Compensation Information

Starting Teacher Salary – $56,000

Teacher, Nurse, Librarian Pay Scale

(187 days, 2019-2020)

$56,000  $72,714  $89,429
Minimum  Medium  Maximum
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.
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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 is 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;
- reward continued length of service to the District;
- 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 external competitiveness (competitive pay in relation to comparable positions at other places of employment and within budgetary limitations);
- Promote internal equity (fair pay in relation to other positions at Aldine ISD which require similar knowledge, skill, and responsibility);
- Provide consultation and research for compliance matters pertaining to wage and hour laws;
- Oversee supplemental compensation; and
- Offer a compensation package that includes a greater reward to employees whose performance truly excels.
C. COMPENSATION TERMINOLOGY

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

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

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

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

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

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

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

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

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

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

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

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

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

**Job Description** – Summary of the most important tasks, qualifications necessary, characteristics, and working conditions of each job.
Lateral Transfer – A lateral transfer occurs when an employee moves in to a position with a similar level of responsibilities that pays the same as the position they were in previously.

Maximum Pay Rate – The highest pay value within the range of salaries in a pay grade.
Minimum Pay Rate – The lowest pay value within the range of salaries in a pay grade.

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

Pay Grade – Identifies a group of jobs that have approximately the same relative internal equity and are paid at the same rate range.

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

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

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

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

D. JOB DESCRIPTIONS

The Compensation Department is responsible for maintaining and updating job descriptions with input and approval from position supervisors. All new job descriptions must be approved by the Superintendent of Schools.

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 posted with all job postings on the Aldine ISD website.
E. THE PAY ANALYSIS PROCESS

Aldine ISD’s pay analysis process serves several purposes:

- It helps provide salary equity among all jobs within the district.
- It is used to determine the base pay of individual positions comparative to the level and extent of work to be performed.
- It allows Aldine ISD to offer competitive wages in relation to other comparable jobs in the region.

Salaries are analyzed as follows:

- Salary surveys collected from the Texas Association of School Boards (TASB) and Region IV are studied to determine the market value for each position. These surveys are used as a guide to setting the control pay and 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. The Fair Labor Standards Act (FLSA) defines jobs as either exempt or non-exempt.

Exempt employees receive their full salary regardless of the number of days or 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. The calendars are developed to line up with the district school calendar for the current school year. Depending on the employee’s job title, the calendar will affect the start and end date of the contract year, as well as the number of non-duty days the employee receives, if applicable to the position. Duty Schedules change each year.

Duty Schedules can be found on the District website under ePortal. Select Document Management in the left hand column and then select Calendars. On the ePortal, they are labeled as Work Calendars.

H. TEMPORARY EMPLOYEES AND SUBSTITUTES

Aldine ISD employees will be paid over 12 months in 24 paychecks as prescribed by Board policy DEA (local). The only exceptions to this policy are temporary employees, substitutes, and some part-time employees who have been identified by department supervisors that will be paid only for the periods that they work and they will be paid for the actual number of hours or days that they work.
SECTION 2 – SALARY DETERMINATION AND PAY STRUCTURE
A. ANNUALIZED SALARY

Board policy DEA (Local) states that salaries for all 'salaried' employees are to be annualized and paid 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.

B. PAY DAYS

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

A new employee’s first check will be a paper check that is delivered to their campus or department on payday. All future checks for that employee will be direct deposit using the bank account information provided by the employee.

C. SALARY SCHEDULE APPROVAL

Prospective changes to salary schedules are presented to the Board for consideration prior to July 1. A Board workshop is held in which the cost of salary increases for groups of positions is presented for an array of percentage increases and/or flat rate increases. The Chief Human Resource Officer and/or Chief Financial Officer present the recommendations for pay increases, based on the market value of positions and the results of the workshop, to the Board for approval prior to July 1st.

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

D. DETERMINING SALARIES

1. New Hires:
   a. Teachers - The initial salary placement for new teachers is determined by years of experience and degrees held. CTE teachers can receive up to two years of experience for prior industry related work.
   b. Other Positions - The initial salary placement for new hires in other positions is determined by reviewing internal and external equity factors for the specified position.
2. Promotions, Demotions, and Lateral Transfers:
   a. Promotions – For employees within the District who move to a higher paid position, the Compensation Department considers the salaries and experience of other employees in that position and reviews internal and external equity factors in making the final salary decision.
   b. Demotions – For employees within the District who move to a lower paid position, the Compensation Department considers the salaries and experience of other employees in that position and reviews internal and external equity factors in making the final salary decision.
   c. Lateral – Some position changes are lateral moves and no change in salary is reflected.

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 campuses will be paid using an Aldine ISD Vendor Contract for the period needed at a rate of $250 per day.

E. EMPLOYMENT AFTER RETIREMENT FROM TRS

Aldine ISD hires individuals who have retired from the Teacher Retirement System (TRS) of Texas. Teachers may be hired on a full-time basis and applicants for other positions may be hired only on a part-time basis. These applicants should check with TRS concerning the rules that may affect their ability to draw a TRS retirement check at the same time they draw an employment check. There are circumstances under which an employee may draw both checks at the same time and there are other circumstances when TRS will stop payment of retirement checks for a period. Each individual is responsible for determining his or her status with TRS. Aldine ISD is not responsible for researching or guiding any individual seeking re-employment after retirement on the status of their TRS retirement payments.

These applicants must have sat out for one full year as required by TRS. Applicants who are hired are required to sign a form stating that they will be responsible for all TRS surcharges. This form will have to be signed each year when their new contract is signed. 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 at the Pay ID that reflects 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.

Employees who has retired from the TRS and then hired as a substitute teacher may only substitute for teachers or paraprofessionals who are absent. They may not take a substitute teaching position that covers a vacancy. It is the responsibility of the substitute teacher to verify that the position they are substituting for is not a vacancy. Substitutes who accept and cover vacancies will be removed from the
substitute roster. Any substitute who works in a vacancy position for more than 20 days will be responsible for the additional fees and surcharges assessed by TRS.

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, 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 effective the date that 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 employees 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 contract years.

Official documentation submitted becomes the property of Aldine ISD and will not be released to the employee or a third party. When an employee retires, 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 raised seal and a signature.

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.

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 of a contract year.

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

   Nurses receive year for year credit for RN experience with acceptable verification of employment.

   Police Officers receive year for year credit for work as a certified peace officer with acceptable verification of employment.

   Contractors will receive year for year credit, with acceptable verification of employment.
Classroom instructional aides, with acceptable service records, receive year for year credit for up to two years of service.

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

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.

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 effective the date that 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 employees 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 contract years.

Official transcripts submitted become the property of Aldine ISD and will not be released to the employee or a third party.

H. LONGEVITY

Aldine ISD pays an additional four cents per hour for each year of employment with the district for paraprofessionals and support staff, and an additional $100 per year for each year of employment with the district for administrative and professional staff. The annual longevity amount is divided by 24 and paid out proportionally on each paycheck. Longevity is paid for a maximum of 20 years. Longevity payments are capped at 80 cents per hour for paraprofessionals and support staff and $2,000 a year for administrative and professional employees.

Payment begins in the third year of employment, at which time the longevity earned during the first two years of employment is paid. The employee must work at least 90 days in the contract year to earn credit for a year of service. Temporary employees and substitutes are not eligible for longevity pay. In years of financial constraints, the Board of Trustees may vote to suspend the annual increase in longevity pay.
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.

Employees who started late in the year and did not earn a creditable year of service, as defined by TEA (TAC §153.1021), by working at least 90 days of their contract, do not receive any Board approved pay increases and do not move to the next level of the pay structure.

J. REASSIGNMENTS

Salary changes for reassignments will be determined on an individual basis. Typically, salaries are frozen for one year and then adjusted to be commensurate to the position the following year.

K. INELIGIBILITY FOR PAY INCREASES

Board policy DEA (Local) states that an employee will automatically be ineligible for salary increases and incentive payments for one full year under specific conditions. These conditions are:

1) The person’s contract has been non-extended;
2) The person has returned to probationary contract status;
3) The person received an overall summative rating of “Ineffective” or “Unsatisfactory;” or
4) The person received an overall summative rating of “Needs Improvement” for two consecutive years. (This includes employees who receive an “Ineffective” in one year and a “Needs Improvement” in the following year.)

Upon recommendation of the Superintendent, the Board may also approve the ineligibility of a person for a salary increase and incentive payments under the following conditions:

1) An overall summative rating of “Needs Improvement” on the district’s evaluation system; or
2) Multiple placements or continuation on a professional growth plan.

L. SALARY INQUIRIES

The Aldine Human Resources Department recommends that employees verify their personal information and salary amount on their annual Compensation Statement for accuracy. If there are any errors or inaccuracies, the employee should contact the Human Resources Compensation Department.

If an employee believes that a paycheck is incorrect, they should contact the Payroll Department.
It is the policy of Aldine ISD to protect the confidentiality of its employees' Social Security numbers (SSN) obtained and used in the course of business. Except for verification of identity, and to meet federal and state reporting requirements, no SSN or portion of an SSN should be used in the conduct of the district's business. Therefore, every employee is encouraged to learn the last five digits of their Aldine ID number and provide this number when discussing any information related to their personnel files. To help protect against identity theft, no one should give their SSN over the phone, in person, in writing, in emails, or in any online transactions.
SECTION 3 – SALARY INFORMATION
A. SALARY SCHEDULES

The salary schedules as presented on the following pages are depicted in a format that groups positions into Pay Grades. Jobs that have approximately the same relative internal equity, and are paid within a similar salary range are presented as a group, listing the minimum pay, mid-point pay, and maximum pay for that group, or Pay Grade. The left column of the table lists the specific jobs within the Pay Grade and the number of contract days for that job. The right column shows the minimum, mid, and maximum pay for jobs in that Pay Grade based on the number of contract days.

The Mid Pay amount cannot be used to determine pay relative to the number of years of experience. Each position within the Pay Grade has its own salary table, with a unique minimum and maximum pay amount. In addition, the salaries within a table do not increase proportionally for each year of experience.

All positions within Aldine ISD, except for temporary and substitute positions are salaried positions.

All positions within Aldine ISD have an eight-hour a day work schedule.

The numbering of the Pay Grades is as follows:

100s – Educators
   Campus professionals including teachers, nurses, librarians, counselor, diagnosticians, speech pathologists, social workers, and intervention specialists

200s – School Administrators
   Principals and Assistant Principals

300s – District-Wide Administrators

400s –Paraprofessionals (Support Staff)

500s – Technology Personnel

600s – Auxiliary
   Food Service, Transportation, Maintenance, and Custodial

700s – Police

800s – Superintendent, Deputy Superintendent, Chief Officers, and Assistant Superintendents

Temporary and substitute positions are not included in a pay grade.
B. EDUCATORS (Campus Professionals)

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
<th>Mid Pay</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>101</td>
<td>Intervention Specialist</td>
<td>Daily</td>
<td>180 days</td>
<td>55,466</td>
<td>67,051</td>
</tr>
<tr>
<td></td>
<td>Certified OT Aide</td>
<td></td>
<td>200 days</td>
<td>37,742</td>
<td>41,304</td>
</tr>
<tr>
<td></td>
<td>Social Worker</td>
<td></td>
<td>226 days</td>
<td>42,649</td>
<td>69,723</td>
</tr>
<tr>
<td>102</td>
<td>Assessment Specialist/LSSP (Campus Diag.)</td>
<td>Daily</td>
<td>187 days</td>
<td>54,341</td>
<td>72,065</td>
</tr>
<tr>
<td></td>
<td>Behavior Intervention Spec/Elem BRICKS</td>
<td></td>
<td>199 days</td>
<td>58,723</td>
<td>76,869</td>
</tr>
<tr>
<td></td>
<td>Board Certified Behavior Analyst (District UCBA)</td>
<td></td>
<td>200 days</td>
<td>58,119</td>
<td>77,075</td>
</tr>
<tr>
<td></td>
<td>Counselor-Special Education</td>
<td></td>
<td>207 days</td>
<td>60,350</td>
<td>79,772</td>
</tr>
<tr>
<td></td>
<td>District Psychologist/LSSP</td>
<td></td>
<td>210 days</td>
<td>61,025</td>
<td>80,928</td>
</tr>
<tr>
<td></td>
<td>Speech Pathologist Licensed Assistant</td>
<td></td>
<td>210 days</td>
<td>65,674</td>
<td>87,094</td>
</tr>
<tr>
<td></td>
<td>Speech Pathologist TEA Certified Assistant</td>
<td></td>
<td>226 days</td>
<td>65,674</td>
<td>87,094</td>
</tr>
<tr>
<td></td>
<td>Speech Pathologist CPY</td>
<td></td>
<td>226 days</td>
<td>65,674</td>
<td>87,094</td>
</tr>
<tr>
<td></td>
<td>Teacher Scale * - Includes Nurse, Librarian, Testing Coord., Math &amp; Literacy Coach, Specialist, Attendance Officer, Athletic Coord., etc. All days have the same daily rate.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| 103       | Coordinator of Student Financial Aide              | Daily    | 187 days| 57,293  | 74,261  | 91,228  |
|           | Elementary Principal                              |          | 189 days| 57,906  | 75,055  | 92,204  |
|           | Counselor High School                              |          | 199 days| 60,970  | 79,026  | 97,083  |
|           | Counselor Middle                                  |          | 207 days| 63,421  | 82,203  | 100,986 |
|           | Lead Counselor Middle School/High School          |          | 210 days| 64,340  | 83,395  | 102,449 |
|           | Speech Pathologist Master + CCC/ASHA Nat I         |          | 226 days| 69,242  | 89,748  | 110,255 |
|           | Student Financial Aide Specialist                  |          | 226 days| 69,242  | 89,748  | 110,255 |

| 104       | Audiologist                                         | Daily    | 189 days| 70,000  | 76,738  | 83,475  |
|           | OT/PT                                              |          | 202 days| 74,815  | 82,016  | 89,217  |

