2024-2025 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Pay Grade	Job Title/Position	Duty Days		Minimum	Midpoint
Teacher Initial Compensation Placement Schedule			Daily	342.25	367.91
	ARD Facilitator	199	187 Days	64,000	68,800
	Assessment and Data Specialist	200	190 Days	65,027	69,904
	Assistant Principal Resident Intern	215, 226	192 Days	65,711	70,640
	Athletic Trainer	200	199 Days	68,107	73,215
	Campus and Student Initiatives Coordinator	226	200 Days	68,449	73,583
	Campus Athletic Coordinator	220	203 Days	69,476	74,687
	Digital Learning Specialist	192	214 Days	73,241	78,734
	District Biliteracy Coach	192	215 Days	73,583	79,102
	District Literacy Coach	192	220 Days	75,294	80,941
	District Math Coach	192	226 Days	77,348	83,149
	District Multilingual Coach	192			
	District Novice Teacher Support Coach	192			
	District Science Coach	192			
	Digital Integrations Coordinator	226			
	District Special Education Coach	192			
	Dropout Recovery and Student Attendance Specialist	226			
	Itinerant Dyslexia Specialist	187			
	Education Specialist - Head Start	200			
	FACE District Liaison	187			
	Family Engagement Specialist	226			
	HEAL and Student Initiatives Coordinator	226			
	IB Magnet Coordinator	187			
	Information Literacy Specialist (LMC) - Elementary	190, 214			
	Information Literacy Specialist (LMC) - Secondary	192			
	Instructional Specialist	192			
	Multimedia and Events Coordinator	203			
	Professional Registrar	226			
	School Nurse - RN	187, 214			
	Teacher Support Specialist	226			

Pay Grade	Job Title/Position		Base Salary
ASSOC		Daily	326.20
	Associate Teacher (Non-Certified)	187 Days	61,000
		190 Days	61,979
		192 Days	62,631
		195 Days	63,610
		197 Days	64,262
		200 Days	65,241
		214 days	69,807

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

C. ADMINISTRATIVE / PROFESSIONAL PAY PLAN

Pay Grade	Job Title/Position	Duty Days
1		
	Area Supervisor	226, 257
	Assistant Manager - Energy	226
	Assistant Tax Assessor - Collector	226
	Bond Job Site Superintendent	256, 257
	Bond Project Coordinator	257
	Certified Occupational Therapist Assistant (COTA)	190
	Construction Job Site Superintendent	257
	Child Care Director	226
	Coordinator - Budget	226
	Nutritionist	226
	Specialist - Communication	226
	Specialist - Early Head Start Case Management	226
	Specialist - HR Benefits I	226
	Specialist - Multimedia Communications	226
	Coordinator - Construction Projects	257
	Supervisor - Catering	226
	Supervisor - Router	226
	Supervisor - Timekeeper	226
	Tax Assessor - Collector	226

	Minimum	Midpoint
Daily	240.00	288.11
226 Days	54,240	65,113
256 Days	61,440	73,756
257 Days	61,680	74,044

2		
	Accountant - Finance	226
	Accountant - Bond	226
	Accountant - Budget	226
	Accountant - Child Nutrition	226
	Accountant - Grants	226
	Accountant - Payroll Reconciliation	226
	Accountant - Special Education RDSPD	226
	Bond Project Administrator	256, 257
	Compliance Manager - Consolidated Programs	226
	Construction Project Manager	257
	District Translator	226
	Lead Supervisor - Child Nutrition	226
	Specialist - Civic Engagement	226
	Speech Language Pathologist Assistant	187, 214
	Translator	226

Daily	273.60	328.45
187 Days	51,163	61,420
214 Days	58,550	70,288
226 Days	61,834	74,230
256 Days	70,042	84,083
257 Days	70,315	84,412

3		
	Assistant Director - Accounting and Business Svcs	226
	Assistant Director - Child Nutrition	226
	Assistant Director - Child Nutrition Facilities	226
	Assistant Director - Child Nutrition Training	226

Daily	309.17	371.15
200 Days	61,834	74,230
226 Days	69,872	83,880
257 Days	79,457	95,386

Pay Grade	Job Title/Position	Duty Days
3		
	Assistant Director - Compensation	226
	Assistant Director - Warehouse Services	226
	Assistant Director - Transportation	226
	CN Manager - HR Services	226
	Construction General Superintendent	257
	Coordinator - Substitute and Classified Staffing	226
	Data Analyst - Student Services	226
	Licensed Mental Health Professional	200
	Manager - Benefits	226
	Manager - Compensation	226
	Manager - Energy	226
	Manager - Grant Inventory and Asset	226
	Manager - Payroll	226
	Manager - Senior Fleet	226
	Manager - Teacher Incentive Allotment (TIA)	226
	Manager - Teacher Pathways	226
	Programmer Analyst - Postsecondary Outcomes	226
	Programmer Analyst - Special Education	226
	Programmer Analyst - Transformation	226
	Senior Bond Project Administrator	257
	Senior Construction Project Manager	257
	Specialist - Senior Bond Communication	226
	Specialist - Senior HR Benefits	226

	Minimum	Midpoint
Daily	309.17	371.15
200 Days	61,834	74,230
226 Days	69,872	83,880
257 Days	79,457	95,386

4		
	Board Certified Behavior Analyst (BCBA)	207
	College Access Advisor	226
	College Success Advisor	226
	Counselor - 9th Grade	207
	Counselor - DAEP	207
	Counselor - Primary/Elementary School	189, 214
	Counselor - Middle School	199, 207
	Counselor - Special Education	199, 210
	Counselor - Specialty School	226
	Diagnostician Intern	199
	Family and Community Engagement (FACE) Specialist	226
	Family Liaison Advocate	200
	Human Resources Investigator	226
	Lead Counselor - 9th Grade	226
	Lead Counselor - DAEP	226
	Lead Counselor - Middle School	226
	Licensed Professional Counselor - SPED	199

Daily	333.90	400.84
187 Days	62,439	74,957
189 Days	63,107	75,759
199 Days	66,446	79,767
200 Days	66,780	80,168
207 Days	69,117	82,974
210 Days	70,119	84,176
214 Days	71,455	85,780
226 Days	75,461	90,590

Pay Grade	Job Title/Position	Duty Days
4		
	Senior Programmer Analyst - AAA	226
	Specialist - Senior Data Integration	226
	Specialist - Student Behavior	200
	Specialist - Student Support	200

	Minimum	Midpoint
Daily	333.90	400.84
200 Days	66,780	80,168

Pay Grade	Job Title/Position	Duty Days
5		
	Assistant Principal - Primary/Elementary School	215, 226
	Bilingual Educational Diagnostician	199, 214
	Bilingual Speech Language Pathologist (SLP)	187,214
	Counselor - High School	207, 226
	Educational Diagnostician	199, 214
	Educational Diagnostician - Lead	210
	Lead Counselor - High School	226
	Lead Counselor - Specialty School	226
	LSSP	200
	LSSP - Lead	210
	LSSP - SEL and Culture	200
	Occupational Therapist	190
	Occupational Therapist - Lead	210
	Physical Therapist	190
	Physical Therapist - Lead	210
	Specialist - Assistive Technology - DHH	190
	Specialist - Assistive Technology - Lead	210
	Specialist - Assistive Technology - OT	190
	Specialist - Assistive Technology - PT	190
	Specialist - Assistive Technology - SLP	190
	Specialist - Family and Community Engagement	226
	Specialist - Health Services	226
	Specialist - SEL and School Culture	226
	Speech Language Pathologist (SLP)	187, 214
	Speech Language Pathologist (SLP) - Intern	187
	Speech Language Pathologist (SLP) - Lead	210
	Speech Language Pathologist (SLP) - PBAT	199

