



The 2020-2021 Compensation Manual (included below) specifies salary for new hires at years 0, 5, 10, 15, 20 and 25. In prior years, only the minimum, mid/medium and maximum (as seen below on p. 1 (pdf)) have been provided on the district website and in the district's compensation manual. When multiple "salary schedules" are in use, NCTQ's policy is to analyze the salaries for new hires. As such, our 2020-2021 salary analysis is based solely on the new hire salary as listed below on p. 21 (pdf).



2019-2020 Compensati

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Compensation Information



COVID-19 DASHBOARD

Starting Teacher Salary – \$56,000

Teacher, Nurse, Librarian Pay Scale

(187 days, 2020-2021)

| | | |
|-----------------|-----------------|-----------------|
| \$56,000 | \$72,714 | \$89,429 |
| Minimum | Medium | Maximum |

QuickLinks

- + Health Alerts
- + Clever.com
- + Home Access Center
- + Directories
- + Student Registration & Transfers
- + Applications

COMPENSATION MANUAL

2020-2021



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

TABLE OF CONTENTS

| | |
|--|-----------|
| SECTION 1: Compensation Management..... | 1 |
| A. Philosophy..... | 2 |
| B. Responsibilities..... | 2 |
| C. Terminology..... | 3 |
| D. Job Descriptions..... | 4 |
| E. Pay Analysis Process..... | 5 |
| F. Exempt and Non-Exempt Status..... | 5 |
| G. Duty Schedules..... | 5 |
| H. Temporary Employees and Substitutes..... | 6 |
| SECTION 2: Salary Determination and Pay Structure..... | 7 |
| A. Annualized Salary..... | 8 |
| B. Pay Days | 8 |
| C. Salary Schedule Approval | 8 |
| D. Determining Salaries..... | 8 |
| 1. New Hires | |
| 2. Promotions, Demotions and Lateral Transfers | |
| 3. Additional Assistant Principal Support at Campuses | |
| E. Employment after Retiring from Texas Retirement System (TRS)..... | 9 |
| F. Creditable Years of Service..... | 10 |
| 1. Service Records | |
| 2. Verification of Employment | |
| 3. Year-for-Year Credit | |
| 4. Substitute Credit | |
| G. Education..... | 10 |
| H. Longevity..... | 10 |
| I. Board Approved Pay Increases..... | 11 |
| J. Reassignments..... | 11 |
| K. Ineligibility for Pay Increases..... | 11 |
| L. Salary Inquiries..... | 11 |
| SECTION 3: Salary Information | 13 |
| A. Salary Schedules..... | 14 |
| B. Teachers, Nurses, and Librarians | 15 |
| C. Administrative/Professional..... | 15 |
| D. Clerical/Paraprofessional..... | 16 |
| E. Auxiliary..... | 17 |

SECTION 3 (con't)

- F. Temporary Employees and Substitutes 21
 - 1. Hourly Positions
 - 2. Daily Positions
- G. Extra Duty Pay 22
- H. Overpayment Recovery 22
- I. Positions funded by Federal and/or State Grants 22

SECTION 4: Stipends, Supplements and Incentives 23

- A. Critical Needs Stipends 24
 - 1. Eligibility
 - 2. Length of Stipend Awards
- B. List of Stipends 25
- C. Supplemental Duty Pay 26
 - 1. Length of Stipend Awards
 - 2. Partial Assignments
 - 3. Sponsorships
- D. List of Supplements 27
- E. Incentives 36
 - 1. Variable Pay
 - 2. Recruitment Incentive

SECTION 5: Board Policy 37

- A. Board Policies 38
 - 1. DEA (Local)
 - 2. DEAA (Local)
 - 3. DEAB (Local)

SECTION 1 – COMPENSATION MANAGEMENT

A. COMPENSATION PHILOSOPHY

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

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

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

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

B. COMPENSATION RESPONSIBILITIES

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

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

C. COMPENSATION TERMINOLOGY

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Maximum Pay Rate – The highest pay value of the highest paying position in a pay grade.

Minimum Pay Rate – The lowest pay value of the lowest paying position in a pay grade.

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

Pay Grade – Identifies a group of positions that serve in a similar capacity and that are paid within the same salary range.

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

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

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

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

D. JOB DESCRIPTIONS

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

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

Job descriptions for most positions within Aldine ISD can be accessed by employees via the ePortal. Job descriptions are also posted with all job postings on the Aldine ISD website.

E. THE PAY ANALYSIS PROCESS

Aldine ISD's pay analysis process serves several purposes:

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

Salaries are analyzed as follows:

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

F. EXEMPT AND NON-EXEMPT STATUS

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

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

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

G. DUTY SCHEDULES

Different employee groups work a different number of days and have different work schedules. Each employee group has a unique Duty Schedule depicting their specific schedule. The Duty Schedule calendars are developed to line up with the district school calendar for the current school year. The calendar associated with the employee's job title will provide the start and end date of the contract year and the number of non-duty days the employee receives, if applicable to the position. Duty Schedules change each year.

Duty Schedules can be found on the District website under ePortal. Select Document Management in the left hand column and then select Calendars.

H. TEMPORARY EMPLOYEES AND SUBSTITUTES

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

SECTION 2 – SALARY DETERMINATION AND PAY STRUCTURE

A. ANNUALIZED SALARY

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

B. PAY DAYS

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

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

C. SALARY SCHEDULE APPROVAL

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

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

D. DETERMINING SALARIES

1. New Hires:
 - a. Teachers - The initial salary placement for new teachers is determined by years of experience and degrees held. CTE teachers can receive up to two years of experience for prior industry related work.
 - b. Other Positions - The initial salary placement for new hires in other positions is determined by reviewing internal and external equity factors for the specified position.

2. Promotions, Demotions, and Lateral Transfers:

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

3. Additional Assistant Principal (AP) Support at Campuses

Former certified campus administrators who provide additional Assistant Principal (AP) support or who substitute during the absence of an assistant principal at campuses will be paid using an Aldine ISD Vendor Contract for the period needed at a rate of \$250 per day.

E. EMPLOYMENT AFTER RETIREMENT FROM TRS

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

These applicants must have remained unemployed for one full year as required by TRS. Applicants who are hired are required to sign a form stating that they will be responsible for all TRS surcharges. This form will have to be signed each year when their new contract is signed. These employees shall not be eligible for the reimbursement of sick leave as described by the 'reimbursement for leave upon retirement provision' in Board policy DEC (Local).

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

Employees who retired from the TRS may only substitute for teachers or paraprofessionals who are absent. They may not take a substitute teaching position that covers a vacancy. It is the responsibility of the substitute teacher to verify that the position they are substituting for is not a vacancy. Substitutes who accept and cover vacancies will be removed from the substitute roster. Any substitute who works

in a vacancy position for more than 20 days will be responsible for the additional fees and surcharges assessed by TRS.

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

F. CREDITABLE YEARS OF SERVICE

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

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

Official documentation submitted becomes the property of Aldine ISD and will not be released to the employee or a third party. When an employee retires, they may submit an online request from the Aldine ISD website to have their original Service Records from other schools returned to them.

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

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

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

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

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

Classroom instructional aides moving to a teacher position, with acceptable service records, receive year for year credit for up to two years of service.

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

G. EDUCATION

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

Employees who have not submitted the required documentation will be placed on the minimum pay rate of the Pay Grade. The employee's salary will be adjusted to the approved amount on the following payroll run after the official Service Records and/or Verification of Employment documentation have been received in the Human Resources Department.

If the documentation is received within 60 calendar days of the employee's start date, the adjustment will be effective back to the employees start date. If an employee submits Service Records and/or Verification of Employment documentation for some, but not all, of their years of experience, their salary will be increased proportionally. Pay adjustments will not be given for prior contract years.

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

H. LONGEVITY

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

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

years of financial constraints, the Board of Trustees may vote to suspend the annual increase in longevity pay.

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

I. BOARD APPROVED PAY INCREASES

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

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

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

J. REASSIGNMENTS

Salary changes for reassignments will be determined on an individual basis. Salaries will be frozen for the remainder of the current contract year and then adjusted to be commensurate to the position the following year.

