



Salado Independent School District

2023-2024

STAFF COMPENSATION GUIDE

PREFACE

The 2023-2024 Staff Compensation Plan addresses each position in a manner comparable to the *Teacher Model* and is based on years of experience and pay steps. Currently Salado Independent School District expands years of experience for teachers, librarians, registered nurses and counselors to 40 years and then aligns all other salary guides to this model. A “built in” pay increase comes with each additional year of service for all salary guides provided the employees’ years of experience align correctly on the salary guide. For non-teaching professional and administrative staff, the salary guides have a starting point that aligns with zero years of experience in the job and is expanded to a maximum of 40 years or steps. For non-exempt staff, the salary grades have a starting point that aligns with zero years of experience in the job and is expanded to a maximum of 40 years or steps.

The staff compensation goal is to make Salado a district where employees are appreciated for their efforts and paid fairly and accordingly. The salary guides are intended to be informational and not contractual in nature.

Respectfully,

Kelli Rhiddlehoover

Director of Finance

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Section I: ADMINISTRATIVE AND PROFESSIONAL STAFF SALARY GUIDES

NOTES ON ADMINISTRATIVE AND PROFESSIONAL SALARY GUIDES

PURPOSE The pay systems for certified and professional personnel shall be approved by the Board of Trustees and shall comply with all minimum pay entitlements established by state and federal law. In order to pay employees fairly and attract and retain qualified employees, local pay systems shall be based on the assessed worth of jobs and shall be administered to support the following objectives:

- ☐ To stay competitive with appropriate labor markets for the various categories of personnel
- ☐ To recognize the levels of skill, effort, and responsibility required of different jobs
- ☐ To reward continued length of service to the district and
- ☐ To be fiscally controlled and cost effective

PAY STRUCTURE The pay structure for all personnel shall be established and maintained by daily or hourly base rates to promote consistent treatment of employees who have different work year periods. The pay structure for each position shall be based on a "Teacher Model" to recognize years of work history and updated based on a thorough review of the job's worth when compared with similar jobs at other school districts within the region. Information provided by an outside agency, personnel staff, and other district officials is carefully reviewed before determining pay structure for positions. The superintendent or designee shall determine job classification or reclassification of positions based on an assessment of job requirements and comparability to other positions within the district and region. The only administrator authorized to make deviations to the Administrative and Professional Staff Salary Guides is the superintendent.

PAY RANGE ADVANCEMENT Pay ranges are established to provide opportunities to increase salaries of employees for continued satisfactory service to the district. Employee salaries shall be reviewed on an annual basis. Employees may advance within the pay range according to the amount of increase established from year to year experience in the same manner of the Teacher Salary Table.

NEW HIRE SALARY PLACEMENT New employees must provide evidence of job-related professional work experience at the time of employment in order to be appropriately placed in a pay range. The salary guides shall determine salary placement based on experience allotted.

PROMOTION Employees within the district may be promoted to a new job position with a higher salary guide. When being placed in a higher salary guide, the salary will be based on the employee's experience in the same or similar job, or years of experience in education.

DEMOTION A voluntary demotion in position will require that the employee earn the salary associated with the salary guide of the new position. When being placed in a lower salary guide, the salary will be based on years of service for that salary guide. An involuntary demotion or reassignment determined by SISD may result in the employee retaining his/her existing salary, but not necessarily. The demotion may cause an employee's salary to be frozen until the salary is within the current salary guide or, more appropriately, to change to the correct amount of days between school years to align with the new position.

RETIRE-REHIRE All retire/rehire employees' salaries will be established and maintained by daily or hourly base rates according to the position and years of work history. ***As of 2022-23 per SB202, the TRS 16% Surcharge and the TRS Care Surcharge of \$535 per month will be paid for by the district.***

HEALTH INSURANCE PAY ***SISD pays \$325 per month for Health Insurance.*** For those not taking coverage, SISD pays \$75 per month as a benefit spending credit which may be applied toward supplemental insurance or a qualified retirement plan.

NOTES ON TEACHER SALARY GUIDE

EXTRA-DUTY ASSIGNMENTS The salary for teachers with certain extra-duty assignments shall be teacher's annual base salary plus a stipend. The campus principal will assign persons accordingly. Stipends are provided for performing extra duties beyond the regular campus workday schedule. Individuals should not be assigned extra duties that will overlap each other. Exceptions may be made on an individual basis by the Superintendent upon receipt of a written recommendation submitted by the employee's campus principal. When appropriate, and with the approval of the Superintendent, stipends may be shared.