	Minimum	Midpoint
Daily	352.27	422.89
187 Days	65,874	79,080
190 Days	66,931	80,349
199 Days	70,102	84,155
200 Days	70,454	84,578
207 Days	72,920	87,538
210 Days	73,977	88,807
214 Days	75,386	90,498
215 Days	75,738	90,921
226 Days	79,613	95,573

Pay Grade	Job Title/Position	Duty Days
6		
	Assistant Principal - DAEP	215
	Assistant Principal - Middle School	215
	Assistant Principal - Small High School	215
	Assistant Principal - Specialty School	215
	Audiologist	202
	Coordinator - College, Career, and Military Readiness	226
	Coordinator - Educational Diagnosticians	226
	Coordinator - Health and Physical Education	226
	Coordinator - SPED Discipline and Behavior	226

	Minimum	Midpoint
Daily	371.64	446.15
202 Days	75,071	90,122
215 Days	79,903	95,922
226 Days	83,991	100,830

Pay Grade	Job Title/Position	Duty Days
6		
	Coordinator - Speech and Language Pathologists	226
	Curriculum Assistant Principal - DAEP	226
	Curriculum Assistant Principal - Middle School	226
	Curriculum Assistant Principal - Small High School	226
	Curriculum Assistant Principal - Specialty School	226
	Program Director - CTE	226
	Program Director - CTE Health Service Programs	226
	Program Director - CTE Support and Training	226
	Program Director - Digital Library Services	226
	Program Director - Dual Language	226
	Program Director - Elem Guidance/Counseling/ Student Support	226
	Program Director - Elementary Advanced Academics	226
	Program Director - Elementary Language Arts	226
	Program Director - Elementary Mathematics	226
	Program Director - Head Start Education	226
	Program Director - Head Start Health and Safety	226
	Program Director - Parent, Family, and Community Engagement (PFCE)	226
	Program Director - High School English Lang Arts	226
	Program Director - High School Mathematics	226
	Program Director - High School Science	226
	Program Director - Library Services	226
	Program Director - Middle School Language Arts	226
	Program Director - Middle School Mathematics	226
	Program Director - Middle School Science	226
	Program Director - Multilingual AEA and ESL	226
	Program Director - Multilingual Compliance	226
	Program Director - Multilingual Curriculum	226
	Program Director - Multilingual Professional Learning and Instructional Support	226
	Program Director - Office of Transformation	226
	Program Director - Primary/Elementary Science	226
	Program Director - Primary/Elementary Social Studies	226
	Program Director - Primary Language Arts	226
	Program Director - Primary Mathematics	226
	Program Director - Professional Learning	226
	Program Director - Secondary Guidance/Counseling/ Student Support	226
	Program Director - Secondary Social Studies	226
	Program Director - Testing	226
	Programmer Analyst - Student Services	226
	Reading Academy Cohort Leader	226

	Minimum	Midpoint
Daily	371.64	446.15
202 Days	75,071	90,122
215 Days	79,903	95,922
226 Days	83,991	100,830

Pay Grade	Job Title/Position	Duty Days
7		
	Administrator - College Initiatives	215
	Assistant Principal - 9th Grade	215
	Assistant Principal - HS	215
	Curriculum Assistant Principal - 9th Grade	226
	Curriculum Assistant Principal - High School	226
	Manager - Facility	226
	Program Manager - CTE Curriculum Support	226
	Program Manager - CTE P-Tech	226
	Program Manager - Regional Day School Program of the Deaf (PDSPD)	226
	Program Manager - RTI	226
	Program Manager - SPED Admission, Review, and Dismissal (ARD)	226
	Program Manager - SPED Discipline/Behavior Suppt	226
	Program Manager - SPED Dyslexia Instruction	226
	Program Manager - SPED Instructional Improvements - Primary/ACE	226
	Program Manager - SPED Instructional Improvements - Elementary School	226
	Program Manager - SPED Instructional Improvements - High School	226
	Program Manager - SPED Instructional Improvements - Middle School	226
	Program Manager - SPED Related Services	226
	Senior Programmer Analyst - Student Services	226

	Minimum	Midpoint
Daily	392.08	470.69
215 Days	84,297	101,198
226 Days	88,610	106,376

Pay Grade	Job Title/Position	Duty Days
8		
	Director - Aldine Education Foundation	226
	Director - Brand Communications	226
	Director - Buildings and Properties	226
	Director - Career and Technical Education	226
	Director - Child Nutrition /Child Nutrition Operations	226
	Director - College Readiness	226
	Director - Early Head Start - Child Dev't Center	226
	Director - Emergency Management	226
	Director - External Communications	226
	Director - Facilities Planning and Construction	226
	Director - Family and Community Engagement	226
	Director - Guidance and Counseling	226
	Director - Head Start	226
	Director - Health Services	226
	Director - Internal Communications	226
	Director - Leadership Development	226
	Director - Maintenance	226

	Minimum	Midpoint
Daily	413.65	496.58
226 Days	93,485	112,227

Pay Grade	Job Title/Position	Duty Days
8		
	Director - MS Learning Recovery/Tutoring/Student Initiatives	226
	Director - New Teacher Support	226
	Director - Online Learning	226
	Director - PEIMS And Data Quality	226
	Director - Performing Arts	226
	Director - Professional Learning - Elementary	226
	Director - Professional Learning - Secondary	226
	Director - Risk Management	226
	Director - School Administration	226
	Director - Social and Emotional Learning and Culture	226
	Director - Student Services	226
	Director - Testing	226
	Director – Textbook Services	226
	Director - Transformation	226
	Director - Transformational Learning Programs	226
	Director - Transportation East	226
	Director - Transportation North	226
	Director - Transportation West	226
	Director - Visual Arts	226
	Director - Warehouse Services	226
	Principal - Primary	226
	Tax Attorney	226

	Minimum	Midpoint
Daily	413.65	496.58
226 Days	93,485	112,227

Pay Grade	Job Title/Position	Duty Days
9		
	Director - Athletic Services	226
	Director - Bond Finance	226
	Director - Budget	226
	Director - Federal and State Compliance	226
	Director - Human Capital Analytics	226
	Director - Human Resources Staffing	226
	Director - Multilingual Instructional Support	226
	Director - Multilingual Special Programs	226
	Director - Performance Management	226
	Director - Position Control	226
	Director - SPED Assessments and Related Services	226
	Director - SPED Programming and Instructional Improvement	226
	Director - Special Programs	226
	Director - Substitute and Classified Staffing	226
	Police Commander	226
	Principal - Elementary School	226
	Principal - Specialty School	226

