



Salado Independent School District

2024-2025

STAFF COMPENSATION GUIDE

PREFACE

The 2024-2025 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 \$350 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	50,000	277.78	50,500	33,660
1	50,368	279.82	50,868	34,390
2	50,737	281.87	51,237	35,100
3	51,106	283.92	51,606	35,830
4	51,475	285.97	51,975	37,350
5	51,844	288.02	52,344	38,880
6	52,386	291.03	52,886	40,410
7	52,928	294.04	53,428	41,830
8	53,470	297.06	53,970	43,170
9	54,012	300.07	54,512	44,440
10	54,555	303.08	55,055	45,630
11	55,175	306.53	55,675	46,770
12	55,795	309.97	56,295	47,850
13	56,415	313.42	56,915	48,850
14	57,035	316.86	57,535	49,810
15	57,655	320.31	58,155	50,710
16	58,350	324.17	58,850	51,570
17	59,045	328.03	59,545	52,370
18	59,740	331.89	60,240	53,140
19	60,435	335.75	60,935	53,860
20	61,130	339.61	61,630	54,540
21	61,393	341.07	61,893	
22	61,657	342.54	62,157	
23	61,920	344.00	62,420	
24	62,184	345.47	62,684	
25	62,447	346.93	62,947	
26	62,711	348.39	63,211	
27	62,974	349.86	63,474	
28	63,238	351.32	63,738	
29	63,501	352.78	64,001	
30	63,765	354.25	64,265	
31	64,028	355.71	64,528	
32	64,292	357.18	64,792	
33	64,555	358.64	65,055	
34	64,819	360.11	65,319	
35	65,082	361.57	65,582	
36	65,346	363.03	65,846	
37	65,609	364.49	66,109	
38	65,873	365.96	66,373	

39	66,136	367.42	66,636	
Over 39	66,400	368.89	66,900	

RNs SALARY GUIDE

Yrs of Exp	BACHELOR'S DEGREE	DAILY RATE	MASTER'S DEGREE	STATE MINIMUM
0	50,869	282.61	51,369	33,660
1	51,347	285.26	51,847	34,390
2	51,825	287.92	52,325	35,100
3	52,303	290.57	52,803	35,830
4	52,782	293.23	53,282	37,350
5	53,260	295.89	53,760	38,880
6	53,738	298.54	54,238	40,410
7	54,216	301.20	54,716	41,830
8	54,695	303.86	55,195	43,170
9	55,173	306.52	55,673	44,440
10	55,651	309.17	56,151	45,630
11	56,130	311.83	56,630	46,770
12	56,608	314.49	57,108	47,850
13	57,086	317.14	57,586	48,850
14	57,564	319.80	58,064	49,810
15	58,043	322.46	58,543	50,710
16	58,521	325.12	59,021	51,570
17	58,999	327.77	59,499	52,370
18	59,477	330.43	59,977	53,140
19	59,956	333.09	60,456	53,860
20	60,434	335.74	60,934	54,540
21	60,912	338.40	61,412	
22	61,391	341.06	61,891	
23	61,869	343.72	62,369	
24	62,347	346.37	62,847	
25	62,825	349.03	63,325	
26	63,304	351.69	63,804	
27	63,782	354.34	64,282	
28	64,260	357.00	64,760	
29	64,738	359.66	65,238	
30	65,217	362.32	65,717	
31	65,695	364.97	66,195	
32	66,173	367.63	66,673	
33	66,652	370.29	67,152	
34	67,130	372.94	67,630	
35	67,608	375.60	68,108	
36	68,086	378.26	68,586	
37	68,565	380.92	69,065	

38	69,043	383.57	69,543	
39	69,521	386.23	70,021	
Over 39	70,000	388.89	70,500	

CAMPUS PROFESSIONALS SALARY GUIDE

		Yrs of Exp					
		Minimum		Mid-Point		Maximum	
		Daily Rate	Salary	Daily Rate	Salary	Daily Rate	Salary
Position	Days	Daily Rate	Salary	Daily Rate	Salary	Daily Rate	Salary
HS Counselor	204 Days	297.33	60,656	361.19	73,683	425.05	86,710
MS Counselor	209 Days	285.28	59,624	342.48	71,579	399.69	83,535
ES Counselor	195 Days	282.86	55,158	341.83	66,657	400.80	78,156
Diagnostician	190 Days	297.63	56,549	358.78	68,169	419.95	79,790
LSSP	190 Days	304.83	57,917	369.27	70,162	433.73	82,408
Speech Therapist	180 Days	305.92	55,065	371.36	66,844	436.79	78,623
Athletic Trainer	195 Days	290.70	56,686	343.92	67,065	397.15	77,445
Instructional Technology	209 Days	285.66	59,703	340.94	71,256	396.22	82,809
Campus Instructional Coach	190 Days	287.89	54,700	341.82	64,946	395.75	75,193
Head Football	219 Days	332.62	72,844	376.24	82,397	419.86	91,950
HS Principal	219 Days	394.86	86,474	474.57	103,931	554.29	121,389
MS Principal	219 Days	363.56	79,620	431.94	94,595	500.32	109,570
ES Principal	219 Days	340.70	74,613	405.55	88,816	470.40	103,018
HS Assistant Principal	219 Days	329.67	72,197	391.47	85,733	453.28	99,268
MS Assistant Principal	204 Days	313.38	63,930	378.79	77,273	444.20	90,616
ES Assistant Principal	204 Days	299.80	61,159	360.93	73,630	422.06	86,100
Dean of Students	219 Days	329.67	72,197	391.47	85,733	453.28	99,268