C. SCHOOL ADMINISTRATORS

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
<th>Mid Pay</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>201</td>
<td>Assistant Principal PK/Elem</td>
<td>Daily</td>
<td>215 days</td>
<td>68,877</td>
<td>85,717</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>226 days</td>
<td>69,242</td>
<td>89,577</td>
</tr>
</tbody>
</table>

| 202       | Assistant Principal Middle                          | Daily    | 215 days| 67,542  | 87,029  | 106,517 |
|           | Assistant Principal Small High School               |          | 226 days| 70,938  | 91,482  | 111,967 |

| 203       | Assistant Principal 9th Grade and High School       | Daily    | 215 days| 71,210  | 91,670  | 124,146 |
|           | Principal PK/Elem/Middle                            |          | 226 days| 74,853  | 102,677 | 130,500 |

| 204       | Principal PK/Elem/Middle                            | Daily    | 226 days| 99,760  | 121,840 | 145,300 |

| 205       | Principal High School                                | Daily    | 226 days| 113,000 | 133,000 | 153,000 |

Salary schedules change each year.
### D. DISTRICT-WIDE ADMINISTRATORS

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
<th>Mid Pay</th>
<th>Maximum</th>
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<td>Web Developer</td>
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<td>Dietician/Chef</td>
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<td>Payroll Supervisor</td>
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<td>Police Captain</td>
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<td>Program Director</td>
<td>210/220/226</td>
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<td>306</td>
<td>Assistant General Counsel</td>
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Salary schedules change each year.
## E. PARAPROFESSIONALS (Support Staff)

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<tr>
<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
<th>Mid Pay</th>
<th>Maximum</th>
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<tbody>
<tr>
<td>401</td>
<td>Attendance Clerks: Head Start, PK</td>
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<td>Attendance Clerks: High School</td>
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<td>Attendance Clerks: Middle, Elementary</td>
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<td>Campus Aides: SAC, Autistic, GAP, SPPCD, SLC, Cline, and IRC</td>
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<td>Campus Clerical: Computer, Geneal, ESL Support</td>
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<td>Campus Clerical: Even Start, HS SIS, HS Textbook</td>
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<tr>
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<td>Campus Monitor</td>
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<td>Campus Registrar</td>
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<td>21,875</td>
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<td>Mail Room Clerk</td>
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<td>27,480</td>
<td>39,553</td>
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<td>Parking Lot Attendant</td>
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<td>Secretary to Assistant Principal (not HS)</td>
<td>226 days</td>
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<td>47,887</td>
<td>61,659</td>
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<tr>
<td></td>
<td>Secretary to Counselor</td>
<td>226 days</td>
<td>38,643</td>
<td>54,243</td>
<td>69,846</td>
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<tr>
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<td>Secretary to Diagnostian (SLMS Clerk)</td>
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<td>38,643</td>
<td>54,243</td>
<td>69,846</td>
</tr>
<tr>
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<td>Secretary to High School Assistant Principal</td>
<td>226 days</td>
<td>38,643</td>
<td>54,243</td>
<td>69,846</td>
</tr>
<tr>
<td></td>
<td>Secretary to Principal (not HS)</td>
<td>226 days</td>
<td>38,643</td>
<td>54,243</td>
<td>69,846</td>
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<tr>
<td></td>
<td>Teacher/Instructional Aide</td>
<td>226 days</td>
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<td>38,501</td>
<td>50,251</td>
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</tbody>
</table>

| 402       | Bookkeeper - Central Office                           | 226 days | 220 days | 26,751  | 38,501  |
|           | Clerical I, II & III - Central Office                | 226 days | 220 days | 26,751  | 38,501  |
|           | Clerical - Warehouse                                  | 226 days | 220 days | 26,751  | 38,501  |
|           | Food Service Office Manager - Central Office         | 256 days | 226 days | 27,840  | 39,553  |
|           | Payroll Clerk                                         | 226 days | 226 days | 31,128  | 44,801  |
|           | Secretary to Director/Executive Director             | 226 days | 226 days | 31,128  | 44,801  |
|           | Secretary - Elementary/Intermediate/Middle            | 226 days | 226 days | 31,128  | 44,801  |

| 403       | Clerical III - Central Office: Certification, GHRS, PEIMS, Public Info., Purchasing, Textbook | 226 days | 226 days | 34,114  | 47,887  |
|           | Food Service Supv Non Degreed - Central Office       | 226 days | 226 days | 38,643  | 54,243  |
|           | Secretary to High School Principal                   | 226 days | 226 days | 38,643  | 54,243  |
|           | Secretary - Warehouse                                 | 226 days | 226 days | 38,643  | 54,243  |

| 404       | Clerical VI - Central Office Supervisor              | 226 days | 226 days | 35,403  | 46,803  |
|           | Licensed Deaf Ed Interpreter                          | 226 days | 226 days | 43,015  | 56,673  |
|           | Paralegal                                             | 226 days | 226 days | 48,725  | 64,196  |
|           | Executive Assistant to Assistant Superintendent       | 226 days | 226 days | 48,725  | 64,196  |
|           | Executive Assistant to Chief                          | 226 days | 226 days | 48,725  | 64,196  |
|           | Executive Assistant to Deputy Superintendent          | 226 days | 226 days | 48,725  | 64,196  |
|           | Executive Assistant to Superintendent                 | 226 days | 226 days | 48,725  | 64,196  |

| 405       | Food Service Supervisor Degreed - Central Office     | 226 days | 226 days | 52,205  | 65,546  |
|           |                                                      | 256 days | 256 days | 59,135  | 74,246  | 89,358  |

Salary schedules change each year.
### F. TECHNOLOGY

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
<th>Mid-Pay</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>501</td>
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Salary schedules change each year.
## G. AUXILIARY

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<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
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<tr>
<td></td>
<td>Pump Man - Maintenance</td>
<td>256</td>
<td>256</td>
<td>30,070</td>
<td>40,963</td>
</tr>
<tr>
<td></td>
<td>Security Camera Technician - Transportation</td>
<td>256</td>
<td>256</td>
<td>30,070</td>
<td>40,963</td>
</tr>
<tr>
<td></td>
<td>Technology Specialist - Transportation</td>
<td>256</td>
<td>256</td>
<td>30,070</td>
<td>40,963</td>
</tr>
<tr>
<td></td>
<td>Transportation Dispatcher/Key Dispatcher/Router</td>
<td>207/226</td>
<td>207/226</td>
<td>30,070</td>
<td>40,963</td>
</tr>
<tr>
<td></td>
<td>Transportation Trainer/Training Academy Supv.</td>
<td>256</td>
<td>256</td>
<td>30,070</td>
<td>40,963</td>
</tr>
<tr>
<td></td>
<td>Warehouse Supervisor - Central Receiving</td>
<td>256</td>
<td>256</td>
<td>30,070</td>
<td>40,963</td>
</tr>
<tr>
<td>604</td>
<td>Carpenter</td>
<td>256</td>
<td>256</td>
<td>30,070</td>
<td>40,963</td>
</tr>
<tr>
<td></td>
<td>Food Service Manager - Elem., AEC, Hall, Avalos</td>
<td>256</td>
<td>256</td>
<td>30,070</td>
<td>40,963</td>
</tr>
<tr>
<td></td>
<td>Food Service Manager - Elem.</td>
<td>256</td>
<td>256</td>
<td>30,070</td>
<td>40,963</td>
</tr>
<tr>
<td></td>
<td>Maintenance Technician III</td>
<td>256</td>
<td>256</td>
<td>30,070</td>
<td>40,963</td>
</tr>
<tr>
<td></td>
<td>Pest Control Technician</td>
<td>257</td>
<td>257</td>
<td>30,070</td>
<td>40,963</td>
</tr>
<tr>
<td></td>
<td>Technician III - Buildings and Properties</td>
<td>257</td>
<td>257</td>
<td>30,070</td>
<td>40,963</td>
</tr>
<tr>
<td>605</td>
<td>A/C Specialist</td>
<td>256</td>
<td>256</td>
<td>30,070</td>
<td>40,963</td>
</tr>
<tr>
<td></td>
<td>Food Service Manager - 9th Grade and Middle School</td>
<td>256</td>
<td>256</td>
<td>30,070</td>
<td>40,963</td>
</tr>
<tr>
<td></td>
<td>Food Service Manager - Large High School</td>
<td>256</td>
<td>256</td>
<td>30,070</td>
<td>40,963</td>
</tr>
</tbody>
</table>
### AUXILIARY (con’t)

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
<th>Mid Pay</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>606</td>
<td>Police - A/F, Plumber, Mechanic</td>
<td>256</td>
<td>29,011</td>
<td>33,712</td>
<td>42,523</td>
</tr>
<tr>
<td></td>
<td>Compliance Technician - Maintenance</td>
<td>256</td>
<td>256</td>
<td>30,043</td>
<td>47,796</td>
</tr>
<tr>
<td></td>
<td>Chief Operating Engineer</td>
<td>256</td>
<td>256</td>
<td>30,043</td>
<td>47,796</td>
</tr>
<tr>
<td></td>
<td>Custodial Supervisor (District)</td>
<td>226/257</td>
<td>226</td>
<td>30,043</td>
<td>47,796</td>
</tr>
<tr>
<td></td>
<td>Transportation Foreman</td>
<td>256</td>
<td>256</td>
<td>30,043</td>
<td>47,796</td>
</tr>
</tbody>
</table>

### H. POLICE

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
<th>Mid Pay</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>701</td>
<td>Police Dispatcher</td>
<td>256</td>
<td>15,7456</td>
<td>22,0940</td>
<td>28,4423</td>
</tr>
<tr>
<td></td>
<td>Police Dispatch Supervisor</td>
<td>257</td>
<td>257</td>
<td>32,373</td>
<td>45,425</td>
</tr>
<tr>
<td></td>
<td>Security Camera Repair Technician</td>
<td>226</td>
<td>226</td>
<td>32,373</td>
<td>45,425</td>
</tr>
<tr>
<td>702</td>
<td>Alarm Technician</td>
<td>256</td>
<td>20,9626</td>
<td>32,0140</td>
<td>41,0683</td>
</tr>
<tr>
<td></td>
<td>Police Patrolman</td>
<td>257</td>
<td>257</td>
<td>47,027</td>
<td>65,565</td>
</tr>
<tr>
<td></td>
<td>Police Sergeant</td>
<td>257</td>
<td>257</td>
<td>47,211</td>
<td>65,821</td>
</tr>
</tbody>
</table>

### I. SUPERINTENDENT, DEPUTY SUPERINTENDENT, ASSISTANT SUPERINTENDENTS, AND SCHOOL ASSISTANT SUPERINTENDENTS

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
<th>Mid Pay</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>801</td>
<td>Assistant Superintendent</td>
<td>226</td>
<td>662,7168</td>
<td>741,5929</td>
<td>819,4690</td>
</tr>
<tr>
<td>802</td>
<td>Chief Officers</td>
<td>226</td>
<td>751,9912</td>
<td>826,2968</td>
<td>900,0118</td>
</tr>
<tr>
<td>803</td>
<td>Deputy Superintendent</td>
<td>226</td>
<td>0.9</td>
<td>165,000</td>
<td>186,743</td>
</tr>
<tr>
<td>804</td>
<td>Superintendent</td>
<td>226</td>
<td>226</td>
<td>127,875</td>
<td>229,175</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>226 days</td>
<td>127,875</td>
<td>229,175</td>
</tr>
</tbody>
</table>

Salary schedules change each year.
J. TEMPORARY EMPLOYEES AND SUBSTITUTES

1. Hourly Positions:

<table>
<thead>
<tr>
<th>Temporary Employees</th>
<th>Starting Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Part-Time or summer – High School Student</td>
<td>$ 7.6185 per hour</td>
</tr>
<tr>
<td>Part-Time or summer – Other</td>
<td>$ 8.1607 per hour</td>
</tr>
<tr>
<td>Temporary</td>
<td>$ 9.3887 per hour</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Temporary/Substitutes</th>
<th>Starting Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Teaching (Custodian / Food Service / Central Receiving / Athletic Maintenance / Warehouse)</td>
<td>$ 8.8298 per hour</td>
</tr>
<tr>
<td>Crossing Guard</td>
<td>$10.5601 per hour</td>
</tr>
<tr>
<td>Police Department</td>
<td>$ 21.1201 per hour</td>
</tr>
</tbody>
</table>

2. Daily Positions:

<table>
<thead>
<tr>
<th>Substitutes</th>
<th>1 – 10 Days</th>
<th>11 – 24 Days</th>
<th>25+ Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teacher:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-Degreed</td>
<td>$ 87 per day</td>
<td>$ 92 per day</td>
<td>$104 per day</td>
</tr>
<tr>
<td>Degreed</td>
<td>$ 93 per day</td>
<td>$107 per day</td>
<td>$126 per day</td>
</tr>
<tr>
<td>Certified</td>
<td>$ 98 per day</td>
<td>$118 per day</td>
<td>$150 per day</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Paraprofessional:</th>
<th>1 – 10 Days</th>
<th>11+ Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Degreed</td>
<td>$ 81 per day</td>
<td>$ 85 per day</td>
</tr>
<tr>
<td>Degreed</td>
<td>$ 85 per day</td>
<td>$ 92 per day</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SAC Aide:</th>
<th>1+ Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Degreed</td>
<td>$ 81 per day</td>
</tr>
<tr>
<td>Degreed</td>
<td>$ 85 per day</td>
</tr>
</tbody>
</table>

Salary schedules change each year.

Temporary employees and substitutes who have retired from the Teacher Retirement System (TRS) of Texas and are re-employed 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 F, of this manual for more details.
K. EXTRA DUTY PAY

Employees are paid for performing extra duties such as creating and developing materials for staff development, preparing for and presenting at staff development, curriculum writing, and working extended days for specific activities. See the Financial Procedures Manual for more details and pay amounts regarding Extra Duty Pay. Administrative staff, principals, and assistant principals are not eligible for extra duty pay, other than those listed in the Board approved supplement list.

L. OVERPAYMENT RECOVERY

As afforded in Government Code 666, a state agency may recover the amount of a state employee’s indebtedness. Employees are not entitled to any fund the District overpays employee and the District may deduct any overpayments from one or more of an employee’s paychecks.

M. POSITIONS FUNDED BY FEDERAL AND/OR STATE GRANTS

Employment is 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.