	Minimum	Midpoint
Daily	436.40	523.89
226 Days	98,626	118,399

Pay Grade	Job Title/Position	Duty Days
10		
	Assistant General Counsel/Public Information Officer	226
	Assistant General Counsel and Tax Litigation	226
	Executive Director - Advanced Academics	226
	Executive Director - Buildings and Properties	226
	Executive Director - Career and Technical Education	226
	Executive Director - Child Nutrition	226
	Executive Director - Communications	226
	Executive Director - Facilities Planning-Construction	226
	Executive Director – Family/Community Engagement	226
	Executive Director - Maintenance	226
	Executive Director - Professional Learning and Leadership Development	226
	Executive Director - Research/Program Evaluation	226
	Executive Director - School Administration	226
	Executive Director - Social and Emotional Learning and Culture	226
	Executive Director - Student Services	226
	Executive Director - Transformation	226
	Executive Director - Transportation	226
	Executive Director - Warehouse Services	226
	Principal - 9th Grade / Small High School	226
	Principal - DAEP	226
	Principal - Middle School	226

	Minimum	Midpoint
Daily	475.68	571.04
226 Days	107,504	129,055

Pay Grade	Job Title/Position	Duty Days
11		
	Executive Director - Accounting and Finance Services	226
	Executive Director - Athletics	226
	Executive Director - Business Services	226
	Executive Director - Employee Relations Class Staff	226
	Executive Director - Grants	226
	Executive Director - HR Data Analytics and State Reporting	226
	Executive Director - Literacy and Social Studies	226
	Executive Director - Mathematics and Science	226
	Executive Director - Multilingual Services	226
	Executive Director - Payroll	226
	Executive Director - Performance Management and Development	226
	Executive Director - Special Education	226
	Executive Director - Total Rewards	226
	Executive Director - Talent Acquisition	226
	Principal - HS	226
	Senior Executive Director - Postsecondary Outcomes	226

	Minimum	Midpoint
Daily	524.21	616.72
226 Days	118,471	139,379

Pay Grade	Job Title/Position	Duty Days
12		
	Assistant Superintendent - Business and Finance	226
	Assistant Superintendent - Government Relations and Constituent Services	226
	Assistant Superintendent - Student Support	226
	Assistant Superintendent - Teaching and Learning	226
	Chief of Police	226
	School Assistant Superintendent - Elem Schools	226
	School Assistant Superintendent - High Schools	226
	School Assistant Superintendent – Primary Schools and Early Learning	226
	School Assistant Superintendent - Secondary Schools	226

	Minimum	Midpoint
Daily	650.02	764.73
226 Days	146,905	172,829

Pay Grade	Job Title/Position	Duty Days
13		
	Chief Academic Officer	226
	Chief Financial Officer	226
	Chief Human Resources Officer	226
	Chief Information Officer	226
	Chief of Accountability/Assessment/Analytics	226
	Chief of Schools	226
	Chief of Staff	226
	Chief Operations Officer	226
	Chief Transformation Officer	226
	General Counsel	226

	Minimum	Midpoint
Daily	767.02	902.38
226 Days	173,347	203,938

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

D. TECHNOLOGY PAY PLAN

Pay Grade	Job Title/Position	Duty Days		Minimum	Midpoint
1	Technician - Desktop Support	226	Hourly	22.50	27.11
	Technician - Help Desk	226	226 Days	40,680	49,015
	Technician - Technology Services	226			
2	Specialist - Application Support	256	Hourly	27.00	32.53
	Specialist - Technology Inventory	226	226 Days	48,816	58,814
	Technician - Apple	226	256 Days	55,296	66,621
	Technician - Audio and Visual	226			
	Technician - Network	226			
	Technician - Physical Security	226			
3	Business Analyst	226	Daily	229.78	275.85
	Security Analyst	226	226 Days	51,930	62,342
	Specialist - Lead Technology Inventory	226			
	Technology Facilitator - Child Nutrition	226			
	Technology Facilitator - Project Coordinator	226			
	Technology Facilitator - Telecommunications And Purchasing	226			
4	Network Engineer	226	Daily	275.74	331.02
	Programmer Analyst	226	226 Days	62,317	74,811
	Systems Administrator	226			
	Unix Administrator	226			
5	Manager - Audio and Visual	226	Daily	314.34	377.36
	Manager - Mobile Device	226	226 Days	71,041	85,283
	Manager - Network Operations	226			
	Manager - Physical Security	226			
	Manager - Project	226			
	Manager - Technology Support	226			
	Manager - Web Services	226			
6	Cybersecurity Analyst	226	Daily	338.55	406.42
			226 Days	71,041	85,283
7	Director - Digital Learning	226	Daily	427.38	513.06
	Director - ERP Solutions	226	226 Days	76,512	91,851

Pay Grade	Job Title/Position	Duty Days
7		
	Director - System Operations	226
	Director - Technology Support Services	226

	Minimum	Midpoint
Daily	427.38	513.06
226 Days	76,512	91,851

8		
	Executive Director - Digital Learning	226
	Executive Director - Network Infrastructure	226
	Executive Director - Security and A/V Services	226
	Executive Director - Technology Support Services	226

Daily	512.21	614.90
226 Days	115,759	138,967

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

E. CLERICAL / PARAPROFESSIONAL PAY PLAN

Pay Grade	Job Title/Position	Duty Days	Hourly	Minimum	Midpoint
1				15.00	18.52
	Aide - Bilingual	187, 214	187 Days	22,440	27,706
	Aide - Bilingual Head Start	187, 214	192 Days	23,040	28,447
	Aide - Bilingual Kindergarten	187, 214	197 Days	23,640	29,188
	Aide - Bilingual Pre-Kindergarten	187, 214	214 Days	25,680	31,706
	Aide - Bilingual/ESL	187, 214	226 Days	27,120	33,484
	Aide - BRICKS	187			
	Aide - Deaf/Hard Hearing	187, 214			
	Aide - Dual Language	187, 214			
	Aide - Early Head Start	187, 214			
	Aide - ESL	187, 214			
	Aide - ESL Head Start	187, 214			
	Aide - ESL Kindergarten	187, 214			
	Aide - ESL Pre-Kindergarten	187, 214			
	Aide - Head Start	187, 214			
	Aide - Homegrown	187, 214			
	Aide - Instructional	187, 214			
	Aide - Kindergarten	187, 214			
	Aide - Library Media Center	187, 214			
	Aide - Montessori	187			
	Aide - PE	187, 214			
	Aide - Pre-Kindergarten	187, 214			
	Aide - Pre-Kindergarten 3	187, 214			
	Aide - Pre-Kindergarten 3 Bilingual	187, 214			
	Aide - SAC	187			
	Aide - SPED Bilingual Inclusion	187, 214			
	Aide - SPED Inclusion	187, 214			
	Aide - SPED Resource	187, 214			
	Aide - SPED Resource/Inclusion	187, 214			
	Campus Monitor	187, 214			
	SPED Bilingual Speech Interpreter	187			
2				15.85	19.57
	Aide - Campus Health Clinic	187	187 Days	23,712	29,277
	Aide - SPED Autism	187	197 Days	24,980	30,842
	Aide - SPED Brailist	187	199 Days	25,233	31,155
	Aide - SPED Compliance SLC	187	214 Days	27,135	33,504
	Aide - SPED ECSE	187, 214	226 Days	28,657	35,383
	Aide - SPED GAP	187, 214	256 Days	32,461	40,079
	Aide - SPED SEALS/ECSE	187			
	Aide - SPED SLC	187, 214			
	Clerk - Computer	187			

