



**2021-2022**

**SALARY SCHEDULES  
AND COMPENSATION  
INFORMATION**

**GARLAND INDEPENDENT SCHOOL DISTRICT**  
Serving the North Texas Communities of Garland, Rowlett, and Sachse

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September 2021

# THIS SALARY SCHEDULE IS FOR THE 2021-2022 SCHOOL YEAR ONLY

The 2021-2022 school year pay schedules reflect the implementation of the Board approved salary increase.

The GISD Board of Trustees approved a 2% of midpoint pay grade increase for all district employees. All raises were computed on the mid-point of each pay grade.

The increase will be reflected as follows:

- In the July pay check for 12- month (215 – 260 work days),
- In the August pay check for the 11-month (198 – 214 work days) employees.
- In the September pay check for ten (10) month employees (less than 197 work days), biweekly employees in their first paycheck in September.

Neither past nor future salaries can be accurately calculated nor predicted from this booklet. Only the salary ranges based on pay grades can be obtained from this information.

Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise approved by the Board of Trustees. Salaries are determined individually with consideration for job-related experience and credentials.

All GISD employees who returned to their same position held in the district in the 2020- 2021 school year received the outlined increase from the midpoint of their pay grade. The percent of increase from the midpoint was added to their 2020 - 2021 salary.

To determine your increase:

1. Find your pay grade on the charts
2. To the far right of the table, you will see the increase amount either per day or per hour as applicable.

## **Employee Retention Stipends**

On June 22, 2021, the Board of Trustees approved a retention stipend for all GISD full-time and part-time employees. Payment of this stipend depends upon the approval of the GISD ESSER III funding plan by the Texas Education Agency.

### Stipend Amounts

Full-time employees: \$2,000

Part-time employees: \$1,000

### Stipend Eligibility

Employed with Garland ISD through June 30, 2021, AND

Must be employed with Garland ISD on the last work day of the month preceding receipt of payment, AND

Full-time employees OR

Part-time employees who worked at least 19 hours per week

### Stipend Payment

October 2021--25%

December 2021--50%

March 2022--25%

For any salary questions, please send an e-mail to [salary@garlandisd.net](mailto:salary@garlandisd.net)

This salary schedule cannot be used to compete future earnings.

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**Garland ISD**

**2021-2022 New Hire Guide for  
Teachers**

**\$56,325 starting, 2.0% Increase**

Years of Experience	New Hire Salary	Daily Rate
0	\$56,325	301.20
1	\$56,789	303.68
2	\$57,146	305.59
3	\$57,494	307.45
4	\$57,870	309.47
5	\$58,121	310.81
6	\$58,739	314.11
7	\$59,108	316.09
8	\$59,458	317.96
9	\$59,758	319.56
10	\$60,058	321.17
11	\$60,358	322.77
12	\$60,658	324.37
13	\$61,008	326.25
14	\$61,308	327.85
15	\$61,734	330.13
16	\$62,033	331.73
17	\$62,329	333.31
18	\$62,629	334.91
19	\$63,028	337.05
20	\$63,428	339.19
21	\$63,728	340.79
22	\$64,028	342.40
23	\$64,328	344.00
24	\$64,628	345.60
25+	\$64,929	347.21

	Minimum	Midpoint	Maximum	2% Inc.
<b>Daily</b>	301.20	378.08	453.68	7.56
<b>187 Days</b>	\$56,325	\$70,701	\$84,838	\$1,414

Continuing Teachers will receive an increase of  
\$1,414

The salaries listed above are based on 10-month employment for the 2021-2022 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

**\$1,300 General Master's Degree Stipend  
\$2,000 Doctorate Degree Stipend**

Salaries are determined individually with consideration for job-related experience and credentials.

This salary schedule cannot be used to compute future earnings.

**2021-2022 Administrative Professional Pay Plan**

Garland ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
<b>101</b>							
	Assistant Box Office Coordinator	226	<b>Daily</b>	213.77	257.55	301.33	<b>\$5.15</b>
	Certification Specialist 1	226	<b>226 Days</b>	48,312	58,206	68,101	1,164
	Energy Analysis Specialist	226					
	Event Coordinator	226					
	Facilities Specialist	226					
	Marketing Specialist	226					
	Print Shop Senior Production Manager	226					
	Supervisor, Culinary	226					
	Supervisor, Professional Development Catering	226					
	Supervisor, Student Nutrition Services	226					
<b>102</b>							
	Box Office Coordinator	226	<b>Daily</b>	<b>\$248.48</b>	<b>\$298.76</b>	<b>\$349.04</b>	<b>\$5.98</b>
	Facilitator Translation Interpret Service	226	<b>226 Days</b>	56,156	67,519	78,883	1,351
	Graphic Design Specialist	226					
	Office Manager, Payroll	226					
	Operations Manager, CCC	226					
	Sales Representative	226					
	Supervisor, Food & Supply Acquisition	226					
	Web Content Designer	226					
<b>103</b>							
	Executive Assistant to Superintendent	226	<b>Daily</b>	<b>\$280.78</b>	<b>\$337.59</b>	<b>\$394.41</b>	<b>\$6.75</b>
	Benefits Specialist	226	<b>187 Days</b>	52,505	63,130	73,755	1,262
	Budget Analyst	216	<b>216 Days</b>	60,648	72,920	85,192	1,458
	Certified ND Staff Auditor	226	<b>226 Days</b>	63,455	76,296	89,137	1,526
	Construction Bond Specialist	226					
	Coordinator Print Shop	226					
	Energy Management Specialist	226					
	Event Services Manager	226					
	Grants Specialist	226					
	Investigator, HR	226					
	Maintenance MEP Manager	226					
	Manager, Building Services	226					
	Manager, Event Services	226					
	Manager, Grounds	226					
	Manager, Maintenance Trades & Projects	226					
	Manager, Sales	226					
	Manager, Work Order Control	226					
	Paralegal, General Counsel	226					
	Speech Language Pathologist Assistant PreK	187					
	Staff Auditor	226					
	Web Services Support Specialist	226					

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
<b>104</b>			<b>Daily</b>	<b>\$311.66</b>	<b>\$374.73</b>	<b>\$437.80</b>	<b>\$7.49</b>
	Accountant, General Ledger	226	187 Days	58,281	70,075	81,868	1,401
	Accountant, Payroll	226	189 Days	58,904	70,824	82,744	1,416
	Accountant, Project	226	193 Days	60,151	72,323	84,495	1,446
	Accountant, Proprietary Funds	226	197 Days	61,398	73,822	86,246	1,476
	Behavior Intervention Specialist Title I	187	202 Days	62,956	75,696	88,435	1,513
	Behavior Program Specialist Title I	210	210 Days	65,449	78,693	91,937	1,573
	Behavioral Specialist Idea B	197	214 Days	66,696	80,192	93,689	1,603
	Board Service Manager	226	215 Days	67,008	80,567	94,126	1,610
	Case Manager	210	220 Days	68,566	82,441	96,315	1,648
	Coordinator, Budget	226	226 Days	70,436	84,689	98,942	1,693
	Coordinator, PEIMS	226					
	Coordinator, Security Operations	226					
	Coordinator, Security Systems	226					
	Coordinator, Textbooks	226					
	Coordinator, Warehouse Services	226					
	CTE Specialist	214					
	Data Support Specialist Title 1	197					
	Dyslexia Evaluator	197					
	Dyslexia Evaluator, Bilingual	197					
	Field Nurse Technology Specialist, Health Services	187					
	Infant Center Specialist New Horizons	193					
	Instructional Coach	197					
	Instructional Coach, 1:1	197					
	Instructional Coach, Title I	197, 215					
	Instructional Specialist	226					
	Instructional Specialist, BIL/ESL/PK12	226					
	Instructional Specialist, Title III	226					
	Instructional Technology Specialist Title I	226					
	Librarian	187, 189					
	Magnet Program Specialist, Title 1	226					
	Manager, HR Certification	226					
	Manager, HR Investigations	226					
	Mandarin Chinese Language Specialist	226					
	Operations Analyst - Transportation	226					
	Program Specialist, Title I	226					
	Risk Management, Auto Claims Specialist	226					
	Risk Management, WC Claim Specialist	226					
	School Nurse	187					
	School Nurse Itinerant Health Services	187					
	School Nurse Prekindergarten	187					
	School Nurse Sped Medicare	187					
	Sheltered Instruction Specialist Title III	226					
	Specialist AVID Title I	226					
	SPED Treatment Nurse	187, 202					
	Supervisor, Energy Management	226					
	Visually Impaired Sped Teacher	187, 197					
	Visually Impaired Sped Teacher, Lead	187					

