



2022-2023

SALARY

SCHEDULE

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COMPENSATION

Compensation Roles and Responsibilities

The function of the Compensation Department is to direct the strategic planning, design, implementation, administration, and communication of all District compensation programs, ensuring the programs are aligned with the District's strategy and district culture.

Responsibilities of Compensation Department include:

1. Overseeing the design, implementation, and administration of compensation programs
2. Recommending and administering policies and procedures to ensure competitive and consistent compensation practices and ensuring adherence to the compensation philosophy.
3. Researching and evaluating district needs and market trends for the purpose of ensuring the District's compensation programs are competitive and provide the ability to attract, engage, and motivate highly qualified employees
4. Strategizing and consulting with senior leadership to educate employees related to compensation programs
5. Continually evaluate compensation practices to ensure adherence to the compensation philosophy by conducting market pricing surveys:
 - a. Pay Scale
 - b. Texas Association of School Boards (TASB)
 - c. Other targeted surveys
6. Developing and maintaining competitive salary structures
7. Performing job evaluations (in conjunction with TASB as needed) to determine the appropriate grade for each job, taking into consideration:
 - a. Job description(s)
 - b. Market data
 - c. Internal equity
 - d. Preservation of consistency between departments
 - e. Interviews with appropriate department or campus leader and/or other key employees
8. Collaborating with managers on reviewing the functions performed by each employee of their staff to provide advice to the manager on the reparation of job descriptions that are to be submitted to the Compensation Department
9. Considering the various types of pay decisions, and making appropriate pay recommendations based on the district's need, considering:
 - a. Market Data
 - b. District issue/need
 - c. Individual future potential and likely future jobs
 - d. Need for specific, or specialized skill set
 - e. Pay of others on the same career track
 - f. Budget requirements and constraints
10. Conducting compensation reviews, as needed. Compensation reviews for individual employees should be initiated through the employee's manager.
11. Referring all policy and procedure exceptions to the Assistant Superintendent of Human Resources.

COMPENSATION STRUCTURE

Compensation Policy

Board Policy DEA Local

The Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives.

The Superintendent shall administer the compensation plans consistent with the annual approved budget by the Board and administrative guidelines.

Pay Administration

Board Policy DEA Local

The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The Superintendent or designee shall classify each job title within the compensation plan based on the qualifications, duties, and market value of the position.

Compensation Framework

Arlington Independent School District's compensation plan is made up of salary paygrades with respective ranges as well as supplemental earnings and benefit programs that are approved by the Board of Trustees. Salary ranges are determined by market rates for benchmark positions. To ensure that salary ranges are competitive with the market, the Compensation Department conducts market research to inform current compensation levels for comparable positions. Employees are paid according to the pay range for their respective positions. Arlington ISD pay groups are:

- Auxiliary
- Administrative Professional
- Administrative Support
- Educational Aides
- Teacher and Librarians
- Technology

The Compensation Department, with TASB's support, determines the compensatory value of a position by conducting systematic comparisons of positions to assess relative internal and external value. After the systematic comparison is complete, a position is assigned an associated pay grade. Pay grades are used to group positions that have approximately the same relative internal value based on compensatory factors (job descriptions, market data, internal equity, district consistency, and administrative input are all considered when performing job evaluations).

Annualized Earnings vs. Annualized Salary

Annual Earnings – the actual amount an employee earns in a year. It is figured retroactively or after the earnings have been paid. It differs from annualized earnings as it is NOT an estimate of what may happen, it is a record of what did happen.

Annualized Salary – An annualized salary is useful for employees who do not work a full year, such as teachers, and for employees who work part of each year on a salaried basis. Annualization is the process of spreading the payments to the employee out over the entire year, though the salary is only earned for part of the year. This gives the employee a steady paycheck when they are not working.

Compensatory Pay (Comp Time)

Board Policy DEAB Local

Non-exempt (hourly) employees may receive compensatory time off, at a rate of no less than one and one-half hours for each overtime hour worked, instead of overtime pay. Supervisors of nonexempt (hourly) employees shall ensure there is an agreement or an understanding with the employees working approved overtime regarding the form of compensation (pay or compensatory time) prior to the performance of the work occasioning the overtime duty.

Compensatory time earned by nonexempt (hourly) employees may not accrue beyond a maximum of 60 hours. If an employee has a balance of more than 60 hours of compensatory time, the District shall require the employee to use the compensatory time, or at the District's option, the District shall pay the employee for the compensatory time.

An employee shall use compensatory time within the duty year in which it is earned. If an employee has any unused compensatory time remaining at the end of the duty year, the time shall be carried over until the following December and must be scheduled, or, at the District's option, the employee shall receive overtime pay. Compensatory time must be used in accordance with the District's leave policies if such use does not unduly disrupt the operations of the District. The District may require an employee to use compensatory time when in the best interest of the District.

Classroom Assistants Hired After January 1 of Current Year

Classroom Assistants hired after January 1 will receive their last pay check in the end of June rather than end of August. These Classroom Assistants will have the option to elect benefit coverage at the time of hire or the beginning of the next school year. This instance is only applicable to the first year of employment with the District; not subsequent years.

Pay Increases

Board Policy DEA Local

The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. The Superintendent or designee shall determine pay adjustments for individual employees, within the approved budget following established procedures.

Compensation Philosophy and Objectives

Arlington ISD pay systems shall be designed and managed for the following purposes:

- Provide competitive pay to attract and retain highly qualified personnel
- Provide internal pay equity for job responsibilities
- Reward continued service to the district
- Manage payroll expenses effectively

Pay Systems

Employee pay systems are designed and administered for the purpose of attracting and retaining qualified employees to achieve goals of the district. Human Resources is responsible for the development, maintenance, and administration of employee pay systems in accordance with board policies, governmental laws, and regulations.

All district jobs will be assigned to a pay grade that establishes the minimum to maximum pay range for the position. Jobs are assigned to pay grades on the basis of the following factors:

- Job qualifications and required skills
- Job duties and responsibilities defined by the district
- Competitive job market prices

Pay ranges are reviewed annually and adjusted periodically. Employee salaries will be adjusted based on the pay increase budget and pay raise guidelines as approved by the Board each year.

Job Descriptions

Job descriptions are an essential function in the administration of a compensation system. Accurate and complete job descriptions will be collected and maintained by the Human Resources Compensation Department. This includes complete and up to date job descriptions that address job qualifications, primary purpose, major duties and responsibilities, and working conditions. Job titles will be reviewed by Human Resources in order to maintain a logical job titling scheme to consistently describe the level and nature of work.

Exemption Status

All jobs will be classified as exempt or nonexempt in accordance with their requirements of the federal Fair Labor Standards Act (FLSA) and documented in the job description. Human Resources will determine the classification of each position based on the description of the assigned job duties. In order to be exempt, the employee's primary duties must meet the requirements defined by the federal regulations of the Executive, Administrative, or Professional exemption test or be a teacher, and the employee must be compensated on a salary basis. All employees who do not meet the legal requirements for exemption are classified as nonexempt or hourly.

Job Classification

Job classification determines the assigned pay range for a job. Job classification is based on job requirements, assigned duties, and market value. All jobs are classified on the basis of common factors that indicate the relative level of knowledge and skill requirements, the complexity of assigned duties, job accountability, and working conditions. Human Resources will collect job information, evaluate jobs for classification purposes, and assign jobs to pay grades. The Superintendent or designee has final authority concerning job classifications.

Determining Factors in Classifying Jobs

1. Freedom to Act
 - a. Authority, autonomy, independence of action, the degree to which job tasks are dictated by policy, procedures, manuals, supervisor or department head.
 - i. Are your tasks routine and repetitive or are they performed under broad guidelines?
 - ii. Do you independently determine work methods or tasks or is your work performed under established guidelines?
 - iii. Are you closely supervised or are your tasks more general involving established guidelines and work is reviewed less frequently?
 - iv. Do you take or recommend action under a general supervisor and established policies or take and recommend action under direct, or generally defined objectives?
2. Complexity
 - a. The difficulty of problems encountered in the course of work and the types of knowledge needed to solve them. Measures problem-solving skills along two scales; one, the types of problems encountered from routine to most difficult and two, the knowledge required to solve them from simple recognition and referral to the devising solutions based on interpretation of policy and understanding of departmental objectives.
 - i. Does your job require special or unique skills?
 - ii. What types of problems do you have to solve?
 - iii. How difficult are the problems you have to solve?
 - iv. Does your job require a certain depth of knowledge or expertise?
3. Consequences of Error
 - a. Measures the impact of errors made in the course of work and the consequence of error according to magnitude from those easily rectified to those that cause major until disruption.
 - i. How do your errors impact those around you?
 - ii. Are your errors easily rectifiable or do they require involvement from others?
 - iii. What degree of impact is there if mistakes are made: Little or no impact on errors?
 - iv. Who is impacted by mistakes? Is it your department, campus, external agencies, or the entire school district?
 - v. Are mistakes reversible?

4. Scope
 - a. The variety of work assigned, the degree of district skills required to complete the work, the knowledge of district units inside or outside the district and the diversity of deadlines and priorities governing the work.
 - i. What is the variety of functions assigned?
 - ii. Is your scope limited and highly specific to the objectives of the department or is your scope broad requiring complete responsibility for a complex department?
 - iii. Is the coordination of activities diverse in nature?
 - iv. Do your functions have a significant effect on the department/ campus operations?
5. Supervisory Responsibilities
 - a. Number, types, and level of positions supervised, functions supervised, the degree of supervisory authority, e.g. work leader or full supervisor, complexity and diversity of work supervised.
 - i. Difficulty of supervision
 - ii. Number and levels supervised
 - iii. Variety of function supervised
 - iv. Full supervisor or a work leader
 - v. The diversity of work supervised
6. Responsibility for Resources
 - a. The extent of the resources for which the employee has responsibility including, but not limited to, human, financial, facilities, material, and information systems.
 - i. Number of employees supervised
 - ii. Variety of functions supervised
 - iii. Levels supervised (e.g. professional, technical, administrative, service)
 - iv. Space managed (e.g. square footage)
 - v. Type of space managed (e.g. office, labs, classrooms)
 - vi. Budget size
 - vii. Budget sources and amounts (e.g. state, gifts, extramural, contracts & grants, regulations fees, income, recharges, etc.)
 - viii. The complexity of the budget – Amount, kind, discretion on spending, and complexity as determined by number and types of accounts, where and who the money comes from.
7. Communications
 - a. Types of verbal and written communications, who you typically communicate with, what information you typically are responsible for communicating and method of delivery.
 - i. Who do you typically communicate with (e.g. administrative staff, major division heads, and department managers, the Superintendent or Senior Staff)?
 - ii. What are you communicating (e.g. routine procedures, diversified procedures, operational policy, long-term planning)?
 - iii. How often do you communicate with the various constituencies (yearly, quarterly, monthly, weekly, daily)?
8. “Majority Rule”
 - a. Classification title and level are dependent primarily on where the majority (50% or more) of a job’s duties lie.