Pay Grade	Job Title/Position	Duty Days
2		
	Clerk - General, Campus	187, 214
	Clerk - General, Child Development Center	226
	Clerk - Head Start Parent, Family, and Community Engagement (PFCE)	200
	Clerk - LPAC	197
	Clerk - Mail Room	226, 256
	Clerk - Parent and Family Engagement	197, 214
	Clerk - Printing Services	226
	Clerk - SPED Management Systems (SEMS)	199, 214
	Clerk - SPED Management Systems (SEMS) PBAT	199
	Clerk - Student Info System (SIS) - High School	226
	Clerk - Textbook	226
	Early Childhood Educator - Early Head Start	187
	Early Childhood Educator - Employee Childcare	187

	Minimum	Midpoint
Hourly	15.85	19.57
187 Days	23,712	29,277
197 Days	24,980	30,842
199 Days	25,233	31,155
214 Days	27,135	33,504
226 Days	28,657	35,383
256 Days	32,461	40,079

3		
	Aide - District Health Clinic	187
	Campus Support Personnel	187, 214
	Clerk - High School Attendance	197
	Clerk - Middle School Attendance	187
	eSHARS Assistant	199
	Receptionist - District	226
	Secretary - High School Assistant Principal	210
	Secretary - High School Counselor	207
	Secretary - Middle School Assistant Principal	187

Hourly	16.75	20.68
187 Days	25,058	30,937
197 Days	26,398	32,592
199 Days	26,666	32,923
200 Days	26,800	33,088
207 Days	27,738	34,246
210 Days	28,140	34,742
214 Days	28,676	35,404
226 Days	30,284	37,389

4		
	Bookkeeper - High School	226
	Bookkeeper - Middle School	226
	Buyer II	226
	Clerk - Buildings and Properties	256
	Clerk - Central Receiving	226, 256
	Clerk - Child Nutrition	226
	Clerk - Choice Schools	226
	Clerk - Compensation	226
	Clerk - CTE	226
	Clerk - Energy and Utility	226
	Clerk - Facilities Planning	226
	Clerk - Family and Community Engagement	226
	Clerk - HR Benefits	226
	Clerk - Human Resources	226
	Clerk - ID Badge	226

Hourly	17.70	21.85
187 Days	26,479	32,688
226 Days	32,002	39,505
256 Days	36,250	44,749

Pay Grade	Job Title/Position	Duty Days
4		
	Clerk - Maintenance	256
	Clerk - Multilingual	226
	Clerk - Online Learning	226
	Clerk - Police	226
	Clerk - Social and Emotional Learning and Culture	226
	Clerk - SPED	226
	Clerk - Student Services	226
	Clerk - Teaching and Learning	226
	Registrar - 9th Grade	226
	Registrar - ES	226
	Registrar - High School, Non-Professional	226
	Registrar - Middle School	226
	Secretary - Facility Manager	226
	Secretary - Middle School Principal	226
	Secretary - Principal Lane School	226
	Transportation Timekeeper	226

	Minimum	Midpoint
Hourly	17.70	21.85
187 Days	26,479	32,688
226 Days	32,002	39,505
256 Days	36,250	44,749

Pay Grade	Job Title/Position	Duty Days
5		
	Bookkeeper - Buildings and Properties	226
	Bookkeeper - Business and Finance	226
	Bookkeeper - Child Nutrition	226
	Bookkeeper - Civic Engagement	226
	Bookkeeper - CTE	226
	Bookkeeper - Grants Department	226
	Bookkeeper - Special Education	226
	Bookkeeper - Teaching and Learning	226
	Bookkeeper - Travel	226
	Clerk - Tax	226
	Secretary - Elementary Principal	226
	Secretary - Principal DAEP	226
	Secretary - Project Recovery DAEP	226

	Minimum	Midpoint
Hourly	19.00	23.17
226 Days	34,352	41,891

Pay Grade	Job Title/Position	Duty Days
6		
	Bond Administrative Assistant	226
	Clerk - Accounts Payable	226
	Clerk - Accounts Payable - Title Funds	226
	Secretary - Director of Athletic Services	226
	Secretary - Director of Choice Schools	226
	Secretary - Director of Communications	226
	Secretary - Director of Counseling Services	226
	Secretary - Director of Emergency Management	226
	Secretary - Director of Facilities Planning/Construction	226
	Secretary - Director of Head Start	226
	Secretary - Director of Health Services	226

	Minimum	Midpoint
Hourly	20.00	24.39
226 Days	36,160	44,097
256 Days	40,960	49,951

Pay Grade	Job Title/Position	Duty Days
6		
	Secretary - Director of Performance Management	226
	Secretary - Director of Performing Arts	226
	Secretary - Director of Special Education	226
	Secretary - Director of Student Services	226
	Secretary - Director of Teaching and Learning	226
	Secretary - Director of Visual Arts	226
	Secretary - High School Principal	226
	Secretary - Staffing Director	226
	Title III Family, Literacy, and Outreach Liaison	226

	Minimum	Midpoint
Hourly	20.00	24.39
226 Days	36,160	44,097
256 Days	40,960	49,951

Pay Grade	Job Title/Position	Duty Days
7		
	Budget Specialist - Bonds and Grants	226
	Clerk - Payroll	226
	Secretary - Exec Dir of Advanced Academics	226
	Secretary - Exec Dir of Buildings and Properties	256
	Secretary - Exec Dir of CTE	226
	Secretary - Exec Dir of Child Nutrition	226
	Secretary - Exec Dir of Community Engagement	226
	Secretary - Exec Dir of HR Data Analytics and State Reporting	226
	Secretary - Exec Dir of Digital Learning	226
	Secretary - Exec Dir of Employee Relations and Classified Staff	226
	Secretary - Exec Dir of Literacy and Social Studies	226
	Secretary - Exec Dir of Maintenance	256
	Secretary - Exec Dir of Multilingual	226
	Secretary - Exec Dir of Network Infrastructure	226
	Secretary - Exec Dir of Performance Management and Development	226
	Secretary - Exec Dir of Planning and Construction	226
	Secretary - Exec Dir of Postsecondary Outcomes	226
	Secretary - Exec Dir of Professional Learning and Leadership Development	226
	Secretary - Exec Dir of School Administration	226
	Secretary - Exec Dir of SEL and School Culture	226
	Secretary - Executive Director of Student Services	226
	Secretary - Exec Dir of Talent Acquisition	226
	Secretary - Exec Dir of Teaching and Learning	226
	Secretary - Exec Dir of Technology Services	226
	Secretary - Exec Dir of Transportation	226

	Minimum	Midpoint
Hourly	21.00	25.61
226 Days	37,968	46,303
256 Days	43,008	52,449

Pay Grade	Job Title/Position	Duty Days
8		
	Bond Buyer IV	226
	Buyer IV	226
	Coordinator - District Textbook	226
	Coordinator - Program and Event	226
	HR Grants and Budget Specialist	226
	Lead Buyer	226
	Lead Buyer - Compliance and Training	226
	LVN	187
	Secretary - Central Receiving	256
	Specialist - Accounting	226
	Specialist - Attendance Office	226
	Specialist - Bond Accounts Payable	226
	Specialist - Bond Purchase Requisition	226
	Specialist - Campus Bookkeeper Support	226
	Specialist - Child Nutrition Services	226
	Specialist - Compensation	226
	Specialist - Compensation - Lead	226
	Specialist - Educator Certification	226
	Specialist - External Training	226
	Specialist - Grants	226
	Specialist - HR Benefits Secretary	226
	Specialist - Lead Payroll	226
	Specialist - Lead Transportation	226
	Specialist - Payroll	226
	Specialist - Payroll Budget	226
	Specialist - PEIMS	226
	Specialist - Risk Management	226
	Specialist - Service Records	226
	Specialist - Student Services	226
	Specialist - Tax	226
	Specialist - TRS	226
	Specialist - Warehouse Inventory Control	226