K. INELIGIBILITY FOR PAY INCREASES

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

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

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

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

L. SALARY INQUIRIES

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

If an employee believes that a paycheck is incorrect, they should contact the Human Resources Payroll Department.

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

SECTION 3 – SALARY INFORMATION

A. SALARY SCHEDULES

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

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

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

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

Individual pay grades are presented for the following employee groups as recommended by the TASB salary study:

Teachers/Nurses/Librarians

Administrative/Professional

Clerical/Paraprofessional

Auxiliary

Temporary and substitute positions are not included in a pay grade.

B. TEACHERS, NURSES, and LIBRARIAN

Teacher duty days range from a 187 day 10-month contract to a 226 day 12-month contract. Daily rates remain the same regardless of the number of days worked. This salary schedule includes teachers, nurses, and librarians, as well as other positions including testing coordinators, math and literacy instructional coaches, skills specialists, attendance officers, athletic coordinators, digital learning specialists and coordinators, department chairs, and diagnostician interns.

| Years of Experience | New Hire Salary | Daily Rate |
|---------------------|-----------------|------------|
| 0 | 56,000 | 299.4652 |
| 5 | 57,901 | 309.6310 |
| 15 | 62,474 | 334.0856 |
| 20 | 64,519 | 345.0214 |
| 25 | 71,738 | 383.6257 |

The salaries listed above are based on 10-month employment for the 2020-2021 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.

C. ADMINISTRATIVE/PROFESSIONAL

| Pay Grade | Job Title/Position | Duty Days |
|-----------|--|-----------|
| 1 | | |
| | Asst Tax Assessor | 226 |
| | Business Analyst | 226 |
| | Certified Occupational Therapist Aide (COTA) | 189 |
| | Child Nutrition Area Supervisor | 226/257 |
| | Communications Specialist | 226 |
| | Construction Project Coord | 257 |
| | Construction Project Manager | 257 |
| | Construction Site Superintendent | 257 |
| | HR Benefits Specialist | 226 |
| | Nutritionist | 226 |

| | Minimum | Midpoint | Maximum |
|----------|----------|----------|----------|
| Daily | 181.2042 | 308.9971 | 436.7899 |
| 189 Days | 34,248 | 58,400 | 82,553 |
| 226 Days | 40,952 | 69,833 | 98,715 |
| 257 Days | 46,569 | 79,412 | 112,255 |

| Pay Grade | Job Title/Position | Duty Days |
|-----------|---|-----------|
| 2 | | |
| | Accountant | 226 |
| | Asst Director of Child Nutrition | 226 |
| | Asst Director of Compensation and Payroll | 226 |
| | Asst Director of Maintenance | 226 |
| | Asst Director of Transportation | 226 |
| | Asst Director of Warehousing | 226 |
| | Chef | 226 |
| | Coordinator of Assessment | 226 |
| | Data Analyst | 226 |
| | Data Integration Specialist | 226 |
| | Dietician | 226 |
| | E-Rate Compliance Officer | 226 |
| | Help Desk Manager | 226 |
| | Intervention Specialist | 200, 226 |
| | Mobile Technology Supervisor | 226 |
| | Network Administrator | 226 |
| | Network Engineer | 226 |
| | Network Operations | 226 |
| | Physical Security and Facility Manager | 226 |
| | Social Worker | 200 |
| | Technology Facilitator | 226 |
| | Translator | 226 |

| | Minimum | Midpoint | Maximum |
|----------|----------|----------|----------|
| Daily | 230.1275 | 345.6927 | 461.2578 |
| 200 Days | 46,026 | 69,139 | 92,252 |
| 226 Days | 52,009 | 78,127 | 104,244 |

| 3 | |
|--|---------------|
| Assessment Specialist (Diag) | 199, 200 |
| Asst Director of Accounting and Business Services | 226 |
| Asst Director of Facility Planning (Const) | 226 |
| Asst Director of HR Benefits | 226 |
| Asst Director of HR Substitutes | 226 |
| Asst Principal Primary/ES/IS/DAEP/MS | 215, 226 |
| Audiologist | 202 |
| Bricks Behavior Intervention Specialist | 200 |
| Coordinator of Head Start | 226 |
| Counselor ES/IS | 189 |
| Counselor DAEP/HS/Ninth Grade | 207, 226 |
| Counselor MS | 199, 226 |
| Counselor Special Education | 199 |
| Counselor Vocational | 207 |
| Family and Community Engagement Specialist | 226 |
| Coordinator of Financial Aide | 226 |
| LSSP/District Psychologist | 210, 226 |
| Occupation Therapist | 189, 202 |
| Payroll Manager | 226 |
| Physical Therapist | 189, 202 |
| Programmer Analyst - Technology | 226 |
| Program Directors - Teaching and Learning | 210, 220, 226 |
| Project Manager (Technology) | 226 |
| Social & Emotional Learning & Student Culture Spec | 226 |
| Speech Pathology Assistant | 187 |
| Speech Therapist | 187, 199 |
| Systems Administrator | 226 |
| Systems Programmer | 226 |

| Daily | 284.5135 | 389.5585 | 494.6035 |
|----------|----------|----------|----------|
| 187 Days | 53,204 | 72,847 | 92,491 |
| 189 Days | 53,773 | 73,627 | 93,480 |
| 199 Days | 56,618 | 77,522 | 98,426 |
| 200 Days | 56,903 | 77,912 | 98,921 |
| 202 Days | 57,472 | 78,691 | 99,910 |
| 207 Days | 58,894 | 80,639 | 102,383 |
| 210 Days | 59,748 | 81,807 | 103,867 |
| 215 Days | 61,170 | 83,755 | 106,340 |
| 220 Days | 62,593 | 85,703 | 108,813 |
| 226 Days | 64,300 | 88,040 | 111,780 |

| 4 | |
|--|----------|
| Asst Principal HS/Ninth Grade | 215, 226 |
| Tax Attorney | 226 |
| Tax Attorney/Bankruptcy | 226 |
| College Access Advisor | 226 |
| Database Manager - Student Services | 226 |
| Director of Aldine Education Foundation | 226 |
| Director of Accounting & Business Services | 226 |
| Director of Athletic Services | 226 |
| Director of Brand Communications | 226 |
| Director of Career and Technical Education | 226 |
| Director of Child Nutrition | 226 |
| Director of Consolidated Programs | 226 |
| Director of External Communications | 226 |
| Director of Facility Planning | 26 |
| Director of Family & Community Engagement | 226 |
| Director of Federal and State Programs | 226 |
| Director of Guidance and Counseling | 226 |
| Director of Internal Communications | 226 |
| Director of Literacy | 226 |
| Director of Magnet School Program | 226 |
| Director of Maintenance | 226 |
| Director of Music Education | 226 |
| Director of Online Learning | 226 |
| Director of Performing Arts | 226 |
| Director of Purchasing | 226 |
| Director of Research & Program Evaluation | 226 |
| Director of Risk Management | 226 |
| Director of Safe and Secure Schools | 226 |
| Director of Social and Emotional Learning | 226 |
| Director of Special Programs | 226 |
| Director of Strategic Planning | 226 |
| Director of Student Services | 226 |

| Daily | 326.7389 | 431.1446 | 535.5502 |
|----------|----------|----------|----------|
| 215 Days | 70,249 | 92,696 | 115,143 |
| 226 Days | 73,843 | 97,439 | 121,034 |

| | |
|---|-----|
| Director of Technology Services | 226 |
| Director of Testing | 226 |
| Director of Textbook Services | 226 |
| Director of Transportation | 226 |
| Director of Virtual Online Learning | 226 |
| Director of Visual Arts | 226 |
| Director of Warehousing | 226 |
| Energy Manager | 226 |
| Facilities Manager - M.O. Campbell Ed. Ctr. | 226 |
| HR Director - Human Capital Analytics | 226 |
| HR Director- Performance Management | 226 |
| HR Professional Staffing Director | 226 |
| Lead Network Architect | 226 |
| Program Analyst -Student Services | 226 |
| Program Manager - Transformation Dept | 226 |
| Tax Assessor | 226 |
| Webmaster - Intranet System Administrator | 226 |