Classification of New Positions

Prior to posting, new positions must have a written job description created collaboratively by Human Resources and the hiring manager. Human Resources will determine the pay grade classification of new positions based on the job description, qualifications required, and market value. New positions must be classified in the pay system prior to hiring new employees.

Common Misconceptions about Job Classification

The employee on the line was cordial, clear and direct: “I just got my degree, so when do I get reclassified?” This call represents one of the common misconceptions about the District’s classification system. Classification is based solely upon the duties assigned to a position, not the qualifications of the incumbent. Put simply, we classify the JOB, not the person. We receive daily inquiries about classification, with the most common misconception revolving around this person-position distinction. Besides educational attainment, other person-related factors that we do not take into consideration when classifying a position’s job level include:

Longevity – The length of time a person has worked at the District may positively affect a person’s performance on the job, however, it is not a factor we use in determining the level of a position.

Speed – How fast a person can work or how much they can produce compared to others is a factor in performance. Job reclassifications do not take into account an employee’s performance.

Retention – “She’s been offered a promotion”, more than one supervisor has commented. “If I can’t match it, I’ll lose my best employee.” While we understand your dilemma, the fear of losing an employee cannot be considered in classification decisions for job level. The Equity Guidelines may be of interest to you and can be discussed with the Compensation Department.

Financial Need – “I just bought a new home, my daughter’s a sophomore at UT, I need a new car and my dog is sick.” Most of us have financial need, and some occasionally have a dire need, but classification cannot take personal financial conditions into consideration.

Dedication – We often hear about employees who, “Always arrive early, leave late, never take breaks, work weekends, etc.” Again this is a performance issue and should be addressed during reviews.

Personality – An employee’s unique personality to work in unusual conditions and with difficult co-workers is not a factor that can be considered when classifying a position. Unique skill and/or ability required for a position, however, can be considered and should be spelled out in the job description.

Future Projects – We only classify duties being currently performed, not those that might be added to a job down the line. As such, we suggest that reclassification request is delayed until new projects or assignments have begun.

What, then, are some of the factors taken into consideration when making classification decisions? In brief, classification is based upon several factors: the nature, variety, and difficulty of the duties; the responsibility for staff and resources; the knowledge and originality required for the position; and the authority and relative autonomy of the position (see previous section “Determining Factors in Classifying Jobs”)

Job Reclassification

A job reclassification occurs when a position is moved to a higher or lower pay range. Jobs may be reclassified as a result of a significant and sustained change in job duties assigned, a need to improve internal pay equity or change in the competitive job market.

All positions, with the exception of teachers, librarians, substitutes, and part-time temporary employees are assigned to pay grades based on the level of skill, effort, and responsibility required for the job assignment. Compensation will classify new positions or reclassify existing positions as necessary based on job requirements and comparability to other positions in the District or in the marketplace.

Pay Increase Budget

The Superintendent will recommend a budget for pay increases as part of the annual budget process. Budget recommendations for pay increases will be based on available revenue, statutory requirement, competitive job markets, and district compensation objections. Employee pay increases will be based on the budget approved by the board each fiscal year. Salary schedules or placement guidelines do not imply or assure similar salary increases in subsequent years.

The pay increase budget recommended by the Superintendent may include adjustments to remedy correct internal or external pay equity problems, to correct an internal pay inequity (e.g. pay compression between supervisor and assigned staff), or to compensate an employee for a significant change in job responsibilities.

General Pay Increases and Eligibility

Employee salaries and wages will be reviewed annually for adjustment. General pay increase (GPI) are based upon the annual budget approved by the Board and given to employees to compensate for continued service to the district.

To receive a general pay increase, an employee must be in a paid status or on an approved leave of absence for at least 90 calendar days by July 1 of the current year. Exceptions require authorization by Superintendent or designee.

The General Pay Increase is reflected on the first paycheck of the school year for each pay group. Employees will be able to view their 2022-23 pay rates in the Employee Self Service portal 1-2 weeks prior to their first paycheck of the school year.

Salary Placement of New Hires

Salaries are determined by an employee's total years of relevant work experience as defined at the time of employment. Salary guides are developed and approved annually and do not represent or imply future pay increases or salary guarantees.

The starting salary is determined individually based on each person's job-related experience and salaries paid to peer employees in the same position with similar experience. No employee will be placed below the minimum of the pay range. Salary recommendations for new hires may be adjusted by Human Resources for hard-to-fill positions or to recognize knowledge and skills, qualifications, or technical certifications.

Salary Adjustment Qualifications

It is the responsibility of the employee to submit original service records and official transcripts at the time of hire.

Employees who provide service records with verifiable, creditable experience may receive a review for a potential salary adjustment if a request for said salary adjustment is submitted to Human Resources. The initial request for salary adjustment, along with service records, must be submitted to Human Resources *no later than 6 months following the date of hire*. Service records received after this date will not be eligible for a review for salary adjustment.

Promotion Defined

A promotion occurs when an employee is typically assigned to a different job in a higher pay grade and range. Pay adjustments for promotions will begin with the effective date of the new assignment. For promotions that take effect at the beginning of the school year, any general pay increase granted by the school board would be applied to the new rate of pay resulting from the promotion.

A promotion increase for employees is based on the person's current base salary less any stipends paid for supplemental duties. Certain promotions are considered "Career Path" movements. These movements may or may not result in an increase to the employee's daily rate, depending on information in the salary analysis compared to the district's internal equity.

Demotion Defined

A demotion occurs when an employee is reassigned to a different job with less responsibility at a lower pay grade level. Demotions may be voluntary or involuntary. Position reclassification or general salary structure changes are not considered demotions.

A reduction in pay as a result of a demotion will be made effective with the new assignment. When a pay reduction is made for a demotion, pay adjustments may also be made for a longer or shorter work year associated with the change in assignment. Reductions in pay made as a result of a demotion take into consideration the new salary range as well as comparative equity with other employees currently in that job level.

Lateral Transfer (Placements)

A lateral transfer is defined as movement into another job assigned to the same or equivalent pay grade. Lateral moves may involve a change of days (higher/lower); however, the equivalent daily pay rate remains the same. Lateral placements can also be classified as voluntary or involuntary. Lateral transfers are not eligible for salary increases, except for adjustments required to reflect the work calendar days of the new job, if applicable.

Supplemental Pay

Supplemental pay (stipends and extra duty pay) represents a remuneration in addition to, but separate from, regular base salary. Supplemental pay is authorized on a year to year basis. Supplemental pay will be discontinued upon cessation of assignment, or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay. The employee must be able to fulfill their day-to-day duties along with the added responsibilities associated with the supplemental pay. Supplemental pay will be discontinued for employees who are not able to meet this expectation.

Procedures for Requesting a Pay Re-Classification

Review of pay classification must be initiated by the job supervisor or Human Resources. Jobs previously submitted within the last 12 months and new jobs (1 year or less) are not eligible for review. Requests should be submitted to the Compensation Department in January of each year to allow adequate time for budget considerations.

- The supervisor may request a salary review during the annual budgeting process, typically beginning in January of each year. The appropriate division/department head must approve the submission of the request.
- The supervisor's request must include a proposed job description and written explanation of changes in job duties and responsibilities along with the Job Analysis Questionnaire completed by the incumbent and supervisor. The request must be approved by the appropriate division head, assistant superintendent or superintendent.
- Human Resources will review the request, obtaining additional job information if needed. Additional information may be obtained by a written questionnaire, by interviewing the supervisor and/or employee (s), or by analyzing external job market information.
- Human Resources will evaluate the job placement in the pay structure and prepare a written recommendation for pay grade assignment for the Superintendent's review.

Back Payment of Earnings

It is each employee's responsibility to regularly review the accuracy of their pay stub. A back payment will occur if the employee is paid less than the amount that the employee should have been paid for any relevant pay. If it is determined the back pay is due to an employee for duties performed with prior approval, then the Compensation Department will rectify the issue by paying the difference for the current fiscal year.

For extra duty or supplemental pay: In order to review a request for back payment of earnings, written documentation must be submitted that shows the work was agreed upon by the appropriate supervisor **prior** to the work being performed.

Overpayment

It is each employee's responsibility to regularly review the accuracy of their pay stub. An overpayment occurs if an employee is paid more than the amount that the employee should have been paid under the assigned pay grade and/ or any relevant supplemental pay. If discovered and/or reported in the current fiscal year, the Compensation Department will rectify the issue by requesting repayment for the current year.

Payroll Deduction

Policy CFEA (LEGAL)

Required Deductions:

- Federal Withholding – Figured automatically by the income tax withholding percentage method according to the marital status and number of exemptions claimed on the W-4 Form.
- Medicare – 1.45% of the gross salary will be deducted each pay period for any person hired after March 31, 1986
- Teacher Retirement – 8% of total gross salary deducted each pay period. Deductions are on a pre-tax basis
- TRS Retirement Insurance – 0.65% of gross salary deducted each pay period
- FICA Alternative Plan – Substitute/Temporary Staff Only – Effective 8/14/2004, 7.5% of total gross salary deducted each pay period on a pre-tax basis. Applicable only to those staff members who are not eligible for Teacher Retirement System (TRS) membership. The staff member will contribute to their own personal retirement saving account.

Other payroll deductions staff members may elect include deductions for the staff members' share of premiums for health, dental, life, and vision insurance; annuities; and higher education savings plans. Staff members also may request payroll deduction for payment of membership dues for District recognized organizations and specific charitable groups. Salary deductions are automatically made for unauthorized or unpaid leave. It is the responsibility of the employee to submit requests for time off to their immediate supervisor and input any absences in Employee Self Service portal.

Pay Information

Employees have the responsibility of ensuring their pay is accurate by reviewing their pay stub online in the Employee Service Center each time they get paid. It is important to ensure all information on each pay stub is accurate by reviewing items like name, social security number, pay rates, paid time off balance, and other information.