	Minimum	Midpoint
Hourly	22.50	27.11
187 Days	33,660	40,557
214 Days	38,520	46,412
226 Days	40,680	49,015

9		
	Executive Assistant - Assistant Superintendent of Business and Finance	226
	Executive Assistant - Assistant Superintendent of Student Support	226
	Executive Assistant - Assistant Superintendent of Teaching and Learning	226
	Executive Assistant - Assistant Superintendent of Government Relations and Constituent Services	226
	Executive Assistant - Chief of Police	256
	Executive Assistant - School Asst Superintendent	226
	Paralegal I	226

Hourly	24.30	29.28
226 Days	43,934	52,938
256 Days	49,766	59,965

Pay Grade	Job Title/Position	Duty Days		Minimum	Midpoint
10			Hourly	26.25	31.63
	Executive Assistant - Chief Financial Officer	226	187 Days	39,270	47,318
	Executive Assistant - Chief Human Resources Officer	226	190 Days	39,900	48,078
	Executive Assistant - Chief Information Officer	226	226 Days	47,460	57,187
	Executive Assistant - Chief of Accountability, Assessment, and Analytics	226			
	Executive Assistant - Chief of Schools	226			
	Executive Assistant - Chief of Staff	226			
	Executive Assistant - Chief Academic Officer	226			
	Executive Assistant - Chief of Transformation	226			
	Executive Assistant - Chief Operations Officer	226			
	Interpreter - Deaf and Hard of Hearing (Certified)	187			
	Payroll Administrator	226			
	Paralegal II	226			
	Supervisor - Accounts Payable	226			
	Supervisor - Grants	226			
	Supervisor - Payroll	226			
	Supervisor - Printing Services	226			
	Supervisor - Purchasing	226			
11			Hourly	31.75	37.80
	Executive Assistant - Board	226	226 Days	57,404	68,342
	Executive Assistant - Superintendent	226			

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

F. AUXILIARY / CLASSIFIED PAY PLAN

Pay Grade	Job Title/Position	Duty Days		Minimum	Midpoint
1			Hourly	15.00	18.52
	Bus Attendant	177	177 Days	21,240	26,224
	Custodian	205, 257	179 Days	21,480	26,521
	Nursery Attendant - Transportation	177	187 Days	22,440	27,706
	Parking Lot Attendant - Campus	187	205 Days	24,600	30,373
	Parking Lot Attendant - Central Office	226	212 Days	25,440	31,410
	Specialist - Cafeteria	179, 212	226 Days	27,120	33,484
	Specialist - Catering	226	256 Days	30,720	37,929
	Utility Support - Transportation	256	257 Days	30,840	38,077
2			Hourly	15.85	19.57
	Application Processor - Transportation	226	177 Days	22,444	27,711
	Assistant Head Custodian - High	257	179 Days	22,697	28,024
	Assistant Head Custodian - Middle	257	212 Days	26,882	33,191
	Custodial Manager - Elementary School	257	226 Days	28,657	35,383
	General Maintenance Worker	256	256 Days	32,461	40,079
	Grounds Crew Driver	257	257 Days	32,588	40,236
	Grounds Crew Worker	257			
	Maintenance - Athletics	256			
	Manager - Parts Room	256			
	Micro Driver - Transportation	177			
	Specialist - Lead Cafeteria	179, 212			
	Technician - Oil and Grease	256			
	Tire Mechanic - Transportation	256			
	Truck Driver - Central Receiving	257			
	Truck Driver - Textbook Warehouse	226			
	Warehouse Receiver - Central	256			
3			Hourly	17.00	20.99
	Cafeteria Manager Trainee	185	185 Days	25,160	31,065
	Coordinator - Warehouse Textbook	226	226 Days	30,736	37,950
	Custodial Manager - Middle School	257	256 Days	34,816	42,988
	Maintenance - High School	256	257 Days	34,952	43,155
	Pump Man	256			
	Security and Heavy Equipment	257			
4			Hourly	18.50	22.56
	Cafeteria Manager - Primary/Elementary	185, 212	177 Days	26,196	31,945
	Catering Manager	226	185 Days	27,380	33,389
	Camera Technician - Transportation	256	212 Days	31,376	38,262
	Courier - Buildings and Properties	257	226 Days	33,448	40,788
	Custodial Manager - Central Office	257	256 Days	37,888	46,203
	Custodial Manager - High School	257	257 Days	38,036	46,383

Pay Grade	Job Title/Position	Duty Days
4		

Dispatcher/Timekeeper - Maintenance	256
Painter	256
Site Supervisor - Nursery	177
Technician I - Maintenance	256

	Minimum	Midpoint
Hourly	18.50	22.56

5		
----------	--	--

Cafeteria Manager - 9th Grade	185
Cafeteria Manager - Middle School	185
Clerk - Heavy Machinery Tool Room	256
Dispatcher - Field Trip Coordinator	226
Dispatcher - Transportation	226
Roofer	256
Router - Transportation	226
Specialist - Custodial Training	257
Supervisor Driver - Transportation	177
Technician - Fire and Safety	257
Technician - Pest Control	257
Technology Specialist - Transportation	256
Trainer - Transportation	256

Hourly	20.25	24.70
177 Days	28,674	34,975
185 Days	29,970	36,556
256 Days	41,472	50,586
257 Days	41,634	50,783

6		
----------	--	--

Bus Inspector	256
Cafeteria Manager - High School	185
Carpenter	256
Grounds Supervisor - Buildings and	257
Locksmith	256
Supervisor - Warehouse	257
Technician - Building Automation	256
Transportation Mechanic	256

Hourly	23.25	28.01
185 Days	34,410	41,455
256 Days	47,616	57,364
257 Days	47,802	57,589

7		
----------	--	--

Carpenter - Lead	256
Licensed Journeyman Electrician	256
Licensed Journeyman Plumber	256
Maintenance Technician - Child	256
Technician - HVAC	256
Trainer - Child Nutrition	210, 226

Hourly	26.35	31.37
210 Days	44,268	52,702
226 Days	47,641	56,717
256 Days	53,965	64,246

8		
----------	--	--

Fleet Manager - Transportation	256
HVAC Technician - Lead	256
Licensed Journeyman Electrician - Lead	256
Licensed Journeyman Plumber - Lead	256
Supervisor - Transportation	256

Hourly	29.50	35.12
256 Days	60,416	71,926

Pay Grade	Job Title/Position	Duty Days
8		
	Technician - Compliance	256
	Shop Foreman - White Fleet	256

	Minimum	Midpoint
Hourly	29.50	35.12
256 Days	60,416	71,926

Pay Grade	Job Title/Position	Duty Days
9		
	Supervisor - Maintenance	256
	Shop Foreman - Transportation	256

	Minimum	Midpoint
Hourly	33.75	39.70
256 Days	69,120	81,306

BD		
	Bus Driver	177

	Minimum	Midpoint
Hourly	19.75	23.24
177 Days	27,966	32,908

POL1		
	Dispatcher - Police	257

	Minimum	Midpoint
Hourly	19.00	22.35
257 Days	39,064	45,952

POL2		
	Dispatch Supervisor - Police	257
	Police Officer Trainee - Cadet	257
	Safety and Security Specialist - Emergency Management	226