| | |
|----------------------------------|-----|
| 5 | |
| Construction Sr. Project Manager | 257 |
| Principal Primary/ES/MS | 226 |

| | | | |
|----------|----------|----------|----------|
| Daily | 384.9558 | 482.2694 | 579.5830 |
| 226 Days | 87,000 | 108,993 | 130,986 |
| 257 Days | 98,934 | 123,943 | 148,953 |

| | |
|---|-----|
| 6 | |
| Director of HR Benefits | 226 |
| Director of HR Compensation and Payroll | 226 |
| Police Captain | 226 |
| Principal DAEP/Ninth Grade | 226 |

| | | | |
|----------|----------|----------|----------|
| Daily | 411.5044 | 523.2301 | 634.9558 |
| 226 Days | 93,000 | 118,250 | 143,500 |

| | |
|---|-----|
| 7 | |
| Assistant General Counsel | 226 |
| Athletic Director | 226 |
| Executive Director - Advanced Academics | 226 |
| Executive Director - Buildings and Properties | 226 |
| Executive Director - Child Nutrition | 226 |
| Executive Director - Early Learning | 226 |
| Ex Director - Family & Community Engagement | 226 |
| Executive Director - Facility Planning | 226 |
| Executive Director - Finance | 226 |
| Executive Director - Infrastructure & Engineering | 226 |
| Executive Director - Innovation and Initiatives | 226 |
| Executive Director - Leadership Development | 226 |
| Executive Director - Maintenance | 226 |
| Executive Director - Multilingual Education | 226 |
| Ex Director- Prof. Learning/Instructional Integration | 226 |
| Executive Director - Social & Emotional Learning | 226 |
| Executive Director - Special Educations | 226 |
| Executive Director of Student Services | 226 |
| Executive Director - Teaching and Learning | 226 |
| Executive Director - Technology Services | 226 |
| Executive Director - Transportation | 26 |

| | | | |
|----------|----------|----------|----------|
| Daily | 442.4779 | 556.3731 | 670.2682 |
| 226 Days | 100,000 | 125,740 | 151,481 |

| | |
|-----------------|-----|
| 8 | |
| Chief of Police | 226 |
| Principal HS | 226 |

| | | | |
|----------|----------|----------|----------|
| Daily | 500.0000 | 590.6223 | 681.2447 |
| 226 Days | 113,000 | 126,984 | 153,961 |

| | |
|---|-----|
| 9 | |
| Assistant Superintendent - Government Relations | 226 |
| Assistant Superintendent - Operations | 226 |
| Assistant Superintendent - Student Support Services | 226 |
| School Assistant Superintendent | 226 |

| | | | |
|----------|----------|----------|----------|
| Daily | 663.7168 | 745.0442 | 826.3717 |
| 226 Days | 150,000 | 168,380 | 186,760 |

| | |
|---|-----|
| 10 | |
| Chief Academic Officer | 226 |
| Chief Business and Operations Officer | 226 |
| Chief Communications Officer | 226 |
| Chief Human Resources Officer | 226 |
| Chief of Schools | 226 |
| Chief of Strategic Initiatives and Accountability | 226 |
| Chief Transformation Officer | 226 |
| General Counsel | 226 |

| | | | |
|----------|----------|----------|----------|
| Daily | 751,9912 | 830,3339 | 908,6765 |
| 226 Days | 169,950 | 187,655 | 205,361 |

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.

D. CLERICAL/PARAPROFESSIONAL

| Pay Grade | Job Title/Position | Duty Days |
|-----------|------------------------------|-----------|
| 1 | | |
| | Campus Monitor | 187 |
| | Parking Lot Attendant Campus | 187 |
| | Parking Lot Attendant CO | 226 |
| | Security Monitor CO | 256 |

| | Minimum | Midpoint | Maximum |
|----------|---------|----------|---------|
| Hourly | 11.5518 | 15.8414 | 20.1309 |
| 187 Days | 17,281 | 23,699 | 30,116 |
| 226 Days | 20,886 | 28,641 | 36,397 |
| 256 Days | 23,658 | 32,443 | 41,228 |

| | | |
|---|---|----------|
| 2 | | |
| | Asst. Principal Secretary - Primary/ES/IS/MS | 187 |
| | Attendance Clerk - MS | 187 |
| | Campus Aide - AB, Autism, Clinic, Library, Bricks, SAC, GAP, SPPCD, SLC | 187 |
| | Campus Textbook Clerk | 226 |
| | Classroom Instructional Aide | 187 |
| | Even Start Clerk | 226 |
| | General Clerical Campus | 187 |
| | High School SIS Clerk | 226 |
| | Head Start Teacher Aide | 226 |
| | Mail Room Clerk - CO | 226, 256 |

| | | | |
|----------|---------|---------|---------|
| Hourly | 12.6040 | 18.2712 | 23.9384 |
| 187 Days | 18,856 | 27,334 | 35,812 |
| 226 Days | 22,788 | 33,034 | 43,281 |
| 256 Days | 25,813 | 37,419 | 49,026 |

| | | |
|---|--------------------------------|-----|
| 3 | | |
| | Asst. Principal Secretary - HS | 210 |
| | Attendance Clerk HS | 197 |
| | Campus Bookkeeper | 226 |
| | Counselor Secretary | 207 |
| | Head Start Attendance Clerk | 226 |
| | Registrar | 226 |
| | SEMS Clerk - Primary/ES/MS/IS | 199 |

| | | | |
|----------|---------|---------|---------|
| Hourly | 13.5683 | 19.2921 | 25.0159 |
| 197 Days | 21,384 | 30,404 | 39,425 |
| 199 Days | 21,601 | 30,713 | 39,825 |
| 207 Days | 22,469 | 31,948 | 41,426 |
| 210 Days | 22,795 | 32,411 | 42,027 |
| 226 Days | 24,531 | 34,880 | 45,229 |

| | | |
|---|-----------------------------|---------|
| 4 | | |
| | CO Bookkeeper | 226,256 |
| | CO Clerk II | 226 |
| | Principal Secretary - ES/MS | 226 |

| | | | |
|----------|---------|---------|---------|
| Hourly | 15.1992 | 21.7229 | 28.2466 |
| 226 Days | 27,480 | 39,275 | 51,070 |
| 256 Days | 31,128 | 44,489 | 57,849 |

| | | |
|---|---|----------|
| 5 | | |
| | Payroll Clerk | 226 |
| | Principal Secretary - HS | 226 |
| | Secretary - Director/Executive Director | 226, 256 |

| | | | |
|----------|---------|---------|---------|
| Hourly | 17.1062 | 24.6672 | 32.2282 |
| 226 Days | 30,928 | 44,598 | 58,269 |
| 256 Days | 35,033 | 50,518 | 66,003 |

| | | |
|---|-------------|----------|
| 6 | | |
| | CO Clerk IV | 226, 256 |

| | | | |
|----------|---------|---------|---------|
| Hourly | 21.1071 | 27.6028 | 34.0985 |
| 226 Days | 38,162 | 49,906 | 61,650 |
| 256 Days | 43,227 | 56,531 | 69,834 |

| | |
|-----------------------------------|-----|
| 7 | |
| Executive Asst to Asst Supt/Chief | 226 |
| Paralegal | 226 |

| | | | |
|----------|---------|---------|---------|
| Hourly | 22.3204 | 29.1446 | 35.9688 |
| 226 Days | 40,355 | 52,693 | 65,032 |

| | |
|----------------------------------|----------|
| 8 | |
| Certified Deaf Ed Interpreter | 187 |
| CO Supervisor | 226, 256 |
| Executive Asst to Asst Supt | 226 |
| Executive Asst to Board | 226 |
| Executive Asst to Chief | 226 |
| Executive Asst to Superintendent | 226 |

| | | | |
|----------|---------|---------|---------|
| Hourly | 24.2798 | 31.6938 | 39.1078 |
| 187 Days | 36,323 | 47,414 | 58,505 |
| 226 Days | 43,898 | 57,302 | 70,707 |
| 256 Days | 49,725 | 64,909 | 80,093 |

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.