EDUCATION SALARY FOR MASTER'S DEGREE An annual salary stipend \$500 is provided to full-time teaching staff with an earned master's degree from an accredited educational institution in a field related to education or an instructional subject. The stipend is prorated for less than part-time employment. The decision as to whether it is an educational institution that is qualified will be made by the Assistant to the Superintendent. All **new** employees must submit transcripts by September 1, to the Assistant to the Superintendent. Payment will be included in monthly payroll checks. The annual master's degree stipend will be prorated for any transcripts submitted after September 1st.

- ☐ Included are teachers, librarians, nurses, and other instructional professional positions closely related to the campuses
- ☐ Excluded are principals, counselors, diagnosticians, LSSP's, directors, etc.

CREDITABLE YEARS OF SERVICE Calculated in accordance to rules set by the Commissioner of Education.

TEACHERS, LIBRARIANS SALARY GUIDE

Yrs of Exp	BACHELOR'S DEGREE	DAILY RATE	MASTER'S DEGREE	STATE MINIMUM
0	47,540	264.11	48,040	33,660
1	48,037	266.87	48,537	34,390
2	48,534	269.63	49,034	35,100
3	49,031	272.39	49,531	35,830
4	49,530	275.17	50,030	37,350
5	50,028	277.93	50,528	38,880
6	50,593	281.07	51,093	40,410
7	51,157	284.21	51,657	41,830
8	51,721	287.34	52,221	43,170
9	52,286	290.48	52,786	44,440
10	52,850	293.61	53,350	45,630
11	53,632	297.96	54,132	46,770
12	54,414	302.30	54,914	47,850
13	55,198	306.66	55,698	48,850
14	55,983	311.02	56,483	49,810
15	56,768	315.38	57,268	50,710
16	57,463	319.24	57,963	51,570
17	58,157	323.09	58,657	52,370
18	58,850	326.94	59,350	53,140
19	59,545	330.81	60,045	53,860
20	60,242	334.68	60,742	54,540
21	60,489	336.05	60,989	
22	60,736	337.42	61,236	
23	60,984	338.80	61,484	
24	61,232	340.18	61,732	
25	61,481	341.56	61,981	
26	61,730	342.94	62,230	
27	61,978	344.32	62,478	
28	62,226	345.70	62,726	
29	62,475	347.08	62,975	
30	62,724	348.47	63,224	
31	62,972	349.84	63,472	
32	63,220	351.22	63,720	
33	63,469	352.61	63,969	
34	63,717	353.98	64,217	
35	63,966	355.37	64,466	
36	64,214	356.74	64,714	
37	64,463	358.13	64,963	
38	64,713	359.52	65,213	
39	64,963	360.91	65,463	
Over 39	65,214	362.30	65,714	

RNs SALARY GUIDE

Yrs of Exp	BACHELOR'S DEGREE	DAILY RATE	MASTER'S DEGREE	STATE MINIMUM
0	49,060	272.56	49,560	33,660
1	49,541	275.23	50,041	34,390
2	50,023	277.91	50,523	35,100
3	50,505	280.58	51,005	35,830
4	50,986	283.26	51,486	37,350
5	51,468	285.93	51,968	38,880
6	51,951	288.62	52,451	40,410
7	52,434	291.30	52,934	41,830
8	52,918	293.99	53,418	43,170
9	53,401	296.67	53,901	44,440
10	53,885	299.36	54,385	45,630
11	54,368	302.04	54,868	46,770
12	54,852	304.73	55,352	47,850
13	55,335	307.42	55,835	48,850
14	55,819	310.11	56,319	49,810
15	56,302	312.79	56,802	50,710
16	56,786	315.48	57,286	51,570
17	57,269	318.16	57,769	52,370
18	57,752	320.84	58,252	53,140
19	58,236	323.53	58,736	53,860
20	58,719	326.22	59,219	54,540
21	59,203	328.91	59,703	
22	59,686	331.59	60,186	
23	60,170	334.28	60,670	
24	60,653	336.96	61,153	
25	61,137	339.65	61,637	
26	61,620	342.33	62,120	
27	62,103	345.02	62,603	
28	62,587	347.71	63,087	
29	63,070	350.39	63,570	
30	63,554	353.08	64,054	
31	64,037	355.76	64,537	
32	64,521	358.45	65,021	
33	65,004	361.13	65,504	
34	65,488	363.82	65,988	
35	65,971	366.51	66,471	
36	66,455	369.19	66,955	
37	66,938	371.88	67,438	
38	67,421	374.56	67,921	
39	67,905	377.25	68,405	
Over 39	68,388	379.93	68,888	