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
<b>105</b>			<b>Daily</b>	<b>\$327.25</b>	<b>\$393.47</b>	<b>\$459.69</b>	<b>\$7.87</b>
	Campus Facilitator	202	<b>187 Days</b>	61,195	73,578	85,961	1,472
	Coordinator Broadcasting	226	<b>188 Days</b>	61,522	73,972	86,421	1,480
	Counselor, CTE	202	<b>189 Days</b>	61,849	74,365	86,881	1,487
	Counselor, ES	189, 202	<b>193 Days</b>	63,158	75,939	88,719	1,519
	Counselor, Facilitator	220	<b>197 Days</b>	64,467	77,513	90,558	1,550
	Counselor, HS	202	<b>202 Days</b>	66,104	79,480	92,857	1,590
	Counselor, Lead HS	220	<b>210 Days</b>	68,722	82,628	96,534	1,653
	Counselor, MS	193, 197	<b>215 Days</b>	70,358	84,595	98,832	1,692
	Counselor, Pre-K	189	<b>220 Days</b>	71,994	86,562	101,131	1,731
	Counselor, Responsive Services	193	<b>226 Days</b>	73,957	88,923	103,889	1,779
	Diagnostician	188					
	Diagnostician, Lead	202					
	Facilitator Early Childhood	220					
	Facilitator Elementary ELAR Title I	226					
	Facilitator ELL Newcomer	202					
	Facilitator Instructional Design ELAR	202					
	Facilitator Instructional Design Math	202					
	Facilitator Instructional Design Science	202					
	Facilitator Instructional Design Social Studies	202					
	Facilitator Magnet Programs Title I	226					
	Facilitator Parent Engagement Title I	226					
	Facilitator Parent Engagement Title III	226					
	Facilitator RTI Title I	226					
	Facilitator STEM	226					
	Facilitator Title I	226					
	Intervention Facilitator Title I	226					
	Lead Nurse Health Services	226					
	Lic Specialist School Psychologist	197, 202					
	Orientation Mobility Specialist	187					
	Risk Management Specialist	226					
	Speech Language Pathologist, SPED	187, 193, 210					
	Speech Language Pathologist, SPED PreK	187					
	Social Worker	210					
	Specialist Title II	226					
	Transition Specialist Sped	215					
<b>106</b>			<b>Daily</b>	<b>\$343.61</b>	<b>\$413.14</b>	<b>\$482.67</b>	<b>\$8.26</b>
	Asst Principal, ES	215	<b>188 Days</b>	64,598	77,670	90,742	1,553
	Asst Principal, Pre-K	215	<b>193 Days</b>	66,317	79,736	93,156	1,594
	Early Childhood Coordinator Title I	226	<b>203 Days</b>	69,753	83,868	97,982	1,677
	Intervention Specialist Trainer Title I	203	<b>214 Days</b>	73,532	88,412	103,292	1,768
	Occupational Therapist	188, 193	<b>215 Days</b>	73,876	88,825	103,774	1,776
	Physical Therapist	188	<b>225 Days</b>	77,312	92,957	108,601	1,859
			<b>226 Days</b>	77,656	93,370	109,084	1,867
<b>107</b>			<b>Daily</b>	<b>\$360.79</b>	<b>\$433.81</b>	<b>\$506.80</b>	<b>\$8.68</b>
	At Risk Administrator	226	<b>202 Days</b>	72,879	87,630	102,374	1,753
	Attendance Administrator	226	<b>220 Days</b>	79,373	95,438	111,497	1,910
	Asst Principal, AEC	225	<b>225 Days</b>	81,177	97,607	114,031	1,953
	Asst Principal, MS	225	<b>226 Days</b>	81,538	98,041	114,537	1,962
	Asst Principal, PAC	226					
	Audiologist	202					
	Cash Manager	226					
	Coordinator	226					
	Coordinator, Academic Success	226					
	Coordinator, At Risk	226					

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.
	Coordinator, Athletics	226				
	Coordinator, AVID Elementary Title I	226				
	Coordinator, Bilingual ESL	226				
	Coordinator CTE	226				
	Coordinator CCMR Title I	226				
	Coordinator, Communications	226				
	Coordinator, Counseling Guidance	226				
	Coordinator, Data Analysis Reporting	226				
	Coordinator, District Testing	226				
	Coordinator, Early Literacy	226				
	Coordinator, eLearning	226				
	Coordinator, Elementary Math	226				
	Coordinator, Employee Wellness and Nutrition	226				
	Coordinator, English Language Learners	226				
	Coordinator, Family And Community Engagement	226				
	Coordinator, FCS New Horizons	226				
	Coordinator, Foreign Languages	226				
	Coordinator, Instructional Leadership	226				
	Coordinator, Library Media Services	226				
	Coordinator, Local Assessment	226				
	Coordinator, Maintenance Business Operations	226				
	Coordinator, Nutrition And Menu Operations	226				
	Coordinator, Outreach Enrollment Center Clinic	226				
	Coordinator, PE	226				
	Coordinator, Pk12 ELA	226				
	Coordinator, Pk12 Math	226				
	Coordinator, Pk6	226				
	Coordinator, Planning Research	226				
	Coordinator, Recruitment	226				
	Coordinator, Social Studies	226				
	Coordinator, SPED	226				
	Coordinator, STEM	226				
	Coordinator, Student Services	226				
	Coordinator, Technology	226				
	Coordinator, Title I	226				
	Coordinator, Visual Performing Arts	226				
	Coordinator, Web Services	226				
	Foundation President Corporate Initiatives Liaison	226				
	Senior Construction Project Manager	226				

108	Job Title	Calendars
	Administrator, Academic Success Title I	226
	Administrator, Gifted Talented	226
	Administrator, Human Resources	226
	Administrator, Safety Student Discipline	226
	Associate Principal, ES	217
	Associate Principal, MS	225
	Asst Principal, HS	226
	Early Learning Program Administrator	226

Daily	\$378.83	\$455.49	\$532.15	\$9.11
<b>217 Days</b>	82,206	98,841	115,476	1,977
<b>225 Days</b>	85,237	102,485	119,733	2,050
<b>226 Days</b>	85,616	102,941	120,266	2,059

109	Job Title	Calendars
	Administrator, Advanced Academic Title I	226
	Aquatic Manager Swim Coach	226
	Associate Principal, HS	226
	Assistant Director	226
	Assistant Director, Athletics	226
	Assistant Director, Building Trades	226

Daily	\$409.14	\$491.93	\$574.72	\$9.84
<b>217 Days</b>	88,783	106,749	124,715	2,135
<b>226 Days</b>	92,465	111,176	129,887	2,224

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.
	Assistant Director, Cafeteria Operations	226				
	Assistant Director, Custodial	226				
	Assistant Director, Dyslexia	226				
	Assistant Director, Equipment and Warehouse Operations	226				
	Assistant Director, Finance	226				
	Assistant Director, Food Services	226				
	Assistant Director, MTSS	226				
	Assistant Director, Nutrition Menu Operations	226				
	Assistant Director, Purchasing	226				
	Assistant Director, Special Programs Title I	226				
	Assistant Director, Student Services	226				
	Assistant Director, Transportation	226				
	Assistant General Counsel	226				
	AVID Program Manager Secondary	226				
	Community Liaison to African Americans	226				
	Community Liaison to Hispanic	226				
	Director, College Career Readiness And Success	236				
	Federal Grant Manager Title I	226				
	Principal, ES	217				
	Principal, Pre-K	217				
	Responsive Services Administrator	226				
	School Design Administrator	226				

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Boys Athletic Coordinator/Head Football Coach	220
Director, Communications	226
Director, Counseling Guidance	226
Director, Elementary Curriculum & Literacy	226
Director, English Language Learners	226
Director, Facilities Planning Construction Services	226
Director, Family and Community Engagement	226
Director, Health Services	226
Director, Intervention	226
Director, Payroll Benefits	226
Director, Risk Management	226
Director, Secondary Education & Postsecondary Readiness	226
Director, Tax Services	226
Principal ACE	217, 226
Principal AEC, MPAC	226
Principal, MS	226

Daily	\$437.77	\$526.36	\$614.95	\$10.53
<b>220 Days</b>	96,310	115,800	135,289	2,317
<b>226 Days</b>	98,937	118,958	138,978	2,380

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Director, Auxiliary Human Resources	226
Director, Budget and Position Control	226
Director, Career Technical Education	226
Director, Elementary Human Resources	226
Director, Food Services	226
Director, Maintenance	226
Director, Research Assessment and Accountability	226
Director, Secondary Human Resources	226
Director, Security	226
Director, Transportation	226
Director, Visual Performing Arts	226
Principal, HS	226

Daily	\$490.31	\$589.53	\$688.74	\$11.79
<b>226 Days</b>	110,810	133,233	155,656	2,665