(Also add to employee handbook)
SECTION 4 – STIPENDS, SUPPLEMENTS AND INCENTIVES
A. CRITICAL NEEDS STIPENDS

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

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

1. Eligibility: A teacher in a critical needs area could be eligible for a stipend if the following conditions are met:
   - Teachers must hold a standard certification in the critical needs areas that are defined by the Board. Teachers in an alternative certification program will not be eligible for the critical needs supplement until they receive their standard certification.
   - Teachers in the qualifying role must teach in that 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.
   - Teachers 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 supplement.
   - If a teacher qualifies for more than one stipend, the teacher will receive only one stipend, the one with the highest money allocation.

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

The teacher will immediately lose the critical needs stipend when they are no longer teaching in the critical needs area or are no longer certified to teach in the critical needs area. If the teacher is employed after the school year starts, the stipend will be prorated on a daily basis. Stipends will be distributed on a prorated basis for partial assignments.
ALDINE INDEPENDENT SCHOOL DISTRICT
Compensation Manual

B. CRITICAL NEEDS STIPENDS

<table>
<thead>
<tr>
<th>Position Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Math Teacher (Grades 6-12)*; including Skills Specialist, Instructional Coach, Response to Intervention (Rti), and Academic Intervention Teacher** (6th Grade new 2018-2019)</td>
<td>$3,000</td>
</tr>
<tr>
<td>Science Teacher (Grades 6-12)*; including Skills Specialist, Instructional Coach, Rti, and Academic Intervention Teacher** (6th Grade new 2018-2019)</td>
<td>$3,000</td>
</tr>
<tr>
<td>Reading Teachers (Grades 9-12)</td>
<td>$2,500</td>
</tr>
<tr>
<td>English I &amp; II Teacher; including Skills Specialist, Rti, and Academic Intervention Teacher** &amp; Accelerated English Academy (AEA)**</td>
<td>$3,000</td>
</tr>
<tr>
<td>Health Science Teacher</td>
<td>$4,000</td>
</tr>
<tr>
<td>Montessori Teacher (excluding Bilingual and ESL who receive stipends)</td>
<td>$1,500</td>
</tr>
<tr>
<td><strong>SPECIAL EDUCATION: (All Grades)</strong></td>
<td></td>
</tr>
<tr>
<td>Structured Learning Center (SLC), Structured Preschool Program for Children with Disabilities (SPPCD), Gaining Acceptable Performance (GAP), Visually impaired, Hearing Impaired, Orientation &amp; Mobility, Pre-Kindergarten (PK) Inclusion, PK Play Based Assessment Team (PBAT)</td>
<td>$3,000</td>
</tr>
<tr>
<td>GAP Center and Compliance Unit - Lane &amp; Aldine Education Center (AEC)</td>
<td>$4,500</td>
</tr>
<tr>
<td>Occupational Therapist; including Assistants</td>
<td>$2,500</td>
</tr>
<tr>
<td>Physical Therapist</td>
<td>$3,500</td>
</tr>
<tr>
<td>Certified Assessment Specialist (Diagnostician)</td>
<td>$4,000</td>
</tr>
<tr>
<td>Certified Bilingual Assessment Specialist</td>
<td>$5,000</td>
</tr>
<tr>
<td>Licensed Psychologist</td>
<td>$1,500</td>
</tr>
<tr>
<td><strong>CERTIFIED SPEECH PATHOLOGIST:</strong></td>
<td></td>
</tr>
<tr>
<td>Speech-Language Pathology Assistant (SLPA) - Starting Year 4 in Aldine</td>
<td>$3,500</td>
</tr>
<tr>
<td>Clinical Fellowship Year (CFY)</td>
<td>$5,000</td>
</tr>
<tr>
<td>Certificate of Clinical Competence (CCC), Audiologist</td>
<td>$7,000</td>
</tr>
<tr>
<td>Bilingual with CCC</td>
<td>$8,000</td>
</tr>
<tr>
<td>Bilingual Teacher (All Grades)<strong>; including Skills Specialist, Instructional Literacy Coach, Rti, and Academic Intervention Teacher</strong></td>
<td>$4,500</td>
</tr>
<tr>
<td><strong>ALDINE EDUCATION CENTER (AEC) TEACHERS:</strong></td>
<td></td>
</tr>
<tr>
<td>Math and Science Teachers</td>
<td>$6,000</td>
</tr>
<tr>
<td>All other Teachers</td>
<td>$3,000</td>
</tr>
<tr>
<td>Structured English Immersion (SEI) Teacher****; including Instructional Literacy Coach, Rti, and Academic Intervention Teacher**</td>
<td>$2,500</td>
</tr>
<tr>
<td>District Instructional Math Coach**</td>
<td>$3,000</td>
</tr>
<tr>
<td>English as a Second Language (ESL) identified intensive classroom teacher**** (must meet requirements)</td>
<td>$2,500</td>
</tr>
<tr>
<td><strong>INTERNATIONAL BACCALAUREATE (IB) COORDINATOR:</strong></td>
<td></td>
</tr>
<tr>
<td>Early Childhood (EC)/PK/Kindergarten</td>
<td>$2,000</td>
</tr>
<tr>
<td>Elementary/Middle School (2)</td>
<td>$2,500</td>
</tr>
<tr>
<td>9th Grade/High School</td>
<td>$3,500</td>
</tr>
<tr>
<td>High School and IB Program Coordinator (1)</td>
<td>$5,000</td>
</tr>
<tr>
<td>Carver Magnet Coordinator</td>
<td>$1,500</td>
</tr>
</tbody>
</table>

Additional clarifications relevant to Critical Needs Stipends:

*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 do not 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 standard certification in the critical needs area to qualify. Generalists must have taught in the Critical Needs area in the preceding year to qualify.

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

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

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

Examples of the supplements offered at Aldine ISD include:

- Mentors for teachers and principals who mentor and support new principals and teacher(s) 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 for 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 for eligible employees who are assigned certain extra-curricular activities. The list of activities and supplements are identified and approved by the School Board.

Campus Leadership Roles for teachers who serve in leadership roles such as department chairperson. A selection process will be held to determine who is the most qualified to assume these roles. The School Assistant Superintendents will provide principals with details regarding the selection process.

1. Length of supplement awards: Annual reviews will be scheduled with campus principals to determine eligibility. Employees may continue to receive supplement allocations if they continue to perform the required supplemental duties.

2. Partial assignments: Supplements will be distributed on a prorated basis for partial assignments. Employees sharing a position will each receive half of the total annual supplement.

3. Sponsorships: Employees who serve as a sponsor, have a CDL, and drive students to and from events, will be paid additional for drive time. However, time spent at the event will not be paid as additional time as it is covered by the supplemental pay associated with the sponsorship.
## D. SUPPLEMENTS - EXTRA DUTY, TRAVEL, LEADERSHIP, ETC.

### ACE DEMONSTRATION SCHOOLS STIPENDS (New 2019-2020)

<table>
<thead>
<tr>
<th>To be eligible:</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Teachers/Professionals/Administrators must complete the required series of specific professional development.</td>
<td></td>
</tr>
<tr>
<td>2) Teachers/Professionals/Administrators must not be on a professional support plan/professional growth plan.</td>
<td></td>
</tr>
<tr>
<td>3) Teachers/Professionals/Administrators must work an additional hour daily (school day will be extended by one hour).</td>
<td></td>
</tr>
<tr>
<td>4) Teachers/Professionals/Administrators cannot miss more than 10 days of work unless preapproved by the Chief of Schools.</td>
<td></td>
</tr>
</tbody>
</table>

(Paid in two installments: half of annual amount on 10/20 paycheck and half on 3/20 paycheck)

| Principal | $15,000 |
| Assistant Principal | $13,500 |
| Classroom Teacher | $10,000 |
| Counselor | $10,000 |
| Music Teacher | $10,000 |
| Physical Education Teacher | $10,000 |
| Dyslexia Specialist/Diagnostician | $8,000 |
| Information Literacy Specialist (Librarian) | $8,000 |
| Instructional Coach | $8,000 |
| Nurse | $8,000 |
| RTI Teacher | $8,000 |
| Skills Specialist/Interventionist | $8,000 |

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

### ITECH - DISTRICT DIGITAL LEARNING SPECIALIST SUPPLEMENT

<table>
<thead>
<tr>
<th>SUBJECT</th>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technology Specialist</td>
<td>TECH</td>
<td>$3,100</td>
</tr>
</tbody>
</table>

### DEPARTMENT CHAIRPERSON SUPPLEMENTS

* These designated department chairpersons will have an additional five (5) days added to their contract. Anyone sharing a position will receive half of the supplement pay.

#### INTERMEDIATE SCHOOL (HOUSTON) DEPARTMENT CHAIRPERSON SUPPLEMENTS

<table>
<thead>
<tr>
<th>SUBJECT</th>
<th>EVENT</th>
<th>#DAYS</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>*Reading</td>
<td>DEPTC</td>
<td>192</td>
<td>$1,000</td>
</tr>
<tr>
<td>*Math</td>
<td>DEPTC</td>
<td>192</td>
<td>$1,000</td>
</tr>
</tbody>
</table>

#### MIDDLE SCHOOL (Grades 6-8) DEPARTMENT CHAIRPERSON SUPPLEMENTS

<table>
<thead>
<tr>
<th>SUBJECT</th>
<th>EVENT</th>
<th>#DAYS</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>*Reading</td>
<td>DEPTC</td>
<td>192</td>
<td>$1,000</td>
</tr>
<tr>
<td>*English</td>
<td>DEPTC</td>
<td>192</td>
<td>$1,000</td>
</tr>
<tr>
<td>*Math</td>
<td>DEPTC</td>
<td>192</td>
<td>$1,000</td>
</tr>
<tr>
<td>*Science</td>
<td>DEPTC</td>
<td>192</td>
<td>$1,000</td>
</tr>
<tr>
<td>*Social Studies</td>
<td>DEPTC</td>
<td>192</td>
<td>$1,000</td>
</tr>
<tr>
<td>Physical Ed/Health</td>
<td>DEPTC</td>
<td>187</td>
<td>$1,000</td>
</tr>
<tr>
<td>Fine Arts (Speech, Drama, Art, Choir, and Band)</td>
<td>DEPTC</td>
<td>187</td>
<td>$1,000</td>
</tr>
<tr>
<td>Academic Pentathlon</td>
<td>AP</td>
<td>187</td>
<td>$900</td>
</tr>
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</table>
## 9th Grade Department Chairperson Supplements

<table>
<thead>
<tr>
<th>Subject</th>
<th>Event</th>
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## High School Department Chairperson Supplements

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## 9th Grade and High School Sponsor Supplements

Anyone sharing a position will receive half of the supplement pay.

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## CHEERLEADING SUPPLEMENTS

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### 9TH GRADE

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### MIDDLE

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## MIDDLE SCHOOL COACHING ASSIGNMENT SUPPLEMENTS

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<td>J.V. Girls Soccer</td>
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### Performing Arts Supplements

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<tr>
<td>Head Band Director</td>
<td>PK</td>
<td>197</td>
<td>$5,000</td>
</tr>
<tr>
<td>First Assistant Band Director</td>
<td>PL</td>
<td>192</td>
<td>$3,500</td>
</tr>
<tr>
<td>Second Assistant Band Director (Based on enrollment)</td>
<td>PL</td>
<td>192</td>
<td>$3,500</td>
</tr>
<tr>
<td>Strings Director (Drew)</td>
<td>PL</td>
<td>192</td>
<td>$3,700</td>
</tr>
<tr>
<td>Choir Director</td>
<td>PM</td>
<td>187</td>
<td>$3,800</td>
</tr>
<tr>
<td>Theatre Arts</td>
<td>PN</td>
<td>187</td>
<td>$1,500</td>
</tr>
<tr>
<td>Speech (Will receive at end of year when all criteria are met.)</td>
<td>PN</td>
<td>187</td>
<td>$1,500</td>
</tr>
<tr>
<td>Piano (Drew)</td>
<td>PP</td>
<td>187</td>
<td>$500</td>
</tr>
<tr>
<td>Assistant Choir</td>
<td>PQ</td>
<td>187</td>
<td>$2,250</td>
</tr>
<tr>
<td>Dance Director (Drew)</td>
<td>PR</td>
<td>187</td>
<td>$1,500</td>
</tr>
<tr>
<td><strong>9th Grade</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Theatre Arts</td>
<td>AT</td>
<td>187</td>
<td>$2,500</td>
</tr>
<tr>
<td>Head Band Director</td>
<td>PC</td>
<td>203</td>
<td>$5,000</td>
</tr>
<tr>
<td>Dance Teacher/Director (Housed at High School)</td>
<td>PE</td>
<td>192</td>
<td>$2,000</td>
</tr>
<tr>
<td>Choir Director (Housed at High School)</td>
<td>PV</td>
<td>192</td>
<td>$4,000</td>
</tr>
<tr>
<td><strong>High School</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Head Band Director</td>
<td>PA</td>
<td>208</td>
<td>$9,500</td>
</tr>
<tr>
<td>First Assistant Band Director</td>
<td>PB</td>
<td>203</td>
<td>$5,000</td>
</tr>
<tr>
<td>Second Assistant Band Director</td>
<td>PB</td>
<td>203</td>
<td>$5,000</td>
</tr>
<tr>
<td>Strings Director (Carver)</td>
<td>PB</td>
<td>192</td>
<td>$3,700</td>
</tr>
<tr>
<td>Strings/Guitar/Piano (Carver)</td>
<td>PB</td>
<td>192</td>
<td>$3,700</td>
</tr>
<tr>
<td>Choir Director</td>
<td>PD</td>
<td>192</td>
<td>$5,500</td>
</tr>
<tr>
<td>Piano and Choir Director (Carver)</td>
<td>PD</td>
<td>192</td>
<td>$5,500</td>
</tr>
<tr>
<td>Head Dance Team Director (Drill Team)</td>
<td>PE</td>
<td>203</td>
<td>$5,000</td>
</tr>
<tr>
<td>Assistant Dance Director</td>
<td>PE</td>
<td>192</td>
<td>$2,000</td>
</tr>
<tr>
<td>Theatre Arts Director</td>
<td>PF</td>
<td>187</td>
<td>$5,000</td>
</tr>
<tr>
<td>Assistant Theatre Arts Director</td>
<td>PF</td>
<td>187</td>
<td>$2,500</td>
</tr>
<tr>
<td>Pep Squad</td>
<td>PI</td>
<td>187</td>
<td>$800</td>
</tr>
<tr>
<td>Speech/Debate (Will receive at end of year when all criteria are met.)</td>
<td>PJ</td>
<td>187</td>
<td>$4,000</td>
</tr>
<tr>
<td>Color Guard</td>
<td>PQ</td>
<td>197</td>
<td>$3,000</td>
</tr>
<tr>
<td>Assistant Speech/Debate (Will receive at end of year when all criteria are met.)</td>
<td>PQ</td>
<td>187</td>
<td>$1,500</td>
</tr>
<tr>
<td>Steel Drum</td>
<td>PX</td>
<td>187</td>
<td>$3,000</td>
</tr>
</tbody>
</table>

Criteria: Speech and Debate will receive at end of year on the 5/20 check after set criteria has been met.