CAMPUS PROFESSIONALS SALARY GUIDE

		Yrs of Exp					
		Minimum		Mid-Point		Maximum	
		Daily Rate	Salary	Daily Rate	Salary	Daily Rate	Salary
Position	Days						
HS Counselor	204 Days	287.59	58,669	348.11	71,014	408.73	83,381
MS Counselor	209 Days	277.51	58,000	338.40	70,725	399.30	83,454
ES Counselor	195 Days	280.96	54,786	338.78	66,062	396.65	77,346
Diagnostician	190 Days	292.65	55,603	352.45	66,966	412.44	78,363
LSSP	190 Days	298.99	56,809	365.67	69,478	432.52	82,179
Speech Therapist	180 Days	292.89	52,721	355.13	63,924	417.40	75,133
Behavior Specialist	190 Days	274.10	52,079	330.06	62,711	386.09	73,357
Autism Specialist	190 Days	274.10	52,079	330.06	62,711	386.09	73,357
Athletic Trainer	195 Days	284.17	55,413	337.52	65,816	390.99	76,243
Athletic Trainer	214 Days	284.17	60,812	337.52	72,229	390.99	83,672
Instructional Technology	209 Days	279.03	58,318	335.33	70,083	391.77	81,879
Campus Instructional Coach	233 Days	278.21	52,859	329.26	62,559	380.46	72,287
Head Football	190 Days	348.34	81,163	402.03	93,672	455.86	106,214
HS Principal	219 Days	389.28	85,252	470.91	103,128	552.72	121,046
MS Principal	219 Days	353.57	77,432	425.63	93,214	497.71	108,998
ES Principal	209 Days	335.17	70,051	402.27	84,074	469.55	98,135
ES Principal	219 Days	335.17	73,403	402.27	88,096	469.55	102,831
HS Assistant Principal	219 Days	320.71	70,236	388.48	85,078	456.29	99,928
MS Assistant Principal	204 Days	306.21	62,467	368.85	75,245	431.60	88,046
ES Assistant Principal	204 Days	295.17	60,215	355.40	72,502	415.70	84,803
Dean of Students	219 Days	320.71	70,236	388.48	85,078	456.29	99,928

DISTRICT PROFESSIONALS SALARY GUIDE

		Yrs of Exp					
		Minimum		Mid-Point		Maximum	
Position	Days	Daily Rate	Salary	Daily Rate	Salary	Daily Rate	Salary
Asst. Superintendent	219 Days	462.26	101,234	551.97	120,881	641.84	140,563
Finance Director	219 Days	336.57	73,710	411.54	90,128	486.51	106,546
Chief Technology Officer	222 Days	350.27	77,760	425.55	94,473	500.85	111,190
Chief Operations Officer	233 Days	386.54	90,065	465.07	108,362	543.80	126,706
Athletic Director	219 Days	380.91	83,419	461.34	101,033	541.91	118,679
Federal Programs Director	219 Days	358.33	78,474	431.84	94,572	505.38	110,679
Staff Accountant	219 Days	203.23	44,508	245.32	53,725	288.63	63,210
PEIMS Manager	219 Days	260.28	57,002	312.12	68,354	363.98	79,712
Child Nutrition Supervisor	197 Days	167.16	32,930	202.91	39,974	238.75	47,034
Custodial/Grounds/Maintenance Supervisor	233 Days	179.08	41,726	223.86	52,159	268.80	62,630
Transportation Supervisor	233 Days	184.60	43,013	227.60	53,030	270.66	63,065
Chief of Police	219 Days	271.69	59,501	327.35	71,689	383.00	83,876

Section II: NON-EXEMPT STAFF SALARY GUIDES

NOTES ON NON-EXEMPT SALARY GUIDES

PURPOSE The pay systems for non-exempt staff shall be approved by the Board of Trustees and shall comply with all minimum pay entitlements established by state and federal law. In order to pay employees fairly and attract and retain qualified employees, local pay systems shall be based on the assessed worth of jobs and shall be administered to support the following objectives:

- ☐ To stay competitive with appropriate labor markets for the various categories of personnel
- ☐ To recognize the levels of skill, effort, and responsibility required of different jobs
- ☐ To reward continued length of service to the district and
- ☐ To be fiscally controlled and cost effective

PAY STATUS All non-teaching support employees are considered non-exempt employees, and therefore, eligible for compensation of overtime at time and a half for all work performed in excess of 40 hours in a work week. **All overtime requires the campus principal or supervisor's prior approval.** Disciplinary action may be taken against employees who claim overtime without the supervisor's prior approval.