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
<b>112</b>			<b>Daily</b>	<b>\$554.05</b>	<b>\$666.17</b>	<b>\$778.28</b>	<b>\$13.32</b>
	Executive Director, Athletics	226	<b>226 Days</b>	125,215	150,553	175,892	3,010
	Executive Director, Budget	226					
	Executive Director, Communications & Public Relations	226					
	Executive Director, Curtis Culwell Center	226					
	Executive Director, Facilities Maintenance	226					
	Executive Director, Finance	226					
	Executive Director, Leadership	226					
	Executive Director, Purchasing	226					
	Executive Director, Research Assessment Accountability	226					
	Executive Director, Special Education	226					
	Executive Director, Student Services School Choice	226					
	Executive Director, Teaching & Learning	226					
	Executive Innovation Officer	226					
<b>113</b>			<b>Daily</b>	<b>\$637.16</b>	<b>\$766.10</b>	<b>\$895.03</b>	<b>\$15.32</b>
	Asst Superintendent, Curriculum Instruction	226	<b>226 Days</b>	143,998	173,137	202,277	3,462
	Asst Superintendent, HR	226					
	Asst Superintendent, Safety Operations	226					
	Asst Superintendent, Technology	226					
<b>114</b>			<b>Daily</b>	<b>\$713.62</b>	<b>\$858.03</b>	<b>\$1,002.43</b>	<b>\$17.16</b>
	General Counsel	226	<b>226 Days</b>	161,278	193,914	226,549	3,878
<b>115</b>			<b>Daily</b>	<b>\$806.39</b>	<b>\$969.57</b>	<b>\$1,132.75</b>	<b>\$19.39</b>
	Chief Academic Officer	226	<b>226 Days</b>	182,244	219,123	256,001	4,382
	Chief Financial Officer	226					
	Chief Leadership Officer	226					

## 2021-2022 Proposed Technology Pay Plan

Garland ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
<b>201</b>			<b>Daily</b>	<b>\$143.49</b>	<b>\$175.00</b>	<b>\$206.48</b>	<b>\$3.50</b>
	Campus Technology Asst, ES	191, 196	<b>191 Days</b>	27,406	33,425	39,438	669
	Campus Technology Asst, Pre-K	191	<b>196 Days</b>	28,123	34,300	40,470	686
	GIS Asst Technician	226	<b>226 Days</b>	32,428	39,550	46,664	791
<b>202</b>			<b>Daily</b>	<b>\$165.01</b>	<b>\$201.23</b>	<b>\$237.45</b>	<b>\$4.02</b>
	Campus Technology Asst, MS	196	<b>196 Days</b>	32,342	39,442	46,541	788
	Campus Technology Specialist, HS	196					
	Student Information System Support Specialist	226					
<b>203</b>			<b>Daily</b>	<b>\$191.41</b>	<b>\$233.43</b>	<b>\$275.45</b>	<b>\$4.67</b>
	Campus Service Technician	226	<b>226 Days</b>	43,259	52,755	62,251	1,055
	Desktop Integration Specialist	226					
	Digital Media Specialist	226					
	Field Service Software Specialist	226					
	Field Service Technician	226					
	GIS Auto CAD Technician	226					
	Manager Kronos Oracle	226					
	Mobile Technology Asst	226					
	Software Technician	226					
<b>204</b>			<b>Daily</b>	<b>\$258.41</b>	<b>\$315.13</b>	<b>\$371.85</b>	<b>\$6.30</b>
	Athletics Technology Specialist	226	<b>226 Days</b>	58,400	71,219	84,039	1,424
	Field Service Technician Lead	226					
	GIS Program Manager	226					
	Mobile Technology Administrator	226					
	PEIMS Technical Asst	226					
	Security Telecommunications Specialist	226					
<b>205</b>			<b>Daily</b>	<b>\$289.41</b>	<b>\$352.94</b>	<b>\$416.47</b>	<b>\$7.06</b>
	Enterprise Content Management Analyst	226	<b>226 Days</b>	65,408	79,765	94,123	1,596
	Implementation Analyst	226					
	Programmer Analyst	226					
	Technical Analyst	226					
	Television Producer	226					
	Web Applications Systems Analyst	226					
<b>206</b>			<b>Daily</b>	<b>\$312.57</b>	<b>\$381.18</b>	<b>\$449.80</b>	<b>\$7.62</b>
	MAN/WAN Systems Engineer	226	<b>226 Days</b>	70,641	86,148	101,654	1,722
	Network Infrastructure Engineer	226					
	Network Video Systems Analyst	226					
	Oracle Application Developer	226					
	Systems Analyst Developer	226					
<b>207</b>			<b>Daily</b>	<b>\$356.41</b>	<b>\$419.30</b>	<b>\$482.20</b>	<b>\$8.39</b>
	Facilitator	226	<b>226 Days</b>	80,548	94,762	108,976	1,896
	Facilitator, Technology Digital Learning	226					
	Oracle System Administrator	226					

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
<b>208</b>							
	Coordinator, Technology Digital Learning	226	<b>\$384.92</b>	<b>\$452.84</b>	<b>\$520.77</b>	<b>\$9.06</b>	
	Coordinator, Technology	226	<b>226 Days</b>	86,991	102,343	117,694	2,048
	Coordinator, Technology Applications	226					
	Enterprise Content Management Coordinator	226					
<b>209</b>							
	Asst Director, IT Operations Assets Budget	226	<b>\$419.56</b>	<b>\$493.60</b>	<b>\$567.64</b>	<b>\$9.87</b>	
	Asst Director, Network Communications Infrastructure	226	<b>226 Days</b>	94,820	111,553	128,286	2,231
	Desktop Systems Engineer	226					
	Network Engineer	226					
	Network Engineer, Lead (Appl. & Comm.)	226					
	Oracle Database Administrator	226					
	Oracle Lead Business Analyst Developer	226					
	Oracle Technical Solutions Architect	226					
	Project Manager Technology	226					
	Reporting Development Analyst	226					
	Senior Oracle Applications Developer	226					
	Systems Manager Kronos	226					
	Technology Applications System Manager	226					
<b>210</b>							
	Director Data Administrative Systems	226	<b>\$461.51</b>	<b>\$542.96</b>	<b>\$624.40</b>	<b>\$10.86</b>	
	Director GIS	226	<b>226 Days</b>	104,302	122,708	141,114	2,454
	Director IT Operations Assets Budgets	226					
	Director Oracle Technology	226					
<b>211</b>							
	Director Planning Implementation Support	226	<b>\$512.28</b>	<b>\$602.68</b>	<b>\$693.08</b>	<b>\$12.05</b>	
			<b>226 Days</b>	115,774	136,205	156,636	2,723

## 2021-2022 Health Clinic Pay Plan

Garland ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
<b>301</b>	Health Clinic, Medical Asst	236	<b>Hourly</b>	<b>\$16.37</b>	<b>\$19.96</b>	<b>\$23.55</b>	<b>0.40</b>
			<b>Daily</b>	<b>130.92</b>	<b>159.66</b>	<b>188.40</b>	<b>\$3.19</b>
			<b>236 Days</b>	30,898	37,680	44,462	752.84
<b>304</b>	Health Clinic, Manager	236	<b>Daily</b>	<b>\$344.32</b>	<b>\$419.92</b>	<b>\$495.49</b>	<b>\$8.40</b>
			<b>236 Days</b>	81,260	99,101	116,936	1982.40
<b>305</b>	Health Clinic, Physician Assistant	236	<b>Daily</b>	<b>\$385.64</b>	<b>\$470.30</b>	<b>\$554.95</b>	<b>\$9.41</b>
			<b>236 Days</b>	91,012	110,990	130,968	2220.76
	Health Clinic, Nurse Practitioner	236					

**2021-2022 Administrative Support Pay Plan**

Garland ISD

\*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
<b>P11</b>							
	Aide Achievement Office	186	Hourly \$12.68	\$15.85	\$19.02	\$0.16	
	Aide Newcomer Title III	202	Daily 95.08	118.86	142.62	2.38	
	Aide Office	186	186 Days	17,685	22,108	26,528	443
	Aide Office Attendance	186	202 Days	19,206	24,010	28,810	481
	Aide Office McKinney-Vento - TEHCY	202					
	Aide Office Pre-K	186					
	Parent Engagement Aide Title III	202					
<b>P12</b>							
	Aide Counselor	186, 198	Hourly \$13.84	\$17.30	\$20.76	\$0.35	
	Aide Diagnostician	186	Daily 103.81	129.76	155.71	2.60	
	Aide SPED Facilitator	186	186 Days	19,308	24,135	28,962	484
	Aide SPED Facilitator Idea B	186	193 Days	20,035	25,044	30,052	502
	Attendance Clerk	193	198 Days	20,554	25,692	30,831	515
	Secretary Sped I	193					
<b>P13</b>							
	Color Guard Specialist	186	Hourly \$15.20	\$19.00	\$2.28	\$0.38	
	Percussion Specialist	186	Daily 113.99	142.49	170.98	2.85	
	Processing Manager	226	186 Days	21,202	26,502	31,803	530
	Receptionist, District	226	202 Days	23,026	28,782	34,539	576
	Receptionist, HS	186	226 Days	25,761	32,202	38,642	644
	Secretary, Sped II	202					
	Secretary, Sped II Idea B	226					
<b>P14</b>							
	Receptionist, HH Main Lobby	226	Hourly \$16.11	\$20.14	\$24.17	\$0.40	
	Secretary	226	Daily 120.84	151.06	181.25	3.02	
	Secretary, Asst Principal CATE	198	193 Days	23,321	29,155	34,982	583
	Secretary, Asst Principal HS	198	198 Days	23,926	29,910	35,888	598
	Secretary, Coordinator SPED	226	226 Days	27,309	34,140	40,964	683
	Secretary, Counselors Office	193					
	Secretary, PEIMS	226					
	Secretary, Receptionist	226					
	Secretary, Warehouse	226					
<b>P15</b>							
	Circulation Manager	226	Hourly \$17.23	\$21.54	\$25.85	\$0.43	
	Data Clerk, ES	198, 205	Daily 129.26	161.58	193.89	3.23	
	Data Clerk, HS	202	186 Days	24,042	30,054	36,063	601
	Data Clerk, Medicaid	226	198 Days	25,593	31,993	38,390	640
	Data Clerk, MS	198	202 Days	26,110	32,639	39,166	652
	Data Clerk, Pre-K	198	205 Days	26,498	33,124	39,747	662
	Data Clerk, SPED	186	220 Days	28,437	35,548	42,656	711
	Registrar, AEC	220	226 Days	29,213	36,517	43,819	730
	Secretary	226					
	Secretary Coordinator	226					
	Secretary IV Coordinator	226					
	Secretary, Print Shop	226					
	Secretary, Receptionist	226					
	Secretary, Textbooks	226					
	Secretary, Transportation	226					