2022-2023
ACADEMIC
CALENDAR AND PAY
DATES

Legend

- Student/Staff Holiday..... ○
- First/Last Day of School..... —
- Semester Start/End..... {}
- Exams/Early Dismissal (secondary students)..... @
- Begin/End Grading Period..... ()
- Teachers New to Profession Report..... •
- Teachers New to AISD Report..... #
- Student Holiday..... ◆
- Teacher Prep./Student Holiday..... ^
- Staff Exchange Days..... . .
- Inclement Weather Makeup for Staff..... *
- Early Dismissal (elementary students)..... >
- High School Open House +
- Junior High Open House %
- Elementary Open House =

Important Dates

July 28..... Teachers New to Profession Report
 August 1..... Teachers New to AISD Report
 August 4..... All Teachers Report
 August 4 – 12..... Teacher Prep./Staff Dev.
 August 15..... First Day of Classes
 September 5..... Holiday
 October 7..... Staff Development
 October 10..... Holiday
 November 21 – 25..... Holidays
 December 14 – 15..... Exam Days – Jr. & Sr. highs
 December 15..... End of First Semester
 December 16 – January 2..... Winter Break
 January 3..... Teacher Prep. Day
 January 4..... Second Semester Begins
 January 16..... Holiday
 February 20..... Holiday
 March 6..... High School Open House
 March 7..... Junior High Open House
 March 9..... Elementary Open House
 March 13 – 17..... Spring Break
 April 7..... Holiday
 April 10..... Staff Development
 May 24 – 25..... Exam Days – Jr. & Sr. highs
 May 25..... Last Day of Classes
 May 26..... Teacher Work Day
 May 29..... Holiday
 May 30 – May 31..... Staff Exchange/Weather Makeup

If school cancellations are not needed, students' last day will be May 23. May 24 and 25 will become teacher workdays.

School Hours

Elementary (Pre-K4–6).....8:10 a.m. – 3:35 p.m.
 Elementary (Pre-K3 A.M.).....8:10 a.m. – 11:20 a.m.
 Elementary (Pre-K3 P.M.)... 12:25 p.m. – 3:35 p.m.
 Junior High (7–8).....8:45 a.m. – 4:10 p.m.
 High School (9–12)..... 7:35 a.m. – 3 p.m.

Early Release Hours

Elementary (Pre-K–6).....8:10 a.m. – 12:10 p.m.
 Elementary (Pre-K3 A.M.).....8:10 a.m. – 10:10 a.m.
 Elementary (Pre-K3 P.M.)... 10:10 a.m. – 12:10 p.m.
 Junior High (7–8).....8:45 a.m. – 12:45 p.m.
 High School (9–12)..... 7:35 a.m. – 11:35 a.m.
 First Semester Instructional Days..... 81
 Second Semester Instructional Days..... 93
 Total Instructional Days..... 174

JULY 2022						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28*	29	30
31						

AUGUST 2022						
S	M	T	W	T	F	S
	1#	2	3	4^	5^	6
7	8^	9^	10^	11^	12^	13
14	{15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

SEPTEMBER 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23>	24
25	26	27	28	29	30	

OCTOBER 2022						
S	M	T	W	T	F	S
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2	3	4	5	6	7◆	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28)	29
30	31					

NOVEMBER 2022						
S	M	T	W	T	F	S
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6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

DECEMBER 2022						
S	M	T	W	T	F	S
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11	12	13	14@	15@}	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

JANUARY 2023						
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

FEBRUARY 2023						
S	M	T	W	T	F	S
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5	6	7	8	9	10>	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

MARCH 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6+	7%	8	9=	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

APRIL 2023						
S	M	T	W	T	F	S
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2	3	4	5	6	7	8
9	10◆	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

MAY 2023						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24@	25@}	26^	27
28	29	30*	31*			

JUNE 2023						
S	M	T	W	T	F	S
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4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

2022-2023 Pay Dates

Teacher Payroll - 12 Pay			Para-Professional Payroll - 12 Pay		
Pay Period Start	Pay Period End	Check Date	Pay Period Start	Pay Period End	Check Date
9/1/2022	9/30/2022	9/30/2022	8/1/2022	8/28/2022	9/30/2022
10/1/2022	10/31/2022	10/31/2022	8/29/2022	9/25/2022	10/31/2022
11/1/2022	11/30/2022	11/30/2022	9/26/2022	10/30/2022	11/30/2022
12/1/2022	12/31/2022	12/15/2022	10/31/2022	11/27/2022	12/15/2022
1/1/2023	1/31/2023	1/23/2023	11/28/2022	12/25/2022	1/23/2023
2/1/2023	2/28/2023	2/28/2023	12/26/2022	1/29/2023	2/28/2023
3/1/2023	3/31/2023	3/31/2023	1/30/2023	2/26/2023	3/31/2023
4/1/2023	4/30/2023	4/28/2023	2/27/2023	3/26/2023	4/28/2023
5/1/2023	5/31/2023	5/31/2023	3/27/2023	4/30/2023	5/31/2023
6/1/2023	6/30/2023	6/30/2023	5/1/2023	5/28/2023	6/30/2023
7/1/2023	7/31/2023	7/31/2023	5/29/2023	6/25/2023	7/31/2023
8/1/2023	8/31/2023	8/31/2023	6/26/2023	7/30/2023	8/31/2023

Maintenance Payroll - 26 Pay			Transportation/ Food Service Payroll – 18 pay		
Pay Period Start	Pay Period End	Check Date	Pay Period Start	Pay Period End	Check Date
8/15/2022	8/28/2022	9/9/2022	8/8/2022	8/21/2022	9/2/2022
8/29/2022	9/11/2022	9/23/2022	8/22/2022	9/4/2022	9/16/2022
9/12/2022	9/25/2022	10/7/2022	9/5/2022	9/18/2022	9/30/2022
9/26/2022	10/9/2022	10/21/2022	9/19/2022	10/2/2022	10/14/2022
10/10/2022	10/23/2022	11/4/2022	10/3/2022	10/16/2022	10/28/2022
10/24/2022	11/6/2022	11/18/2022	10/17/2022	10/30/2022	11/10/2022
11/7/2022	11/20/2022	12/2/2022	10/31/2022	11/13/2022	11/23/2022
11/21/2022	12/4/2022	12/15/2022	11/14/2022	11/27/2022	12/9/2022
12/5/2022	12/18/2022	12/28/2022	11/28/2022	12/11/2022	12/23/2022
12/19/2022	1/1/2023	1/13/2023	12/12/2022	12/25/2022	1/6/2023
1/2/2023	1/15/2023	1/27/2023	12/26/2022	1/8/2023	1/20/2023
1/16/2023	1/29/2023	2/10/2023	1/9/2023	1/22/2023	2/3/2023
1/30/2023	2/12/2023	2/24/2023	1/23/2023	2/5/2023	2/17/2023
2/13/2023	2/26/2023	3/10/2023	2/6/2023	2/19/2023	3/3/2023
2/27/2023	3/12/2023	3/24/2023	2/20/2023	3/5/2023	3/15/2023
3/13/2023	3/26/2023	4/6/2023	3/6/2023	3/19/2023	3/31/2023
3/27/2023	4/9/2023	4/21/2023	3/20/2023	4/2/2023	4/14/2023
4/10/2023	4/23/2023	5/5/2023	4/3/2023	4/16/2023	4/28/2023
4/24/2023	5/7/2023	5/19/2023	4/17/2023	4/30/2023	5/12/2023
5/8/2023	5/21/2023	6/2/2023	5/1/2023	5/14/2023	5/26/2023
5/22/2023	6/4/2023	6/16/2023	5/15/2023	5/28/2023	6/9/2023
6/5/2023	6/18/2023	6/30/2023			
6/19/2023	7/2/2023	7/14/2023			
7/3/2023	7/16/2023	7/28/2023			
7/17/2023	7/30/2023	8/11/2023			
7/31/2023	8/13/2023	8/25/2023			
8/14/2023	8/27/2023	9/8/2023			

The General Pay Increase is reflected on the first paycheck of the school year for each pay group. Employees will be able to view their 2022-23 pay rates in the Employee Self Service portal 1-2 weeks prior to their first paycheck of the school year.

2022-2023
PAY GRADES
AND RANGES

TEACHERS and LIBRARIANS

AISD 2022-23 TEACHER/LIBRARIAN MINIMUM PAY SCHEDULE	
Years of Experience	Minimum Salary
0	\$60,400
1	\$60,900
2	\$61,400
3	\$61,900
4	\$62,400
5	\$62,900
6	\$63,400
7	\$63,900
8	\$64,400
9	\$64,900
10	\$65,400
11	\$65,900
12	\$66,400
13	\$66,900
14	\$67,400
15	\$67,900
16	\$68,400
17	\$68,900
18	\$69,400
19	\$69,900
20	\$70,400
21	\$70,900
22	\$71,300
23	\$71,700
24	\$72,100
25	\$72,500
26	\$72,900
27	\$73,300
28	\$73,700
29	\$74,100
30+	\$74,500

Teacher/Librarian Pay Schedule includes the 2022-23 General Pay Increase and any targeted adjustments. The above schedule represents the minimum rate of base pay for AISD teachers by year of creditable teaching experience. Stipends and extra duty pay (if applicable) are not included in these amounts. These are current rates and not a guarantee of future earnings. The Teacher/Librarian Pay Scale will be reviewed and updated on an annual basis. New offers of employment are based on comparable experience, as well as market competitive pay.