PAY STRUCTURE The pay structure for all personnel shall be established and maintained by daily or hourly base rates to promote consistent treatment of employees who have different work year periods. The pay structure for each position shall be based on a "Teacher Model" to recognize years of work history and updated based on a thorough review of the job's worth when compared with similar jobs at other school districts within the region. Information provided by an outside agency, personnel staff, and other district officials is carefully reviewed before determining pay structure for positions. The superintendent or designee shall determine job classification or reclassification of positions based on an assessment of job requirements and comparability to other positions within the district and region. The only administrator authorized to make deviations to the Non-Exempt Salary Guides is the superintendent.

PAY RANGE ADVANCEMENT Pay ranges are established to provide opportunities to increase salaries of employees for continued satisfactory service to the district. Employee salaries shall be reviewed on an annual basis. Employees may advance within the pay range according to the amount of increase established from year to year experience in the same manner of the Teacher Salary Table.

NEW HIRE SALARY PLACEMENT New employees must provide evidence of job-related professional work experience at the time of employment in order to be appropriately placed in a pay range. The salary guides shall determine salary placement based on experience allotted.

PROMOTION Employees within the district may be promoted to a new job position with a higher salary guide. When being placed in a higher salary guide, the salary will be based on the employee's experience in the same or similar job, or years of experience in education.

DEMOTION A voluntary demotion in position will require that the employee earn the salary associated with the salary guide of the new position. When being placed in a lower salary guide, the salary will be based on years of service for that salary guide. An involuntary demotion or reassignment determined by SISD may result in the employee retaining his/her existing salary, but not necessarily. The demotion may cause an employee's salary to be frozen until the salary is within the current salary guide or, more appropriately, to change to the correct amount of days between school years to align with the new position.

RETIRE-REHIRE

All retire/rehire employees' salaries will be established and maintained by daily or hourly base rates according to the position and years of work history. ***As of 2022-23 per SB202, the TRS 16% Surcharge and the TRS Care Surcharge of \$535 per month will be paid for by the district.***

HEALTH INSURANCE PAY: *SISD pays \$325 per month for Health Insurance.* For those not taking coverage, SISD pays \$75 per month as a benefit spending credit which may be applied toward supplemental insurance or a qualified retirement plan.

NOTES ON PARAPROFESSIONAL SALARY GUIDE

EXTRA-DUTY ASSIGNMENTS The pay for paraprofessionals with certain extra-duty assignments shall be based on hourly rate plus a stipend. The campus principal will assign persons accordingly, however this is only under extenuating circumstances. Stipends are provided for performing extra duties beyond the regular campus workday schedule. Individuals should not be assigned extra duties that will overlap each other. All time spent working must be recorded using SISD's timekeeping system. Any work in excess of 40 hours during a work week will be accrued as overtime at time and a half and tracked. If compensation earned exceeds the stipend amount then the non-exempt paraprofessional will be paid the difference at the end of the school year. When appropriate, and with the approval of the Superintendent, stipends may be shared.