E. AUXILIARY

| Pay Grade | Job Title/Position | Duty Days |
|-----------|---|-----------|
| 1 | | |
| | Bus Attendant | 177 |
| | Asst Head Custodian MS | 257 |
| | Asst Head Custodian HS | 257 |
| | Custodian II | 205/257 |
| | Groundskeeper | 257 |
| | Parking Lot Attendant Central Offices | 226 |
| | Transportation Utility Support - Oil Check/Bus Wash | 256 |

| | Minimum | Midpoint | Maximum |
|----------|---------|----------|---------|
| Hourly | 10.4467 | 15.9283 | 21.4099 |
| 177 days | 14,793 | 22,554 | 30,316 |
| 205 Days | 17,133 | 26,122 | 35,112 |
| 226 Days | 18,888 | 28,798 | 38,709 |
| 256 Days | 21,395 | 32,621 | 43,847 |
| 257 Days | 21,478 | 32,749 | 44,019 |

| | | |
|----------|---|----------|
| 2 | | |
| | Application Processor - Transportation | 226 |
| | Athletic Maintenance | 256 |
| | Catering Specialist CO | 210 |
| | Child Nutrition Accountability Specialist | 179 |
| | Child Nutrition Worker | 179 |
| | General Maintenance | 256 |
| | Head Custodian ES | 257 |
| | Locksmith | 257 |
| | Print Shop Clerk | 256 |
| | Security and Heavy Equipment | 257 |
| | Textbook Driver | 226, 257 |
| | Tire Mechanic | 256 |
| | Truck Driver - Warehouse | 226, 257 |

| Hourly | 12.2343 | 17.7721 | 23.3098 |
|----------|---------|---------|---------|
| 179 Days | 17,520 | 25,450 | 33,380 |
| 210 Days | 20,554 | 29,857 | 39,160 |
| 226 Days | 22,120 | 32,132 | 42,144 |
| 256 Days | 25,056 | 36,397 | 47,738 |
| 257 Days | 25,154 | 36,539 | 47,925 |

| | | |
|----------|-----------------------------------|-----|
| 3 | | |
| | Dispatcher - Transportation | 226 |
| | Head Custodian CO | 257 |
| | Head Custodian ES | 257 |
| | Head Custodian HS | 257 |
| | Head Custodian MS | 257 |
| | Key Dispatcher - Transportation | 207 |
| | Maintenance HS | 256 |
| | Oil and Grease Technician | 256 |
| | Parts Room Clerk - Transportation | 256 |
| | Police Dispatcher | 257 |
| | Print Shop Supervisor | 256 |
| | Pump Man | 256 |
| | Router - Transportation | 226 |
| | Warehouse Clerical | 256 |

| Hourly | 14.1148 | 20.6071 | 27.0994 |
|----------|---------|---------|---------|
| 207 days | 23,374 | 34,125 | 44,877 |
| 226 days | 25,520 | 37,258 | 48,996 |
| 256 days | 28,907 | 42,203 | 55,500 |
| 257 days | 29,020 | 42,368 | 55,716 |

| 4 | |
|--|----------|
| Child Nutrition Catering Manager | 226 |
| Child Nutrition Manager Trainee | 185 |
| Jr Technology Services Technician | 226 |
| Maintenance Technician I | 256 |
| Painter | 256 |
| Police Dispatcher Supervisor | 257 |
| Security Camera Repair Technician | 226 |
| Transportation Nursery Site Supervisor | 177, 226 |
| Warehouse Supervisor | 257 |

| Hourly | 16.1638 | 22.6400 | 29.1161 |
|----------|---------|---------|---------|
| 177 days | 22,888 | 32,058 | 41,228 |
| 185 Days | 23,922 | 33,507 | 43,092 |
| 226 Days | 18,888 | 28,798 | 38,709 |
| 256 Days | 21,395 | 32,621 | 43,847 |
| 257 Days | 33,233 | 46,548 | 59,863 |

| 5 | |
|--|-----|
| Application Processor | 256 |
| Bus Inspector | 256 |
| Camera Technician - Transportation | 256 |
| Carpenter | 256 |
| Campus Computer Technician | 226 |
| Desktop Support Technician | 226 |
| Electrician | 256 |
| Fire Safety | 257 |
| Fleet Manager | 256 |
| Mechanic - Maintenance | 256 |
| Technician - Maintenance | 256 |
| Mechanic - Transportation | 256 |
| Pest Control Specialist | 257 |
| Sr Technology Services Technician | 226 |
| Star Driver | 177 |
| Supervisor Driver - Transportation | 177 |
| Technology Specialist - Transportation | 256 |
| Training Academy Trainer/Supervisor | 256 |

| Hourly | 18.0518 | 25.5899 | 33.1280 |
|----------|---------|---------|---------|
| 177 days | 25,561 | 36,235 | 46,909 |
| 226 Days | 18,888 | 28,798 | 38,709 |
| 256 Days | 21,395 | 32,621 | 43,847 |
| 257 Days | 21,478 | 32,749 | 44,019 |

| 6 | |
|--|-----|
| Child Nutrition Mgr - Prim/ES/MS/AEC/Hall/Avalos | 185 |
| Food Service Maintenance Technician | 256 |
| HVAC Technician | 256 |

| Hourly | 20.1099 | 26.8958 | 33.6817 |
|----------|---------|---------|---------|
| 185 days | 29,763 | 39,806 | 49,849 |
| 256 days | 41,185 | 55,083 | 68,980 |

| 7 | |
|-----------------|-----|
| Police Officer | 257 |
| Police Sergeant | 257 |

| Hourly | 22.9626 | 31.7710 | 40.5794 |
|----------|---------|---------|---------|
| 257 days | 47,211 | 65,321 | 83,431 |

| 8 | |
|-------------------------------------|----------|
| Alarm Technician | 256 |
| Child Nutrition Manager - 9th Grade | 185 |
| Child Nutrition Manager - HS | 185, 210 |
| Compliance Technician | 256 |
| Custodial Supervisor | 226, 257 |
| Foreman - Transportation | 256 |
| Leadman | 256 |
| Security Hardware Technician | 226 |
| Senior Mobile Device Technician | 226 |

| Hourly | 24.5700 | 32.9511 | 41.3321 |
|----------|---------|---------|---------|
| 185 Days | 36,364 | 48,768 | 61,172 |
| 210 Days | 41,278 | 55,358 | 69,438 |
| 226 Days | 44,423 | 59,575 | 74,728 |
| 256 Days | 50,319 | 67,484 | 84,648 |
| 257 Days | 50,516 | 67,747 | 84,979 |

| 9 | |
|---------------------------|-----|
| Chief Operations Engineer | 256 |

| Hourly | 27.5960 | 34.7952 | 41.9944 |
|----------|---------|---------|---------|
| 256 days | 56,517 | 71,261 | 86,005 |

| BD | |
|------------|-----|
| Bus Driver | 177 |

| Hourly | 17.6500 | 22.2596 | 26.8692 |
|----------|---------|---------|---------|
| 177 Days | 24,992 | 31,520 | 38,047 |

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.

F. TEMPORARY EMPLOYEES AND SUBSTITUTES

1. Hourly Positions:

| <u>Temporary Employees</u> | <u>Starting Salary</u> |
|--|------------------------|
| Part-Time or summer – High School Student | \$ 7.6185 per hour |
| Part-Time or summer – Other | \$ 8.1607 per hour |
| Temporary | \$ 9.3887 per hour |
| <u>Temporary/Substitutes</u> | <u>Starting Salary</u> |
| Non-Teaching (Custodian / Food Service / Central Receiving / Athletic Maintenance / Warehouse) | \$ 8.8298 per hour |
| Crossing Guard | \$10.5601 per hour |
| Police Department | \$ 21.1201 per hour |

2. Daily Positions:

| <u>Substitutes</u> | | | |
|--------------------|---------------|---------------|---------------|
| Teacher: | 1 – 10 Days | 11 – 24 Days | 25+ Days |
| Non-Degreed | \$ 87 per day | \$ 92 per day | \$104 per day |
| Degreed | \$ 93 per day | \$107 per day | \$126 per day |
| Certified | \$ 98 per day | \$118 per day | \$150 per day |
| Paraprofessional: | 1 – 10 Days | 11+ Days | |
| Non-Degreed | \$ 81 per day | \$ 85 per day | |
| Degreed | \$ 85 per day | \$ 92 per day | |
| SAC Aide: | 1+ Days | | |
| Non-Degreed | \$ 81 per day | | |
| Degreed | \$ 85 per day | | |

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.