ADMINISTRATIVE PROFESSIONALS

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1				Daily	\$234.06	\$282.00	\$329.94
	1	Manager/Foreman - PDC Facility Services	260	212 Days	49,621	59,784	69,947
	1	Accountant I	243	243 Days	56,877	68,526	80,175
	1	Administrative Asst - Superintendent	243	260 Days	60,855	73,320	85,784
	1	Security - Lieutenant	260				
	1	Senior Specialist - Purchasing	243				
	1	Specialist - Communications	243				
	1	Specialist - Energy Management	260				
	1	Specialist - Marketing	243				
	1	Supervisor - Building Maintenance	260				
	1	Supervisor - Catering Chef	243				
	1	Supervisor - Custodian	260				
	1	Supervisor - Food & Nutrition	212, 243				
	1	Supervisor - Grounds	260				
2				Daily	\$277.85	\$332.76	\$387.67
	2	Accountant II	243	187 Days	51,958	62,226	72,494
	2	Analyst - Payroll	243	193 Days	53,625	64,223	74,820
	2	Asst Speech Pathologist	187	202 Days	56,126	67,218	78,309
	2	Coordinator - Food Service Compliance	243	212 Days	58,904	70,545	82,186
	2	Coordinator - Food Service Maintenance	260	243 Days	67,518	80,861	94,204
	2	Coordinator - Food Service Personnel	243	260 Days	72,241	86,517	100,794
	2	Coordinator - Food Service/Warehouse	260				
	2	Coordinator - HR Substitute Services & Temporary Workforce	243				
	2	Coordinator - Nutrition Education	243				
	2	Coordinator - Purchasing Fs	243				
	2	District Attendance Officer - At Risk	202				
	2	District Attendance Officer - Student	202				
	2	Field Observer	260				
	2	Liaison - Transition	212				
	2	Manager - Social Media Marketing	243				
	2	Media Production Technician	243				
	2	Senior Graphic Designer	243				
	2	Senior Specialist - Communications	243				
	2	Social Worker	193				
	2	Social Worker - Families In Transition	202				
	2	SOS Success Coach	202				
	2	Specialist - Budget Control	260				
	2	Staff Auditor	243				
	2	Supervisor - Electrical/Plumbing	260				
	2	Supervisor - HVAC/Refrigeration	260				
	2	Title I Parent Facilitator - Dad Outreach	212				
	2	Title I Parent Facilitator - Parent Outreach	212				
	2	Transportation - Systems and Technical Analyst	243				
3				Daily	\$321.76	\$385.34	\$448.92
	3	Accountant III	243	187 Days	60,169	72,058	83,948
	3	Analyst - Budget	243	193 Days	62,100	74,371	86,642
	3	Athletic Trainer	202	198 Days	63,708	76,297	88,886
	3	Campus Testing Facilitator - Elementary	198	202 Days	64,996	77,839	90,682
	3	Campus Testing Facilitator - High School	212	207 Days	66,604	79,765	92,926
	3	Campus Testing Facilitator - Junior High	202	212 Days	68,213	81,692	95,171
	3	Coaching Specialist	212	217 Days	69,822	83,619	97,416
	3	Coordinator - The Primary Years Programmer IB	202	243 Days	78,188	93,638	109,088
	3	Counselor - Arlington College & Career High School	243	260 Days	83,657	100,188	116,719
	3	Counselor - Arlington Collegiate High School	243				
	3	Counselor - Career & Technical Center	243				
	3	Counselor - Elementary	202				
	3	Counselor - High School	212, 243				
	3	Counselor - Itinerant Secondary	207				
	3	Counselor - Junior High	207				
	3	Counselor - P-Tech	243				
	3	Counselor - Special Education	202				
	3	Diagnostician	202				
	3	Dual Language Coach	193				
	3	Facilitator - Student Outreach Services	202				
	3	Instructional Facilitator - School Leadership	212				
	3	Instructional Specialist - Advanced Academics	212				
	3	Instructional Specialist - Deaf Education	212				
	3	Instructional Specialist - Dyslexia	212				
	3	Instructional Specialist - Early Childhood Learning	212				
	3	Instructional Specialist - In Home & Parent Training	212				
	3	Instructional Specialist - Kindergarten Behavior Support	212				
	3	Instructional Specialist - Language Arts	212				
	3	Instructional Specialist - LOTE	212				
	3	Instructional Specialist - Mathematics	212				
	3	Instructional Specialist - Science	212				

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	3	Instructional Specialist - Social Studies				212
	3	Instructional Specialist - Special Education				212
	3	Instructional Specialist - Special Education - Autism				212
	3	Instructional Specialist - Special Education - Speech				212
	3	Instructional Specialist - World Languages				212
	3	Intervention Specialist - Drug Free Schools Programs				217
	3	LSSP				202
	3	Manager - Adult Education & Literacy Liaison				243
	3	Manager - Communications				243
	3	Media Production Specialist				243
	3	Music Therapist				193
	3	Nurse				187
	3	Program Liaison - Student Outreach Services				202
	3	Project Manager				260
	3	Resource Nurse				187
	3	SCE Support Interventionist				193
	3	Senior Internal Auditor				243
	3	Specialist - AVID				212
	3	Specialist - Blended Learning				243
	3	Specialist - Budget				243
	3	Specialist - Career & Technical Center Practicum				243
	3	Specialist - Career & Technical Education				243
	3	Specialist - Dropout Prevention				243
	3	Specialist - Dual Language				202
	3	Specialist - Elementary Guidance & Counseling				217
	3	Specialist - Environmental & Safety				260
	3	Specialist - Immigrant Family/School Outreach				212
	3	Specialist - Immigrant Support & Family Outreach				212
	3	Specialist - Innovative Programming				243
	3	Specialist - Intervention				217
	3	Specialist - Library Media Services				243
	3	Specialist - Orientation And Mobility				193
	3	Specialist - PBIS				243
	3	Specialist - Professional Learning				212
	3	Specialist - Program Controls				260
	3	Specialist - Safety & Security				260
	3	Specialist - Secondary Guidance & Counseling				217
	3	Specialist - SHARS				243
	3	Specialist - SOS Support				202, 217
	3	Specialist - Special Education Compliance				243
	3	Specialist - State & Federal Intervention				212
	3	Specialist - State & Federal Programs				212
	3	Specialist - Student Behavioral Support Systems				243
	3	Specialist - Student Development & Support Services				243
	3	Specialist - Technology Integration				243
	3	Specialist - Title 1 Family Involvement				212
	3	Specialist - Title I Family Engagement				212
	3	Specialist - Title I Family Literacy				212
	3	Specialist - Title I Program Compliance				212
	3	Title III ELL Support Interventionist				212

4			
4	Asst Principal - Dual Language/Fine Arts		222
4	Asst Principal - Elementary		202, 217
4	Asst Principal - Itinerant Elementary		202
4	Asst Principal - World Language Academy		222
4	Audiologist		212
4	Coordinator - Fine Arts		243
4	Coordinator - Fund Development		243
4	Coordinator - Multidisciplinary Student Support		243
4	Coordinator - School Leadership		243
4	Coordinator - State & Federal Programs		243
4	Coordinator - World Languages		243
4	District Athletic Trainer		212
4	HR Specialist - Benefits & Wellness		243
4	Human Resources Generalist		243
4	Lead Specialist - Special Education		222
4	Lead Specialist - State And Federal Intervention		222
4	Lead Specialist - World Languages		243
4	Manager - Energy		260
4	Manager - Image Processing		260
4	Manager - Warehouse		260
4	Occupational Therapist		193
4	Physical Therapist		193
4	Specialist - Restorative Practices		202
4	Specialist - Transportation		243
4	Speech Pathologist		187

Daily	\$339.45	\$406.53	\$473.61
187 Days	63,477	76,021	88,565
193 Days	65,514	78,460	91,407
202 Days	68,569	82,119	95,669
212 Days	71,963	86,184	100,405
217 Days	73,661	88,217	102,773
222 Days	75,358	90,250	105,141
243 Days	82,486	98,787	115,087
260 Days	88,257	105,697	123,138

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	4	Title I School Support Dean - Elementary	202, 217			
	4	Treasurer	243			
5						
	5	Associate Principal - Elementary	220	\$358.12	\$428.89	\$499.66
	5	Asst Director - Accounting	243	217 Days	77,712	93,069
	5	Asst Director - Food Service Finance & Compliance	243	220 Days	78,786	94,356
	5	Asst Director - Food Service Operations	260	243 Days	87,023	104,220
	5	Asst Director - Payroll	243	260 Days	93,111	111,511
	5	Asst Director - Purchasing	243			108,426
	5	Asst Principal - Itinerant Junior High	217			109,925
	5	Asst Principal - Junior High	217			121,417
	5	Coordinator - 504/Dyslexia/RTI Services	243			129,911
	5	Coordinator - Accountability	243			
	5	Coordinator - Accounts Payable	243			
	5	Coordinator - Blended Learning	243			
	5	Coordinator - Career & Technical Education	243			
	5	Coordinator - Early Childhood Learning	243			
	5	Coordinator - Environmental and Safety	260			
	5	Coordinator - Innovative Programming	243			
	5	Coordinator - Instructional Design Support	243			
	5	Coordinator - Library Media Services	243			
	5	Coordinator - PBIS	243			
	5	Coordinator - Professional Learning	243			
	5	Curriculum Coordinator - Deaf Education	243			
	5	Curriculum Coordinator - Language Arts & Reading	243			
	5	Curriculum Coordinator - Math	243			
	5	Curriculum Coordinator - Science & Health	243			
	5	Curriculum Coordinator - Social Studies	243			
	5	Curriculum Coordinator - Special Education	243			
	5	Manager - Accounts Payable	243			
	5	Manager - Fleet Services	260			
	5	Manager - HR Customer Service Center	243			
	5	Manager - Staffing	243			
	5	Manager - Transportation	243			
	5	Title I School Support Dean - Junior High	217			
6						
	6	Asst Director - Fine Arts	243	\$377.82	\$452.48	\$527.14
	6	Asst Principal - Alternative	222	222 Days	83,876	100,451
	6	Asst Principal - Arlington College & Career High School	243	243 Days	91,810	109,953
	6	Asst Principal - Career & Technical Center	243	260 Days	98,233	117,644
	6	Asst Principal - High School	222, 243			137,056
	6	Asst Principal - High School - P-Tech	243			
	6	Coordinator - Adolescent Pregnancy	243			
	6	Coordinator - Aquatics	243			
	6	Coordinator - High School Athletics	222			
	6	Coordinator - Student Behavioral Support Systems	243			
	6	Dean Of Instruction	243			
	6	Principal - Elementary - Virtual Learning	222, 243			
	6	Research Analyst - Quantitative	243			
	6	Senior Manager - Building Maintenance	260			
	6	Senior Manager - Plant Operations	260			
	6	Senior Project Manager	260			
	6	Staff Architect	260			
7						
	7	Asst Director - Athletics Boys	243	\$401.48	\$480.81	\$560.14
	7	Asst Director - Athletics Girls	243	220 Days	88,326	105,778
	7	Director - Center For Visual & Performing Arts	243	243 Days	97,560	116,837
	7	Director - Payroll	243			136,114
	7	Principal - Elementary	220, 243			
	7	Principal - Elementary Dual Language/Fine Arts	243			
	7	Principal - World Language Academy	243			
8						
	8	Associate Principal - High School	243	\$437.30	\$514.47	\$591.64
	8	Chief Internal Auditor	243	217 Days	94,894	111,640
	8	Director - Accounting	243	222 Days	97,081	114,212
	8	Director - Advanced Academics	243	243 Days	106,264	125,016
	8	Director - Assessment & Accountability	243	260 Days	113,698	133,762
	8	Director - Budget & Finance	243			153,826
	8	Director - Career & Technical Education	243			
	8	Director - Drop-Out Prevention	243			
	8	Director - Early Childhood Learning	243			
	8	Director - Facility Planning & Construction	260			
	8	Director - Guidance/Counseling	243			