CAMPUS PARAPROFESSIONAL, SECRETARIAL & SUPPORT SALARY GUIDE

		Yrs of Exp					
		Minimum		Mid-Point		Maximum	
Position	Calendars	Hourly Rate	Salary	Hourly Rate	Salary	Hourly Rate	Salary
Educational Aides	180 Days	11.77	16,950	14.90	21,453	18.11	26,075
Library Aides	180 PT Days	12.84	9,245	16.02	11,534	19.23	13,845
Library Aides	187 Days	12.84	18,491	16.02	23,068	19.23	27,691
Special Ed Self-Contained Aides	180 Days	12.70	18,281	15.91	22,904	19.26	27,736
GCS Aides	180 Days	12.61	18,161	15.68	22,575	18.89	27,197
CMA	180 Days	15.48	22,290	19.33	27,841	23.22	33,436
LVN	187 Days	19.19	27,631	23.68	34,094	28.32	40,781
Campus Receptionist	195 Days	13.89	21,671	17.73	27,666	21.66	33,791
HS Registrar	214 Days	15.62	26,750	19.66	33,663	23.76	40,682
HS Extra-Curricular Secretary	180 Days	16.00	23,038	19.73	28,409	23.58	33,959
HS Secretary	204 Days	16.49	26,907	20.97	34,216	25.44	41,525
MS Secretary	219 Days	15.94	27,934	19.77	34,641	23.71	41,548
ES Secretary	195 Days	15.59	24,321	19.53	30,462	23.58	36,780
HS PEIMS	219 Days	14.35	25,149	18.18	31,857	22.23	38,944
MS PEIMS	219 Days	14.31	25,077	18.14	31,785	22.13	38,764
ES PEIMS	195 Days	14.18	22,123	17.93	27,973	21.80	34,001

DISTRICT SUPPORT & OPERATIONS STAFF SALARY GUIDE

		Yrs of Exp					
		Minimum		Mid-Point		Maximum	
Position	Calendars	Hourly Rate	Salary	Hourly Rate	Salary	Hourly Rate	Salary
Accounts Payable Specialist	219 Days	19.09	33,448	23.68	41,494	28.36	49,684
Payroll Specialist	219 Days	20.63	36,142	25.63	44,911	30.74	53,860
HR Specialist	219 Days	20.77	36,395	26.09	45,706	31.59	55,343
Secretary to Executive	209 PT Days	19.70	16,468	24.16	20,200	28.64	23,941
Superintendent Secretary	219 Days	23.92	41,909	29.66	51,962	35.48	62,159
Secretary to Director	190 Days	17.02	25,878	21.08	32,040	25.30	38,454
District PEIMS Specialist	219 Days	21.15	37,059	26.73	46,826	32.30	56,593
Computer Technician	222 Days	19.83	35,220	24.44	43,410	29.07	51,636
Network Technician	222 Days	22.96	40,770	29.21	51,872	35.50	63,045
Custodian	233 Days	10.86	20,237	13.37	24,922	15.91	29,664
Lead Custodian	233 Days	13.31	24,806	16.38	30,528	19.56	36,461
Child Nutrition	176 Days	10.52	varies	13.00	varies	15.57	varies
Child Nutrition Lead	176 Days	14.35	varies	17.41	varies	20.61	varies
Mechanic	233 Days	18.83	35,098	23.71	44,198	28.67	53,434
Transportation Secretary	205 Days	16.78	27,514	20.55	33,709	24.53	40,225
Bus Monitor	176 Days	10.95	varies	13.22	varies	15.68	varies
Bus Driver	174 Days	16.68	varies	19.89	varies	23.37	varies
Police Officer	200 Days	26.68	42,693	32.18	51,494	37.68	60,296

Section III: SUPPLEMENTAL DUTY STIPENDS

ACADEMIC STIPENDS

Position	Stipend
High Demand Teaching Field (per section)	\$500
HS Agriculture Science [3]	\$3,000
FCCLA	\$500
HS Yearbook Sponsor [1]	\$3,250
MS Yearbook Sponsor [1]	\$1,500
ES Yearbook Sponsor [1]	\$1,500
ES Video Announcements [2]	\$1,500
HS Student Council Sponsor [2]	\$1,000
MS Student Council Sponsor [2]	\$750
National Honor Society Sponsor [1]	\$1,500
National Junior Honor Society Sponsor [1]	\$750
HS Salado Youth Leadership Sponsor [1]	\$1,000
HS Mu Alpha Theta Sponsor [1]	\$600
Prom Sponsor [1]	\$500
HS ESL/Telpas [1]	\$1,000
MS ESL/Telpas [1]	\$1,000
ES ESL/Telpas [1]	\$1,000
TCLAS Technology Specialist [1]	\$2,500
District Translator [2]	\$1,000
Special Ed Evaluation Lead [1]	\$1,000
Special Olympics [1]	\$1,610
G/T [3]	\$1,000
Early Reading Academy Administrator [1]	\$5,000
Robotics [2]	\$2,000
HS UIL Coordinator [2]	\$2,500
MS UIL Coordinator [2]	\$500
ES UIL Coordinator [1]	\$500
Debate/Speech Coach [1]	\$3,000
OAP Director [1]	\$7,000
OAP Asst. Director (per semester) [1]	\$2,000
MS OAP Director (per semester) [1]	\$1,000
HS UIL Coach (per event)	\$600
HS UIL Coach - no student travel (per event)	\$300
MS UIL Coach (per event)	\$500
ES UIL Coach (per event)	\$500
*UIL Coach/Paraprofessionals - hourly rate, subject to overtime when applicable	