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

G. EXTRA DUTY PAY

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

H. OVERPAYMENT RECOVERY

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

I. POSITIONS FUNDED BY FEDERAL AND/OR STATE GRANTS

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

SECTION 4 – STIPENDS, SUPPLEMENTS AND INCENTIVES

ALDINE INDEPENDENT SCHOOL DISTRICT
Compensation Manual

A. CRITICAL NEEDS STIPENDS

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

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

1. Eligibility: A teacher in a critical needs area could be eligible for a stipend if the following conditions are met:
 - Teacher must hold a standard certification in the critical needs area defined by the Board. Teachers in an alternative certification program will not be eligible for the critical needs supplement until they receive their standard certification. Exception: Bilingual and SEI also qualify with Intern or Probationary Certificate.
 - Teachers in the qualifying role must teach in that role for at least 50% of the instructional day. The stipend amount will be prorated based on the number of sections taught as a percentage of total sections available during a school day.
 - Teachers must be teaching during the regular school day. Teachers who teach in a critical needs area during a zero period will not be eligible for the supplement.
 - If a teacher qualifies for more than one stipend, the teacher will receive only one stipend, the one with the highest money allocation.

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

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

**ALDINE INDEPENDENT SCHOOL DISTRICT
Compensation Manual**

B. CRITICAL NEEDS STIPENDS

AMOUNT

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

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

***Must have a valid Standard or Provisional Texas certificate in the critical needs area to qualify. Generalists must have taught in the critical needs area in the preceding year to qualify.*

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

ALDINE INDEPENDENT SCHOOL DISTRICT Compensation Manual

Clarifications (con't)

****** CLARIFICATIONS: SPECIFIC ELIGIBILITY REQUIREMENTS**

English as a Second Language (ESL) Stipend

STIPENDS WILL BE PRORATED TO THE DATE ALL THREE REQUIREMENTS ARE MET.

(Grades PK-12) - ONLY applicable to the ESL program (which includes the newcomer program at grades 7-12). Teachers must be identified by their principal, complete a series of specific professional development, possess a valid Standard or Provisional Texas certificate in ESL, and be assigned to sheltered teams. Does not include bilingual students.

Single Sheltered Class (Grades PK-2) and Sheltered Team (Grades 3-8) must reach capacity before an additional teacher is approved.

Middle and High School Only: Employees in this position (EOC course, English courses, and AEA content courses) who meet specific certain eligibility criteria can receive two stipends; they are not bound to the rule that you can only receive one stipend and it will be the higher of the two. (Exception: see PK below) The Executive Director of Multilingual Services will submit list of recipients and Human Resources will validate certificate.

(Grades PK-2) - PK: The general education teacher and the inclusion special education teacher may co-teach in one classroom. The general education teacher may be eligible for the ESL stipend. The special education co-teacher may also be eligible for the stipend if there are more than 10 dually-served (ESL/SPED) students enrolled; however, they will only receive the higher of the two (special ed or ESL). PK-2: The number of teachers eligible for the ESL stipend will be determined by the number of ESL students enrolled in each grade level. When the grade level ESL enrollment does not exceed the established teacher/ student ratio, and the campus makes the decision to departmentalize (team teach), the ESL stipend will be divided among the teachers in the team.

Bilingual Stipend *(Grades PK-6) - ONLY applicable to the Bilingual program. Teachers (including Title I teachers) must be identified by their principal, hold a valid Standard, Intern, Probationary, or Provisional Texas certificate in bilingual, and be assigned to bilingual students at least 50% of the day. (grades PK-6) Does not include ESL students.*

Structured English Immersion (SEI) Stipend *(Grades 3-6) - ONLY applicable to the Bilingual program. Teachers must be identified by their principal, hold a valid Standard, Intern, Probationary, or Provisional Texas certificate in ESL or bilingual, team teach with a bilingual certified teacher, and be assigned to teach the English Language Arts (ELA) and possibly other content areas in Spanish or English to bilingual students. Does not include ESL students.*

C. SUPPLEMENTAL DUTY PAY

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

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

Examples of the supplements offered at Aldine ISD include:

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

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

ALDINE INDEPENDENT SCHOOL DISTRICT
Compensation Manual

- Cooperating Teachers are teachers who are assigned a student teacher at any time during a semester. Cooperating teachers will be selected by the campus principal. Predetermined qualifications, as outlined in the district's student teacher program, must be met to serve in this capacity. This is a one-time payout.
 - Extra-Curricular for eligible employees who are assigned certain extra-curricular activities. The list of activities and supplements are identified and approved by the School Board.
 - Campus Leadership Roles for teachers who serve in leadership roles such as department chairperson. A selection process will be held to determine who is the most qualified to assume these roles. The School Assistant Superintendents will provide principals with details regarding the selection process.
1. Length of supplement awards: Annual reviews will be scheduled with campus principals to determine eligibility. Employees may continue to receive supplement allocations if they continue to perform the required supplemental duties.
 2. Partial assignments: Supplements will be distributed on a prorated basis for partial assignments. Employees sharing a position will each receive half of the total annual supplement.
 3. Sponsorships: Employees who serve as a sponsor, have a CDL, and drive students to and from events, will be paid additional for drive time. However, time spent at the event will not be paid as additional time as it is covered by the supplemental pay associated with the sponsorship.

**ALDINE INDEPENDENT SCHOOL DISTRICT
Compensation Manual**

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

| ACE DEMONSTRATION SCHOOLS STIPENDS | |
|--|-------------|
| To be eligible: | |
| 1) Teachers/Professionals/Administrators must complete the required series of specific professional development. | |
| 2) Teachers/Professionals/Administrators must not be on a professional support plan/professional growth plan. | |
| 3) Teachers/Professionals/Administrators must work an additional hour daily (school day will be extended by one hour). | |
| 4) Teachers/Professionals/Administrators cannot miss more than 10 days of work unless preapproved by the Chief of Schools. | |
| Employees receiving the ACE Stipend may also receive one Critical Need Stipend if they qualify. | |
| <i>(Paid in two installments: half of annual amount on 10/20 paycheck and half on 3/20 paycheck)</i> | AMT. |
| Principal | \$15,000 |
| Assistant Principal | \$13,500 |
| Classroom Teacher | \$10,000 |
| Counselor | \$10,000 |
| Music Teacher | \$10,000 |
| Physical Education Teacher | \$10,000 |
| Diagnostician | \$8,000 |
| Dyslexia Specialist | \$8,000 |
| Information Literacy Specialist (Librarian) | \$8,000 |
| Instructional Coach | \$8,000 |
| Nurse | \$8,000 |
| RTI Teacher | \$8,000 |
| Skills Specialist/Interventionist | \$8,000 |

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

| DIGITAL LEARNING SPECIALIST AND TECHNOLOGY COORDINATOR SUPPLEMENT | | | |
|---|--------------|----------------|-------------|
| <i>Anyone sharing a position will receive half of the supplement pay.</i> | | | |
| SUBJECT | EVENT | #EVENTS | AMT. |
| Digital Learning Specialist (1) | TECH | 192 | \$3,100 |
| Technology Coordinator (3) New 2020-2021 | TECH | 203 | \$3,100 |

(Coordinator of Elementary Digital Learning, Coordinator of Secondary Digital Learning, Coordinator of Instructional Media)

| DEPARTMENT CHAIRPERSON SUPPLEMENTS | | | |
|--|--------------|--------------|-------------|
| <i>* These designated department chairpersons will have an additional five (5) days added to their contract.</i> | | | |
| <i>Anyone sharing a position will receive half of the supplement pay.</i> | | | |
| INTERMEDIATE SCHOOL (HOUSTON) DEPARTMENT CHAIRPERSON SUPPLEMENTS | | | |
| SUBJECT | EVENT | #DAYS | AMT. |
| *Reading | DEPTC | 192 | \$1,000 |
| *Math | DEPTC | 192 | \$1,000 |
| MIDDLE SCHOOL (Grades 6-8) DEPARTMENT CHAIRPERSON SUPPLEMENTS | | | |
| SUBJECT | EVENT | #DAYS | AMT. |
| *Reading | DEPTC | 192 | \$1,000 |
| *English | DEPTC | 192 | \$1,000 |
| *Math | DEPTC | 192 | \$1,000 |
| *Science | DEPTC | 192 | \$1,000 |
| *Social Studies | DEPTC | 192 | \$1,000 |
| Physical Ed/Health | DEPTC | 187 | \$1,000 |
| Fine Arts (Speech, Drama, Art, Choir, and Band) | DEPTC | 187 | \$1,000 |
| Academic Pentathlon | AP | 187 | \$900 |