### Career and Technical Education Student Organization Sponsor Supplements

<table>
<thead>
<tr>
<th>Position</th>
<th>Event</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School Sponsor</td>
<td>CRSTP</td>
<td>$1,500</td>
</tr>
<tr>
<td>High School Co-Sponsor</td>
<td>CRSTP</td>
<td>$1,200</td>
</tr>
<tr>
<td>9th Grade and Middle School Sponsor</td>
<td>CRSTP</td>
<td>$1,200</td>
</tr>
<tr>
<td>9th Grade and Middle School Co-Sponsor</td>
<td>CRSTP</td>
<td>$1,000</td>
</tr>
</tbody>
</table>

Criteria: Will receive at end of year when sponsorship criteria has been met.
### JROTC SUPPLEMENTS

<table>
<thead>
<tr>
<th>POSITION</th>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School JROTC Will receive at end of year when all criteria are met</td>
<td>CRSTP</td>
<td>$2,000</td>
</tr>
<tr>
<td>$500.00 for each team they coach up to four teams.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Middle School LOTC Will receive at end of year when all criteria are met</td>
<td>CRSTP</td>
<td>$1,600</td>
</tr>
<tr>
<td>$400.00 for each team they coach up to four teams.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Criteria: Will have to complete in a set number of drill meets in the Fall and Spring, as well as, at the Aldine District JROTC and LOTC drill meets.

### JROTC SUPPLEMENTS

<table>
<thead>
<tr>
<th>POSITION</th>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School Commander</td>
<td>DEPTC</td>
<td>$1,000</td>
</tr>
<tr>
<td>High School Commander</td>
<td>ROTC</td>
<td>$2,000</td>
</tr>
</tbody>
</table>

High School Commander receives both.

### POLICE DEPARTMENT ANNUAL CERTIFICATION SUPPLEMENT S

<table>
<thead>
<tr>
<th>Certification Level</th>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intermediate</td>
<td>PDPSI</td>
<td>$600</td>
</tr>
<tr>
<td>Advanced</td>
<td>PDPSA</td>
<td>$1,200</td>
</tr>
<tr>
<td>Master</td>
<td>PDPSM</td>
<td>$1,800</td>
</tr>
</tbody>
</table>

### POLICE OFFICER K-9 OFFICER SUPPLEMENT

Paid at a rate of officers overtime hourly rate times 3.5 hrs per week for 52 weeks; spread over 24 cks.

To be calculated once a year at beginning of fiscal year.

### PSYCHOLOGIST/LSSP PHD SUPPLEMENT

<table>
<thead>
<tr>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>PHD</td>
<td>$500</td>
</tr>
</tbody>
</table>

### PRINCIPAL MENTOR SUPPLEMENT

School Asst. Sups will submit to HR, but will be processed in Payroll.

To be paid in one payment in March.

### TEACHER MENTOR SUPPLEMENTS

Paid once a year.

<table>
<thead>
<tr>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>MISCP</td>
<td>$500</td>
</tr>
<tr>
<td>MISCP</td>
<td>$250</td>
</tr>
</tbody>
</table>

### COOPERATING TEACHER SUPPLEMENTS (works with a student teacher)

Paid twice a year in December and June.

<table>
<thead>
<tr>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>MISCP</td>
<td>$250</td>
</tr>
<tr>
<td>MISCP</td>
<td>$125</td>
</tr>
<tr>
<td>TETCH</td>
<td>$250</td>
</tr>
<tr>
<td>TETCH</td>
<td>$500</td>
</tr>
</tbody>
</table>
## ALDINE INDEPENDENT SCHOOL DISTRICT
### Compensation Manual

### ONEGOAL SUPPLEMENT - (Fall, Spring)
**Paid twice a year using critical needs schedule.**

<table>
<thead>
<tr>
<th>SCHOOL</th>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nimitz</td>
<td>5GOAL</td>
<td>$1,000</td>
</tr>
<tr>
<td>MacArthur</td>
<td>3GOAL</td>
<td></td>
</tr>
<tr>
<td>Carver</td>
<td>2GOAL</td>
<td></td>
</tr>
<tr>
<td>Eisenhower</td>
<td>4GOAL</td>
<td></td>
</tr>
<tr>
<td>Aldine</td>
<td>1GOAL</td>
<td></td>
</tr>
<tr>
<td>Davis</td>
<td>12GOAL</td>
<td></td>
</tr>
</tbody>
</table>

### ACADEMIC ASSESSMENT AND DATA SPECIALIST CAMPUS SUPPORT PERSONNEL - CERTIFIED TESTING LIAISON
**Elementary - one per campus**

**Paid twice a year using critical needs schedule. (Assistants Principals, Counselors, Information Literacy Specialists, and Skills Specialists working in this capacity are eligible for supplement.)**

<table>
<thead>
<tr>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>AADS</td>
<td>$1,000</td>
</tr>
</tbody>
</table>

### THORNE VIDEO SCOREBOARD TECHNOLOGY SUPPLEMENT (2)
**EVENT: VIDSB**

<table>
<thead>
<tr>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>$3,500</td>
</tr>
</tbody>
</table>

### TExEs PREP COORDINATOR SUPPLEMENT (1)
**EVENT: TEXPR**

<table>
<thead>
<tr>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>$2,000</td>
</tr>
</tbody>
</table>

### DYSLEXIA ASSESSOR SUPPLEMENT
**Paid twice a year using critical needs schedule.**

To be submitted to HR but processed in Payroll.

<table>
<thead>
<tr>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>MISCP</td>
<td>$4,500</td>
</tr>
</tbody>
</table>

### CHILD NUTRITION

<table>
<thead>
<tr>
<th>LEVEL</th>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1FSCE</td>
<td>.15 / hr</td>
</tr>
<tr>
<td>2</td>
<td>2FSCE</td>
<td>.30 / hr</td>
</tr>
<tr>
<td>3</td>
<td>3FSCE</td>
<td>.45 / hr</td>
</tr>
<tr>
<td>4</td>
<td>4FSCE</td>
<td>.60 / hr</td>
</tr>
<tr>
<td>Position</td>
<td>Days</td>
<td>AMT.</td>
</tr>
<tr>
<td>-------------------------------------------------------------------------</td>
<td>------</td>
<td>----------</td>
</tr>
<tr>
<td>Accountant</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Adaptive Physical Education (Lane)</td>
<td>187</td>
<td>$1,775.25</td>
</tr>
<tr>
<td>Administrative Assistant (if warranted)</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Agriculture Teacher FFA Sponsor/Co-Sponsor</td>
<td>220</td>
<td>$5,000.00</td>
</tr>
<tr>
<td>Assistant Principal for Head Start</td>
<td>205</td>
<td>$1,315.00</td>
</tr>
<tr>
<td>Assistant Superintendent (new 2019-2020)</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Attorney</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Audiologist (Lane)</td>
<td>202</td>
<td>$1,775.25</td>
</tr>
<tr>
<td>Behavior Specialist</td>
<td>200</td>
<td>$657.50</td>
</tr>
<tr>
<td>Building and Construction</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Coordinator (if warranted)</td>
<td>202/220/226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Campus Diagnostician</td>
<td>199/200</td>
<td>$591.75</td>
</tr>
<tr>
<td>Chief Officer/General Counsel (new 2019-2020)</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Deputy Superintendent (new 2019-2020)</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Diagnostitian and Intern</td>
<td>187</td>
<td>$591.75</td>
</tr>
<tr>
<td>Diagnostitian AU team; District LSSP</td>
<td>199/210</td>
<td>$1,709.50</td>
</tr>
<tr>
<td>Director/Assistant Director/Executive Director</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Food Service Equipment/Safety Coordinator</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Food Service Supervisor</td>
<td>202</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>High School Athletic Coordinator</td>
<td>220</td>
<td>$591.75</td>
</tr>
<tr>
<td>High School Band Asst. Director/Director (as approved by Program Director)</td>
<td>203/208</td>
<td>$591.75</td>
</tr>
<tr>
<td>High School Choir Director</td>
<td>192</td>
<td>$591.75</td>
</tr>
<tr>
<td>High School Trainer</td>
<td>200</td>
<td>$728.25</td>
</tr>
<tr>
<td>Homebound Pregnancy</td>
<td>187</td>
<td>$1,775.25</td>
</tr>
<tr>
<td>Campus Home Bound Teacher gets MILEAGE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nurse</td>
<td>187</td>
<td>$591.75</td>
</tr>
<tr>
<td>Orientation &amp; Mobility Instructor (Lane)</td>
<td>187</td>
<td>$1,775.25</td>
</tr>
<tr>
<td>Occupational Therapist</td>
<td>189/202</td>
<td>$1,775.25</td>
</tr>
<tr>
<td>Physical Therapist</td>
<td>189/202</td>
<td>$1,775.25</td>
</tr>
<tr>
<td>Principal - PK/Elementary</td>
<td>226</td>
<td>$394.50</td>
</tr>
<tr>
<td>Principal - 9th/ High School</td>
<td>226</td>
<td>$1,315.00</td>
</tr>
<tr>
<td>Principal - Middle School</td>
<td>226</td>
<td>$789.00</td>
</tr>
<tr>
<td>Program Director</td>
<td>210/220/226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Public Information (If warranted)</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Risk Management (If warranted)</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>School Psychologist (LSSP)</td>
<td>210</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Shared Choir Director</td>
<td>187</td>
<td>$591.75</td>
</tr>
<tr>
<td>Social Worker</td>
<td>200/226</td>
<td>$1,315.00</td>
</tr>
<tr>
<td>Special Education Counselor</td>
<td>199</td>
<td>$591.75</td>
</tr>
<tr>
<td>Special Education Counselor (Itinerant)</td>
<td>199</td>
<td>$1,315.00</td>
</tr>
<tr>
<td>Special Education Program Director/Bilingual Diagnosticians (housed at CO)</td>
<td>199</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Speech Pathologist (AU team; or serves entire district)</td>
<td>187</td>
<td>$1,709.50</td>
</tr>
<tr>
<td>Speech Pathologist (tests within large geographical area of district)</td>
<td>187</td>
<td>$1,249.25</td>
</tr>
<tr>
<td>Speech Pathologist (travels to 3 or more schools for testing/therapy)</td>
<td>187</td>
<td>$394.50</td>
</tr>
<tr>
<td>Speech Pathologist (travels to 3 or more for therapy only; travels to more than one school for testing)</td>
<td>187</td>
<td>$591.71</td>
</tr>
<tr>
<td>Textbook Custodian (PCOC4)</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Traveling Bookkeeper (Special Programs PCOC3)</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Virtual School Coordinator (Virtual School teachers submit mileage)</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Visually Impaired (Lane)</td>
<td>187</td>
<td>$1,775.25</td>
</tr>
</tbody>
</table>
E. INCENTIVES

An incentive is a one-time, lump-sum payment and is not part of the employee’s salary. Aldine ISD offers two incentives.

1. Variable Pay: Aldine ISD has implemented a compensation model that aligns a portion of the pay structure with Invest, the districts evaluation system for campus professionals.

   Subject to Board approval, teachers and staff evaluated in the Invest system who rated “Highly Effective” on Part A: Teacher Effectiveness for the previous school year may receive a one-time variable pay reward that will be paid the following January.

   Employees who resign before the payout date are not eligible to receive this payment. Employees who retire before the payout date are eligible to receive this payment.

   This incentive is categorized as performance pay according to TRS Rule 25.24, Subchapter B, and is subject to TRS deductions.

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 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.

<table>
<thead>
<tr>
<th>Position Recruited</th>
<th>Incentive Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>7th - 12th Grade Science</td>
<td>500.00</td>
</tr>
<tr>
<td>7th - 12th Grade Math</td>
<td>500.00</td>
</tr>
<tr>
<td>Bilingual Teachers</td>
<td>500.00</td>
</tr>
<tr>
<td>Nurses</td>
<td>500.00</td>
</tr>
<tr>
<td>All other certified teachers</td>
<td>300.00</td>
</tr>
</tbody>
</table>
SECTION 5 – BOARD POLICY
A. BOARD POLICY

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

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

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

3. DEAB (Local) – COMPENSATION PLAN – WAGE AND HOUR LAWS
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.
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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 is 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;
- reward continued length of service to the District;
- 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 external competitiveness (competitive pay in relation to comparable positions at other places of employment and within budgetary limitations);
- Promote internal equity (fair pay in relation to other positions at Aldine ISD which require similar knowledge, skill, and responsibility);
- Provide consultation and research for compliance matters pertaining to wage and hour laws;
- Oversee supplemental compensation; and
- Offer a compensation package that includes a greater reward to employees whose performance truly excels.
C. COMPENSATION TERMINOLOGY

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

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

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

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

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

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

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

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

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

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

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

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

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

Job Description – Summary of the most important tasks, qualifications necessary, characteristics, and working conditions of each job.
Lateral Transfer – A lateral transfer occurs when an employee moves in to a position with a similar level of responsibilities that pays the same as the position they were in previously.

Maximum Pay Rate – The highest pay value within the range of salaries in a pay grade.
Minimum Pay Rate – The lowest pay value within the range of salaries in a pay grade.

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

Pay Grade – Identifies a group of jobs that have approximately the same relative internal equity and are paid at the same rate range.

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

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

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

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

D. JOB DESCRIPTIONS

The Compensation Department is responsible for maintaining and updating job descriptions with input and approval from position supervisors. All new job descriptions must be approved by the Superintendent of Schools.