PERFORMING ARTS STIPENDS

Position	Stipend
HS Head Band Director [1]	\$8,000
HS Assistant Band Director [1]	\$4,000
MS Band Director [2]	\$4,000
Color Guard [1]	\$2,000
Choir [1]	\$3,975
Twirling Sponsor [1]	\$300
Drill Team Sponsor [1]	\$3,000

ATHLETIC STIPENDS

Coaching Assignment	Stipend		Coaching Assignment	Stipend
Baseball			Powerlifting	
Head [1]	\$5,626		Head [2]	\$4,000
Assistant [3]	\$3,078		Soccer	
Softball			Head [2]	\$5,147
Head [1]	\$5,626		Assistant [4]	\$3,050
Assistant [2]	\$3,078		Middle School [4]	\$2,926
Basketball			Swimming	
Assistant [4]	\$3,250		Head [1]	\$5,385
Middle School [8]	\$2,470		Tennis	
Cheerleading			Head [1]	\$5,006
Varsity [1]	\$3,100		Assistant [0]	\$2,925
Junior Varsity [1]	\$2,099		Middle School [1]	\$2,000
Middle School [1]	\$1,575		Track	
Cross Country			Head [2]	\$4,611
Head [2]	\$4,880		Assistant [7]	\$2,959
Middle School [2]	\$1,250		Middle School [9]	\$2,188
Football			Volleyball	
Offensive/Defensive Coordinator [1]	\$7,376		Head [1]	\$6,154
Assistant [9]	\$5,312		Assistant [3]	\$3,895
Middle School [4]	\$3,098		Middle School [4]	\$2,771
Golf			Wrestling	
Head [1]	\$6,000		Head [1]	\$6,630
Middle School [4]	\$1,250		Assistant (1)	\$3,500
			Middle School	
			Middle School Coordinator [2]	\$1,170

Section IV: EXTRA DUTIES

ACADEMIC EXTRA DUTIES

Extra Duty	Hourly Rate	Extra Duty	Hourly Rate
Tutorials (Professionals)	\$18	After School Care Administrator	\$35
TCLAS Tutorials (All Staff)	\$25	After School Care (Professionals)	\$25
Homebound (Certified Teacher)	\$18	Facility Administrator on Duty (Per Hour)	\$35
Summer School (Professionals)	\$25	After School Care (Paraprofessionals)- hourly rate, subject to overtime when applicable	
Summer School (Paraprofessionals)	\$18		

ATHLETIC GAME WORKER EXTRA DUTIES

Gameworker Assignment	Pay Amount
Volleyball & Basketball:	
Gate	\$20 first game, \$10 for each additional game
Clock - JV & JH	\$20 first game, \$10 for each additional game
Clock - Varsity	\$25 first game, \$10 for each additional game
Scorebook - JV & JH	\$20 first game, \$10 for each additional game
Scorebook - Varsity	\$25 first game, \$10 for each additional game
Libero Tracker - JH & JH	\$20 first game, \$10 for each additional game
Libero Tracker - Varsity	\$25 first game, \$10 for each additional game
Football:	
Gate	\$30 first game, \$10 for each additional game
Clock	\$30 first game, \$10 for each additional game
Announcer	\$30 first game, \$10 for each additional game
Stadium Management	hourly rate, subject to overtime when applicable
Film	\$50 per night (non-coaches only)
Soccer, Baseball & Softball:	
Gate	\$30 first game, \$10 for each additional game
Pitch Counter	\$30 first game, \$10 for each additional game
Clock/Scorekeeper	\$30 first game, \$10 for each additional game
Announcer	\$30 first game, \$10 for each additional game
Concession Stand:	
Head Concession Worker	\$20 per hour
General Concession Worker	\$10 per hour

- 2 Head Concession Worker is responsible for stocking concessions, obtaining general workers and handling all money through the business office.