	Minimum	Midpoint
Hourly	22.00	25.88
226 Days	39,776	46,791
257 Days	45,232	53,209

POL3		
	Community Outreach Officer - Police	257
	Police Officer	257

	Minimum	Midpoint
Hourly	26.75	31.47
257 Days	54,998	64,702

POL4		
	Police Corporal	257

	Minimum	Midpoint
Hourly	30.50	35.88
257 Days	62,708	73,769

POL5		
	Police Sergeant	257

	Minimum	Midpoint
Hourly	35.00	41.18
257 Days	71,960	84,666

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

G. TEMPORARY EMPLOYEES AND SUBSTITUTES

TEMPORARY | NON-INSTRUCTIONAL SUBSTITUTES (HOURLY) | CHILD-SPECIFIC AIDE

Temporary Employees	Rate
A/V Technician	\$ 27.00 per hour
Bus Driver Candidate	\$ 15.00 per hour
Bus Driver (Teacher/Coach with CDL)	\$ 19.75 per hour
Clerk	\$ 15.00 per hour
Crossing Guard	\$ 15.00 per hour
Police Officer	\$ 50.00 per hour
Summer Worker	\$ 15.00 per hour
Tutor (Certified)	\$ 30.00 per hour

Non-Instructional Substitutes

Non-Instructional Substitutes (Custodian, Food Service, Central Receiving, Athletic Maintenance, Warehouse)	\$ 15.00 per hour
--	-------------------

Child-Specific Aides

Non-Degreed	\$ 15.00 per hour
Degreed	\$ 16.25 per hour
Certified	\$ 18.75 per hour

INSTRUCTIONAL SUBSTITUTES (DAILY RATES)

Administrator:

Principal	\$ 450 per day
Assistant Principal	\$ 350 per day
Counselor	\$ 350 per day

REGULAR DAY RATES

EXTENDED DAY RATES

Teacher:	1 – 24 Days	25+ Days*	1 – 24 Days	25+ Days*
Non-Degreed	\$ 100 per day	\$ 150 per day	\$ 101 per day	\$ 124 per day
Degreed	\$ 105 per day	\$ 150 per day	\$ 118 per day	\$ 146 per day
Certified	\$ 116 per day	\$ 150 per day	\$ 130 per day	\$ 169 per day

**in the same classroom*

Paraprofessional:

	1 + Days	1 + Days
Non-Degreed	\$ 85 per day	\$ 96 per day
Degreed	\$ 92 per day	\$ 104 per day

SAC Aide:

	1 + Days	1 + Days
Non-Degreed	\$ 85 per day	\$ 96 per day
Degreed	\$ 92 per day	\$ 104 per day

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

H. OVERPAYMENT RECOVERY

Employees are not entitled to any funds the district overpays. To recover the funds, the district may issue a reversal request to the employee's bank up to five days after the deposit date or deduct any overpayments from one or more of an employee's paychecks.

I. POSITIONS FUNDED BY FEDERAL AND/OR STATE GRANTS

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

SECTION 4 – STIPENDS, SUPPLEMENTS AND INCENTIVES

A. CRITICAL NEEDS STIPENDS

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

Critical Needs stipends are annualized and paid over the entire year. Critical Needs Stipends qualify as creditable compensation and are subject to TRS deductions.

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

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

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

B. CRITICAL NEEDS STIPENDS SCHEDULE

(Paid over 24 checks) Critical Needs stipends will be prorated to the date all requirements are met

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

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

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

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

**** SPECIFIC ELIGIBILITY REQUIREMENTS:

English as a Second Language (ESL) Stipend

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

Bilingual Stipend (Grades PK-6)

- ONLY applicable to the Bilingual program. Teachers (including Title I teachers) must be identified by their principal, hold a valid Standard, Intern, Probationary, or Provisional Texas certificate in Bilingual, and be assigned to bilingual students at least 50% of the day. Does not include ESL students.
- International Teachers (Visa Sponsorship) receive \$3,000 the first year, then \$5,500 after the first year

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

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

C. ACE DEMONSTRATION SCHOOLS / COLLEGE PREP SCHOOL STIPENDS

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

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

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

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

D. ACE DEMONSTRATION SCHOOLS STIPEND SCHEDULE

ACE DEMONSTRATION SCHOOLS STIPENDS	AMOUNT
Principal	\$15,000
Assistant Principal	\$13,500
Classroom Teacher	\$10,000
Counselor	\$10,000
Music Teacher	\$10,000
Physical Education Teacher	\$10,000
Diagnostician	\$8,000
Dyslexia Specialist	\$8,000
Information Literacy Specialist (Librarian)	\$8,000
Instructional Specialist	\$8,000
Nurse	\$8,000
RTI Teacher	\$8,000
Skills Specialist/Interventionist	\$8,000
Speech Language Pathologist (SLP) <i>*third-party contracted SLP's not eligible for stipend</i>	\$8,000

E. COLLEGE PREP SCHOOL STIPEND SCHEDULE

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

F. ADDITIONAL DAYS SCHOOL YEAR (ADSY) STIPENDS SCHEDULE

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

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

G. EXTRA DUTY STIPENDS

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

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

The amounts of the stipends are approved by the Board. Based on the needs of the district, the Superintendent or designee can remove at any time these roles from an employee and the payment of the stipend will be stopped. Receiving a stipend in one school year does not guarantee or give rights to receiving the stipend in following years. District administrators, principals, and assistant principals cannot serve in stipend roles such as coaches, cheerleader sponsors, or performing arts directors. Employees who have a district vehicle are not eligible to receive the travel stipend for their position.

Examples of the stipends offered at Aldine ISD include:

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

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

- **Cooperating Teachers** are teachers who are assigned a student teacher at any time during a semester. Cooperating teachers will be selected by the campus principal. Predetermined qualifications, as outlined in the district's student teacher program, must be met to serve in this capacity. This is a one-time payout.

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

H. STIPEND SCHEDULE

DEPARTMENT CHAIRPERSON STIPENDS

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

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

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

SPONSOR STIPENDS

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

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

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

JROTC STIPENDS

JROTC	AMOUNT
<i>(paid over 24 checks)</i>	
High School Commander	\$2,000
High School Commander-Department Chairperson	\$1,000
<i>*High School Commander receives both stipends</i>	
<i>(paid at end of year when all criteria are met)</i>	
Middle School LOTC (\$400.00 for each team coached, up to four teams)	Up to \$1,600
High School JROTC (\$500.00 for each team coached, up to four teams)	Up to \$2,000

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

CHEERLEADING STIPENDS

(paid over 24 checks)

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

ATHLETIC COACHING ASSIGNMENT STIPENDS

(paid over 24 checks)