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 posted with all job postings on the Aldine ISD website.
E. THE PAY ANALYSIS PROCESS

Aldine ISD’s pay analysis process serves several purposes:
- It helps provide salary equity among all jobs within the district.
- It is used to determine the base pay of individual positions comparative to the level and extent of work to be performed.
- It allows Aldine ISD to offer competitive wages in relation to other comparable jobs in the region.

Salaries are analyzed as follows:
- Salary surveys collected from the Texas Association of School Boards (TASB) and Region IV are studied to determine the market value for each position. These surveys are used as a guide to setting the control pay and 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. The Fair Labor Standards Act (FLSA) defines jobs as either exempt or non-exempt.

Exempt employees receive their full salary regardless of the number of days or 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. The calendars are developed to line up with the district school calendar for the current school year. Depending on the employee’s job title, the calendar will affect the start and end date of the contract year, as well as the number of non-duty days the employee receives, if applicable to the position. Duty Schedules change each year.

Duty Schedules can be found on the District website under ePortal. Select Document Management in the left hand column and then select Calendars. On the ePortal, they are labeled as Work Calendars.

H. TEMPORARY EMPLOYEES AND SUBSTITUTES

Aldine ISD employees will be paid over 12 months in 24 paychecks as prescribed by Board policy DEA (local). The only exceptions to this policy are temporary employees, substitutes, and some part-time employees who have been identified by department supervisors that will be paid only for the periods that they work and they will be paid for the actual number of hours or days that they work.
SECTION 2 – SALARY DETERMINATION AND PAY STRUCTURE
A. ANNUALIZED SALARY

Board policy DEA (Local) states that salaries for all 'salaried' employees are to be annualized and paid 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.

B. PAY DAYS

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

A new employee’s first check will be a paper check that is delivered to their campus or department on payday. All future checks for that employee will be direct deposit using the bank account information provided by the employee.

C. SALARY SCHEDULE APPROVAL

Prospective changes to salary schedules are presented to the Board for consideration prior to July 1. A Board workshop is held in which the cost of salary increases for groups of positions is presented for an array of percentage increases and/or flat rate increases. The Chief Human Resource Officer and/or Chief Financial Officer present the recommendations for pay increases, based on the market value of positions and the results of the workshop, to the Board for approval prior to July 1st.

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

D. DETERMINING SALARIES

1. New Hires:
   a. Teachers - The initial salary placement for new teachers is determined by years of experience and degrees held. CTE teachers can receive up to two years of experience for prior industry related work.
   b. Other Positions - The initial salary placement for new hires in other positions is determined by reviewing internal and external equity factors for the specified position.
2. Promotions, Demotions, and Lateral Transfers:
   a. Promotions – For employees within the District who move to a higher paid position, the Compensation Department considers the salaries and experience of other employees in that position and reviews internal and external equity factors in making the final salary decision.
   b. Demotions – For employees within the District who move to a lower paid position, the Compensation Department considers the salaries and experience of other employees in that position and reviews internal and external equity factors in making the final salary decision.
   c. Lateral – Some position changes are lateral moves and no change in salary is reflected.

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 campuses will be paid using an Aldine ISD Vendor Contract for the period needed at a rate of $250 per day.

E. EMPLOYMENT AFTER RETIREMENT FROM TRS

Aldine ISD hires individuals who have retired from the Teacher Retirement System (TRS) of Texas. Teachers may be hired on a full-time basis and applicants for other positions may be hired only on a part-time basis. These applicants should check with TRS concerning the rules that may affect their ability to draw a TRS retirement check at the same time they draw an employment check. There are circumstances under which an employee may draw both checks at the same time and there are other circumstances when TRS will stop payment of retirement checks for a period. Each individual is responsible for determining his or her status with TRS. Aldine ISD is not responsible for researching or guiding any individual seeking re-employment after retirement on the status of their TRS retirement payments.

These applicants must have sat out for one full year as required by TRS. Applicants who are hired are required to sign a form stating that they will be responsible for all TRS surcharges. This form will have to be signed each year when their new contract is signed. 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 at the Pay ID that reflects 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.

Employees who has retired from the TRS and then hired as a substitute teacher may only substitute for teachers or paraprofessionals who are absent. They may not take a substitute teaching position that covers a vacancy. It is the responsibility of the substitute teacher to verify that the position they are substituting for is not a vacancy. Substitutes who accept and cover vacancies will be removed from the
substitute roster. Any substitute who works in a vacancy position for more than 20 days will be responsible for the additional fees and surcharges assessed by TRS.

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, 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 effective the date that 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 employees 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 contract years.

Official documentation submitted becomes the property of Aldine ISD and will not be released to the employee or a third party. When an employee retires, 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 raised seal and a signature.

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.

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 of a contract year.

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

   **Nurses** receive year for year credit for RN experience with acceptable verification of employment.

   **Police Officers** receive year for year credit for work as a certified peace officer with acceptable verification of employment.

   **Contractors** will receive year for year credit, with acceptable verification of employment.
Classroom instructional aides, with acceptable service records, receive year for year credit for up to two years of service.

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

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.

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 effective the date that 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 employees 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 contract years.

Official transcripts submitted become the property of Aldine ISD and will not be released to the employee or a third party.

H. LONGEVITY

Aldine ISD pays an additional four cents per hour for each year of employment with the district for paraprofessionals and support staff, and an additional $100 per year for each year of employment with the district for administrative and professional staff. The annual longevity amount is divided by 24 and paid out proportionally on each paycheck. Longevity is paid for a maximum of 20 years. Longevity payments are capped at 80 cents per hour for paraprofessionals and support staff and $2,000 a year for administrative and professional employees.

Payment begins in the third year of employment, at which time the longevity earned during the first two years of employment is paid. The employee must work at least 90 days in the contract year to earn credit for a year of service. Temporary employees and substitutes are not eligible for longevity pay. In years of financial constraints, the Board of Trustees may vote to suspend the annual increase in longevity pay.
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.

Employees who started late in the year and did not earn a creditable year of service, as defined by TEA (TAC §153.1021), by working at least 90 days of their contract, do not receive any Board approved pay increases and do not move to the next level of the pay structure.

J. REASSIGNMENTS

Salary changes for reassignments will be determined on an individual basis. Typically, salaries are frozen for one year and then adjusted to be commensurate to the position the following year.

K. INELIGIBILITY FOR PAY INCREASES

Board policy DEA (Local) states that an employee will automatically be ineligible for salary increases and incentive payments for one full year under specific conditions. These conditions are:

1) The person’s contract has been non-extended;
2) The person has returned to probationary contract status;
3) The person received an overall summative rating of “Ineffective” or “Unsatisfactory;” or
4) The person received an overall summative rating of “Needs Improvement” for two consecutive years. (This includes employees who receive an “Ineffective” in one year and a “Needs Improvement” in the following year.)

Upon recommendation of the Superintendent, the Board may also approve the ineligibility of a person for a salary increase and incentive payments under the following conditions:

1) An overall summative rating of “Needs Improvement” on the district’s evaluation system; or
2) Multiple placements or continuation on a professional growth plan.

L. SALARY INQUIRIES

The Aldine Human Resources Department recommends that employees verify their personal information and salary amount on their annual Compensation Statement for accuracy. If there are any errors or inaccuracies, the employee should contact the Human Resources Compensation Department.

If an employee believes that a paycheck is incorrect, they should contact the Payroll Department.
It is the policy of Aldine ISD to protect the confidentiality of its employees' Social Security numbers (SSN) obtained and used in the course of business. Except for verification of identity, and to meet federal and state reporting requirements, no SSN or portion of an SSN should be used in the conduct of the district’s business. Therefore, every employee is encouraged to learn the last five digits of their Aldine ID number and provide this number when discussing any information related to their personnel files. To help protect against identity theft, no one should give their SSN over the phone, in person, in writing, in emails, or in any online transactions.
SECTION 3 – SALARY INFORMATION
A. SALARY SCHEDULES

The salary schedules as presented on the following pages are depicted in a format that groups positions into Pay Grades. Jobs that have approximately the same relative internal equity, and are paid within a similar salary range are presented as a group, listing the minimum pay, mid-point pay, and maximum pay for that group, or Pay Grade. The left column of the table lists the specific jobs within the Pay Grade and the number of contract days for that job. The right column shows the minimum, mid, and maximum pay for jobs in that Pay Grade based on the number of contract days.

The Mid Pay amount cannot be used to determine pay relative to the number of years of experience. Each position within the Pay Grade has its own salary table, with a unique minimum and maximum pay amount. In addition, the salaries within a table do not increase proportionally for each year of experience.

All positions within Aldine ISD, except for temporary and substitute positions are salaried positions.

All positions within Aldine ISD have an eight-hour a day work schedule.

The numbering of the Pay Grades is as follows:

100s – Educators
   Campus professionals including teachers, nurses, librarians, counselor, diagnosticians, speech pathologists, social workers, and intervention specialists

200s – School Administrators
   Principals and Assistant Principals

300s – District-Wide Administrators

400s – Paraprofessionals (Support Staff)

500s – Technology Personnel

600s – Auxiliary
   Food Service, Transportation, Maintenance, and Custodial

700s – Police

800s – Superintendent, Deputy Superintendent, Chief Officers, and Assistant Superintendents

Temporary and substitute positions are not included in a pay grade.
### B. EDUCATORS (Campus Professionals)

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
<th>Mid Pay</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>101</td>
<td>Intervention Specialist</td>
<td>190 Days</td>
<td>34,466</td>
<td>69,913</td>
<td>80,109</td>
</tr>
<tr>
<td></td>
<td>Certified OT Aide</td>
<td>200 Days</td>
<td>37,742</td>
<td>61,304</td>
<td>84,866</td>
</tr>
<tr>
<td></td>
<td>Social Worker</td>
<td>226 Days</td>
<td>42,649</td>
<td>69,273</td>
<td>95,898</td>
</tr>
<tr>
<td>102</td>
<td>Assessment Specialist/LSSP (Campus Diag.)</td>
<td>199/210/220 Days</td>
<td>54,341</td>
<td>72,065</td>
<td>89,789</td>
</tr>
<tr>
<td></td>
<td>Behavior Intervention Spec/Elem BRICKS</td>
<td>199 Days</td>
<td>57,828</td>
<td>76,689</td>
<td>95,551</td>
</tr>
<tr>
<td></td>
<td>Board Certified Behavior Analyst (District UCDA)</td>
<td>200 Days</td>
<td>58,119</td>
<td>77,075</td>
<td>96,031</td>
</tr>
<tr>
<td></td>
<td>Counselor-Special Education</td>
<td>207 Days</td>
<td>60,403</td>
<td>75,772</td>
<td>92,202</td>
</tr>
<tr>
<td></td>
<td>District Psychologist/LSSP</td>
<td>210 Days</td>
<td>61,025</td>
<td>80,928</td>
<td>100,832</td>
</tr>
<tr>
<td></td>
<td>Speech Pathologist Licensed Assistant</td>
<td>187 Days</td>
<td>65,674</td>
<td>87,094</td>
<td>108,515</td>
</tr>
<tr>
<td></td>
<td>Speech Pathologist TEA Certified Assistant</td>
<td>187 Days</td>
<td>65,674</td>
<td>87,094</td>
<td>108,515</td>
</tr>
<tr>
<td></td>
<td>Speech Pathologist CPY</td>
<td>187 Days</td>
<td>65,674</td>
<td>87,094</td>
<td>108,515</td>
</tr>
<tr>
<td></td>
<td>Teacher Scale * - Includes Nurse, Librarian, Testing Coord., Math &amp; Literacy Coach, Specialist, Attendance Officer, Athletic Coord., etc.</td>
<td>187 Days</td>
<td>65,674</td>
<td>87,094</td>
<td>108,515</td>
</tr>
<tr>
<td></td>
<td>* Teacher scale calendar days range from 187 to 226</td>
<td>All days have the same daily rate</td>
<td></td>
<td></td>
<td></td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
<th>Mid Pay</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>103</td>
<td>Coordinator of Student Financial Aide</td>
<td>226 Days</td>
<td>57,293</td>
<td>74,261</td>
<td>91,228</td>
</tr>
<tr>
<td></td>
<td>Elementary Counselor</td>
<td>189 Days</td>
<td>57,906</td>
<td>75,055</td>
<td>92,204</td>
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<tr>
<td></td>
<td>Counselor High School</td>
<td>199 Days</td>
<td>60,970</td>
<td>79,026</td>
<td>97,083</td>
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<tr>
<td></td>
<td>Counselor Middle</td>
<td>207 Days</td>
<td>63,421</td>
<td>82,203</td>
<td>100,986</td>
</tr>
<tr>
<td></td>
<td>Lead Counselor Middle School/High School</td>
<td>210 Days</td>
<td>64,340</td>
<td>83,395</td>
<td>102,449</td>
</tr>
<tr>
<td></td>
<td>Speech Path. Master + CCC/ASHA Nat’l</td>
<td>187/199 Days</td>
<td>69,242</td>
<td>89,748</td>
<td>110,255</td>
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<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
<th>Mid Pay</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>104</td>
<td>Audiologist</td>
<td>202 Days</td>
<td>70,000</td>
<td>87,738</td>
<td>100,475</td>
</tr>
<tr>
<td></td>
<td>OT/PT</td>
<td>189/202 Days</td>
<td>74,815</td>
<td>82,016</td>
<td>89,217</td>
</tr>
</tbody>
</table>

### C. SCHOOL ADMINISTRATORS

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
<th>Mid Pay</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>201</td>
<td>Assistant Principal PK/Elem</td>
<td>215 Days</td>
<td>48,877</td>
<td>89,577</td>
<td>109,911</td>
</tr>
<tr>
<td></td>
<td>Assistant Principal Middle</td>
<td>215 Days</td>
<td>67,542</td>
<td>87,020</td>
<td>106,517</td>
</tr>
<tr>
<td></td>
<td>Assistant Principal Small High School</td>
<td>226 Days</td>
<td>70,988</td>
<td>91,482</td>
<td>111,967</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
<th>Mid Pay</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>202</td>
<td>Assistant Principal 9th Grade and High School</td>
<td>215 Days</td>
<td>71,210</td>
<td>91,679</td>
<td>124,146</td>
</tr>
<tr>
<td></td>
<td>Principal PK/Elem/Middle</td>
<td>226 Days</td>
<td>74,853</td>
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<td>203</td>
<td>Principal 5th Grade and Small High School</td>
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<td>59,780</td>
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Salary schedules change each year.
## D. DISTRICT-WIDE ADMINISTRATORS