ATHLETIC SUMMER CAMP EXTRA DUTIES

Summer Camp Coach Pay	\$20/hour		
Summer Camp Assignment	Staff Allotment	Coordinator Stipend	Total Budgeted Expense
Boys Strength & Conditioning	4 coaches x 2 hours per day x 24 days (192 total hours)	\$750	\$4,590
Girls Strength & Conditioning	4 coaches x 2 hours per day x 24 days (192 total hours)	\$750	\$4,590
Football Skills	4 coaches x 1 hour per day x 24 days (96 total hours)		\$1,920
Football	13 coaches x 3 hour per day x 4 days (156 total hours)	\$500	\$3,620
Volleyball	7 coaches x 2 hour per day x 3 days (42 total hours)	\$500	\$1,340
Baseball	4 coaches x 4 hour per day x 3 days (48 total hours)	\$500	\$1,460
Softball	3 coaches x 4 hour per day x 3 days (36 total hours)	\$500	\$1,220
Boys Basketball	7 coaches x 4 hour per day x 3 days (84 total hours)	\$500	\$2,180
Girls Basketball	7 coaches x 4 hour per day x 4 days (112 total hours)	\$500	\$2,740
Boys Soccer	3 coaches x 3 hour per day x 5 days (45 total hours)	\$500	\$1,400
Girls Soccer	3 coaches x 3 hour per day x 4 days (36 total hours)	\$500	\$1,220

BUS DRIVING EXTRA DUTIES

Sponsor/Coach	Less than 110 miles round trip; \$33.36 per trip
Sponsor/Coach	More than 110 miles round trip; \$16.68 per hour of drive time (drive time = total round trip miles ÷ 55).
Non-Sponsor/Coach	\$16.68 per hour of drive time + \$7.50 per hour wait time. (Non-exempt personnel may be subject to blended OT)

Section V: INCENTIVES AND PERFORMANCE PAY

The following incentives and performance pay were approved by the Board of Trustees of Salado ISD on June 28, 2023 and are effective for the 2023-2024 school year only.

INCENTIVES

BUS DRIVER RECRUITMENT Salado ISD seeks to recruit CDL bus drivers with recruitment payments during the first year of employment. The district has seen a significant decrease in qualified applicants for bus drivers leaving multiple unfilled positions and ultimately a lack in continuity for student operations. The ability to recruit quality employees is clearly in the best interest of the District.

Up to two one-time payments to all new bus drivers hired for the 2023-2024 school year will be paid as a recruitment incentive above and beyond their regular salary and benefits in exchange for continued service to the district.

- Up to \$500 will be paid to new bus drivers that are employed for the entire fall semester. Up to \$500 will be paid to new bus drivers that are employed for the entire spring semester.
- The one-time payments will be paid in December 2023 (if applicable) and May 2024 (if applicable) to be included in the regular payroll earnings.
- Prorations will be made for different duty schedules less than full-time or to account for late/mid-year employment.

PERFORMANCE PAY

TEACHER INCENTIVE ALLOTMENT FOR NATIONAL BOARD CERTIFIED TEACHERS (NBCT) For any funds received by Salado ISD for a designated National Board Certified Teacher under the Teacher Incentive Allotment (TIA), 100% will be paid to the designated teacher. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

Section VI: CALENDARS

Number of Days	Start Date	End Date
169-Child Nutrition Cashiers	8/2/2023	5/21/2024
174-Bus Monitors	8/2/2023	5/22/2024
176-Bus Drivers	8/1/2023	5/22/2024
178-Child Nutrition	7/25/2023	5/22/2024
180	8/1/2023	5/24/2024
190	7/24/2023	5/31/2024
195	7/17/2023	5/31/2024
195-Testing Coordinator	8/1/2023	6/21/2024
195-Asst. Band Director	7/17/2023	5/31/2024
197-CN Supervisor	7/25/2023	6/12/2024
200-Band Director	7/10/2023	5/31/2024
200-Police Officers	7/24/2023	6/14/2024
204	7/17/2023	6/13/2024
205	7/17/2023	6/12/2024
209	7/11/2023	6/14/2024
214	7/10/2022	6/20/2024
219	7/3/2023	6/28/2024
222-Tech	7/3/2023	6/28/2024
233 Maint & Operations	7/3/2023	6/28/2024
233-Head Football	7/3/2023	6/28/2024

***Teachers will need to earn Exchange Days during the summer if they wish to be off August 1st & 4th. All campus related personnel MUST follow the Professional Calendar (above) unless they receive prior, written permission from the Superintendent.**

12-month employee non-contract days will be determined by the Superintendent and/or Director of Finance. The standard expectation is that work calendars for all support staff shall be similar to that of their immediate supervisor unless prior arrangements are made through the immediate supervisor; e.g. clerical and office staff have the same work calendar as their principal/supervisor.