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
<b>P16</b>	Accounting Clerk	226	<b>Hourly</b>	<b>\$18.45</b>	<b>\$23.06</b>	<b>\$27.67</b>	<b>\$0.46</b>
	Accounting Specialist I Payables Clerk	226	<b>Daily</b>	<b>138.35</b>	<b>172.94</b>	<b>207.52</b>	<b>3.46</b>
	Aide Parent Involvement Title I	186	<b>186 Days</b>	25,733	32,166	38,600	644
	District Interpreter Translator	226	<b>202 Days</b>	27,947	34,933	41,920	699
	Enrollment Center Advisor	186, 226	<b>220 Days</b>	30,437	38,046	45,655	761
	Expediter	226	<b>226 Days</b>	31,267	39,084	46,901	782
	Payroll Receptionist	226					
	Purchasing Clerk Maintenance	226					
	Recruiting Specialist Human Resources	226					
	Registrar, HS	220					
	Secretary	226					
	Secretary Athletics	226					
	Secretary, Community Liaison	202					
	Secretary, Coordinator	226					
	Secretary, Enrollment Center	226					
	Secretary, Enrollment Center Clinic	226					
	Secretary, Maintenance	226					
	Secretary, Meal Application Processing	226					
	Secretary, Professional Development	226					
	Secretary, Receptionist Human Resources	226					
Secretary, Records Center	226						
Secretary, SPED Student Information Idea B	226						
Secretary, Title I	226						
<b>P17</b>	Accounting Specialist II	226	<b>Hourly</b>	<b>\$19.74</b>	<b>\$24.67</b>	<b>\$29.61</b>	<b>\$0.49</b>
	Accounting Specialist II Accounting Liaison	226	<b>Daily</b>	<b>148.05</b>	<b>185.06</b>	<b>222.07</b>	<b>3.70</b>
	Accounting Specialist II Campus Liaison	226	<b>205 Days</b>	30,349	37,937	45,524	759
	Accounting Specialist II Payables Lead	226	<b>210 Days</b>	31,090	38,862	46,634	777
	Accounting Specialist II Payroll Costing	226	<b>220 Days</b>	32,570	40,713	48,855	814
	Accounting Specialist Projects	226	<b>226 Days</b>	33,458	41,823	50,188	836
	Administrator Selection HR Specialist	226					
	Assessment Office Specialist	226					
	Background Fingerprint Specialist	226					
	Bookkeeper	226					
	Bookkeeper, Federal Programs Title I	226					
	Compensation Specialist, HR	226					
	Gifted Talented Special Programs Project Clerk Title I	226					
	Leaves Specialist, Auxiliary HR	226					
	Leaves Specialist, HR	226					
	Migrant Liaison Face Clerk Title I	226					
	Payroll Specialist	226					
	Payroll Specialist, Maintenance	226					
	Secretary, Athletics II	226					
	Secretary, AVID	226					
Secretary, Construction Services	226						
Secretary, Director	210, 226						
Secretary, Director Human Resources	226						
Secretary, Federal Programs Title I	226						
Secretary, Information System	226						
Secretary, Oracle	226						
Secretary, Principal HS, MPAC	226						
Secretary, Principal ES	205						
Secretary, Principal MS, PAC	220						
Secretary, Principal Pre-K	205						
Secretary, Project Clerk Title I	226						

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
	Secretary, Student Services	226					
	Staffing Specialist, HR	226					
	Substitute Specialist I, HR	226					
	Tax Clerk II	226					
	Transportation Asst	226					
	Transportation Payroll Specialist	226					
	Transportation Specialist	226					
<b>P18</b>			<b>Hourly</b>	<b>\$21.22</b>	<b>\$26.52</b>	<b>\$31.83</b>	<b>\$0.53</b>
	Facility Leasing Specialist	226	<b>Daily</b>	<b>159.14</b>	<b>198.93</b>	<b>238.70</b>	<b>3.98</b>
	Federal Programs Procurement Clerk Title I	226	<b>226 Days</b>	<b>35,965</b>	<b>44,958</b>	<b>53,947</b>	<b>899</b>
	Free Reduced Lunch Application Processor Manager	226					
	Secretary, Area Director	226					
	Secretary, Executive Director	226					
<b>P19</b>			<b>Hourly</b>	<b>\$25.67</b>	<b>\$32.09</b>	<b>\$38.51</b>	<b>\$0.64</b>
	Accounts Payable Supervisor	226	<b>Daily</b>	<b>192.53</b>	<b>240.66</b>	<b>288.79</b>	<b>4.81</b>
	Buyer	226	<b>226 Days</b>	<b>43,511</b>	<b>54,389</b>	<b>65,266</b>	<b>1,087</b>
	Finance Asst	226					
	Office Manager	226					
	Secretary, Assistant Superintendent	226					
	Special Education Accounting Asst.	226					
	Substitute Specialist II HR	226					
	Tax Clerk III	226					
<b>P21</b>			<b>Hourly</b>	<b>\$30.80</b>	<b>\$38.50</b>	<b>\$46.20</b>	<b>\$0.77</b>
	Secretary, Chief Academic Officer	226	<b>Daily</b>	<b>231.01</b>	<b>288.77</b>	<b>346.51</b>	<b>5.78</b>
	Secretary, Chief Financial Officer	226	<b>226 Days</b>	<b>52,208</b>	<b>65,262</b>	<b>78,311</b>	<b>1,306</b>
	Secretary, Chief Officer	226					
	Secretary, Risk Management	226					

## 2021-2022 Instructional Paraprofessional Pay Plan

Garland ISD

\*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
<b>PA1</b>			<b>Hourly</b>	<b>\$12.67</b>	<b>\$15.45</b>	<b>\$18.23</b>	<b>\$0.31</b>
	Aide Bilingual ESL Pre-K	186	<b>Daily</b>	<b>95.04</b>	<b>115.90</b>	<b>136.76</b>	<b>2.32</b>
	Aide Bilingual	186	<b>186 Days</b>	17,677	21,557	25,437	432
	Aide Bilingual Title I	186					
	Aide Caregiver New Horizons	186					
	Aide ESL	186					
	Aide ESL Pre-K	186					
	Aide Family Involvement Title I	186					
	Aide Instructional	186					
	Aide Instructional ELL	186					
	Aide Instructional Pre-K	186					
	Aide Instructional Title I	186					
	Aide Instructional Title I Pre-K	186					
	Aide Literacy Title I	186					
	Aide Literacy Title I Pre-K	186					
	Aide Montessori	186					
	Aide PE	186					
	Aide Pre-K	186					
	Aide Title I Pre-K	186					
<b>PA2</b>			<b>Hourly</b>	<b>\$13.43</b>	<b>\$16.38</b>	<b>\$19.33</b>	<b>\$0.33</b>
	Aide Bilingual Vietnamese Pre-K	186	<b>Daily</b>	<b>100.75</b>	<b>122.87</b>	<b>144.98</b>	<b>2.46</b>
	Aide Library	186	<b>186 Days</b>	18,740	22,853	26,967	458
	Aide Library Pre-K	186					
	Aide Sped	186					
	Aide Sped CBSE	186					
	Aide Sped CBSE Idea B	186					
	Aide Sped ECSE	186					
	Aide Sped ECSE Idea B	186					
	Aide Sped ECSE Inclusion	186					
	Aide Sped ECSE Inclusion Expansion Program	186					
	Aide Sped ECSE Inclusion Idea B	186					
	Aide Sped ECSE Pre-K	186					
	Aide Sped ECSE Pre-K Idea B	186					
<b>PA3</b>			<b>Hourly</b>	<b>\$14.24</b>	<b>\$17.36</b>	<b>\$20.49</b>	<b>\$0.35</b>
	Aide Sped ABC	186	<b>Daily</b>	<b>106.78</b>	<b>130.21</b>	<b>153.65</b>	<b>2.60</b>
	Aide Sped ABC Idea B	186	<b>186 Days</b>	19,860	24,220	28,579	484
	Aide Sped ALE	186					
	Aide Sped ALE Idea B	186					
	Aide Sped Behavioral Adjustment	186					
	Aide Sped Behavioral Adjustment Idea B	186					