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
	8	Director - Health Services	243				
	8	Director - Human Resources Compensation & Benefits	243				
	8	Director - Human Resources Development & Emp Relations	243				
	8	Director - Human Resources Recruitment & Sourcing	243				
	8	Director - Innovation & Operations	243				
	8	Director - Leadership Development	243				
	8	Director - Professional Learning	243				
	8	Director - Purchasing	243				
	8	Director - Research & Analysis	243				
	8	Director - Risk Management	243				
	8	Director - School Improvement	243				
	8	Director - Security	260				
	8	Director - State & Federal Programs	243				
	8	Director - Technology Integration And Innovation	243				
	8	Director - Transportation	260				
	8	Director - World Languages	243				
	8	Head Football Coach	217				
	8	Head Football Coach/Athletics Coordinator	222				
	8	Principal - Alternative School	243				
	8	Principal - Junior High	243				
	8	Principal - Turning Point Secondary School	243				
9				Daily	\$472.29	\$555.63	\$638.97
	9	Director - Athletics	243	243 Days	114,766	135,018	155,270
	9	Director - Curriculum & Instruction	243				
	9	Director - Fine Arts	243				
	9	Director - Food Service	243				
	9	Director - Special Education	243				
	9	Senior Director - Business Services	243				
	9	Senior Director - HR Dev., E.R., and Risk Management	243				
	9	Senior Director - Social Emotional Learning	243				
10				Daily	\$507.71	\$597.30	\$686.90
	10	Executive Director - Communications & Marketing	243	243 Days	123,374	145,144	166,917
	10	Executive Director - Educational Support Services	243	260 Days	132,004	155,298	178,594
	10	Executive Director - Elementary Schools	243				
	10	Executive Director - Engagement, Equity, & Access	243				
	10	Executive Director - Facility Services	260				
	10	Executive Director - Financial Services	243				
	10	Executive Director - Human Resources	243				
	10	Executive Director - Secondary Schools	243				
	10	Executive Director - Teaching & Learning	243				
	10	Executive Director - Transformational Learning	243				
	10	Principal - Career & Technical Center	243				
	10	Principal - Early College High School	243				
	10	Principal - Early College High School CTE	243				
	10	Principal - High School	243				
11				Daily	\$617.37	\$726.32	\$835.27
	11	Asst Superintendent - Administration	243	243 Days	150,021	176,496	202,971
	11	Asst Superintendent - Facilities Services	243				
	11	Asst Superintendent - Financial Services	243				
	11	Asst Superintendent - Human Resources	243				
	11	Asst Superintendent - Research & Accountability	243				
	11	Asst Superintendent - School Leadership	243				
	11	Asst Superintendent - Technology & Telecommunications	243				
12				Daily	\$709.98	\$835.27	\$960.56
	12	Chief Academic Officer	243	243 Days	172,525	202,971	233,416
	12	Chief Financial Officer	243				
	12	Chief Schools Officer	243				

ADMINISTRATIVE SUPPORT

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$14.00	\$17.07	\$20.14
1	Attendance Clerk - Elementary	198				
1	Attendance Clerk - High School	193				
1	Attendance Clerk - Junior High	198				
1	Clerk - Pregnancy Related Services	243				
1	Clerk - Special Education	193				
1	Clerk - Special Education - High School	193				
1	Clerk - Translator	193				
1	Copy Clerk	193				
2			Hourly	\$15.29	\$18.65	\$22.01
2	Clerk - Administration	243				
2	Clerk - Adult Education & Literacy	243				
2	Clerk - Attendance Officers	202				
2	Clerk - Career & Technical Education	243				
2	Clerk - Community Engagement Programs	243				
2	Clerk - Drop Out Prevention	243				
2	Clerk - Early Childhood Learning Compliance	243				
2	Clerk - Family Literacy	198				
2	Clerk - High School Counselor	202				
2	Clerk - High School Registrar	217				
2	Clerk - Library Services	243				
2	Clerk - Library Services - Technical Services	243				
2	Clerk - Mailroom/Receptionist	243				
2	Clerk - Special Education	193				
2	Clerk - Special Education PEIMS	193, 243				
2	Clerk - Special Education Preschool Testing	212				
2	Clerk - Special Education SHARS	217				
2	Data Clerk - High School	202, 222				
2	Data Clerk - Junior High	202				
2	PEIMS Clerk - High School	222				
3			Hourly	\$16.67	\$20.33	\$23.99
3	Clerk - Bilingual/ESL	243				
3	Clerk - Bilingual/ESL Testing	202				
3	Clerk - Family Involvement Title I	212				
3	Clerk - Food & Nutrition Compliance	243				
3	Clerk - Food Service Maintenance	243				
3	Clerk - Guidance & Counseling PEIMS	243				
3	Clerk - Health Services	243				
3	Clerk - Language Placement Center	243				
3	Clerk - Lunch Program	212				
3	Clerk - Office of Student Behavior Support System	243				
3	Clerk - Special Trips	260				
3	Clerk - Title I Compliance	243				
3	Clerk - Title III Compliance	243				
3	Community Outreach Liaison	243				
3	Family Engagement Liaison	183				
3	Guidance Technician - Elementary	198				
3	Guidance Technician - High School	198				
3	Guidance Technician - Junior High	198				
3	Receptionist/PBX	243				
3	Registrar - High School	217				
3	Secretary - Aquatics Coordinator	243				
3	Secretary - Curriculum & Instruction	243				
3	Secretary - Special Education Curriculum Coordinators	243				
3	Secretary - Special Populations	243				
3	Secretary - Student Outreach Services	243				
3	Title I ECHS Family Engagement Liaison	183				
3	Title III Family Engagement Liaison	212				
4			Hourly	\$18.01	\$21.96	\$25.91
4	Bookkeeper - High School	217				
4	Clerk - Athletics/PE	243				
4	Clerk - Data Community Engagement Programs	243				
4	Clerk - Energy Management	260				
4	Clerk - Fleet Maintenance	260				
4	Clerk - Food Service Operations	243				
4	Clerk - Maintenance	260				
4	Clerk - Operations	260				
4	Clerk - Room Reservations & Course Management	243				
4	Clerk - State & Federal Programs Accounting	243				
4	Clerk - Transportation Payroll/Certification	260				
4	Clerk - Transportation Routing	243				
4	Clerk - Transportation Systems Analyst	243				
4	Parent Instructor Title I	212				
4	Secretary - Director Career & Technical Education	243				
4	Secretary - Director Early Childhood Learning	243				
4	Secretary - Director Facility Planning & Construction	260				
4	Secretary - Director Information & Instructional Systems	243				
4	Secretary - Director Innovation & Operations	243				
4	Secretary - Director of Drop Out Prevention	243				
4	Secretary - Director of School Improvement	243				
4	Secretary - Director of World Languages	243				
4	Secretary - Director State & Federal Programs	243				
4	Secretary - Director Technology Integration & Innovation	243				
4	Secretary - Elementary	212				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
4	Secretary - Junior High	243				
4	Secretary - Security	260				
4	Secretary - Transportation	260				
4	Secretary - Warehouse	260				
4	Specialist - HR Customer Service/Employee Records	243				
4	Specialist - Special Education Accounting	243				
5			Hourly	\$19.36	\$23.61	\$27.86
5	Bookkeeper - Payroll	243				
5	Clerk - Accounting Department	243				
5	Clerk - Accounts Payable	243				
5	Clerk - Administration	243				
5	Clerk - Budget Control	243				
5	Clerk - Food Service	202				
5	Clerk - Food Service Administrative & Accounting	202				
5	Clerk - Instructional Materials	243				
5	Clerk - Purchasing	243				
5	Intern - LSSP	183				
5	Secretary - Career & Technical Center	243				
5	Secretary - Center for Visual & Performing Arts	243				
5	Secretary - Director - Center for Visual & Performing Arts	243				
5	Secretary - Director Advanced Academics	243				
5	Secretary - Director Athletics/PE	243				
5	Secretary - Director Budget & Finance	243				
5	Secretary - Director Curriculum & Instruction	243				
5	Secretary - Director Fine Arts	243				
5	Secretary - Director Leadership Development	243				
5	Secretary - Director of Guidance And Counseling	243				
5	Secretary - Director Parent & Community Engagement	243				
5	Secretary - Director Special Education	243				
5	Secretary - High School	243				
5	Secretary - Professional Learning	243				
5	Secretary - Purchasing	243				
5	Secretary - Senior Director Social Emotional Learning	243				
5	Secretary - Student Services	243				
5	Secretary - Visual Arts	243				
5	Specialist - Food Service Lunch Office	202				
5	Specialist - HR Staffing Support	243				
5	Specialist - Library Service Cataloger/Supervisor	243				
5	Specialist - Records Management	243				
6			Hourly	\$22.17	\$27.03	\$31.89
6	Secretary - Asst Superintendent Administration	243				
6	Secretary - Asst Superintendent Facility Services	243				
6	Secretary - Asst Superintendent Human Resources	243				
6	Secretary - Asst Superintendent Research & Accountability	243				
6	Secretary - Asst Superintendent School Leadership	243				
6	Secretary - Asst Superintendent Technology & Telecom	243				
6	Secretary - Executive Director Elementary Schools	243				
6	Secretary - Executive Director Facility Services	243				
6	Secretary - Executive Director Marketing & Communications	243				
6	Secretary - Executive Director of Finance	243				
6	Secretary - Executive Director Secondary Schools	243				
6	Secretary - Executive Director Specialized Learning Services	243				
6	Secretary - Executive Director Teaching & Learning	243				
6	Secretary - Executive Director Transformational Learning	243				
6	Secretary - Legal	243				
6	Secretary - Senior Director of Technology Operations	243				
6	Senior Specialist - Records Management	243				
6	Specialist - Accounts Payable	243				
6	Specialist - Food Nutrition Services/Admin Support	243				
6	Specialist - Grants Facilitator	243				
6	Specialist - HR Administrative Projects	243				
6	Specialist - Purchasing	243				
6	Specialist - Risk Management	260				
7			Hourly	\$25.12	\$30.27	\$35.42
7	Back of House Manager	243				
7	HR Specialist - Leaves & Retirement	243				
7	HR Specialist - R&S	243				
7	Intern - Construction Project Manager	260				
7	Secretary - Chief Academic Officer	243				
7	Secretary - Chief Financial Officer	243				
7	Secretary - Chief Schools Officer	243				
7	Specialist - Assessment	243				
7	Specialist - Event CVPA	243				
7	Specialist - HR Staffing	243				
7	Specialist - SNE Payroll	243				
7	Specialist - Teacher/Monthly Payroll	243				