ATHLETIC COACHING ASSIGNMENT STIPENDS	DAYS	AMOUNT
MIDDLE SCHOOL		
Head Boys Basketball	187	\$3,000
Head Girls Basketball	187	\$3,000
Assistant Boys Basketball	187	\$2,800
Assistant Girls Basketball	187	\$2,800
Associate Boys Basketball/7th	187	\$1,200
Associate Boys Basketball/8th	187	\$1,200
Associate Girls Basketball/7th	187	\$1,200
Associate Girls Basketball/8th	187	\$1,200
Head Football Coach	197	\$4,500
First Assistant Football	197	\$3,600
Assistant Football	192	\$3,400
Associate Football/7th	187	\$1,600
Associate Football/8th	187	\$1,600
Head Boys Soccer	187	\$2,500
Head Girls Soccer	187	\$2,500
Assistant Boys Soccer	187	\$2,300
Assistant Girls Soccer	187	\$2,300
Tennis (CO-ED)	187	\$2,500
Head Boys Track	187	\$2,500
Head Girls Track	187	\$2,500
Assistant Boys Track	187	\$2,300
Assistant Girls Track	187	\$2,300
Associate Boys Track/7th	187	\$1,200
Associate Boys Track/8th	187	\$1,200
Associate Girls Track/7th	187	\$1,200
Associate Girls Track/8th	187	\$1,200
Head Volleyball	192	\$3,000
Assistant Volleyball	192	\$2,800
Associate Volleyball/7th	187	\$1,200
Associate Volleyball/8th	187	\$1,200

ATHLETIC COACHING ASSIGNMENT STIPENDS	DAYS	AMOUNT
HIGH SCHOOL		
Athletic Academic Advisor (counselors not eligible)	187	\$2,900
Strength Coach (1)	213	\$6,500
Trainer (2)	200	\$7,000
Head Baseball	187	\$6,000
Assistant Baseball (may have asst or JV; not both)	187	\$3,500
JV Baseball (may have asst or JV; not both)	187	\$3,500
Sophomore Baseball	187	\$3,200
Head Boys Basketball	197	\$7,500
Head Girls Basketball	197	\$7,500
JV Boys Basketball	197	\$3,500
JV Girls Basketball	197	\$3,500
Sophomore Boys Basketball	197	\$2,900
Freshman Boys Basketball (2)	187	\$2,900
Freshman Girls Basketball (2)	187	\$2,900
Head Football/Campus Coordinator	220	\$22,000
First Assistant Head Coordinator Football	213	\$7,000
Second Assistant Coordinator Football	213	\$6,500
Assistant Football (9)	197	\$6,000
Assistant Sub Varsity Football (3)	197	\$5,500
Head Golf (Co-Ed)	187	\$5,000
Power Lifting	187	\$3,500
Head Boys Soccer	192	\$6,000
Head Girls Soccer	192	\$6,000
JV Boys Soccer	192	\$3,500
Freshman Boys Soccer	187	\$3,500
JV Girls Soccer	192	\$3,500
Freshman Girls Soccer	187	\$3,500
Head Softball	187	\$6,000
Assistant Varsity Softball	187	\$3,500
JV Softball	187	\$3,500
Head Swimming (Co-Ed)	187	\$6,000
Team Tennis (Co-Ed)	187	\$3,000
Spring Tennis (Co-Ed)	187	\$3,000
Assistant Spring Tennis (Co-Ed)	187	\$2,750

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

PERFORMING ARTS STIPENDS

(paid over 24 checks)

PERFORMING ARTS STIPENDS	DAYS	AMOUNT
HOUSTON ACADEMY		
Dance Director	187	\$1,000
Orchestra Director	187	\$1,000
Theatre Arts	187	\$1,000
MIDDLE SCHOOL		
Head Band Director	197	\$5,000
First Assistant Band Director	192	\$3,500
Second Assistant Band Director (based on enrollment)	192	\$3,500
Strings Director (Drew)	192	\$3,700
Choir Director	187	\$3,800
Assistant Choir	187	\$2,250
Dance Director (Drew)	187	\$1,500
Piano (Drew)	187	\$500
Speech	187	\$1,500
Theatre Arts	187	\$1,500
9TH GRADE		
Head Band Director	203	\$5,000
Choir Director (housed at High School)	192	\$4,000
Dance Teacher/Director (housed at High School)	192	\$2,000
Theatre Arts/Asst Theatre Arts	187	\$3,500
HIGH SCHOOL		
Head Band Director	208	\$9,500
First Assistant Band Director	203	\$5,000
Second Assistant Band Director	203	\$5,000
Mariachi Band Director (Carver)	208	\$7,000
Steel Drum	187	\$3,000

PERFORMING ARTS STIPENDS	DAYS	AMOUNT
Strings Director (Carver)	192	\$5,500
Strings/Guitar/Piano (Carver)	192	\$5,500
Choir Director	192	\$5,500
Piano and Choir Director (Carver)	192	\$5,500
Head Dance Team Director (Drill Team)	203	\$5,000
Assistant Dance Director	192	\$2,000
Theatre Arts Director	187, 203	\$6,000
Assistant Theatre Arts Director	187	\$3,500
Color Guard	197	\$3,000
Pep Squad	187	\$800
Speech/Debate	187	\$4,000
Assistant Speech/Debate (Paid half in October and March)	187	\$1,500

DISTRICT STIPENDS

DISTRICT STIPENDS	AMOUNT
ADVANCED DEGREE (TEACHERS)	
<i>(Paid over 24 checks)</i>	
Classroom Teacher with Master's Degree	\$1,000
Classroom Teacher with Doctorate Degree	\$2,000
<i>Teacher will receive stipend amount for highest level of degree</i>	
<i>* Non-exempt employees whose position does not require a degree may be awarded a one-time step schedule increase for a college degree from an accredited university.</i>	
ASSESSMENT AND DATA SPECIALIST (ADS)	
<i>(Paid over 24 checks)</i>	
Certified Testing Liaison (CTL) - Available for campuses with AADS in split position	\$1,000
ADS LEAD (3) - One each for ES, MS, and 9th/HS	\$1,000
<i>Only Assistant Principals, Counselors, Information Literacy Specialists, and Information</i>	
BILINGUAL DISTRICT LITERACY/MULTILINGUAL COACH STIPEND	
<i>(Paid over 24 checks)</i>	
District Literacy Coach - Bilingual Certification <i>(not eligible for District Coach STIPEND)</i>	\$5,500
District Multilingual Coach - Bilingual Certification <i>(not eligible for District Coach Supp)</i>	\$5,500
CHILD NUTRITION STIPEND	
<i>(Paid over 24 checks)</i>	
Level 1	.15 / hour
Level 2	.30 / hour
Level 3	.45 / hour
Level 4	.60 / hour
CHOICE SCHOOL LIAISON STIPEND	
Choice School Liaison (4)	\$3,100
COOPERATING TEACHER STIPEND	
<i>(Paid twice a year in December and June)</i>	
Cooperating Teacher (works with a student teacher) - Full term	\$250
Cooperating Teacher (works with a student teacher) - Partial Term	\$125
DIGITAL LEARNING SPECIALIST BROADCASTING STIPEND	
<i>(Paid over 24 checks)</i>	
Filming/student exposure to digital production (DLS)	\$3,000
DIGITAL LEARNING SPECIALIST ES	
<i>(Paid over 24 checks)</i>	
ESports Support (DLS)	\$3,000
DISTRICT COACH STIPEND	
<i>(Paid over 24 checks)</i>	
District Literacy Coach (40) - No Bilingual Certification	\$3,100
District Math Coach (15)	\$3,100
District Multilingual Coach (6) - No Bilingual Certification	\$3,100