DISTRICT PROFESSIONALS SALARY GUIDE

Position	Days	Yrs of Exp					
		Minimum		Mid-Point		Maximum	
		Daily Rate	Salary	Daily Rate	Salary	Daily Rate	Salary
Asst. Superintendent	219 Days	466.40	102,141	565.61	123,869	664.83	145,598
Chief Financial Officer	219 Days	433.29	94,891	519.59	113,790	605.89	132,690
Chief Technology Officer	222 Days	379.06	83,014	448.24	98,164	517.42	113,314
Chief Operations Officer	219 Days	388.13	85,000	464.15	101,648	540.16	118,296
Athletic Director	219 Days	388.68	85,120	465.95	102,043	543.22	118,966
Federal Programs Director	219 Days	372.12	81,494	446.88	97,866	521.63	114,238
PEIMS Manager	219 Days	268.12	58,718	325.19	71,217	382.26	83,716
Child Nutrition Supervisor	197 Days	167.16	32,930	202.91	39,974	238.75	47,034
Custodial/Maintenance Supervisor	233 Days	179.08	41,726	223.86	52,159	268.80	62,630
Transportation Supervisor	233 Days	195.76	45,612	241.36	56,236	286.96	66,861
Chief of Police	219 Days	270.59	59,259	337.49	73,911	404.40	88,563

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 \$350 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	Days	Hourly Rate	Salary	Hourly Rate	Salary	Hourly Rate	Salary
Educational Aides	180 Days	12.59	18,129	16.01	23,054	19.44	27,993
Library Aides	180 Days	13.39	19,281	16.72	24,076	20.04	28,857
Special Ed Self-Contained Aides	180 Days	13.42	19,324	16.67	24,004	19.92	28,684
GCS Aides	180 Days	13.40	19,296	16.53	23,803	19.65	28,296
CMA	180 Days	16.72	24,076	20.55	29,592	24.38	35,107
LVN	180 Days	20.00	28,800	24.42	35,164	28.84	41,529
Campus Receptionist	195 Days	14.47	22,573	18.05	28,158	21.63	33,742
HS Registrar	214 Days	16.55	28,333	20.34	34,822	24.12	41,293
HS Extra-Curricular Secretary	180 Days	17.54	25,257	21.74	31,305	25.95	37,368
HS Secretary	204 Days	17.60	28,723	21.73	35,463	25.85	42,187
MS Secretary	219 Days	16.48	28,872	20.21	35,407	23.94	41,942
ES Secretary	195 Days	16.44	25,646	20.05	31,278	23.67	36,925
HS PEIMS	219 Days	15.50	27,156	19.11	33,480	22.71	39,787
MS PEIMS	209 Days	15.05	25,163	18.85	31,517	22.66	37,887
ES PEIMS	195 Days	14.78	23,056	18.56	28,953	22.34	34,850

DISTRICT SUPPORT & OPERATIONS STAFF SALARY GUIDE

		Yrs of Exp					
		Minimum		Mid-Point		Maximum	
		Hourly Rate	Salary	Hourly Rate	Salary	Hourly Rate	Salary
Position	Days	Hourly Rate	Salary	Hourly Rate	Salary	Hourly Rate	Salary
Accounts Payable Specialist	219 Days	19.85	34,777	24.26	42,503	28.68	50,247
Payroll Specialist	219 Days	21.42	37,527	26.51	46,445	31.59	55,345
HR Specialist	219 Days	21.47	37,615	26.68	46,743	31.89	55,871
Secretary to Executive	209 Days	20.02	33,473	24.85	41,549	29.67	49,608
Superintendent Secretary	219 Days	24.51	42,941	30.36	53,190	36.21	63,439
Secretary to Director	190 Days	18.16	27,603	22.47	34,154	26.78	40,705
Computer Technician	222 Days	20.47	36,354	25.05	44,488	29.64	52,640
Network Technician	222 Days	23.18	41,167	28.28	50,225	33.38	59,282
Custodian	233 Days	12.36	23,039	14.71	27,419	17.07	31,818
Lead Custodian	233 Days	14.54	27,102	17.83	33,235	21.12	39,367
Child Nutrition	176 Days	12.36	varies	14.79	varies	17.22	varies
Child Nutrition Lead	176 Days	15.03	varies	18.33	varies	21.63	varies
Mechanic	233 Days	19.59	36,515	24.39	45,462	29.19	54,410
Transportation Secretary	205 Days	17.36	28,470	21.40	35,096	25.45	41,738
Bus Monitor	176 Days	12.36	varies	14.87	varies	17.39	varies
Bus Driver	174 Days	18.86	varies	22.28	varies	25.71	varies
Police Officer	200 Days	27.04	43,264	33.07	52,912	39.11	62,576
Parking Lot Attendant	180 Days	14.27	20,542	17.30	24,917	20.34	29,293