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
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<td>Bond Administrator 1</td>
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<td>Construction Project Manager 1</td>
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<td>Tax Assessor-Collector</td>
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<td>226 Days</td>
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<td>99,749</td>
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<td>Dietician/Chef</td>
<td>226</td>
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<td>Payroll Supervisor</td>
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<td>117,410</td>
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<td>226 days</td>
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<td></td>
<td>Program Director</td>
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<td>Assistant General Counsel</td>
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<td></td>
<td>Chief of Police</td>
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<td></td>
<td>Executive Director</td>
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</table>

Salary schedules change each year.
### E. PARAPROFESSIONALS (Support Staff)

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<thead>
<tr>
<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
<th>Mid Pay</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>401</td>
<td>Attendance Clerks: Head Start, PK</td>
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<td>39.97</td>
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<td>Campus Aides: SAC, Autistic, GAP, SPPCD, SLC, Cline, and LRC</td>
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<td>18.20</td>
<td>29.62</td>
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<td>Campus Bookkeeper</td>
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<td>Parking Lot Attendant</td>
<td>187/226 days</td>
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<tr>
<td></td>
<td>Secretary to Assistant Principal (not HS)</td>
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<td>47.88</td>
<td>61.65</td>
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<tr>
<td></td>
<td>Secretary to Counsel</td>
<td>187 days</td>
<td>38.64</td>
<td>54.24</td>
<td>69.84</td>
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<tr>
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<td>Secretary to Diagnostian (SLMS Clerk)</td>
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<tr>
<td></td>
<td>Secretary to High School Assistant Principal</td>
<td>210 days</td>
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<td></td>
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<td>Secretary to Principal (not HS)</td>
<td>226 days</td>
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<td></td>
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<tr>
<td></td>
<td>Teacher/Instructional Aide</td>
<td>187 days</td>
<td></td>
<td></td>
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<tr>
<td>402</td>
<td>Bookkeeper - Central Office</td>
<td>226/256 days</td>
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<td>Clerical I, II &amp; III - Central Office</td>
<td>220/226/256</td>
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<td></td>
<td>Clerical - Warehouse</td>
<td>256 days</td>
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<tr>
<td></td>
<td>Food Service Office Manager - Central Office</td>
<td>226 days</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Payroll Clerk</td>
<td>226 days</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Secretary to Director/Executive Director</td>
<td>226/256 days</td>
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<tr>
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<td>Secretary - Elementary/Intermediate/Middle</td>
<td>226 days</td>
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<td>403</td>
<td>Clerical III - Central Office: Certification, GHRS, PEIMS, Public Info., Purchasing, Textbook</td>
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<td>26.48</td>
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<td>Food Service Supv Non Degreed - Central Office</td>
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<td>47.88</td>
<td>61.65</td>
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<td>Secretary to High School Principal</td>
<td>226 days</td>
<td>38.64</td>
<td>54.24</td>
<td>69.84</td>
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<td></td>
<td>Secretary - Warehouse</td>
<td>256 days</td>
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<tr>
<td>404</td>
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<td>226/256 days</td>
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<td>Licensed Deaf Ed Interpreter</td>
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<td>Paralegal</td>
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<tr>
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<td>Executive Assistant to Assistant Superintendent</td>
<td>226 days</td>
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<tr>
<td></td>
<td>Executive Assistant to Chief</td>
<td>226 days</td>
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<tr>
<td></td>
<td>Executive Assistant to Deputy Superintendent</td>
<td>226 days</td>
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<td>Executive Assistant to Superintendent</td>
<td>226 days</td>
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<tr>
<td>405</td>
<td>Food Service Supervisor Degreed - Central Office</td>
<td>226/256 days</td>
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Salary schedules change each year.
## F. TECHNOLOGY

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<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
<th>Mid Pay</th>
<th>Maximum</th>
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<td>501</td>
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<td>Desktop Support Technician</td>
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<td>Senior Computer Operator</td>
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<td>Junior Programmer Analyst/Business Analyst</td>
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<td>Senior Telecommunications Technician</td>
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<td>Programmer Analyst</td>
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<td>Senior Programmer Analyst</td>
<td>226 days</td>
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<td></td>
<td>Technology Supervisor</td>
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Salary schedules change each year.
### G. AUXILIARY

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<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
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<td>Catering Specialist</td>
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<td>Food Service Employee</td>
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<td>General Maintenance Worker</td>
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<td>Grounds Worker</td>
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<td>Nursery Assistant - Transportation</td>
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<td>Security and Heavy Equip - Buildings and Prop.</td>
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<tr>
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<td>Special Needs Attendant - Transportation</td>
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<td>Truck Driver - Central Receiving/Textbooks</td>
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<td>Utility Worker - Transportation</td>
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<table>
<thead>
<tr>
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<th>Calendar</th>
<th>Minimum</th>
<th>Mid Pay</th>
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<tbody>
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<td>41,322</td>
</tr>
<tr>
<td></td>
<td>Custodian VIII-Head High School/Admin</td>
<td>257</td>
<td>257 days</td>
<td>28,128</td>
<td>41,484</td>
</tr>
<tr>
<td></td>
<td>High School Maintenance</td>
<td>256</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Oil Change Technician</td>
<td>256</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Tire Mechanic</td>
<td>256</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Transportation Parts Room</td>
<td>256</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
<th>Mid Pay</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>603</td>
<td>Bus Driver/Bus Driver Supervisor/Star Driver</td>
<td>177</td>
<td>177 days</td>
<td>21,539</td>
<td>34,619</td>
</tr>
<tr>
<td></td>
<td>Bus Inspector</td>
<td>256</td>
<td>207 days</td>
<td>25,657</td>
<td>40,486</td>
</tr>
<tr>
<td></td>
<td>Fleet Manager - Transportation</td>
<td>256</td>
<td>226 days</td>
<td>28,012</td>
<td>44,202</td>
</tr>
<tr>
<td></td>
<td>Food Service Manager Trainee</td>
<td>185</td>
<td>256 days</td>
<td>31,730</td>
<td>50,070</td>
</tr>
<tr>
<td></td>
<td>Maintenance Mechanic III</td>
<td>256</td>
<td>257 days</td>
<td>31,854</td>
<td>50,265</td>
</tr>
<tr>
<td></td>
<td>Maintenance Technician I</td>
<td>256</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mechanic III - Transportation</td>
<td>256</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Nursery Supervisor - Transportation</td>
<td>177/226</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Painter</td>
<td>256</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Pump Man - Maintenance</td>
<td>256</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Security Camera Technician - Transportation</td>
<td>256</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Technology Specialist - Transportation</td>
<td>256</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Transportation Dispatcher/Key Dispatcher/Router</td>
<td>207/226</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Transportation Trainer/Training Academy Supv.</td>
<td>256</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Warehouse Supervisor - Central Receiving</td>
<td>257</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
<th>Mid Pay</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>604</td>
<td>Carpenter</td>
<td>256</td>
<td>185 days</td>
<td>28,900</td>
<td>39,485</td>
</tr>
<tr>
<td></td>
<td>Food Service Manager - Elem., AEC, Hall, Avalos</td>
<td>185</td>
<td>210 days</td>
<td>32,806</td>
<td>44,820</td>
</tr>
<tr>
<td></td>
<td>Food Service Technician</td>
<td>256</td>
<td>256 days</td>
<td>39,092</td>
<td>54,638</td>
</tr>
<tr>
<td></td>
<td>Maintenance Technician III</td>
<td>256</td>
<td>257 days</td>
<td>40,148</td>
<td>54,852</td>
</tr>
<tr>
<td></td>
<td>Pest Control Technician</td>
<td>257</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Technician III - Buildings and Properties</td>
<td>257</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
<th>Mid Pay</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>605</td>
<td>A/C Specialist</td>
<td>256</td>
<td>185 days</td>
<td>32,183</td>
<td>42,487</td>
</tr>
<tr>
<td></td>
<td>Food Service Manager - 9th Grade and Middle School</td>
<td>185</td>
<td>210 days</td>
<td>36,532</td>
<td>48,229</td>
</tr>
<tr>
<td></td>
<td>Food Service Manager - Larger High School</td>
<td>185/210</td>
<td>256 days</td>
<td>44,234</td>
<td>58,793</td>
</tr>
</tbody>
</table>
### AUXILIARY (cont’t)

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
<th>Mid Pay</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>606</td>
<td>Leadman - A/P, Plumber, Mechanic</td>
<td>256</td>
<td>24,9011</td>
<td>33,713</td>
<td>42,5213</td>
</tr>
<tr>
<td></td>
<td>Compliance Technician - Maintenance</td>
<td>256</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Chief Operating Engineer</td>
<td>256</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Custodial Supervisor (District)</td>
<td>226/257</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Transportation Foreman</td>
<td>256</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### H. POLICE

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
<th>Mid Pay</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>701</td>
<td>Police Dispatcher</td>
<td>257</td>
<td>15,7456</td>
<td>22,0940</td>
<td>28,4423</td>
</tr>
<tr>
<td></td>
<td>Police Dispatch Supervisor</td>
<td>257</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Security Camera Repair Technician</td>
<td>226</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>702</td>
<td>Alarm Technician</td>
<td>256</td>
<td>22,0626</td>
<td>32,0140</td>
<td>41,0683</td>
</tr>
<tr>
<td></td>
<td>Police Patrolman</td>
<td>257</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Police Sergeant</td>
<td>257</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### I. SUPERINTENDENT, DEPUTY SUPERINTENDENT, ASSISTANT SUPERINTENDENTS, AND SCHOOL ASSISTANT SUPERINTENDENTS

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Job Title/Position</th>
<th>Calendar</th>
<th>Minimum</th>
<th>Mid Pay</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>801</td>
<td>Assistant Superintendent</td>
<td>226</td>
<td>663,7168</td>
<td>741,5929</td>
<td>819,4690</td>
</tr>
<tr>
<td></td>
<td>Chief Officers</td>
<td>226</td>
<td>751,9912</td>
<td>826,2966</td>
<td>900,8018</td>
</tr>
<tr>
<td>803</td>
<td>Deputy Superintendent</td>
<td>226</td>
<td>786,1726</td>
<td>900,1107</td>
<td>1014,0487</td>
</tr>
<tr>
<td></td>
<td>Superintendent</td>
<td>226</td>
<td>920,2039</td>
<td>1101,3230</td>
<td>1273,4426</td>
</tr>
</tbody>
</table>

Salary schedules change each year.
J. TEMPORARY EMPLOYEES AND SUBSTITUTES

1. Hourly Positions:

<table>
<thead>
<tr>
<th>Temporary Employees</th>
<th>Starting Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Part-Time or summer – High School Student</td>
<td>$ 7.6185 per hour</td>
</tr>
<tr>
<td>Part-Time or summer – Other</td>
<td>$ 8.1607 per hour</td>
</tr>
<tr>
<td>Temporary</td>
<td>$ 9.3887 per hour</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Temporary/Substitutes</th>
<th>Starting Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Teaching (Custodian / Food Service / Central Receiving / Athletic Maintenance / Warehouse)</td>
<td>$ 8.8298 per hour</td>
</tr>
<tr>
<td>Crossing Guard</td>
<td>$10.5601 per hour</td>
</tr>
<tr>
<td>Police Department</td>
<td>$ 21.1201 per hour</td>
</tr>
</tbody>
</table>

2. Daily Positions:

<table>
<thead>
<tr>
<th>Substitutes</th>
<th>1 – 10 Days</th>
<th>11 – 24 Days</th>
<th>25+ Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teacher:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-Degreed</td>
<td>$ 87 per day</td>
<td>$ 92 per day</td>
<td>$104 per day</td>
</tr>
<tr>
<td>Degreed</td>
<td>$ 93 per day</td>
<td>$107 per day</td>
<td>$126 per day</td>
</tr>
<tr>
<td>Certified</td>
<td>$ 98 per day</td>
<td>$118 per day</td>
<td>$150 per day</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Paraprofessional:</th>
<th>1 – 10 Days</th>
<th>11+ Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Degreed</td>
<td>$ 81 per day</td>
<td>$ 85 per day</td>
</tr>
<tr>
<td>Degreed</td>
<td>$ 85 per day</td>
<td>$ 92 per day</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SAC Aide:</th>
<th>1+ Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Degreed</td>
<td>$ 81 per day</td>
</tr>
<tr>
<td>Degreed</td>
<td>$ 85 per day</td>
</tr>
</tbody>
</table>

Temporary employees and substitutes who have retired from the Teacher Retirement System (TRS) of Texas and are re-employed 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 F, of this manual for more details.
K. EXTRA DUTY PAY

Employees are paid for performing extra duties such as creating and developing materials for staff development, preparing for and presenting at staff development, curriculum writing, and working extended days for specific activities. See the Financial Procedures Manual for more details and pay amounts regarding Extra Duty Pay. Administrative staff, principals, and assistant principals are not eligible for extra duty pay, other than those listed in the Board approved supplement list.

L. OVERPAYMENT RECOVERY

As afforded in Government Code 666, a state agency may recover the amount of a state employee’s indebtedness. Employees are not entitled to any fund the District overpays employee and the District may deduct any overpayments from one or more of an employee’s paychecks.

M. POSITIONS FUNDED BY FEDERAL AND/OR STATE GRANTS

Employment is 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.

(Also add to employee handbook)
SECTION 4 – STIPENDS, SUPPLEMENTS AND INCENTIVES
A. CRITICAL NEEDS STIPENDS

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

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

1. Eligibility: A teacher in a critical needs area could be eligible for a stipend if the following conditions are met:
   - Teachers must hold a standard certification in the critical needs areas that are defined by the Board. Teachers in an alternative certification program will not be eligible for the critical needs supplement until they receive their standard certification.
   - Teachers in the qualifying role must teach in that 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.
   - Teachers 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 supplement.
   - If a teacher qualifies for more than one stipend, the teacher will receive only one stipend, the one with the highest money allocation.