DISTRICT STIPENDS	AMOUNT
District SLC Coach (3)	\$3,100
District Science Coach (10)	\$3,100
District Special Education Coach (6)	\$3,100
DUAL CREDIT AND ONRAMPS STIPEND	
<i>(Paid twice a year in January and June)</i>	
Dual Credit and OnRamps Teacher	\$1,000
<i>\$1,000 per section per semester; up to a maximum of \$6,000 per semester (up to 6 sections)</i>	
FAMILY AND COMMUNITY ENGAGEMENT (FACE) LIAISON STIPEND	
<i>(Paid once a year in June)</i>	
Family and Community Engagement (FACE) Liaison	\$1,200
INSTRUCTIONAL LITERACY SPECIALIST TECHNOLOGY	
<i>(Paid over 24 checks)</i>	
On-Campus Technology Support (ILS)	\$1,500
LEAD BILITERACY / LITERACY COACH	
<i>(Paid over 24 checks)</i>	
Lead Biliteracy Coach (1)	\$10,000
Lead Literacy Coach (3)	\$10,000
<i>(not eligible for \$3,100 District Coach STIPEND or \$5,500 Bilingual Stipend)</i>	
LEAD DYSLEXIA / RtI	
<i>(Paid over 24 checks)</i>	
Lead Dyslexia Specialist (1)	\$7,000
Lead RtI Teacher	\$7,000
<i>(not eligible for \$3,100 District Coach STIPEND)</i>	
LEAD STIPEND - SPECIAL EDUCATION	
<i>(Paid over 24 checks)</i>	
Lead APE Teacher (1)	\$2,000
Lead COMS Teacher (1)	\$2,000
Lead DHH Teacher (1)	\$2,000
Lead Homebound Teacher (1)	\$2,000
Lead In-Home/Parent Trainer (1)	\$1,000
Lead VI Teacher (1)	\$2,000
Lead Assistive Technology Specialist (1)	\$2,000
Lead Diagnostician (7)	\$2,000
Lead LSSP (1)	\$2,000
Lead Occupational Therapist (1)	\$2,000
Lead Physical Therapist (1)	\$2,000
Lead Recovery Interventionist (1)	\$2,000
Lead Special Education Counselor (2)	\$2,000
Lead SLP (3)	\$2,000
Lead Transition Specialist (1)	\$2,000

DISTRICT STIPENDS	AMOUNT
MENTAL HEALTH PROFESSIONAL	
<i>(Paid over 24 checks)</i>	
Mental Health Professional	\$5,000
NURSE	
<i>(Paid over 24 checks)</i>	
Nurse Stipend	\$1,500
Lead Nurse (6)	\$1,000
Nurse Supervising LVN	\$1,500
Nurse Vacancy Coverage *per 9 weeks <i>(1 additional campus on alternating schedule)</i>	\$500
<i>If a nurse is hired for a vacant position, the nurse covering the vacancy will continue to receive the stipend for the following 9 weeks to assist with onboarding the new nurse.</i>	
Nurse Sign-on bonus <i>(one-time payment)</i>	\$1,500
ONEGOAL	
<i>(Divided in half and paid twice a year in October and March)</i>	
OneGoal (Fall, Spring)	\$1,000
OPPORTUNITY CULTURE STIPEND	
<i>(Divided in half and paid twice a year in October and March)</i>	
Multi-Classroom Leader (MCL)	\$15,000
<i>MCL is also eligible for critical need stipend if they teach at least 50% of day</i>	
Team Reach Teacher (Mentor) Mentors Opportunity Culture Teacher Resident	\$4,000
Reach Associate (para)	\$1,500
POLICE DEPARTMENT ANNUAL CERTIFICATION	
<i>(Paid over 24 checks)</i>	
Intermediate	\$2,400
Advanced	\$4,800
Master	\$7,200
POLICE DETECTIVE	
<i>(Paid over 24 checks)</i>	
Police Detective (2)	\$2,400
POLICE FIREARMS INSTRUCTOR	
<i>(Paid over 24 checks)</i>	
Police Firearms Instructor (up to 6)	\$2,400
POLICE OFFICER K-9 OFFICER	
<i>(Paid over 24 checks)</i>	
<i>Paid at a rate of officer's overtime hourly rate times 3.5 hours per week for 52 weeks;</i>	
<i>To be calculated once a year at beginning of fiscal year</i>	
POLICE OFFICER TRAINER	
<i>(Paid over 24 checks)</i>	
<i>Must hold trainer certification and serve as a trainer (up to 6)</i>	\$2,400

POLICE OFFICER BILINGUAL	
<i>(Paid over 24 checks)</i>	
Bilingual Police Officer (up to 15)	\$2,400
PRINCIPAL MENTOR	
<i>(Divided in half and paid twice a year in October and March)</i>	
Principal Mentor	\$2,500
TEACHER MENTOR	
<i>(Paid once a year in June)</i>	
Mentor to ACP beginning teachers (per year)	\$1,000
<i>(Paid once a year in May)</i>	
Mentor to other beginning teachers (per year)	\$1,000
<i>(Divided in half and paid twice a year in October and March)</i>	
Relay Resident Advisor mentors Relay Resident	\$2,500
TExEs PREP COORDINATOR	
TExEs PREP Coordinator (1)	\$2,000
THORNE VIDEO SCOREBOARD TECHNOLOGY	
<i>(Paid over 24 checks)</i>	
Thorne Video Scoreboard Operator (2)	\$3,500
T-TESS SPECIALIST	
<i>(Paid over 24 checks)</i>	
T-TESS Specialist	\$1,000
UNIFIED SPORTS COACH	
<i>(Paid over 24 checks)</i>	
Unified Sports Coach	\$1,000

I. EXTRA DUTY PAY

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

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

EXTRA DUTY PAY	AMOUNT
AFTER SCHOOL	
Teacher serving as an administrator	\$35/hour
Teacher serving as teacher	\$30/hour
Student teacher serving as a teacher	\$15/hour
<i>*(Guest teachers are not eligible)</i>	
SATURDAY SCHOOL	
Teacher serving as an administrator	\$35/hour
AP or teacher serving as teacher	\$30/hour
Student teacher serving as a teacher	\$15/hour
<i>*(Guest teachers are not eligible)</i>	
EXTENDED YEAR (non-contract days)	
AP or teacher serving as an administrator	\$35/hour
AP or teacher serving as teacher	\$30/hour
Counselor	\$35/hour
Student teacher serving as a teacher	\$15/hour
<i>*(Guest teachers are not eligible)</i>	
SUPPLEMENTAL CURRICULUM WRITING	
Non-Contract Time <i>*before or after school</i> (teacher only)	\$30/hour
Non-Contract Day (teacher or AP)	\$30/hour
STAFF DEVELOPMENT ATTENDANCE	
Non-Contract Time <i>*before or after school</i> (teacher only)	\$30/hour
Non-Contract Day (teacher or AP)	\$30/hour

Paraprofessional will be paid their regular hourly rate up to 40 hours and overtime rate for time worked in excess of 40 hours in a workweek.

**General Rule Only as written as part of grant-district level only (for admin only as allowable)*

J. PERFORMANCE PAY AND INCENTIVES

1. Performance Pay

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

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

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

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

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

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

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

2. Recruitment Incentive

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

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

Incentives may be increased in certain years to encourage employee recruitment.

SECTION 5 – BOARD POLICY

A. BOARD POLICY

Refer to board policies DEA, DEAA, and DEAB Legal and Local for all district policies and state and federal regulations governing employee pay practices.

1. DEA – Compensation and Benefits: Compensation Plan

2. DEAA – Compensation Plan: Incentives and Stipends

3. DEAB – Compensation Plan: Wages and Hour Laws