**ALDINE INDEPENDENT SCHOOL DISTRICT
Compensation Manual**

| 9th GRADE DEPARTMENT CHAIRPERSON SUPPLEMENTS | | | |
|---|-------|-------|---------|
| SUBJECT | EVENT | #DAYS | AMT. |
| *English | DEPTC | 192 | 1,000 |
| *Math | DEPTC | 192 | 1,000 |
| *Science | DEPTC | 192 | 1,000 |
| *Social Studies | DEPTC | 192 | 1,000 |
| Physical Ed/Health | DEPTC | 187 | 1,000 |
| Business | DEPTC | 187 | 1,000 |
| Other Languages | DEPTC | 187 | 1,000 |
| Fine Arts (Speech, Drama, Art, Choir, and Band) | DEPTC | 187 | 1,000 |
| Octathlon | AF | 187 | 1,200 |
| HIGH SCHOOL DEPARTMENT CHAIRPERSON SUPPLEMENTS | | | |
| SUBJECT | EVENT | #DAYS | AMT. |
| *English | DEPTC | 192 | \$1,000 |
| *Math | DEPTC | 192 | \$1,000 |
| *Science | DEPTC | 192 | \$1,000 |
| *Social Studies | DEPTC | 192 | \$1,000 |
| *Special Education | DEPTC | 192 | \$1,000 |
| Physical Ed/Health | DEPTC | 187 | \$1,000 |
| Other Languages | DEPTC | 187 | \$1,000 |
| Career & Technology | DEPTC | 187 | \$1,000 |
| Fine Arts (Speech, Drama, Art, Choir, and Band) | DEPTC | 187 | \$1,000 |

| 9th GRADE and HIGH SCHOOL SPONSOR SUPPLEMENTS | | | |
|---|-------|-------|---------|
| <i>Anyone sharing a position will receive half of the supplement pay.</i> | | | |
| ASSIGNMENT | EVENT | #DAYS | AMT. |
| Yearbook | AA | 187 | \$1,200 |
| Newspaper | AB | 187 | \$1,000 |
| Academic Decathlon | AC | 187 | \$2,000 |
| Student Council | AD | 187 | \$1,100 |
| National Honor Society | AE | 187 | \$400 |
| SAT Specialist | AF | 187 | \$2,000 |
| Prep Bowl | AG | 187 | \$200 |
| Asst Academic Decathlon | AH | 187 | \$1,200 |
| Academic Pentathlon | AP | 187 | \$900 |
| Texaco Star | UU | 187 | \$200 |
| UIL Accounting | UU | 187 | \$200 |
| UIL Art | UU | 187 | \$200 |
| UIL Calculator | UU | 187 | \$200 |
| UIL Computer Science | UU | 187 | \$200 |
| UIL Current Events | UU | 187 | \$200 |
| UIL Computer Applications | UU | 187 | \$200 |
| UIL Literary Criticism | UU | 187 | \$200 |
| UIL Mathematics | UU | 187 | \$200 |
| UIL Number Sense | UU | 187 | \$200 |
| UIL Reading/Writing | UU | 187 | \$200 |
| UIL Science | UU | 187 | \$200 |
| UIL Spelling | UU | 187 | \$200 |

**ALDINE INDEPENDENT SCHOOL DISTRICT
Compensation Manual**

| CHEERLEADING SUPPLEMENTS | | | |
|---------------------------------|--------------|-------------|-------------|
| POSITION | EVENT | DAYS | AMT. |
| HIGH SCHOOL | | | |
| Cheerleader Sponsor 10 | PH | 192 | \$1,500 |
| Cheerleader Sponsor 11 | PH | 192 | \$1,500 |
| Cheerleader Sponsor 12 | PG | 192 | \$2,500 |
| Pep Squad | PI | 187 | \$800 |
| 9TH GRADE | | | |
| Cheerleader Sponsor 9 | PH | 192 | \$1,500 |
| MIDDLE | | | |
| Cheerleader Sponsor 7 | PO | 192 | \$1,400 |
| Cheerleader Sponsor 8 | PO | 192 | \$1,400 |

| MIDDLE SCHOOL COACHING ASSIGNMENT SUPPLEMENTS | | | | |
|--|--------------|-----------------|--------------|-------------|
| ASSIGNMENT | EVENT | #CLASSES | #DAYS | AMT. |
| Head Football Coach | A1 | 5-5 | 197 | \$4,500 |
| First Assistant Football | B0 | 5-5 | 197 | \$3,600 |
| Assistant Football | B1 | 5-5 | 192 | \$3,400 |
| Assoc Football/7th | B9 | 6-6 | 187 | \$1,600 |
| Assoc Football/8th | B9 | 6-6 | 187 | \$1,600 |
| Head Boys Basketball | C0 | 5-5 | 187 | \$3,000 |
| Assistant Boys Basketball | C1 | 5-5 | 187 | \$2,800 |
| Head Girls Basketball | C6 | 5-5 | 187 | \$3,000 |
| Assistant Girls Basketball | C7 | 5-5 | 187 | \$2,800 |
| Assoc Boys Basketball/7th | D9 | 6-6 | 187 | \$1,200 |
| Assoc Boys Basketball/8th | D9 | 6-6 | 187 | \$1,200 |
| Assoc Girls Basketball/7th | D9 | 6-6 | 187 | \$1,200 |
| Assoc Girls Basketball/8th | D9 | 6-6 | 187 | \$1,200 |
| Head Boys Track | G0 | 6-5 | 187 | \$2,500 |
| Assistant Boys Track | G1 | 6-5 | 187 | \$2,300 |
| Head Girls Track | G6 | 6-5 | 187 | \$2,500 |
| Assistant Girls Track | G7 | 6-5 | 187 | \$2,300 |
| Assoc Boys Track/7th | G9 | 6-6 | 187 | \$1,200 |
| Assoc Boys Track/8th | G9 | 6-6 | 187 | \$1,200 |
| Assoc Girls Track/7th | G9 | 6-6 | 187 | \$1,200 |
| Assoc Girls Track/8th | G9 | 6-6 | 187 | \$1,200 |
| Head Volleyball | H0 | 5-6 | 192 | \$3,000 |
| Assistant Volleyball | H1 | 5-6 | 192 | \$2,800 |
| Tennis (CO-ED) | I0 | 6-6 | 187 | \$2,500 |
| Head Boys Soccer | H3 | 5-5 | 187 | \$2,500 |
| Assistant Boys Soccer | H4 | 5-5 | 187 | \$2,300 |
| Head Girls Soccer | H5 | 5-5 | 187 | \$2,500 |
| Assistant Girls Soccer | H6 | 5-5 | 187 | \$2,300 |
| Assoc Volleyball/7th | H9 | 6-6 | 187 | \$1,200 |
| Assoc Volleyball/8th | H9 | 6-6 | 187 | \$1,200 |