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

The teacher will immediately lose the critical needs stipend when they are no longer teaching in the critical needs area or are no longer certified to teach in the critical needs area. If the teacher is employed after the school year starts, the stipend will be prorated on a daily basis. Stipends will be distributed on a prorated basis for partial assignments.
### B. CRITICAL NEEDS STIPENDS

<table>
<thead>
<tr>
<th>Position Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Math Teacher (Grades 6-12)*; including Skills Specialist, Instructional Coach, Response to Intervention (RtI), and Academic Intervention Teacher** (6th Grade new 2018-2019)</td>
<td>$3,000</td>
</tr>
<tr>
<td>Science Teacher (Grades 6-12)*; including Skills Specialist, Instructional Coach, RtI, and Academic Intervention Teacher** (6th Grade new 2018-2019)</td>
<td>$3,000</td>
</tr>
<tr>
<td>Reading Teachers (Grades 9-12)</td>
<td>$2,500</td>
</tr>
<tr>
<td>English I &amp; II Teacher; including Skills Specialist, RtI, and Academic Intervention Teacher** &amp; Accelerated English Academy (AEA)**</td>
<td>$3,000</td>
</tr>
<tr>
<td>Health Science Teacher</td>
<td>$4,000</td>
</tr>
<tr>
<td>Montessori Teacher (excluding Bilingual and ESL who receive stipends)</td>
<td>$1,500</td>
</tr>
<tr>
<td>STRUCTURED EDUCATION: (All Grades)</td>
<td></td>
</tr>
<tr>
<td>Structured Learning Center (SLC), Structured Preschool Program for Children with Disabilities (SPPCD), Gaining Acceptable Performance (GAP), Visually Impaired, Hearing Impaired, Orientation &amp; Mobility, Pre-Kindergarten (PK) Inclusion, PK Play Based Assessment Team (PBAT)</td>
<td>$3,000</td>
</tr>
<tr>
<td>GAP Center and Compliance Unit - Lane &amp; Aldine Education Center (AEC)</td>
<td>$4,500</td>
</tr>
<tr>
<td>Occupational Therapist; including Assistants</td>
<td>$2,500</td>
</tr>
<tr>
<td>Physical Therapist</td>
<td>$3,500</td>
</tr>
<tr>
<td>Certified Assessment Specialist (Diagnostician)</td>
<td>$4,000</td>
</tr>
<tr>
<td>Certified Bilingual Assessment Specialist</td>
<td>$5,000</td>
</tr>
<tr>
<td>Licensed Psychologist</td>
<td>$1,500</td>
</tr>
<tr>
<td>CERTIFIED SPEECH PATHOLOGIST:</td>
<td></td>
</tr>
<tr>
<td>Speech-Language Pathology Assistant (SLPA) - Starting Year 4 in Aldine</td>
<td>$3,500</td>
</tr>
<tr>
<td>Clinical Fellowship Year (CFY)</td>
<td>$5,000</td>
</tr>
<tr>
<td>Certificate of Clinical Competence (CCC), Audiologist</td>
<td>$7,000</td>
</tr>
<tr>
<td>Bilingual with CCC</td>
<td>$8,000</td>
</tr>
<tr>
<td>Bilingual Teacher (All Grades)<strong>; including Skills Specialist, Instructional Literacy Coach, RtI, and Academic Intervention Teacher</strong></td>
<td>$4,500</td>
</tr>
<tr>
<td>ALDINE EDUCATION CENTER (AEC) TEACHERS:</td>
<td></td>
</tr>
<tr>
<td>Math and Science Teachers</td>
<td>$6,000</td>
</tr>
<tr>
<td>All other Teachers</td>
<td>$3,000</td>
</tr>
<tr>
<td>Structured English Immersion (SEI) Teacher***; including Instructional Literacy Coach, RtI, and Academic Intervention Teacher**</td>
<td>$2,500</td>
</tr>
<tr>
<td>District Instructional Math Coach**</td>
<td>$3,000</td>
</tr>
<tr>
<td>English as a Second Language (ESL) identified intensive classroom teacher**** (must meet requirements)</td>
<td>$2,500</td>
</tr>
<tr>
<td>INTERNATIONAL BACCALAUREATE (IB) COORDINATOR:</td>
<td></td>
</tr>
<tr>
<td>Early Childhood (EC)/PK/Kindergarten</td>
<td>$2,000</td>
</tr>
<tr>
<td>Elementary/Middle School (2)</td>
<td>$2,500</td>
</tr>
<tr>
<td>9th Grade/High School</td>
<td>$3,500</td>
</tr>
<tr>
<td>High School and IB Program Coordinator (1)</td>
<td>$5,000</td>
</tr>
<tr>
<td>Carver Magnet Coordinator</td>
<td>$1,500</td>
</tr>
</tbody>
</table>

Additional clarifications relevant to Critical Needs Stipends:

*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 do not 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 standard certification in the critical needs area to qualify. Generalists must have taught in the Critical Needs area in the preceding year to qualify.

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

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

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

Examples of the supplements offered at Aldine ISD include:

- **Mentors** for teachers and principals who mentor and support new principals and teacher(s) 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 for 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 for eligible employees who are assigned certain extra-curricular activities. The list of activities and supplements are identified and approved by the School Board.

Campus Leadership Roles for teachers who serve in leadership roles such as department chairperson. A selection process will be held to determine who is the most qualified to assume these roles. The School Assistant Superintendents will provide principals with details regarding the selection process.

1. Length of supplement awards: Annual reviews will be scheduled with campus principals to determine eligibility. Employees may continue to receive supplement allocations if they continue to perform the required supplemental duties.

2. Partial assignments: Supplements will be distributed on a prorated basis for partial assignments. Employees sharing a position will each receive half of the total annual supplement.

3. Sponsorships: Employees who serve as a sponsor, have a CDL, and drive students to and from events, will be paid additional for drive time. However, time spent at the event will not be paid as additional time as it is covered by the supplemental pay associated with the sponsorship.
ALDINE INDEPENDENT SCHOOL DISTRICT
Compensation Manual

D. SUPPLEMENTS - EXTRA DUTY, TRAVEL, LEADERSHIP, ETC.

**ACE DEMONSTRATION SCHOOLS STIPENDS (New 2019-2020)**

<table>
<thead>
<tr>
<th>To be eligible:</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Teachers/Professionals/Administrators must complete the required series of specific professional development.</td>
<td>$15,000</td>
</tr>
<tr>
<td>2. Teachers/Professionals/Administrators must not be on a professional support plan/professional growth plan.</td>
<td>$13,500</td>
</tr>
<tr>
<td>3. Teachers/Professionals/Administrators must work an additional hour daily (school day will be extended by one hour).</td>
<td>$10,000</td>
</tr>
<tr>
<td>4. Teachers/Professionals/Administrators cannot miss more than 10 days of work unless preapproved by the Chief of Schools.</td>
<td>$10,000</td>
</tr>
</tbody>
</table>

(Paid in two installments: half of annual amount on 10/20 paycheck and half on 3/20 paycheck)

| Principal | $15,000 |
| Assistant Principal | $13,500 |
| Classroom Teacher | $10,000 |
| Counselor | $10,000 |
| Music Teacher | $10,000 |
| Physical Education Teacher | $10,000 |
| Dyslexia Specialist/Diagnostician | $8,000 |
| Information Literacy Specialist (Librarian) | $8,000 |
| Instructional Coach | $8,000 |
| Nurse | $8,000 |
| RTI Teacher | $8,000 |
| Skills Specialist/Interventionist | $8,000 |

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

**ITECH - DISTRICT DIGITAL LEARNING SPECIALIST SUPPLEMENT**

Anyone sharing a position will receive half of the supplement pay. Information comes through Human Resources Director.

<table>
<thead>
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<tr>
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**DEPARTMENT CHAIRPERSON SUPPLEMENTS**

* These designated department chairpersons will have an additional five (5) days added to their contract. Anyone sharing a position will receive half of the supplement pay.

**INTERMEDIATE SCHOOL (HOUSTON) DEPARTMENT CHAIRPERSON SUPPLEMENTS**

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**MIDDLE SCHOOL (Grades 6-8) DEPARTMENT CHAIRPERSON SUPPLEMENTS**

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**HIGH SCHOOL DEPARTMENT CHAIRPERSON SUPPLEMENTS**

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**9th GRADE and HIGH SCHOOL SPONSOR SUPPLEMENTS**

Anyone sharing a position will receive half of the supplement pay.

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# MIDDLE SCHOOL COACHING ASSIGNMENT SUPPLEMENTS

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<td>192</td>
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<td>6-6</td>
<td>187</td>
<td>$1,600</td>
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<td>187</td>
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<td>G9</td>
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<td>187</td>
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<td>G9</td>
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<td>Assoc Girls Track/8th</td>
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<td>Team Tennis (Co-Ed)</td>
<td>I0</td>
<td>2-3</td>
<td>187</td>
<td>$2,750</td>
</tr>
<tr>
<td>Spring Tennis (Co-Ed)</td>
<td>I1</td>
<td>3-2</td>
<td>187</td>
<td>$2,750</td>
</tr>
<tr>
<td>Assistant Spring Tennis (Co-Ed)</td>
<td>I2</td>
<td>3-2</td>
<td>187</td>
<td>$2,750</td>
</tr>
<tr>
<td>Head Swimming (Co-Ed)</td>
<td>J0</td>
<td>2-2</td>
<td>187</td>
<td>$4,500</td>
</tr>
<tr>
<td>Athletic Academic Advisor</td>
<td>J1</td>
<td>3-3</td>
<td>187</td>
<td>$2,900</td>
</tr>
<tr>
<td>Head Golf (Co-Ed)</td>
<td>K0</td>
<td>2-2</td>
<td>187</td>
<td>$4,500</td>
</tr>
<tr>
<td>Head Softball</td>
<td>L0</td>
<td>3-2</td>
<td>187</td>
<td>$5,000</td>
</tr>
<tr>
<td>Assistant Varsity Softball</td>
<td>L1</td>
<td>3-2</td>
<td>187</td>
<td>$3,500</td>
</tr>
<tr>
<td>J.V. Softball</td>
<td>L1</td>
<td>3-2</td>
<td>107</td>
<td>$3,500</td>
</tr>
<tr>
<td>Power Lifting (new 2019-2020)</td>
<td>L2</td>
<td>3-2</td>
<td>187</td>
<td>$3,500</td>
</tr>
<tr>
<td>Head Boys Soccer</td>
<td>M0</td>
<td>3-2</td>
<td>192</td>
<td>$5,000</td>
</tr>
<tr>
<td>J.V. Boys Soccer</td>
<td>M1</td>
<td>3-2</td>
<td>192</td>
<td>$3,500</td>
</tr>
<tr>
<td>Freshman Boys Soccer</td>
<td>M2</td>
<td>3-2</td>
<td>187</td>
<td>$3,500</td>
</tr>
<tr>
<td>Head Girls Soccer</td>
<td>M6</td>
<td>3-2</td>
<td>192</td>
<td>$5,000</td>
</tr>
<tr>
<td>J.V. Girls Soccer</td>
<td>M7</td>
<td>3-2</td>
<td>192</td>
<td>$3,500</td>
</tr>
<tr>
<td>Freshman Girls Soccer</td>
<td>M8</td>
<td>3-2</td>
<td>187</td>
<td>$3,500</td>
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</tbody>
</table>
## Performing Arts Supplements

<table>
<thead>
<tr>
<th><strong>Performing Arts Assignment</strong></th>
<th><strong>Event</strong></th>
<th><strong># Days</strong></th>
<th><strong>Amt.</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Houston Academy</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Orchestra Director (Houston Academy)</td>
<td>PL</td>
<td>187</td>
<td>$1,000</td>
</tr>
<tr>
<td>Theatre Arts (Houston Academy)</td>
<td>PN</td>
<td>187</td>
<td>$1,000</td>
</tr>
<tr>
<td>Dance Director (Houston Academy)</td>
<td>PR</td>
<td>187</td>
<td>$1,000</td>
</tr>
<tr>
<td><strong>Middle School</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Head Band Director</td>
<td>PK</td>
<td>197</td>
<td>$5,000</td>
</tr>
<tr>
<td>First Assistant Band Director</td>
<td>PL</td>
<td>192</td>
<td>$3,500</td>
</tr>
<tr>
<td>Second Assistant Band Director (Based on enrollment)</td>
<td>PL</td>
<td>192</td>
<td>$3,500</td>
</tr>
<tr>
<td>Strings Director (Drew)</td>
<td>PL</td>
<td>192</td>
<td>$3,700</td>
</tr>
<tr>
<td>Choir Director</td>
<td>PM</td>
<td>187</td>
<td>$3,800</td>
</tr>
<tr>
<td>Theatre Arts</td>
<td>PN</td>
<td>187</td>
<td>$1,500</td>
</tr>
<tr>
<td><strong>Speech</strong> (Will receive at end of year when all criteria are met.)</td>
<td>PN</td>
<td>187</td>
<td>$1,500</td>
</tr>
<tr>
<td>Piano (Drew)</td>
<td>PP</td>
<td>187</td>
<td>$500</td>
</tr>
<tr>
<td>Assistant Choir</td>
<td>PQ</td>
<td>187</td>
<td>$2,250</td>
</tr>
<tr>
<td>Dance Director (Drew)</td>
<td>PR</td>
<td>187</td>
<td>$1,500</td>
</tr>
<tr>
<td><strong>9th Grade</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Theatre Arts</td>
<td>AT</td>
<td>187</td>
<td>$2,500</td>
</tr>
<tr>
<td>Head Band Director</td>
<td>PC</td>
<td>203</td>
<td>$5,000</td>
</tr>
<tr>
<td>Dance Teacher/Director (Housed at High School)</td>
<td>PE</td>
<td>192</td>
<td>$2,000</td>
</tr>
<tr>
<td>Choir Director (Housed at High School)</td>
<td>PV</td>
<td>192</td>
<td>$4,000</td>
</tr>
<tr>
<td><strong>High School</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Head Band Director</td>
<td>PA</td>
<td>208</td>
<td>$9,500</td>
</tr>
<tr>
<td>First Assistant Band Director</td>
<td>PB</td>
<td>203</td>
<td>$5,000</td>
</tr>
<tr>
<td>Second Assistant Band Director</td>
<td>PB</td>
<td>203</td>
<td>$5,000</td>
</tr>
<tr>
<td>Strings Director (Carver)</td>
<td>PB</td>
<td>192</td>
<td>$3,700</td>
</tr>
<tr>
<td>Strings/Guitar/Piano (Carver)</td>
<td>PB</td>
<td>192</td>
<td>$3,700</td>
</tr>
<tr>
<td>Choir Director</td>
<td>PD</td>
<td>192</td>
<td>$5,500</td>
</tr>
<tr>
<td>Piano and Choir Director (Carver)</td>
<td>PD</td>
<td>192</td>
<td>$5,500</td>
</tr>
<tr>
<td>Head Dance Team Director (Drill Team)</td>
<td>PE</td>
<td>203</td>
<td>$5,000</td>
</tr>
<tr>
<td>Assistant Dance Director</td>
<td>PE</td>
<td>192</td>
<td>$2,000</td>
</tr>
<tr>
<td>Theatre Arts Director</td>
<td>PF</td>
<td>187</td>
<td>$5,000</td>
</tr>
<tr>
<td>Assistant Theatre Arts Director</td>
<td>PF</td>
<td>187</td>
<td>$2,500</td>
</tr>
<tr>
<td>Pep Squad</td>
<td>PI</td>
<td>187</td>
<td>$800</td>
</tr>
<tr>
<td><strong>Speech/Debate</strong> (Will receive at end of year when all criteria are met.)</td>
<td>PJ</td>
<td>187</td>
<td>$4,000</td>
</tr>
<tr>
<td><strong>Color Guard</strong></td>
<td>PQ</td>
<td>197</td>
<td>$3,000</td>
</tr>
<tr>
<td>Assistant Speech/Debate (Will receive at end of year when all criteria are met.)</td>
<td>PG</td>
<td>187</td>
<td>$1,500</td>
</tr>
<tr>
<td>Steel Drum</td>
<td>PX</td>
<td>187</td>
<td>$3,000</td>
</tr>
</tbody>
</table>

Criteria: Speech and Debate will receive at end of year on the 5/20 check after set criteria has been met.