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
<b>PA4</b>			<b>Hourly</b>	<b>\$15.09</b>	<b>\$18.40</b>	<b>\$21.71</b>	<b>\$0.37</b>
	Aide Clinic	186	<b>Daily</b>	<b>113.17</b>	<b>138.02</b>	<b>162.86</b>	<b>2.76</b>
	Aide Clinic Pre-K	186	<b>186 Days</b>	21,050	25,671	30,292	513
	Aide Enrollment Center Clinic	226	<b>226 Days</b>	25,577	31,192	36,806	624
	Aide Sped ALE FBE	186					
	Aide Sped Behavioral Adjustment FBE	186					
	Aide Sped Voc Job Coach	186					

**2021-2022 Auxiliary Pay Plan**

Garland ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.
<b>MT01</b>			<b>\$10.92</b>	<b>\$13.65</b>	<b>\$16.37</b>	<b>\$0.27</b>
	Bus Monitor, Sped	185				
	Custodial	260				
	Custodial Pool, COVID	260				
	Custodian, Stadium Athletics	260				
	Food Service	185				
	Parking Lot	181				
<b>MT02</b>			<b>\$12.93</b>	<b>\$16.16</b>	<b>\$19.39</b>	<b>\$0.32</b>
	Athletics Equipment, Lead	260				
	Custodian, Lead	260				
	Grounds, Fence Playground	260				
	Grounds, Landscape/Mowing	260				
	Grounds, Seasonal	260				
	Maintenance HVAC Filter	260				
<b>MT03</b>			<b>\$14.14</b>	<b>\$17.68</b>	<b>\$21.21</b>	<b>\$0.35</b>
	Assistant Manager Intern	185				
	Delivery Expediter	226				
	Driver	202				
	Driver, Stocker	260				
	Driver Warehouse	260				
	Food Service, Driver Stocker	226				
	Grounds, Athletic Field	260				
	Grounds, Crew Leader	260				
	Mail Clerk Driver	226				
	Maintenance Expeditor	260				
	Maintenance HVAC Filter Lead	260				
	Purchasing/Warehouse Driver Stocker	260				
	Tire Technician	260				
<b>MT04</b>			<b>\$15.70</b>	<b>\$19.62</b>	<b>\$23.55</b>	<b>\$0.39</b>
	Athletic Fields, Lead	260				
	Bindery Operator	226				
	Building Security	186				
	Bus Driver, Trainee	180				
	Food Service Asst Repair Technician	226				
	Food Service Manager, ES	187				
	Food Service Trainee	184				
	General Maintenance	260				
	Grounds, Irrigation Installer	260				
	Phototypesetter	226				
	Press Operator	226				
	Print Binder	226				
	Screen Printer	226				
	Senior Lawnmower Mechanic	260				
	Testing Warehouse Distributer	226				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
	Validator Receiving	226					
	Vehicle Maintenance, General	260					
<b>MT05</b>			<b>Hourly</b>	<b>\$17.43</b>	<b>\$21.79</b>	<b>\$26.14</b>	<b>\$0.44</b>
	Building Engineer	260					
	Concrete	260					
	Graphic Artist Pre-Press Tech	226					
	Dispatch Operator	215					
	Equipment Tech Apprentice	226					
	Food Service Manager, MS	187					
	Food Services Manager, Floating	184					
	General Maintenance Worker I	260					
	Maintenance, Painter	260					
	Operations Specialist	260					
	Purchasing/Warehouse Clerk	260					
	Repair Expediter	226					
	Shipping/Receiving Manager	260					
	Stadium Engineer	260					
	Vehicle Servicewriter	260					
<b>MT06</b>			<b>Hourly</b>	<b>\$19.00</b>	<b>\$23.75</b>	<b>\$28.49</b>	<b>\$0.47</b>
	Foreman	226					
	General Maintenance Worker II	260					
	Grounds Foreperson	260					
	Grounds, Herbicide Insecticide	260					
	Grounds Irrigation Foreperson	260					
	Maintenance Paint Foreman	260					
	Transportation Dispatcher	215					
<b>MT07</b>			<b>Hourly</b>	<b>\$19.95</b>	<b>\$24.94</b>	<b>\$29.92</b>	<b>\$0.50</b>
	Audio Visual Technician	260					
	Certified Welder	260					
	Concrete Foreman	260					
	Custodian Trainer, Lead	260					
	Food Service Manager, HS	187					
	Foreman, Mechanic	260					
	General Maintenance Worker III	260					
	IT Warehouse Operations Manager	226					
	Lead Dispatcher	226					
	Locksmith	260					
	Maintenance HVAC Controls Technician	260					
	Maintenance HVAC Service Worker Unlicensed	260					
	Mechanic Unlicensed	260					
	Plumber Non-Certified	260					
	Routing Specialist	226					
	Security Electronic Technician	260					
	Security Electronic Technician Servers	260					
	Security Officer	260					
	Transportation Dispatcher Lead	226					
	Transportation Trainer, Lead	260					
	Vehicle Maintenance Inventory	260					
	Video Electronics Technician	260					

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum	2.0% Inc.
<b>BUS</b>			<b>Hourly</b>	<b>\$21.21</b>	<b>\$26.51</b>	<b>\$31.82</b>	<b>\$0.53</b>
	Bus Driver	185					
	Bus Driver, Field Trip	180					
	Bus Driver, Substitute	185					
<b>MT08</b>			<b>Hourly</b>	<b>\$22.27</b>	<b>\$27.84</b>	<b>\$33.40</b>	<b>\$0.56</b>
	Equipment Technician	226					
	Facility Maintenance Specialist AG Barn	260					
	Facility Maintenance Specialist, CCC	260					
	Fire Sprinkler Technician	260					
	General Maintenance Crew Leader	260					
	Maintenance Electrician	260					
	Maintenance HVAC Field Controls Tech (Maint.)	260					
	Maintenance Special Plumber (Certified)	260					
	Mechanic (Certified)	260					
	Security Electronic Technician (Licensed)	260					
	Security Electronic Technician Recovery	260					
	Security Officer	260					
	Supervisor, Custodian	260					
<b>MT09</b>			<b>Hourly</b>	<b>\$23.60</b>	<b>\$29.50</b>	<b>\$35.40</b>	<b>\$0.59</b>
	Grounds Herbicide Pesticide/IPM Coord	260					
	Maint. Plumber Backflow Assembly Tester	260					
	Security Electronic Technician, Lead	260					
	Security Operations, Lead	260					
	Supervisor, Transportation (Field trip)	260					
	Supervisor, Transportation Route	260					
<b>MT10</b>			<b>Hourly</b>	<b>\$28.92</b>	<b>\$36.15</b>	<b>\$43.38</b>	<b>\$0.72</b>
	Grounds Supervisor	260					
	Maintenance HVAC Supervisor	260					
	Maintenance Supervisor Carpentry Rem.	260					
	Maintenance Supervisor Electrical Elevators	260					
	Maintenance Supervisor Painting	260					
	Maintenance Supervisor Plumbing	260					
	Maintenance Supervisor Roofing	260					
	Supervisor Environmental and Utilities	260					
	Supervisor of Lock Doors	260					
	Supervisor Warehouse	260					
	Transportation Vehicle Foreman Shift	260					
	Transportation Operations Supervisor	260					
	Transportation Vehicle Maintenance Supervisor	260					

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum	2.0% Inc.
<b>BUS</b>			<b>Hourly</b>	<b>\$21.21</b>	<b>\$26.51</b>	<b>\$31.82</b>	<b>\$0.53</b>
	Bus Driver	185					
	Bus Driver, Field Trip	180					
	Bus Driver, Substitute	185					
<b>MT08</b>			<b>Hourly</b>	<b>\$22.27</b>	<b>\$27.84</b>	<b>\$33.40</b>	<b>\$0.56</b>
	Equipment Technician	226					
	Facility Maintenance Specialist AG Barn	260					
	Facility Maintenance Specialist, CCC	260					
	Fire Sprinkler Technician	260					
	General Maintenance Crew Leader	260					
	Maintenance Electrician	260					
	Maintenance HVAC Field Controls Tech (Maint.)	260					
	Maintenance Special Plumber (Certified)	260					
	Mechanic (Certified)	260					
	Security Electronic Technician (Licensed)	260					
	Security Electronic Technician Recovery	260					
	Security Officer	260					
	Supervisor, Custodian	260					
<b>MT09</b>			<b>Hourly</b>	<b>\$23.60</b>	<b>\$29.50</b>	<b>\$35.40</b>	<b>\$0.59</b>
	Grounds Herbicide Pesticide/IPM Coord	260					
	Maint. Plumber Backflow Assembly Tester	260					
	Security Electronic Technician, Lead	260					
	Security Operations, Lead	260					
	Supervisor, Transportation (Field trip)	260					
	Supervisor, Transportation Route	260					
<b>MT10</b>			<b>Hourly</b>	<b>\$28.92</b>	<b>\$36.15</b>	<b>\$43.38</b>	<b>\$0.72</b>
	Grounds Supervisor	260					
	Maintenance HVAC Supervisor	260					
	Maintenance Supervisor Carpentry Rem.	260					
	Maintenance Supervisor Electrical Elevators	260					
	Maintenance Supervisor Painting	260					
	Maintenance Supervisor Plumbing	260					
	Maintenance Supervisor Roofing	260					
	Supervisor Environmental and Utilities	260					
	Supervisor of Lock Doors	260					
	Supervisor Warehouse	260					
	Transportation Vehicle Foreman Shift	260					
	Transportation Operations Supervisor	260					
	Transportation Vehicle Maintenance Supervisor	260					