AUXILIARY

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$13.25	\$15.96	\$18.67
1	Bus Attendant	178				
1	Cafeteria Monitor	176				
1	Custodian	260				
1	Food Service Specialist	182				
1	Intern - Internal Audit	243				
1	Laundry Helper	260				
2			Hourly	\$14.48	\$17.44	\$20.40
2	Groundskeeper I	260				
2	Helper - Warehouse Furniture and Salvage	260				
2	Laundry Operator	260				
3			Hourly	\$15.55	\$18.74	\$21.93
3	Asst Head Custodian	260				
3	Athletics Groundskeeper	260				
3	Campus Security Officer	260				
3	Food Service Lead	185				
3	Groundskeeper II	260				
3	Mechanic - HVAC/Refrigeration & Air Filtration	260				
3	Non-CDL Driver	178				
3	Technician - Floor	260				
3	Technician - Irrigation	260				
3	Technician - Sewer	260				
3	Warehouse Worker	260				
4			Hourly	\$16.48	\$19.86	\$23.24
4	Crew Lead - Grounds Maintenance	260				
4	Dispatcher - Security	260				
4	Driver - Laundry	260				
4	Fleet Operations Asst	260				
4	Food Service Manager IV	185				
4	Head Custodian	260				
4	Head Custodian Elementary	260				
4	Image Processing Associate I	260				
4	Parts Person	260				
4	Security - Corporal	260				
4	Technician - Preventative Maintenance Vehicle	260				
4	Technician - Warehouse Furniture And Salvage	260				
4	Warehouse Driver	260				
4	Warehouse Driver - Food Service	260				
4	Warehouse Driver - Instructional Materials	260				
5			Hourly	\$18.25	\$21.99	\$25.73
5	Catering Manager	243				
5	Food Service Manager V	185				
5	Security - Sergeant	260				
5	Technician - Building Maintenance	260				
5	Technician - Custodial Equipment Repair	260				
5	Transportation - Dispatcher	260				
5	Transportation - Router	260				
6			Hourly	\$20.26	\$24.41	\$28.56
6	Building Maintenance - Skilled Maintenance General	260				
6	Building Maintenance - Skilled Maintenance General Painter	260				
6	Bus Driver	178				
6	Driver - Paid Busing/Driver	260				
6	Food Service Manager VI	185				
6	Food Service Warehouse Lead	260				
6	Foreman - Laundry	260				
6	Image Processing Associate II	260				
6	IPM Certified Applicator	260				
6	Lead Floor Technician	260				
6	Lead Food Service Warehouse	260				
6	Lead Parts Clerk	260				
6	Specialist I - Service Desk	243				
7			Hourly	\$22.69	\$27.34	\$31.99
7	Crew Lead - General Maintenance	260				
7	Crew Lead - Paint	260				
7	Foreman - Custodian	260				
7	Foreman - Grounds	260				
7	Foreman - Parts	260				
7	Foreman - Regular Ed Router	260				
7	Foreman - Special Ed Router	260				
7	Foreman - Trips	260				
7	Foreman - Warehouse	260				
7	Grounds Mechanic	260				
7	Interim Foreman - Regular Ed Router	260				
7	Interim Foreman - Trips	260				
7	Journeyman Electrician	260				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
7	Journeyman Plumber	260				
7	Lead Equipment Technician	260				
7	Lead Heating & Air Conditioning Zone	260				
7	Lead Locksmith	260				
7	Natatorium - Certified Pool System Specialist	260				
7	Preventative Maintenance/Video Technician	260				
7	Technician - Audio/Visual	260				
7	Technician - Fire Alarm	260				
7	Technician - HVAC	260				
7	Technician - HVAC EMS	260				
7	Transportation - Safety Technician	260				
7	Vehicle Mechanic	260				
8						
			Hourly	\$28.27	\$33.66	\$39.05
8	Chiller Specialist	260				
8	Food Service Manager VIII	185				
8	Foreman - Athletics Grounds	260				
8	Foreman - Building Maintenance	260				
8	Foreman - Energy Management Systems	260				
8	Foreman - Fire Systems	260				
8	Foreman - Food Service Maintenance	260				
8	Foreman - Telecommunications	260				
8	Foreman - Vehicle Maintenance	260				
8	HVAC Mechanical Specialist	260				
8	IPM Licensed Applicator	260				
8	Lead Electrician	260				
8	Lead Plumber	260				
8	Lead Vehicle Mechanic	260				
8	Licensed Irrigator	260				

EDUCATIONAL AIDES

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$15.68	\$18.45	\$21.22
1	Classroom Asst - Elem - Athletics/PE	183				
1	Classroom Asst - Elem - Dual Language French	183				
1	Classroom Asst - Elem - Dual Language Spanish	183				
1	Classroom Asst - Elem - Fresh Start	183				
1	Classroom Asst - Elem - Kindergarten	183				
1	Classroom Asst - Elem - Kindergarten - French	183				
1	Classroom Asst - Elem - Kindergarten - Spanish	183				
1	Classroom Asst - Elem - Pre-K	183				
1	Classroom Asst - Elem - Pre-K - French	183				
1	Classroom Asst - Elem - Pre-K - Spanish	183				
1	Classroom Asst - Elem - Turning Point	183				
1	Classroom Asst - Family Literacy	183				
1	Classroom Asst - High School	183				
1	Classroom Asst - High School ESL	183				
1	Classroom Asst - Junior High	183				
1	Classroom Asst - SCE	183				
2			Hourly	\$16.63	\$19.56	\$22.49
2	Classroom Asst - ADA	183				
2	Classroom Asst - Community Based Transition	183				
2	Classroom Asst - Elem SPED - ABLE	183				
2	Classroom Asst - Elem SPED - Alt Curriculum	183				
2	Classroom Asst - Elem SPED - Alt Curriculum/ISPD	183				
2	Classroom Asst - Elem SPED - Deaf Ed/Alt Curriculum	183				
2	Classroom Asst - Elem SPED - Deaf Education	183				
2	Classroom Asst - Elem SPED - ECSE	183				
2	Classroom Asst - Elem SPED - Gap Inclusion	183				
2	Classroom Asst - Elem SPED - Inclusion	183				
2	Classroom Asst - Elem SPED - SEAS	183				
2	Classroom Asst - Elem SPED - Speech	183				
2	Classroom Asst - High School SPED - ABLE	183				
2	Classroom Asst - High School SPED - Alt Curriculum	183				
2	Classroom Asst - High School SPED - Alt Curriculum ISPD	183				
2	Classroom Asst - High School SPED - Deaf Ed/Alt Curriculum	183				
2	Classroom Asst - High School SPED - Deaf Education	183				
2	Classroom Asst - High School SPED - Inclusion	183				
2	Classroom Asst - High School SPED - ISPD	183				
2	Classroom Asst - High School SPED - SEAS	183				
2	Classroom Asst - High School SPED - VAC	183				
2	Classroom Asst - Junior High SPED - ABLE	183				
2	Classroom Asst - Junior High SPED - Alt Curriculum	183				
2	Classroom Asst - Junior High SPED - Alt Curriculum ISPD	183				
2	Classroom Asst - Junior High SPED - Inclusion	183				
2	Classroom Asst - Junior High SPED - PREVOC	183				
2	Classroom Asst - Junior High SPED - SEAS	183				
2	Classroom Asst - SPED Vision	183				
2	Clinic Asst - Elementary	183				
2	Clinic Asst - High School	183				
2	Clinic Asst - Junior High	183				
2	Health Asst - Elementary	183				
2	Health Asst - Elementary - Skills	183				
2	Health Asst - High School	183				
2	Health Asst - Junior High - Skills	183				
2	Library Asst - High School	183				
3			Hourly	\$17.62	\$20.73	\$23.84
3	Computer Lab Manager - High School	183				
3	STEM Lab Manager Elementary	183				
4			Hourly	\$18.67	\$21.97	\$25.27
4	Audiology Asst	187				
4	Brailist	193				
5			Hourly	\$22.78	\$26.80	\$30.82
5	Deaf Interpreter - Elementary	183				
5	Deaf Interpreter - High School	183				
5	Deaf Interpreter - Junior High	183				

TECHNOLOGY

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$22.96	\$28.00	\$33.04
1	Technician - Security and Safety	260				
1	Specialist - Audio/Visual CVPA	243				
1	Specialist - Transfer	243				
1	Technician - District Support	243				
1	Technician - Research & Accountability	243				
2			Hourly	\$27.43	\$33.46	\$39.49
2	Lead Specialist - PEIMS	243				
2	Specialist - Application Development	243				
2	Specialist - Endpoint Management	243				
2	Specialist - Help Desk	243				
2	Specialist - Information Systems	243				
2	Specialist - Professional Learning Technology Support	243				
2	Specialist - Software Support	243				
2	Specialist - Technology Procurement	243				
2	Specialist - Website	243				
3			Daily	\$283.15	\$345.31	\$407.47
3	Administrator - Applications & Systems	243				
3	Coordinator - Structured Cabling	243				
3	Database Specialist	260				
3	Lead District Support Technician	243				
3	Lead Specialist - Service Desk	243				
3	Manager - Client Services And Solutions	243				
3	Manager - Software Support - Food Services	243				
3	Manager - Teams Support	243				
3	Manager - Technology Asset	243				
3	Network Specialist	243				
3	Network Specialist - Server	243				
3	Production Manager	243				
3	Specialist - Cybersecurity	243				
3	Specialist - Systems and Platform	243				
3	Specialist - Telecommunications	243				
3	Webmaster	243				
4			Daily	\$322.79	\$393.65	\$464.51
4	Coordinator - Instructional Materials	243				
4	Coordinator - Web Services	260				
4	Manager - Campus Service & Support	243				
4	Research And Project Programmer	243				
4	Senior Programmer/Analyst	243				
4	Senior Programmer/Analyst - Research & Accountability	243				
4	Senior Specialist - Network Infrastructure	243				
4	Senior Specialist - Safety and Security	243				
4	Specialist - PEIMS Enrollment	243				
5			Daily	\$355.08	\$433.02	\$510.96
5	Asst Director - Technology Operations	243				
5	Database Administrator - Research & Accountability	243				
5	Manager - Cybersecurity Services	243				
5	Manager - Network Infrastructure Services	243				
5	Manager - Physical Safety & Security	243				
5	Manager - Platform Infrastructure Services	243				
5	Manager - Systems Integration	243				
5	Manager - Unified Communications	243				
5	Senior Manager - Food & Nutrition Technology	243				
5	Teams Technical Manager	243				
6			Daily	\$397.15	\$478.49	\$559.83
6	Director - Information & Instructional Systems	243				
6	Director - Infrastructure & Operations	243				
6	Manager - PEIMS	243				
6	Project Manager - Data Reports	243				
7			Daily	\$442.13	\$526.34	\$610.55
7	Senior Director - District Support & Customer Service	243				
			243 Days	107,438	127,901	148,364