**ALDINE INDEPENDENT SCHOOL DISTRICT
Compensation Manual**

| HIGH SCHOOL COACHING ASSIGNMENT SUPPLEMENTS | | | | |
|--|--------------|-----------------|--------------|-------------|
| ASSIGNMENT | EVENT | #CLASSES | #DAYS | AMT. |
| Head Football/Campus Coordinator | A0 | 0-0 | 220 | \$22,000 |
| First Assistant Head Coordinator Football | B0 | 2-2 | 213 | \$7,000 |
| Second Assistant Coordinator Football | B1 | 2-2 | 213 | \$6,500 |
| Assistant Football (9) | B4 | 2-2 | 197 | \$6,000 |
| Assistant Sub Varsity Football (3) | B3 | 2-2 | 197 | \$5,500 |
| Strength Coach (1) NEW 2020-2021 | B5 | 2-2 | 213 | \$6,500 |
| Trainer (2) | A2 | 0-0 | 200 | \$7,000 |
| Head Boys Basketball | C0 | 2-2 | 197 | \$7,000 |
| J.V. Boys Basketball | C1 | 2-2 | 197 | \$3,500 |
| Sophomore Boys Basketball | C2 | 2-2 | 197 | \$2,900 |
| Freshman Boys Basketball (2) | C3 | 2-2 | 187 | \$2,900 |
| Head Girls Basketball | C6 | 2-2 | 197 | \$7,000 |
| J.V. Girls Basketball | C7 | 2-2 | 197 | \$3,500 |
| Freshman Girls Basketball (2) | C8 | 2-2 | 187 | \$2,900 |
| Head Baseball | D0 | 2-2 | 187 | \$5,000 |
| Assistant Baseball | D1 | 3-2 | 187 | \$3,500 |
| J.V. Baseball | D2 | 3-2 | 187 | \$3,500 |
| Sophomore Baseball | D3 | 3-3 | 187 | \$3,200 |
| Cross Country (Co-Ed) | F0 | 2-3 | 197 | \$4,000 |
| Assistant Cross Country | F1 | 3-3 | 192 | \$3,000 |
| Head Boys Track | G0 | 3-2 | 187 | \$4,000 |
| J.V. Boys Track | G1 | 3-2 | 187 | \$3,000 |
| Freshman Boys Track | G2 | 3-2 | 187 | \$3,000 |
| Head Girls Track | G6 | 2-2 | 187 | \$4,000 |
| J.V. Girls Track | G7 | 3-2 | 187 | \$3,000 |
| Freshman Girls Track | G8 | 3-2 | 187 | \$3,000 |
| Head Volleyball | H0 | 2-2 | 197 | \$5,500 |
| J.V. Volleyball | H1 | 2-2 | 197 | \$3,500 |
| Freshman Volleyball (2) | H2 | 3-2 | 197 | \$2,900 |
| Team Tennis (Co-Ed) | I0 | 2-3 | 187 | \$2,750 |
| Spring Tennis (Co-Ed) | I1 | 3-2 | 187 | \$2,750 |
| Assistant Spring Tennis (Co-Ed) | I2 | 3-2 | 187 | \$2,750 |
| Head Swimming (Co-Ed) | J0 | 2-2 | 187 | \$4,500 |
| Athletic Academic Advisor <small>(counselors not eligible)</small> | J1 | 3-3 | 187 | \$2,900 |
| Head Golf (Co-Ed) | K0 | 2-2 | 187 | \$4,500 |
| Head Softball | L0 | 3-2 | 187 | \$5,000 |
| Assistant Varsity Softball | L1 | 3-2 | 187 | \$3,500 |
| J.V. Softball | L1 | 3-2 | 187 | \$3,500 |
| Power Lifting (new 2019-2020) | L2 | 3-2 | 187 | \$3,500 |
| Head Boys Soccer | M0 | 3-2 | 192 | \$5,000 |
| J.V. Boys Soccer | M1 | 3-2 | 192 | \$3,500 |
| Freshman Boys Soccer | M2 | 3-2 | 187 | \$3,500 |
| Head Girls Soccer | M6 | 3-2 | 192 | \$5,000 |
| J.V. Girls Soccer | M7 | 3-2 | 192 | \$3,500 |
| Freshman Girls Soccer | M8 | 3-2 | 187 | \$3,500 |

**ALDINE INDEPENDENT SCHOOL DISTRICT
Compensation Manual**

| PERFORMING ARTS SUPPLEMENTS | | | |
|---|-------|--------|---------|
| PERFORMING ARTS ASSIGNMENT | EVENT | # DAYS | AMT. |
| Houston Academy | | | |
| Orchestra Director (Houston Academy) | PL | 187 | \$1,000 |
| Theatre Arts (Houston Academy) | PN | 187 | \$1,000 |
| Dance Director (Houston Academy) | PR | 187 | \$1,000 |
| Middle School | | | |
| Head Band Director | PK | 197 | \$5,000 |
| First Assistant Band Director | PL | 192 | \$3,500 |
| Second Assistant Band Director (Based on enrollment) | PL | 192 | \$3,500 |
| Strings Director (Drew) | PL | 192 | \$3,700 |
| Choir Director | PM | 187 | \$3,800 |
| Theatre Arts | PN | 187 | \$1,500 |
| Speech <i>(Will receive at end of year when all criteria are met.)</i> | PN | 187 | \$1,500 |
| Piano (Drew) | PP | 187 | \$500 |
| Assistant Choir | PQ | 187 | \$2,250 |
| Dance Director (Drew) | PR | 187 | \$1,500 |
| 9th Grade | | | |
| Theatre Arts | AT | 187 | \$2,500 |
| Head Band Director | PC | 203 | \$5,000 |
| Dance Teacher/Director (Housed at High School) | PE | 192 | \$2,000 |
| Choir Director (Housed at High School) | PV | 192 | \$4,000 |
| High School | | | |
| Head Band Director | PA | 208 | \$9,500 |
| Mariachi Band Director (New 2020-2021) ** | PY | 208 | \$7,000 |
| First Assistant Band Director | PB | 203 | \$5,000 |
| Second Assistant Band Director | PB | 203 | \$5,000 |
| Strings Director (Carver) | PB | 192 | \$3,700 |
| Strings/Guitar/Piano (Carver) | PB | 192 | \$3,700 |
| Choir Director | PD | 192 | \$5,500 |
| Piano and Choir Director (Carver) | PD | 192 | \$5,500 |
| Head Dance Team Director (Drill Team) | PE | 203 | \$5,000 |
| Assistant Dance Director | PE | 192 | \$2,000 |
| Theatre Arts Director | PF | 187 | \$5,000 |
| Assistant Theatre Arts Director | PF | 187 | \$2,500 |
| Pep Squad | PI | 187 | \$800 |
| Speech/Debate <i>(*Paid half on 10/20 ck and half on 3/20 ck)</i> | PJ | 187 | \$4,000 |
| Color Guard | PQ | 197 | \$3,000 |
| Assistant Speech/Debate <i>(*Paid half on 10/20 ck and half on 3/20 ck)</i> | PS | 187 | \$1,500 |
| Steel Drum | PX | 187 | \$3,000 |

* Speech and Debate will be paid half on 10/20 ck and half on 3/20 check after requirements have been met.

** Mariachi Band Director at Carver only; will travel to Drew and possible Houston

| CAREER AND TECHNICAL EDUCATION STUDENT ORGANIZATION SPONSOR SUPPLEMENTS | | |
|--|-------|---------|
| POSITION | EVENT | AMT. |
| High School Sponsor | CRSTP | \$1,500 |
| High School Co-Sponsor | CRSTP | \$1,200 |
| 9th Grade and Middle School Sponsor | CRSTP | \$1,200 |
| 9th Grade and Middle School Co-Sponsor | CRSTP | \$1,000 |

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

**ALDINE INDEPENDENT SCHOOL DISTRICT
Compensation Manual**

| JROTC SUPPLEMENTS | | |
|---|--------------|-------------|
| POSITION | EVENT | AMT. |
| High School JROTC <i>Will receive at end of year when all criteria are met</i> \$500.00 for each team they coach up to four teams. | CRSTP | \$2,000 |
| Middle School LOTC <i>Will receive at end of year when all criteria are met</i> \$400.00 for each team they coach up to four teams. | CRSTP | \$1,600 |

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

| JROTC SUPPLEMENTS | | |
|------------------------------|--------------|-------------|
| POSITION | EVENT | AMT. |
| High School Commander | DEPTC | \$1,000 |
| High School Commander | ROTC | \$2,000 |

High School Commander receives both.