Non-contract days will not carry from year to year without prior approval from the Superintendent.

For all employees, Absence Management should be used to request and document absences.

Section VII: DAILY WORK SCHEDULES

Campus / Department	Office Hours	Support Staff Non-Exempt	Professional Staff Exempt	Beginning / Dismissal Times
Thomas Arnold Elementary	7:15 am - 3:45 pm	7:15 am - 3:45 pm	7:15 am - 3:45 pm	7:30 am - 3:15 pm
Salado Middle School	7:45 am - 4:15 pm	7:45 am - 4:15 pm	7:45 am - 4:15 pm	8:15 am - 4:00 pm
Salado High School	7:45 am - 4:15 pm	7:45 am - 4:15 pm	7:45 am - 4:15 pm	8:15 am - 4:00 pm
Civic Center - Admin	7:30 am - 4:30 pm	7:30 am - 4:30 pm	7:30 am - 4:30 pm	
Civic Center - Business Office	7:30 am - 4:30 pm	7:30 am - 4:30 pm	7:30 am - 4:30 pm	
Child Nutrition Staff	7:00 am - 2:00 pm	Varies		
Custodial	7:00 am - 4:00 pm	Varies		
Maintenance	7:00 am - 4:00 pm	Varies		
Transportation / Grounds	7:00 am - 5:00 pm	Varies		

***Campuses will “flex” start and stop times to cover arrival and dismissal while creating an 8-hour workday.**

Administration shall determine the distribution of work among members of the staff. The superintendent and principals shall require each staff member to be on duty before and after regular school hours long enough to plan and carry out individual professional responsibilities. These responsibilities shall include planning, supervision, guidance, instruction, and other routine duties or assignments made by the superintendent or the principal, such as work related to extracurricular activities, car duty, and cafeteria duty. All full time non-exempt employees will be on a 40-hour work week. All non-exempt employees will document time worked through the ***Time and Attendance*** software program.

Section VIII: SUBSTITUTE TEACHERS SALARY GUIDE

Classification	Daily Rate
Non-Degreed	\$75
Degreed	\$85
Degreed, Certified	\$95
Long-term Non-Degreed	\$85
Long-term Degreed	\$100
Long-term Degreed, Certified	\$125

- ❑ Long-term sub pay is earned after 20 or more consecutive days subbing for the same teacher. A half-day only counts as a half-day.
- ❑ Substitute jobs are assigned through the ***Absence Management*** software program.
- ❑ Substitutes will document days worked through the ***Time and Attendance*** software program.
- ❑ Paychecks are through Direct Deposit or mailed monthly to the home address.
- ❑ All substitutes must attend a substitute orientation meeting.

Section IX: HEALTH INSURANCE BENEFITS

	TRS-ActiveCare Primary		TRS-ActiveCare Primary +		TRS-ActiveCare HD		Scott & White	
	Total Cost	*Maximum Employee Cost	Total Cost	*Maximum Employee Cost	Total Cost	*Maximum Employee Cost	Total Cost	*Maximum Employee Cost
Employee Only	\$399.00	\$74.00	\$468.00	\$143.00	\$410.00	\$85.00	\$515.37	\$190.37
Employee & Spouse	\$1,078.00	\$753.00	\$1,217.00	\$892.00	\$1,107.00	\$782.00	\$1,293.46	\$968.46
Employee & Children	\$679.00	\$354.00	\$796.00	\$471.00	\$697.00	\$372.00	\$828.11	\$503.11
Employee & Family	\$1,357.00	\$1,032.00	\$1,545.00	\$1,220.00	\$1,394.00	\$1,069.00	\$1,488.60	\$1,163.60

This is a brief outline of benefits offered as we understand them and does not guarantee coverage. See the TRS-Active Care Enrollment Guide or HMO Evidence of Coverage for more details.

District Contribution ***Full-time employees participating in group health insurance will receive \$325 per month toward their cost of health insurance.*** Employees not participating in group health insurance will receive \$75 per month toward supplemental insurance or a qualified retirement plan.

Note: 2022-23 will be a passive enrollment year.