## 2021-2022 SUBSTITUTE PAY SCALE

### Teachers: Basic Daily Rate

Degreed, certified teacher:	<b>115.00/ACE 130.00</b>
Retired GISD Certified Teacher:	<b>135.00/ACE 153.00</b>
Degreed, non-certified:	<b>100.00/ACE 113.00</b>
Associates/ 48 hours	<b>100.00/Ace 113.00</b>
Nurse:	<b>215.00/ACE 244.00</b>

### Paraprofessionals (Aides, Secretaries, Clerks): Basic Daily Rate

Secretaries/Clerks/Non Classroom:	<b>75.00/ACE 85.00</b>
Instructional Aides/Special Ed. Aide:	<b>85.00/ACE 96.00</b>

Long Term Teacher Assignment: \$35 more per day from 11<sup>th</sup> day forward, no retro  
**Degreed-non cert/Associates/48 hours of college = \$135**

Long-term Certified Teacher for same person on 11<sup>th</sup> consecutive day (no retro):  
**\$150.00**

### **ACE Schools Long term:**

**Degreed-non cert/48 hours of college= \$148 Associates = \$148 Cert = \$165.00**  
**Retired GISD = \$168.00**

### Substitute Rates for following positions by HR Administrative Approval Only:

Counselor/ Elementary:	<b>140.00/ACE 158</b>
Counselor/ Middle:	<b>165.00/ACE 187.00</b>
Counselor/ High School:	<b>190.00</b>
AP/Elementary:	<b>165.00/ACE 187.00</b>
AP/Middle:	<b>190.00/ACE 215</b>
AP/High School:	<b>215.00</b>
Principal/Elementary:	<b>265.00/ACE 300.00</b>
Principal/Middle:	<b>315.00/ACE 357.00</b>
Principal/High School:	<b>390.00</b>
Speech Path.	<b>265.00/ACE 300.00</b>
Diagnostician	<b>140.00/ACE 159.0</b>

# 2021-2022 Stipends and Salary Supplements

## ACADEMIC, CO-CURRICULAR, AND EXTRA-CURRICULAR

POSITION	SUPPLEMENTAL ANNUAL AMOUNT	CONTRACT DAYS	SUPPLEMENTAL DAYS
<b>High School</b>			
ACT/PSAT/SAT Accuplacer Prep Coach	\$1,500	187	0
Academic Decathlon - principal assigns specific amounts	\$5,500 per campus	187	0
Activities Director	\$ 938	187	5
Band - Director	\$10,000	187	27
Band - Assistant Director	\$4,650	187	15
Cheerleader- Freshman	\$2,000	187	10
Cheerleader- Junior Varsity	\$2,000	187	10
Cheerleader- Varsity	\$2,808	187	15
Choir - Director	\$5,914	187	5
Choir - Assistant Director	\$2,875	187	5
CTE Counselor	\$1,500	202	0
Department Head (if not given an extra conference period)	\$ 937.50	187	0
Drill Varsity	\$2,923	187	19
Drill Junior Varsity	\$1,625	187	10
Dual Credit	\$700	187	0
ELAR Teacher	3,000	187	0
Extended Essay Coordinator	\$1,500	187	0
Magnet Advisor/Industry Liaison	\$3,000	187	15
Librarian - Secondary	\$750	187	0
Math Teacher	\$3,000	187	0
Newspaper	\$1,300	187	0
Octathlon Sponsor - principal assigns specific amounts	\$3,400 per campus	187	0
Orchestra - Director	\$5,000	187	5
Orchestra - Assistant Director	\$2,400	187	5
Performing Arts Endorsement Coordinator	\$2,000	187	0
Piano Lab Instructor	\$ 500	187	5
Science Teacher	\$3,000	187	0
Extra Period Stipend - \$5,000/year HR approval needed	\$2,500	187	0
Speech	\$ 1,684	187	5
Student Council	\$ 1,000	187	5
Theater Arts/Drama	\$3,671	187	5
UIL Coordinator	\$1,000	187	2
Yearbook Advisor	\$1,500	187	0
Spirit Group	\$1,250	187	0
Step Team	\$1,250	187	0
Robotics	\$1000	187	0
<b>Middle School</b>			
Austin Academy – Piano Lab/Ext Day	\$4,500/year	187	0
Austin Academy – Art/Extended	\$4,500/year	187	0
Austin Academy – Physical Education	\$1,400/year	187	0
Austin Academy - Spanish	\$2,250/year	187	0
Austin Academy - Jazz Band	\$1,600/year	187	0
Austin Academy – Gospel Choir	\$650/year	187	0
Band - Director	\$5,925	187	15
Band - Assistant Director	\$2,500	187	15
Cheerleader	\$1,493	187	0

Cheer Assistant, Auxiliary (Coyle MS)	\$800	187	0
Librarian	\$750	187	0
Pep Squad	\$ 965	187	0
Choir - Director	\$2,925	187	5
Choir - Assistant Director	\$2,500	187	5
Department Head	\$ 625	187	0
Magnet Advisor/Industry Liaison	\$3,000	187	15
Orchestra - Director	\$3,500	187	5
Orchestra – Assistant Director	\$1,600	187	5
Pentathlon - principal assigns specific amounts	\$3,400 per campus	187	0
Piano Lab Instructor	\$ 500	187	5
Theater Arts – approved by VAPA	\$1,250	187	0
Yearbook	\$625	187	0
Robotics	\$1000	187	0
<b>Elementary School</b>			
Bilingual certified classroom teacher	\$4,000	187	0
Children’s Chorus Director	\$3,750	187	0
Children’s Chorus Assistant Director	\$2,875	187	0
Children’s Chorus Accompanist	\$2,875	187	0
Librarian	\$1,000	187	0
Robotics	\$1000	187	0

## ATHLETIC COACHING STIPENDS

PAY DESCRIPTION - Element	SUPPLEMENTAL ANNUAL AMOUNT	CONTRACT DAYS	SUPPLEMENTAL DAYS
<b>High School</b>			
Athletics HS Head Coach <sup>1</sup>	\$5,000	187	15
Baseball		187	15
Cross Country		187	15
Gymnastics		187	15
Softball		187	15
Soccer		187	15
Track		187	15
Volleyball		187	15
Athletics HS Assistant Coach (2 sports)	\$4,500	187	15
Baseball		187	15
Basketball <sup>2</sup>		187	15
Football		187	15
Cross Country		187	15
Soccer		187	15
Softball		187	15
Track		187	15
Volleyball		187	15
Athletics HS Football Defensive Coordinator	\$4,850	187	15
Athletics HS Football Offensive Coordinator	\$4,850	187	15
Athletics HS Basketball-Head Coach	\$5,750	187	15
Athletics HS Girls Sports Coordinator <sup>3</sup>	\$2,150	187	15
Athletics HS Golf-Head Coach	\$4,100	187	0
Athletics HS Tennis-Head Coach	\$4,050	187	6
Athletics HS Trainer	\$5,500	187	15
Athletics HS One Sport Coach <sup>4</sup>	\$2,500	187	0
<b>Middle School</b>			
Athletics MS Coach (2 sports)	\$3,300	187	6
Basketball		187	6
Football		187	6
Track		187	6
Volleyball		187	6
Athletics MS Coordinator	\$1,000	187	6
Athletics MS Soccer Coach <sup>3</sup>	\$1,500	187	0

<sup>1</sup> Does not include HEAD FOOTBALL CAMPUS AD COACH or HEAD BASKETBALL COACH

<sup>2</sup> HS Basketball Lead Assistant coaches only one sport

<sup>3</sup> Additional Stipend for the coach assigned

<sup>4</sup> Only with special approval of Athletic Department and School Principal