Section III: SUPPLEMENTAL DUTY STIPENDS
ACADEMIC STIPENDS

Position	Stipend
High Demand Teaching Field (per section)	\$500
HS Agriculture Science [3]	\$3,000
FCCLA [1]	\$1,000
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
OAP Asst. (per semester) [1]	\$1,500
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

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
HS Drill Team Sponsor [1]	\$3,000
MS Drill Team Sponsor [1]	\$1,000

ATHLETIC STIPENDS

Coaching Assignment	Stipend
Baseball	
Head [1]	\$5,626
Assistant [3]	\$3,078
Softball	
Head [1]	\$5,626
Assistant [2]	\$3,078
Basketball	
Head [2]	\$5,889
Assistant [4]	\$3,250
Middle School [8]	\$2,470
Cheerleading	
Varsity [1]	\$3,100
Junior Varsity [1]	\$2,099
Middle School [1]	\$1,575
Cross Country	
Head [2]	\$4,880
Assistant [2]	\$2,959
Middle School [2]	\$2,188
Football	
Head [1]	\$11,500
Offensive Coordinator [1]	\$7,376
Defensive Coordinator [1]	\$7,376
Assistant [9]	\$5,312
Middle School [4]	\$3,098
Golf	
Head [1]	\$6,000
Middle School [4]	\$1,250

Coaching Assignment	Stipend
Powerlifting	
Head [2]	\$4,000
Soccer	
Head [2]	\$5,147
Assistant [4]	\$3,050
Middle School [4]	\$2,926
Swimming	
Head [1]	\$5,385
Tennis	
Head [1]	\$5,006
Assistant [1]	\$2,925
Middle School [1]	\$2,000
Track	
Head [2]	\$4,611
Assistant [7]	\$2,959
Middle School [9]	\$2,188
Volleyball	
Head [1]	\$6,154
Assistant [3]	\$3,895
Middle School [4]	\$2,771
Wrestling	
Head [1]	\$6,630
Assistant (1)	\$3,500
Middle School	
Middle School Coordinator [2]	\$1,170

➤ **\$1,000 of each coaching stipend is contingent on the coach having or obtaining a CDL.**

Section IV: EXTRA DUTIES

ACADEMIC EXTRA DUTIES

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

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

- 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; \$37.72 per trip
Sponsor/Coach	More than 110 miles round trip; \$18.86 per hour of drive time (drive time = total round trip miles ÷ 55).
Non-Sponsor/Coach	\$18.86 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 May 13, 2024 and are effective for the 2024-2025 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 2024-2025 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 2024 (if applicable) and May 2025 (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	8/06/2024	5/21/2025
174-Bus Monitors	8/07/2024	5/22/2025
176-Bus Drivers	8/05/2024	5/22/2025
178-Child Nutrition	8/01/2024	5/22/2025
180	8/01/2024	5/23/2025
190	7/29/2024	6/04/2025
195	7/15/2024	5/28/2025
195-Testing Coordinator	8/01/2024	6/20/2025
195-Asst. Band Director	7/15/2024	5/28/2025
197-CN Supervisor	7/22/2024	6/06/2025
200-Band Director	7/08/2024	5/28/2025
200-Police Officers	7/22/2024	6/11/2025
204	7/19/2024	6/11/2025
205	7/15/2024	6/11/2025
209	7/11/2024	6/13/2025
214	7/08/2024	6/17/2025
219	7/01/2024	6/30/2025
222-Tech	7/01/2024	6/30/2025
233 Maint & Operations	7/01/2024	6/30/2025
233-Head Football	7/01/2024	6/30/2025

***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	
	Total Cost	*Maximum Employee Cost	Total Cost	*Maximum Employee Cost	Total Cost	*Maximum Employee Cost
Employee Only	\$446.00	\$96.00	\$523.00	\$173.00	\$459.00	\$109.00
Employee & Spouse	\$1,205.00	\$855.00	\$1,360.00	\$1,010.00	\$1,240.00	\$890.00
Employee & Children	\$759.00	\$409.00	\$890.00	\$540.00	\$781.00	\$431.00
Employee & Family	\$1,517.00	\$1,167.00	\$1,726.00	\$1,376.00	\$1,561.00	\$1,211.00

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 \$350 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: 2024-25 will be a passive enrollment year.