Substitutes
and Part-Time
Temporary
Staff

2022-2023 Substitute and Part-Time/Temporary Payroll Information

Pay Rates

Short-term Substitute Teaching Jobs (1-10 days)

Degreed Substitutes	\$110/day
Degreed and Certified	\$125/day
Non-Degreed Substitutes	\$100/day
Paraprofessional	\$13/hour

Long-term Substitute Teaching Jobs (11 or more consecutive days on any combination of assignments)

Degreed Substitutes	\$125/day
Non-Degreed Substitutes	\$110/day
Paraprofessional	\$13/hour

Long-term Degreed Professional Substitute Teaching Jobs (21 or more consecutive days on same assignment)*

Degreed and Certified in Subject Area	\$165/day (starting on day 1 of assignment)
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**Assignments must be requested by principal and approved by HR in advance*

Breaks in Service

These higher rates will remain until a break in service occurs.

1. Weekends, school holidays, winter and spring breaks will not affect continuous service.
 2. Half day assignments and accepting clerical or classroom assistant assignments will also help establish continuous service.
 3. If a Degreed/Non-Degreed Professional Substitute **works** four and one half (4 ½) hours or more, the substitute will **qualify** for one full day's pay if the job was called in as a full day assignment. Principal/designee will make the determination.
 4. If a Degreed/Non-Degreed Professional Substitute **works** less than four and one half (4 ½) hours, the substitute will **qualify** for one-half day's pay (reminder – 30minute lunch is deducted). Principal/designee will make the determination.
 5. Paraprofessional jobs will be paid at \$13.00 an hour.
-

Part-Time/Temporary Rates

Part-Time/Temporary employees will be paid at the minimum hourly rate for the full-time equivalent position's pay range.

Frequently Asked Questions about Compensation

1. What are the responsibilities of the Compensation Department?

Among other responsibilities, the compensation department staff classifies positions in Arlington Independent School District by performing job and salary surveys, salary analyses, job analyses, job classifications, and writing job descriptions.

2. How are salary schedules determined?

Salary schedules are determined by working in conjunction with the Texas Association of School Boards compensation group. TASB utilizes compensation data from large number of school districts both specific to the Dallas-Fort Worth area and from throughout the state. TASB recommends jobs of similar levels of responsibility are grouped together resulting in what we know as salary grades. The average market pay for each job in the salary grade contributes to the range midpoint. Minimums and maximums of each range are typically agreed upon the tolerance of the same percentage.

3. Will someone be hired below the minimum of the range?

We do not hire employees below the minimum of our pay ranges.

4. I am an employee who was hired after the first day of my position's assignment. My effective salary is lower than what was indicated on the posted salary range. Why is this?

Salaries listed on the pay ranges are based on an entire assignment worked for the 2022-23 fiscal year. Therefore, the salary will be prorated for any employee who is hired after the first day of their respective assignment. This proration is determined by the employee's actual number of days worked for the 2022-23 assignment.

5. How do I get to the midpoint of my salary range?

There is not a formula or method to achieve midpoint of the range. Moving up in the salary range depends on board-approved increases/adjustments that may be approved, as well as how much the midpoint of the range increases from year to year, which is based on market value. We conduct salary and market reviews on an annual basis- the District's commitment is to compensate all employees within their respective salary range.

6. What market data is used to develop salary ranges?

TASB uses comparative data from other school districts for similar positions. An emphasis may be applied to school districts of similar size and in proximity to Arlington ISD.

7. Does the teacher salary schedule allow me to understand my future pay rate based on additional experience?

The teacher salary schedule posted on the Arlington ISD website is not a guarantee of future years minimum pay rate per year of service. It applies only to the current contract year. Future increases and or adjustments to the teacher pay schedule are dependent upon board approval.

8. What is a salary analysis?

An analysis conducted by the Compensation Division of the Human Resources Department to determine an employee/applicant's salary range based on the individual's qualifications (education, experience, etc.), during hiring, promotion, demotion, or other job movements. The actual salary is determined by the Compensation Department or Recruiting Department.

9. What is the difference between an exempt and nonexempt employee?

The Fair Labor Standards Act (FLSA) categorizes employees as either exempt or nonexempt based on "tests" contained within the FLSA Guidelines. FLSA exemption status is determined by the compensation department and based on actual job duties and responsibilities performed. Those duties and responsibilities are then compared to the tests in the FLSA guidelines to make a determination.

Nonexempt employees are eligible to receive overtime (or compensatory time) compensation for all hours worked over 40 in a workweek.

Exempt employees are exempt from the overtime provisions of the FLSA and are not entitled to be paid overtime when they work more than 40 hours in a workweek.

10. What is my pay grade and how do I find out what it is?

Find your pay grade and range in the current year's salary schedule found on the HR Compensation page.

11. I'm not eligible for overtime. Why?

Whether or not you are eligible for overtime depends on your duties and responsibilities. HR compares the duties and responsibilities outlined in your job description to tests contained in the Fair Labor Standards Act to determine if a position is nonexempt (eligible for overtime pay) or exempt (not eligible for overtime pay).

12. I believe my position is not graded correctly – how do I get it reviewed?

If you believe that your position is not graded properly, please contact your supervisor. If the supervisor agrees, the department or campus head may submit an email to the compensation department at hrcompensation@aisd.net for review.

13. How do I get a position reclassified based on new responsibilities?

The addition of more duties does not necessarily mean a position should be reclassified. A position may be reclassified because the position becomes more complicated: greater responsibility, greater knowledge or training to perform the position, etc. If you believe this is the case, your supervisor can submit a request to review.

14. What is the process of a reclassification?

The process of a reclassification is listed in the compensation structure section of the salary handbook.

15. What happens to me after a position is reclassified?

Employees who occupy a position at the time of a reclassification will be subject to meeting the minimum qualifications of the position whether the job grade is increased or decreased. When a reclassification has resulted in a salary grade change (increase or decrease) a salary analysis will be performed to determine the employee's new salary based on the change in salary grade. The salary grade change may not result in a change of pay.

16. How can I get a copy of my job description?

Please send an email with your request to the compensation department at hrcompensation@aisd.net.

17. How are job grades assigned?

See 'Job Classification' section of the salary schedule.

18. Who should I speak to regarding compensation related questions or concerns?

Speak to your manager or immediate supervisor. He or she will obtain the necessary information to answer your questions or concerns. If you are not able to answer your questions through this process, contact the Compensation Department.

19. What if my pay is below the minimum of my pay range?

If your pay is below the minimum rate of pay for your pay range you will receive an additional adjustment to increase your pay to the minimum of your corresponding range.

STIPEND HANDBOOK

2022-2023 School Year

The following provides the framework for Arlington ISD Stipend Earnings:

Payment for stipends not described in this section of the handbook must be verified and approved by Compensation before submitting to Payroll for processing.

All unapproved rates submitted will be deleted or adjusted by Payroll and/or Compensation. Exceptions will require the approval of the Superintendent or designee. All stipends and supplemental pay may be recommended by the principal/department manager, however, approval is required through Human Resources and Finance prior to being communicated to the employee.

Employees paid from grant funds will be paid in accordance with the approved rates in this handbook.

Stipend pay represents remuneration in addition to, but separate from, regular base salary, and includes assignment stipends, educational stipends, coaching stipends, auto and cell phone allowances, and others as identified.

1. Stipend earnings are not guaranteed wages and may be amended or eliminated at any time.
2. Stipend earnings are not included in individual base salaries quoted by the Compensation Department.
3. Authorization to pay approved Stipend compensation requires permission from the campus principal or department head, or designee, **prior** to actual work being performed.
4. It is the responsibility of the campus/department administrator to notify the Compensation Department of any anticipated extra duties or if there is a change in duties which would make the employee ineligible/eligible to receive Stipend earnings (i.e. termination, assignment change, transfer, etc.). HR Compensation must review and approve all extra duties **prior** to the work being performed.
5. It is the responsibility of the employee to check their pay statement to ensure they are being adequately compensated for Stipend duties. Back payments owed will be retroactively paid at a maximum of two paychecks.
6. An employee who has separated from the district (or is no longer active) is not eligible to accrue additional earnings past their effective separation date. A new employee is not eligible to earn Stipend pay prior to their effective start date.
7. All Stipend earnings are subject to the employee and employer's statutory deductions.
8. Any recurring stipend allotted to an active employee will be paid on a prorated basis if the employee does not work the complete duty days for their respective contract.
9. If an employee fails to meet all criteria stipulated in the Stipend earnings by the stipend owner the earnings may be stopped and/or recovered. If a recovery is in order, the employee will be notified of the terms by the Compensation Department or communicated through their supervisor.

Eligibility Criteria

Para-Professional (Hourly and Non-Exempt) employees are not eligible for stipends or extra duty pay at a stipend rate outside of what has been defined in this handbook. All other extra duties performed by a para-professional (Hourly and Non-Exempt) employee during the year should be processed according to compensatory guidelines. Assignment differentials are allowed, however, annualized lump sum payments are not available to hourly employees. Para-Professional (Hourly and Non-Exempt) employees may perform defined extra duties at the Para-Professional (Hourly and Non-Exempt) pay rate when the employee is not on their regular payroll calendar during the summer.