## OTHER SALARY SUPPLEMENTS

Other Stipends	SUPPLEMENTAL ANNUAL AMOUNT	CONTRACT DAYS	SUPPLEMENTAL DAYS
<b>Degree Stipends</b>			
Master's Degree	\$1,300	187	NA
Doctor's Degree	\$2,000	187	NA
<b>Other Stipends</b>			
Administrative Intern/Associate	\$1,000	187	10
Instructional Support Teacher	\$1,000	187	10
i3 (Innovation in Instruction)	\$750	187	0
Lead Teacher - Bilingual / ESL	\$1,120	187	0
Mandarin Chinese	\$3,000	187	0
Mariachi Program Coordinator	\$5,600	187	0
Nurse Specialist	\$3,500	226	0
Nurse Cluster Leader	\$750	187	0
SpEd – Campus Support Coach	\$1,000	187	10
SpEd – Lead Adaptive PE Team Lead	\$1,500	187	0
SpEd – Lead Diagnostician	\$1,500	187	15
SpEd – Lead LSSP	\$1,500	187	15
SpEd – Lead OT/PT	\$1,500	187	6
SpEd – Lead Vision Teacher	\$1,500	187	0
SpEd – Lead Speech Language Pathologist	\$1,500	187	0
SpEd – Head of Delegation for Special Olympics	\$6,000	187	10
SpEd – Resource Teacher	\$2,000	187	0
SpEd – Self Contained Teacher	\$3,500	187	0
SpEd – Special Olympics Coach	\$3,000	187	0
Technology – Campus Tech Asst. - EL	\$1,000	187	0
Technology Devices	\$1,000		NA

### ACE CAMPUS

ACE Campus	SUPPLEMENTAL ANNUAL AMOUNT
Principal	\$15,000
Assistant Principal	\$13,500
Teacher	\$10,000
Librarian	\$10,000
Nurse	\$10,000
Counselor	\$10,000
Social Worker	\$10,000
Instructional Coach	\$8,000
Para-professionals & Aides	\$2,500*
*Annualized as additional salary, reflected separately on paychecks	

### PARAPROFESSIONAL

PAY DESCRIPTION	ANNUAL AMOUNT	DAYS	ADDITIONAL DAYS
Certified Educational Office Professional (CEOP)	\$ 600	186 - 226	0

## Employee of the Year One-Time Payments

Staff members selected by a committee for this recognition will receive a one-time payment in the amounts listed below in their June paycheck.

<b>Stipend</b>	<b>One-Time Payment</b>
GISD Administrator of the Year	\$2,000
GISD Teacher of the Year	\$2,000
GISD Paraprofessional of the Year	\$2,000
Region 10 Teacher of the Year	\$3,000
Region 10 Administrator of the Year	\$3,000
Region 10 Nurse/Nurse Administrator of the Year	\$3,000
Texas TASA Teacher of the Year	\$4,000
Texas LSSCA Counselor of the Year	\$4,000
Texas TSNO Nurse/Nurse Administrator of the Year	\$4,000
Texas TEPSA/TASSP Administrator of the Year	\$4,000
National AASA Teacher of the Year	\$5,000
National ASCA Counselor of the Year	\$5,000
National NASN Nurse/Nurse Administrator of the Year	\$5,000
National AASA Administrator of the Year	\$5,000

## **Performance Pay: Teacher Incentive Allotment (TIA)**

For any funds received by Garland ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 67.5% percent will be paid to the designated teacher. 22.5% percent will be paid equally to the other teachers on the designated teacher's campus (employees coded as 087). 5% percent will be paid equally to all other employees on the designated teacher's campus. The remaining 5% will be used for training and support of the system, expansion of the system, administrative expenses, and professional development. 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.

- ❖ TIA Designated Teachers: 67.5% of funds
- ❖ Teachers at campus of TIA Designated Teacher: 22.5% of funds
- ❖ Non-teaching staff at TIA Designated Teacher: 5% of funds

TIA compensation stipends will be eligible for use when calculating retirement benefits for TRS-eligible staff. Employees are responsible to pay both the employee and employer benefit and tax costs in excess of what TIA funding covers. Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax, and TRS contributions as part of an employee's annual wages reported to the state and federal governments, as well as the Teacher Retirement System (TRS).

### **Eligibility**

#### **Teachers with TIA designation (67.5% of funds)**

- PEIMS coded 087
- Receive salary compensation for a minimum of 90 full time days in the school year or 180 days at half time in the school year
- Hold a TEA Standard, Professional, Provisional or One-year Certificate

#### **Teachers at the campus of a TIA designated teacher (22.5% of funds)**

- PEIMS coded 087
- Receive salary compensation for a minimum of 90 full time days in the school year or 180 days at half time in the school year

#### **Non-teaching staff (non 087 staff) (5% of funds)**

- Receive salary compensation for a minimum of 90 full time days in the school year or 180 days at half time in the school year

#### **Employees at multiple campuses**

- Will be eligible for a percentage comparable to the percentage of time serving at the designated campus.
- Receive salary compensation for a minimum of 90 full time days in the school year or 180 days at half time in the school year

## **Part-time Staff**

- Will be eligible for a percentage comparable to the percentage of time serving at the designated campus
- Receive salary compensation for a minimum of 180 days at half time in the school year

## **Definitions**

### **TIA designated teacher**

Holds a valid TEA Standard, Provisional or One Year Certificate

Identified by PEIMS code 087

Receives salary compensation for a minimum of 90 days @ 100% or 180 days at 50-99%.

A combination of teacher performance and student achievement meets the minimum requirements as set forth in the plan

### **Teachers at the campus of a TIA designated teacher**

Identified by PEIMS code 087

Receives salary compensation for a minimum of 90 days @ 100% or 180 days at 50-99%.

### **Non-teaching staff (non 087 staff)**

Receive salary compensation for a minimum of 90 full time days in the school year or 180 days at half time in the school year

Includes all staff; Paraprofessional, Administrative, Custodial, Student Nutrition, SPED and others not listed who do not hold an 087 PEIMS role

## **Compensation Payout**

All compensation to be included in the last paycheck of the fiscal year

# PROVISIONS AND APPLICATIONS OF GARLAND INDEPENDENT SCHOOL DISTRICT'S SALARY SCHEDULE

## A. HOURLY EMPLOYEES

District personnel employed on an hourly basis are hired and placed on a wage scale commensurate with the position and established by the Board of Trustees and Administration. Under no circumstances is an hourly worker to be placed on a higher hourly rate of pay without prior authorization from Human Resources.

## B. PAYDAY

For monthly paid professional and paraprofessional employees, payday is the 27th of each month. When the 27th falls on weekend, then payday will be the preceding Friday. In December payday will be the next to last work day before winter break. For Biweekly paid employees (Food Service, Maintenance, Transportation, Warehouse, and Substitute) payday is every other Friday. An employee's payroll statement contains detailed information including deductions, withholding information, and the amount of leave accumulated.

## C. MANDATORY DEDUCTIONS

- **Medicare Tax** - For all employees hired after April 1, 1986, a 1.45% Medicare Tax is deducted, which is matched by the district and sent to the Social Security Administration. The benefit of this tax to the employee is that at the age of 65 the employee would be eligible for free Medicare Part A coverage, if this tax or a combination of this tax and regular Social Security participation has been paid for at least 10 years (40 credits or 40 quarters).
- **Teacher Retirement** – 8% of the employee's gross salary is sent to the Teacher Retirement System of Texas for deposit in the employee's account once the employee is eligible for TRS membership. This money accumulates with interest as a tax-deferred retirement benefit. The state contributes to the retirement system, also. The money that an employee contributes and the interest that money earns may be withdrawn only if the employee ceases to work for a Texas public school. Upon withdrawal, federal income tax is due on the principal and interest that has been treated as tax-deferred. For more detailed information on the retirement system contact the Assistant Superintendent Human Resources (972) 487-3050 or call the Texas Teacher Retirement System at (800) 223- 8778 or visit the TRS website at [www.trs.texas.gov](http://www.trs.texas.gov)
- **TRS-Care** - 0.65% of gross salary is paid by each active school employee to help support the Teacher Retirement System health care plan for retired employees titled TRS-CARE.
- **FICA Alternative** - For all employees who are not eligible to participate in the Teacher Retirement System of Texas (part-time, seasonal, temporary employees). Employees are not subject to Social Security taxes while covered by this plan. 7.5% of an employee's gross salary is contributed to the FICA Alternative Plan. Contributions to this plan are on a pretax basis, and any benefits previously earned under another retirement plan, such as Social Security, will not be reduced by participation in this plan.

## CI. SUPPLEMENTAL SALARY FOR ADVANCED HOURS/DEGREES

Per DK(Local): "Noncontractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may do so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty."

1. Supplemental salary amounts are paid for degrees conferred or hours earned by September 1 and reported to Human Resources by submission of official transcripts by October 1.
2. All teachers and nurses who have a master's degree are eligible to receive \$1,300 annually. This supplement is not paid to employees who are on a higher Pay Grade because the administrative and professional support positions require a master's degree as a minimum qualification for the certification.
3. All teachers, professional support employees, and administrators with earned doctorate degrees will receive \$2,000 annually. This supplement replaces the master's supplement and is not in addition to it.
4. It is the responsibility of the employee to notify Human Resources of advanced degrees and to provide OFFICIAL TRANSCRIPTS with the university's seal and degree conferred status by the announced deadline each year.