## Career and Technical Education Student Organization Sponsor Supplements

<table>
<thead>
<tr>
<th><strong>Position</strong></th>
<th><strong>Event</strong></th>
<th><strong>Amt.</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>High School Sponsor</td>
<td>CRSTP</td>
<td>$1,500</td>
</tr>
<tr>
<td>High School Co-Sponsor</td>
<td>CRSTP</td>
<td>$1,200</td>
</tr>
<tr>
<td>9th Grade and Middle School Sponsor</td>
<td>CRSTP</td>
<td>$1,200</td>
</tr>
<tr>
<td>9th Grade and Middle School Co-Sponsor</td>
<td>CRSTP</td>
<td>$1,000</td>
</tr>
</tbody>
</table>

Criteria: Will receive at end of year when sponsorship criteria has been met.
## JROTC SUPPLEMENTS

<table>
<thead>
<tr>
<th>POSITION</th>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School JROTC <em>Will receive at end of year when all criteria are met</em></td>
<td>CRSTP</td>
<td>$2,000</td>
</tr>
<tr>
<td>Middle School LOTC <em>Will receive at end of year when all criteria are met</em></td>
<td>CRSTP</td>
<td>$1,600</td>
</tr>
</tbody>
</table>

Criteria: Will have to complete a set number of drill meets in the Fall and Spring, as well as, at the Aldine District JROTC and LOTC drill meets.

<table>
<thead>
<tr>
<th>POSITION</th>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School Commander</td>
<td>DEPTC</td>
<td>$1,000</td>
</tr>
<tr>
<td>High School Commander</td>
<td>ROTC</td>
<td>$2,000</td>
</tr>
</tbody>
</table>

High School Commander receives both.

## POLICE DEPARTMENT ANNUAL CERTIFICATION SUPPLEMENTS

<table>
<thead>
<tr>
<th>POSITION</th>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intermediate</td>
<td>PDPSI</td>
<td>$600</td>
</tr>
<tr>
<td>Advanced</td>
<td>PDPSA</td>
<td>$1,200</td>
</tr>
<tr>
<td>Master</td>
<td>PDPSM</td>
<td>$1,800</td>
</tr>
</tbody>
</table>

## POLICE OFFICER K-9 OFFICER SUPPLEMENT

Created at a rate of officers overtime hourly rate times 3.5 hrs per week for 52 weeks; spread over 24 cks
To be calculated once a year at beginning of fiscal year

<table>
<thead>
<tr>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>PKSDG</td>
<td></td>
</tr>
</tbody>
</table>

## PSYCHOLOGIST/LSSP PHD SUPPLEMENT

<table>
<thead>
<tr>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>PHD</td>
<td>$500</td>
</tr>
</tbody>
</table>

## PRINCIPAL MENTOR SUPPLEMENT

School Asst. Sups will submit to HR, but will be processed in Payroll.
To be paid in one payment in March.

<table>
<thead>
<tr>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>MISCP</td>
<td>$2,500</td>
</tr>
</tbody>
</table>

## TEACHER MENTOR SUPPLEMENTS

Paid once a year.

<table>
<thead>
<tr>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>MISCP</td>
<td>$500</td>
</tr>
<tr>
<td>MISCP</td>
<td>$250</td>
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</tbody>
</table>

## COOPERATING TEACHER SUPPLEMENTS

*works with a student teacher*

Paid twice a year in December and June.

<table>
<thead>
<tr>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>MISCP</td>
<td>$250</td>
</tr>
<tr>
<td>MISCP</td>
<td>$125</td>
</tr>
<tr>
<td>TETCH</td>
<td>$250</td>
</tr>
<tr>
<td>TETCH</td>
<td>$500</td>
</tr>
</tbody>
</table>
# ALDINE INDEPENDENT SCHOOL DISTRICT
## Compensation Manual

## ONEGOAL SUPPLEMENT - (Fall, Spring)

<table>
<thead>
<tr>
<th>SCHOOL</th>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nimitz</td>
<td>5GOAL</td>
<td>$1,000</td>
</tr>
<tr>
<td>MacArthur</td>
<td>3GOAL</td>
<td></td>
</tr>
<tr>
<td>Carver</td>
<td>2GOAL</td>
<td></td>
</tr>
<tr>
<td>Eisenhower</td>
<td>4GOAL</td>
<td></td>
</tr>
<tr>
<td>Aldine</td>
<td>1GOAL</td>
<td></td>
</tr>
<tr>
<td>Davis</td>
<td>12GOA</td>
<td></td>
</tr>
</tbody>
</table>

Paid twice a year using critical needs schedule.

## ACADEMIC ASSESSMENT AND DATA SPECIALIST CAMPUS SUPPORT PERSONNEL - CERTIFIED TESTING LIAISON

<table>
<thead>
<tr>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>AADS</td>
<td>$1,000</td>
</tr>
</tbody>
</table>

Elementary - one per campus

Paid twice a year using critical needs schedule. (Assistant Principals, Counselors, Information Literacy Specialists, and Skills Specialists working in this capacity are eligible for supplement.)

## THORNE VIDEO SCOREBOARD TECHNOLOGY SUPPLEMENT (2)

<table>
<thead>
<tr>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>VIDSB</td>
<td>$3,500</td>
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</tbody>
</table>

## TExEs PREP COORDINATOR SUPPLEMENT (1)

<table>
<thead>
<tr>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>TEXPR</td>
<td>$2,000</td>
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</tbody>
</table>

## DYSLEXIA ASSESSOR SUPPLEMENT

<table>
<thead>
<tr>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>MISCP</td>
<td>$4,500</td>
</tr>
</tbody>
</table>

Paid twice a year using critical needs schedule.

To be submitted to HR but processed in Payroll.

## CHILD NUTRITION

<table>
<thead>
<tr>
<th>LEVEL</th>
<th>EVENT</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1FSCE</td>
<td>$.15 / hr</td>
</tr>
<tr>
<td>2</td>
<td>2FSCE</td>
<td>$.30 / hr</td>
</tr>
<tr>
<td>3</td>
<td>3FSCE</td>
<td>$.45 / hr</td>
</tr>
<tr>
<td>4</td>
<td>4FSCE</td>
<td>$.60 / hr</td>
</tr>
</tbody>
</table>


<table>
<thead>
<tr>
<th>Position</th>
<th>Days</th>
<th>AMT.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accountant</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Adaptive Physical Education (Lane)</td>
<td>187</td>
<td>$1,775.25</td>
</tr>
<tr>
<td>Administrative Assistant (if warranted)</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Agriculture Teacher FFA Sponsor/Co-Sponsor</td>
<td>220</td>
<td>$5,000.00</td>
</tr>
<tr>
<td>Assistant Principal for Head Start (205 only)</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Assistant Superintendent (new 2019-2020)</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Attorney</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Audiologist (Lane)</td>
<td>202</td>
<td>$1,775.25</td>
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<tr>
<td>Behavior Specialist</td>
<td>200</td>
<td>$657.50</td>
</tr>
<tr>
<td>Building and Construction</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Coordinator (if warranted)</td>
<td>202/220/226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Campus Diagnostician</td>
<td>199/200</td>
<td>$591.75</td>
</tr>
<tr>
<td>Chief Officer/General Counsel (new 2019-2020)</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Deputy Superintendent (new 2019-2020)</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Diagnostician and Intern</td>
<td>187</td>
<td>$591.75</td>
</tr>
<tr>
<td>Diagnostician AU team; District LSSP</td>
<td>199/210</td>
<td>$1,709.50</td>
</tr>
<tr>
<td>Director/Assistant Director/Executive Director</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Food Service Equipment/Safety Coordinator</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Food Service Supervisor</td>
<td>202</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>High School Athletic Coordinator</td>
<td>220</td>
<td>$591.75</td>
</tr>
<tr>
<td>High School Band Asst. Director/Director (as approved by Program Director)</td>
<td>203/208</td>
<td>$591.75</td>
</tr>
<tr>
<td>High School Choir Director</td>
<td>192</td>
<td>$591.75</td>
</tr>
<tr>
<td>High School Trainer</td>
<td>200</td>
<td>$723.25</td>
</tr>
<tr>
<td>Homebound Pregnancy</td>
<td>187</td>
<td>$1,775.25</td>
</tr>
<tr>
<td>Campus Home Bound Teacher gets MILEAGE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nurse</td>
<td>187</td>
<td>$591.75</td>
</tr>
<tr>
<td>Orientation &amp; Mobility Instructor (Lane)</td>
<td>187</td>
<td>$1,775.25</td>
</tr>
<tr>
<td>Occupational Therapist</td>
<td>189/202</td>
<td>$1,775.25</td>
</tr>
<tr>
<td>Physical Therapist</td>
<td>189/202</td>
<td>$1,775.25</td>
</tr>
<tr>
<td>Principal - PK/Elementary</td>
<td>226</td>
<td>$394.50</td>
</tr>
<tr>
<td>Principal - 9th/ High School</td>
<td>226</td>
<td>$1,315.00</td>
</tr>
<tr>
<td>Principal - Middle School</td>
<td>226</td>
<td>$789.00</td>
</tr>
<tr>
<td>Program Director</td>
<td>210/220/226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Public Information (If warranted)</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Risk Management (If warranted)</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>School Psychologist (LSSP)</td>
<td>210</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Shared Choir Director</td>
<td>187</td>
<td>$591.75</td>
</tr>
<tr>
<td>Social Worker</td>
<td>200/226</td>
<td>$1,315.00</td>
</tr>
<tr>
<td>Special Education Counselor</td>
<td>199</td>
<td>$591.75</td>
</tr>
<tr>
<td>Special Education Counselor (Itinerant)</td>
<td>199</td>
<td>$1,315.00</td>
</tr>
<tr>
<td>Special Education-Program Director/Bilingual Diagnosticians (housed at CO)</td>
<td>199</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Speech Pathologist (AU team; or serves entire district)</td>
<td>187</td>
<td>$1,709.50</td>
</tr>
<tr>
<td>Speech Pathologist (tests within large geographical area of district)</td>
<td>187</td>
<td>$1,249.25</td>
</tr>
<tr>
<td>Speech Pathologist (travels to 3 or more schools for testing/therapy)</td>
<td>187</td>
<td>$394.50</td>
</tr>
<tr>
<td>Speech Pathologist (travels to 3 or more for therapy only; travels to more than one school for testing)</td>
<td>187</td>
<td>$394.50</td>
</tr>
<tr>
<td>Textbook Custodian (PCOC4)</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Traveling Bookkeeper (Special Programs PCOC3)</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Virtual School Coordinator (Virtual School teachers submit mileage)</td>
<td>226</td>
<td>$2,498.50</td>
</tr>
<tr>
<td>Visually Impaired (Lane)</td>
<td>187</td>
<td>$1,775.25</td>
</tr>
</tbody>
</table>
E. INCENTIVES

An incentive is a one-time, lump-sum payment and is not part of the employee’s salary. Aldine ISD offers two incentives.

1. Variable Pay: Aldine ISD has implemented a compensation model that aligns a portion of the pay structure with Invest, the district’s evaluation system for campus professionals.

   Subject to Board approval, teachers and staff evaluated in the Invest system who rated “Highly Effective” on Part A: Teacher Effectiveness for the previous school year may receive a one-time variable pay reward that will be paid the following January.

   Employees who resign before the payout date are not eligible to receive this payment. Employees who retire before the payout date are eligible to receive this payment.

   This incentive is categorized as performance pay according to TRS Rule 25.24, Subchapter B, and is subject to TRS deductions.

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 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.

<table>
<thead>
<tr>
<th>Position Recruited</th>
<th>Incentive Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>7th - 12th Grade Science</td>
<td>500.00</td>
</tr>
<tr>
<td>7th - 12th Grade Math</td>
<td>500.00</td>
</tr>
<tr>
<td>Bilingual Teachers</td>
<td>500.00</td>
</tr>
<tr>
<td>Nurses</td>
<td>500.00</td>
</tr>
<tr>
<td>All other certified teachers</td>
<td>300.00</td>
</tr>
</tbody>
</table>
SECTION 5 – BOARD POLICY
A. BOARD POLICY

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

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

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

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