| POLICE DEPARTMENT ANNUAL CERTIFICATION SUPPLEMENTS | | |
|---|--------------|-------------|
| | EVENT | AMT. |
| Intermediate | PDPSI | \$600 |
| Advanced | PDPSA | \$1,200 |
| Master | PDPSM | \$1,800 |

| POLICE OFFICER K-9 OFFICER SUPPLEMENT | | |
|--|--|--|
|--|--|--|

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

EVENT: PK9DG

| PSYCHOLOGIST/LSSP PHD SUPPLEMENT | | AMT. |
|---|-------------------|-------------|
| | EVENT: PHD | \$500 |

| PRINCIPAL MENTOR SUPPLEMENT | | AMT. |
|--|---------------------|-------------|
| <i>School Asst. Sups will submit to HR, but will be processed in Payroll. Paid twice a year using critical needs schedule.</i> | EVENT: MISCP | \$2,500 |

| TEACHER MENTOR SUPPLEMENTS | | EVENT | AMT. |
|--|-------|--------------|-------------|
| Mentor to ACP beginning teachers (per year) <i>Paid in June.</i> | MISCP | | \$500 |
| Mentor to other beginning teachers (per year) <i>Paid in May.</i> | MISCP | | \$250 |

Paid once a year.

| COOPERATING TEACHER SUPPLEMENTS <i>(works with a student teacher)</i> | | AMT. |
|--|-------|-------------|
| Full term | MISCP | \$250 |
| Partial term | MISCP | \$125 |
| Mentor to TechTeach teacher (first semester) | TETCH | \$250 |
| Mentor to TechTeach teacher (second semester) | TETCH | \$500 |

Paid twice a year in December and June.

**ALDINE INDEPENDENT SCHOOL DISTRICT
Compensation Manual**

| ONEGOAL SUPPLEMENT - (Fall, Spring) | | | AMT. |
|---|---------------|--|-------------|
| <i>Paid twice a year using critical needs schedule.</i> | | | \$1,000 |
| SCHOOL: | EVENT: | | |
| Nimitz | 5GOAL | | |
| MacArthur | 3GOAL | | |
| Carver | 2GOAL | | |
| Eisenhower | 4GOAL | | |
| Aldine | 1GOAL | | |
| Davis | 12GOA | | |

| ASSESSMENT AND DATA SPECIALIST (ADS) - CTL and LEAD | | EVENT | AMT. |
|--|--|--------------|-------------|
| Certified Testing Liaison (CTL) - Available for campuses with AADS in split position | | AADS | \$1,000 |
| ADS Lead (3) - One each for middle, 9th and high NEW 2020-2021 | | ADS | \$1,000 |
| <i>Paid twice a year using critical needs schedule. (Only Assistants Principals, Counselors, Information Literacy Specialists, and Skills Specialists working as CTL are eligible for supplement.)</i> | | | |

| THORNE VIDEO SCOREBOARD TECHNOLOGY SUPPLEMENT (2) | | AMT. |
|--|---------------------|-------------|
| | EVENT: VIDSB | \$3,500 |

| TEXES PREP COORDINATOR SUPPLEMENT (1) | | AMT. |
|--|---------------------|-------------|
| | EVENT: TEXPR | \$2,000 |

| DYSLEXIA ASSESSOR SUPPLEMENT | | AMT. |
|---|---------------------|-------------|
| <i>Paid twice a year using critical needs schedule.</i> | | \$4,500 |
| <i>To be submitted to HR but processed in Payroll.</i> | | |
| | EVENT: MISCP | |

| CHILD NUTRITION | LEVEL | EVENT: | AMT. |
|------------------------|--------------|---------------|-------------|
| | 1 | 1FSCE | .15 / hr |
| | 2 | 2FSCE | .30 / hr |
| | 3 | 3FSCE | .45 / hr |
| | 4 | 4FSCE | .60 / hr |

**ALDINE INDEPENDENT SCHOOL DISTRICT
Compensation Manual**

| TRAVEL SUPPLEMENTS (EVENT: TRAVL) | | |
|---|-------------|------------|
| Position | Days | AMT. |
| Accountant | 226 | \$2,498.50 |
| Adaptive Physical Education (Lane) | 187 | \$1,775.25 |
| Administrative Assistant (if warranted) | 226 | \$2,498.50 |
| Agriculture Teacher FFA Sponsor/Co-Sponsor | 220 | \$5,000.00 |
| Assistant Principal for Head Start | 205 only | \$1,315.00 |
| Assistant Superintendent | 226 | \$2,498.50 |
| Attorney | 226 | \$2,498.50 |
| Audiologist (Lane) | 202 | \$1,775.25 |
| Behavior Specialist | 200 | \$657.50 |
| Building and Construction | 226 | \$2,498.50 |
| Coordinator (if warranted) | 202/220/226 | \$2,498.50 |
| Campus Diagnostician | 199/200 | \$591.75 |
| Chief Officer | 226 | \$2,498.50 |
| Diagnostician and Intern | 187 | \$591.75 |
| Diagnostician AU team; District LSSP | 199/210 | \$1,709.50 |
| Director/Assistant Director/Executive Director | 226 | \$2,498.50 |
| Family and Community Engagement Specialist (NEW 2020-2021) | 226 | \$2,498.50 |
| Food Service Equipment/Safety Coordinator | 226 | \$2,288.10 |
| Food Service Supervisor | 202 | \$2,498.50 |
| General Counsel | 226 | \$2,498.50 |
| High School Athletic Coordinator | 220 | \$591.75 |
| High School Band Asst. Director/Director (as approved by Program Director) | 203/208 | \$591.75 |
| High School Choir Director | 192 | \$591.75 |
| High School Trainer | 200 | \$723.25 |
| Homebound Pregnancy | 187 | \$1,775.25 |
| Campus Home Bound Teacher gets MILEAGE | | |
| Nurse | 187 | \$591.75 |
| Orientation & Mobility Instructor (Lane) | 187 | \$1,775.25 |
| Occupational Therapist | 189/202 | \$1,775.25 |
| Physical Therapist | 189/202 | \$1,775.25 |
| Principal - PK/Elementary | 226 | \$394.50 |
| Principal -9th/ High School | 226 | \$1,315.00 |
| Principal - Middle School | 226 | \$789.00 |
| Program Director | 210/220/226 | \$2,498.50 |
| Public Information (if warranted) | 226 | \$2,498.50 |
| Risk Management (if warranted) | 226 | \$2,498.50 |
| School Psychologist (LSSP) | 210 | \$2,498.50 |
| Shared Choir Director | 187 | \$591.75 |
| Social and Emotional Learning and Student Culture Specialist (NEW 2020-2021) | 226 | \$2,498.50 |
| Social Worker | 200/226 | \$1,315.00 |
| Special Education Counselor | 199 | \$591.75 |
| Special Education Counselor (Itinerant) | 199 | \$1,315.00 |
| Special Education-Program Director/Bilingual Diagnosticians (housed at CO) | 199 | \$2,498.50 |
| Speech Pathologist (AU team; or serves entire district) | 187 | \$1,709.50 |
| Speech Pathologist (tests within large geographical area of district) | 187 | \$1,249.25 |
| Speech Pathologist (travels to 3 or more schools for testing/therapy) | 187 | \$591.71 |
| Speech Pathologist (travels to 3 or more for therapy only; travels to more than one school for testing) | 187 | \$394.50 |
| Textbook Custodian (PCOC4) | 226 | \$2,498.50 |
| Traveling Bookkeeper (Special Programs PCOC3) | 226 | \$2,498.50 |
| Virtual School Coordinator (Virtual School teachers submit mileage) | 226 | \$2,498.50 |
| Visually Impaired (Lane) | 187 | \$1,775.25 |

**ALDINE INDEPENDENT SCHOOL DISTRICT
Compensation Manual**

E. INCENTIVES

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

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

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

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

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

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

| <u>Position Recruited</u> | <u>Incentive Amount</u> |
|--|-------------------------|
| 7 th - 12 th Grade Science | 500.00 |
| 7 th - 12 th Grade Math | 500.00 |
| Bilingual Teachers | 500.00 |
| Nurses | 500.00 |
| All other certified teachers | 300.00 |

Incentive amounts may be increased in certain years to encourage employee recruitment.

SECTION 5 – BOARD POLICY

ALDINE INDEPENDENT SCHOOL DISTRICT
Compensation Manual

A. BOARD POLICY

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

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

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

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