# Guidelines for Supplemental Pay

## GENERAL GUIDELINES

- Policy DK (Local) states: “Non-contractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may do so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty.”
- Policy DEAA (Local) states: “The Superintendent or designee may assign non-contractual supplemental duties to personnel exempt under the Fair Labor Standards Act (FLSA), as needed. [See DK(LOCAL)] The employee shall be compensated for these assignments according to the compensation plan of the District.”
- Additional Payment is given to a regular employee beyond their base pay for additional considerations or approved purposes at approved amounts and is comprised of:
  - Stipends – compensation that can be established on a regular basis with an equal amount per pay period being paid over the length of a contract or a specified period of time and for which monthly documentation is not required by Payroll or Human Resources. Human Resources must approve the approval of a stipend that is not attached to a position, such as travel expenses, or given due to employee status, such as advanced degrees or employment assignment, after consultation with appropriate administrators.
  - Supplemental pay – compensation that is occasional, periodic, or sporadic for additional considerations by the employee and is not paid in equal amounts each pay period and for which specific documentation must be submitted and approved according to these guidelines.
  - Overtime – while not contractual, overtime is paid to employees who are considered Non-Exempt under the FLSA for work done beyond 40 hours per workweek. Approval of overtime should be given prior to the work, must be accompanied by supporting documentation to payroll, and must be approved according to district guidelines.
- All stipends and supplemental pay amounts or rates must be approved by the Board and will be published in the District Salary Schedule booklet.
- All monetary compensation to an employee must be made through the payroll system so that proper records can be maintained for reporting purposes to state and federal agencies.
- For the purposes of the Guidelines for Supplemental Pay and Pay Details:
- **Non Exempt Employees\*** under the FLSA include employees whose duties do not meet FLSA exemption criteria. Non-exempt employees will be compensated according to the following Supplemental Pay guidelines:
  - For work done over 37.5, but 40 or less hours per week, non-exempt employees who are scheduled for 37.5 hours per week shall be compensated in one of two ways:
    - Compensatory time equal to time worked, OR
    - Pay equal to straight time at their hourly rate, without any overtime calculation
  - For work done over and above the 40-hour work week, non-exempt employees shall be compensated in one of two ways:
    - Compensatory time equal to time-and-a-half of time worked, OR
    - Pay equal to time-and-a-half of their hourly rate for time worked.
- **Exempt employees** do not qualify for overtime pay or compensatory time.
- **Administrators:** For the purpose of determining supplemental pay, the term administrator refers to any central office administrator, principal, or assistant principal. These individuals **do not** qualify for overtime or supplemental pay.

**EXCEPTION:** Administrators may be eligible for additional pay if the work performed is beyond the scope of their professional contract duties. For example, they may supervise an athletic event for the athletic department or supervise a summer school program as *long as the work does not conflict with fulfillment of their regular duties and responsibilities*. Approval must be specifically obtained in advance from the administrator’s supervisor.

## SPECIFIC GUIDELINES

- All supplemental pay items must be entered through Kronos, recording:
  - the description of work performed
  - the number of hours worked
  - the time and date work was performed
  - the applicable Kronos code associated with the appropriate budget code number
- All supplemental pay assignments must be conducted at a GISD facility unless done out of district. Deviations must have prior approval.
- All supplemental pay must be recorded as hours worked at the preapproved hourly rate. No lump sum payments are permitted without a completed "Request for Deviation from Supplemental Pay Policy" form (see last page) and approval of Chief Officer or designee.
- All Kronos supplemental pay codes must be requested in advance and approved by the administrator or principal that is responsible for those supplemental pay funds, along with approval from the Business Office.
- Supplemental pay entered via Kronos will be approved by the appropriate principal or supervisor/manager through the Oracle approval workflow. All approvals must be completed in Oracle by the 15<sup>th</sup> of each month unless otherwise noted in the Payroll Calendar.
- The Supplemental Pay rates are preset and coded to the approved Supplemental Pay Element in Oracle and cannot be changed without a written request submitted by completion of a "Request for Deviation from Supplemental Pay Policy" form. Changes will be added to the Supplemental Pay Rate schedule.
- Supplemental pay must be budgeted within the school budget in fund 199 or approved project; no supplemental pay may be paid with 461 or 865 funds without prior approval from the Business Office.
- Employees shall not receive additional compensation for work that is within the scope of their assignment or position if it occurs during normal working hours while within the published contract work dates unless specified in these guidelines.
- Before or after school duty, hall duty, commons duty, and bus duty, or any other similar types of duty that occur occasionally or on a rotating basis and take place within official school hours are considered part of the normal teaching assignment and are **not eligible** for additional compensation.
  - *Exception: If the principal approves one or more individuals to perform the duty on a long-term basis (for a semester or for a year), the employee(s) may be compensated for that time according to the rates listed in the following page.*

Note: All Paraprofessional and Auxiliary employees are classified as Non-Exempt. Certain Professional employees who do not meet all the exemption test criteria are classified as Non-Exempt and are overtime eligible.

# PROFESSIONAL CATEGORIES OF PAY DETAILS 2021- 2022 RATES

## **PROFESSIONAL Extended Day - Instructional Non-ACE Campuses** **\$30 per Hour**

Includes, but not limited to:

- Saturday School
- Thursday School
- Zero Period
- Extended Day
- Enrichment
- ESL Extended Day
- Bike / Dance Grant-Project
- Curriculum Writing
- Evening School
  - ARI/AMI/Title I
  - STAR
  - Credit Recovery

## **PROFESSIONAL Extended Day – Staff Development** **\$20 per Hour**

Note: Maximum 8 hours paid per Day

## **PROFESSIONAL Extended Day – Non Instructional** **\$10 per Session**

***Note: To qualify for this pay, the duty must be assigned /accepted per semester, or school year. Cannot be assigned for short periods of time for pay.***

Includes, but not limited to:

- Bus Duty
- Hall Monitor Duty
- Commons Monitor Duty
- Grounds Monitor Duty
- Marquee Maintenance

## **PROFESSIONAL Extended Day - Special Qualifications**

Includes, but not limited to:

- Diagnosticians
- Therapists
- Security Officers

**Rate dependent on  
Licensing / Qualification -  
upon approval by  
Administration**

## **INTERSESSIONS**

**Teachers/Counselors/  
Nurses:  
\$40/hour  
Others – Rates as listed on  
the Intersession Job  
Postings or as determined**

## **PART TIME TEMPORARY**

**Rate as listed on  
the individual Job  
Posting**

# SALARY ADDENDUM

## August 24, 2021

### COVID-19 Vaccine and Booster Stipends

The following one-time stipends are available to GISD employees who voluntarily receive the COVID-19 Vaccine and/or Booster vaccine.

#### Eligibility

- Fulltime or Part-time GISD employee; and
- Receive full COVID-19 Vaccine and/or Booster\* by December 15, 2021
- Submit stipend form to show proof (COVID-19 vaccination card, [ImmTrac2\\*\\*](#) print out or written confirmation from the employee's medical provider) of:
  - Being fully vaccinated to receive Vaccine stipend; and/or
  - Receiving booster vaccination to receive Booster stipend

COVID-19 Vaccine Stipend      \$500

COVID-19 Booster Stipend      \$250

\* An employee may qualify for the vaccination stipend without having the booster.

\*\*Texas Registry of Immunization

Payment will be included in the employee's regular paycheck.

#### **How to Provide Proof of Vaccination and Booster**

1. Click on the link to the form [bit.ly/GISDCovidVaccineForm](http://bit.ly/GISDCovidVaccineForm)
2. Sign in using your district employee number and your date of birth
3. Fill out the required information
4. Upload an image of the proof of vaccination (card, IMMTrac2, document from medical provider)
5. If you have obtained the booster, upload an image of the proof of the booster (card, IMMTrac2, document from medical provider)
6. Submit the form

### **Non-Certified Teacher Salary**

Employees who are either currently in a certification program or who need to be fully accepted into a certification program are offered Letters of Reasonable Assurance (LORA). When certification program requirements are completed, their salaries will be adjusted and contracts will be offered.

#### **Salary**

State Minimum Salary: \$33,600

#### **Requirements:**

- Employee must provide an acceptance letter from an Alternative Certification Program (ACP) or a 4-year University Education Letter of Anticipation
- Once the employee completes their Educator Preparation Program (EPP) requirements and acquires a teacher certificate issued by the State Board for Educator Certification (SBEC), GISD will adjust their salary in accordance with the GISD teacher salary schedule, effective the issue date of their certificate.

### **Middle and High School Team Lead Stipend**

Middle School and High School teachers designated by their principal will receive additional training and planning time to address student learning loss due to COVID-19. Team leads will work with district instructional personnel to review student data and plan for Tier I Instruction that is tailored to student needs. The Team Leads will: collaborate with teachers on each of their campuses to analyze Texas Essential Knowledge and Skills (TEKS) where students show significant gaps; review best practices that target student misconceptions; and develop lessons that will improve Tier 1 instruction and increase student learning.

#### **Stipend Amount**

\$2,160

### **Substitute Retention Stipend**

Substitutes who work at least 50 days per semester will receive a \$350 stipend each semester.

#### **Stipend Amount:**

\$350 per semester

Paid in the January and June paychecks