Eligibility for stipend compensation at an approved rate must meet all of the following criteria:

- The work has been pre-approved, and authorization to pay the Stipend earnings has been secured from the appropriate Department Head and the Compensation Department before the actual work begins and communicated to the employee.
- The person to perform the duty is a full time, an active employee of Arlington Independent School District.
 - An employee who is separated from the District is not eligible to accrue additional earnings past his or her effective separation date. A new hire is not eligible to earn stipend pay prior to his or her effective start date.
 - A substitute is a part-time employee and is not eligible to receive Stipend pay outside of the exceptions outlined in this handbook.
 - Stipend related duties/responsibilities should be voluntary and distinctly different from the employee's normal job description and take place outside of the employee's normal duty day or calendar contract days. Stipend pay should not be used as an alternative to compensatory pay for nonexempt employees when compensatory payment should be paid or as a strategy to increase the employee's base salary.

Extra duty or Additional Pay – Working beyond Normal Number of Annual Days

When an employee's normal job duties extend beyond the normal number of annual days, directly adjacent to the first or last reporting day for the school year, they are paid their normal daily rate for these extra days if the employee is performing the same duties. Extra duty pay requires the approval of the Superintendent or designee in advance.

If the employee performs duties of a different nature, the summer school, part-time, or tutorial rates will apply.

Interim Professional Assignments

Interim professional assignment pay rates are designed to compensate individuals performing exempt level duties assigned in various departments of the District. The duties performed are not part of a permanent job duty and the rates are the minimum of the range for the full-time exempt position that is most closely related to the assignment and are paid at a daily rate as aligned with the pay practices of exempt level employees.

Non-Exempt Pay Schedules

Para-Professional (Salaried Non-Exempt) employees receive time and a half in compensatory time for all hours worked past 40 and should not receive a Stipend pay rate during the calendar contract year outside of the exceptions outlined in this handbook.

Additional Job Responsibilities

Employee job responsibilities are subject to change at any time to meet the needs of the District. Such changes do not necessarily warrant a change in salary. Exceptions to this rule require the approval of the Superintendent or designee with the amounts being recommended by the Compensation Department.

Stipend Payments

All stipends are paid on a 12-month basis – September through August. Stipend work that begins or ends outside the twelve-month schedule is prorated accordingly.

Deductions and Recovery of Funds

If an employee does not work the complete payroll schedule, then any recurring stipend will be paid on a prorated basis of the actual days worked. If an employee fails to meet all of the criteria stipulated the stipend may be prorated, stopped, or recovered. It is the responsibility of the manager and employee to notify the Compensation Department if they are no longer performing the duties of the role associated with the stipend or if they are not receiving the stipend.

Employees can validate what stipends are being paid to them by reviewing their pay stub in the Employee Service Center and are encouraged to do so regularly. The employee will then be notified of the terms of recovery, if applicable, by the Payroll Department.

New Stipend Recommendations

Principals or Department Managers must submit requests for new stipends, as well as requests for any stipend amount/allocation changes, in conjunction with the annual budget cycle. Requestors will be notified at the conclusion of the budget process whether or not the new/updated stipend has been approved for the following school year. This process typically begins in January. The criterion for a new stipend review typically include:

- Description of the duties associated with the stipend
- Criticality of work being performed
- Equity and Cost associated with the implementation of the stipend across the school district
- How many stipend allocations, including justification for the number of allocations
- What positions, campuses, and departments would be eligible to receive the stipend

Athletic Stipends

Athletic Stipends (Other)	Annual Amount
Athletic Coordinator – HS	\$5,000
Athletic Coordinator - JH	\$3,500
Athletic Trainer	\$8,500
Game Administrator	\$3,500
Network PE Coordinator	\$1,500

Athletic Coordinator – High School

Coordinates all athletic teams and events on a high school campus. Plans and coordinates facility and equipment used by athletic teams and other groups. Oversees compliance with all UIL rules and regulations regarding competition, practice, and student eligibility. May also coach.

Athletic Coordinator – Junior High

Coordinates all athletic teams and events on a junior high school campus. Plans and coordinates facility and equipment used by athletic teams and other groups. Oversees compliance with all UIL rules and regulations regarding competition, practice, and student eligibility. May also coach.

Athletic Trainer

Provide service regarding the prevention, recognition, emergency care, treatment, and rehabilitation of sports injuries to student-athletes: as well as educational and administrative duties.

Game Administrator – High School

The Game Administrator is responsible for enacting and enforcing a crowd management policy for athletic contests. They will also be the point of contact for the officials of the athletic contest for any issues that may occur. They will arrive before the contest starts and stay until both teams, officials, and spectators have left the venue.

Network PE Coordinator

Provides leadership and coordination for planning, implementation, and assessment of academic initiatives related to improvements in K-12 Physical Education within their assigned network.

Head Coach – High School*	Annual Amount
Archery	\$8,000
Baseball	\$8,000
Basketball, Girls	\$8,000
Basketball, Boys	\$8,000
Cheerleading	\$8,000
Cross Country, Boys	\$8,000
Cross Country, Girls	\$8,000
First Assistant	\$8,000
Football	\$8,000
Golf	\$8,000
Golf, Girls	\$8,000
Gymnastics, Girls	\$8,000
Soccer, Boys	\$8,000
Soccer, Girls	\$8,000
Softball	\$8,000
Swimming	\$8,000
Tennis	\$8,000
Track, Boys	\$8,000
Track, Girls	\$8,000
Volleyball	\$8,000
Wrestling, Boys	\$8,000
Wrestling, Girls	\$8,000

*High School Coaches who coach a year-round sport are eligible to receive the \$8,000 and an Assistant Coach Stipend.

*Descriptions included above are intended to be a general summary of role, other duties may also apply.

Junior High School*	Annual Amount per Sport
Basketball, Girls	\$1,600
Basketball, Boys	\$1,600
Cross Country, Boys	\$1,600
Cross Country, Girls	\$1,600
Football	\$1,600
Soccer, Boys	\$1,600
Soccer, Girls	\$1,600
Track, Boys	\$1,600
Track, Girls	\$1,600
Volleyball	\$1,600
4 th Sport	\$1,000

*Junior High School Coaches are required to coach at least three (3) sports for a total stipend of \$4,800. Coaches who coach an additional sport will receive an additional stipend of \$1,000.

Head Coach – Archery

Serves as head coach for the archery team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.

Head Coach – Baseball

Serves as head coach for the baseball team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.

Head Coach – Basketball

Serves as head coach for the basketball team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.

Head Coach – Cheerleading

Serves as head coach for the cheerleading team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.

Head Coach – Cross Country

Serves as head coach for the cross country team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.

Head Coach - Football

Serves as head coach for the high school football team. Manages and coordinates football activities, contests, practice sessions, travel, equipment, and facilities. Ensures compliance with all UIL rules and regulations regarding competition, practice, and student eligibility. Supervises assigned assistant coaches during practices and contests.

Head Coach – Golf

Serves as head coach for the golf team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.

Head Coach – Gymnastics

Serves as head coach for the gymnastics team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.

Head Coach – Soccer

Serves as head coach for the soccer team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.

Head Coach – Softball

Serves as head coach for the softball team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.

Head Coach – Swimming

Serves as head coach for the swimming team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.

Head Coach – Tennis

Serves as head coach for the tennis team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.

Head Coach – Track

Serves as head coach for the track team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.

Head Coach – Volleyball

Serves as head coach for the volleyball team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.

Head Coach – Wrestling

Serves as head coach for the volleyball team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.

Assistant Coach – High School	Annual Amount
Archery	\$5,000
Baseball	\$5,000
Basketball, Girls	\$5,000
Basketball, Boys	\$5,000
Cheerleading	\$5,000
Cross Country, Boys	\$5,000
Cross Country, Girls	\$5,000
Football	\$5,000
Golf	\$5,000
Golf, Girls	\$5,000
Gymnastics, Girls	\$5,000
Soccer, Boys	\$5,000
Soccer, Girls	\$5,000
Softball	\$5,000
Swimming	\$5,000
Tennis	\$5,000
Track, Boys	\$5,000
Track, Girls	\$5,000
Volleyball	\$5,000
Wrestling, Boys	\$5,000
Wrestling, Girls	\$5,000

*Descriptions included above are intended to be a general summary of role, other duties may also apply.

Head Coach – Junior High – Basketball

Serves as a coach for the junior high basketball team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice and student eligibility.

Head Coach – Junior High – Sports

Serves as a coordinator for the junior sports teams. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice and student eligibility.

Head Coach – Junior High – Cross Country

Serves as a coach for the junior high cross country team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice and student eligibility.

Head Coach – Junior High – Football

Serves as a coach for the junior high football team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice and student eligibility.

Head Coach – Junior High – Soccer

Serves as a coach for the junior high soccer team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice and student eligibility.

Head Coach – Junior High – Track

Serves as a coach for the junior high track team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice and student eligibility.

Head Coach – Junior High – Volleyball

Serves as a coach for the junior high volleyball team. Coordinates team activities, contests, practice sessions, travel, equipment, and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice and student eligibility.

Bilingual Stipends

Bilingual stipends are designed to compensate employees who are exclusively providing bilingual services to students and/or departments as defined by the district.

In order to receive a bilingual stipend, the employee must satisfy **all** of the following requirements:

- Possess a TEA Bilingual certification
- Work with a bilingual curriculum
- Work with a student population in which at least fifty (50) percent are bilingual students
- Utilize the bilingual certification to work directly with **students** per job duties (not with other teachers, staff, etc.)

Bilingual Position	Annual Amount
Bilingual Diagnostician	\$3,000
Bilingual SPED	\$3,000
Bilingual Teacher**	\$4,000

**A Bilingual Teacher stipend is earned if the teacher is serving a bilingual class of students in a particular program with bilingual curriculum. The employee must be in a true bilingual teacher assignment.

Campus Stipends*

Campus Stipend	Annual Amount
Behavior Interventionist	\$2,000
Credit Recovery Leader	\$1,500
Department Leader – Diagnostician	\$3,000
Department Leader – High School	\$2,000
Department Leader – Junior High	\$1,500
Department Leader – Elementary	\$1,000
Department Leader – Workforce Pathway	\$2,000
Family Engagement Stipend	\$750
Lead Teacher – Elementary	\$1,000
Level Leader – High School	\$1,000
Level Leader – Junior High	\$1,000
Model Teacher	\$1,000
PBIS	\$750
Post-Secondary Facilitator	\$2,000
Teacher Pathway Facilitator	\$850
Teacher Pathway Lead Facilitator	\$1,000

*Descriptions included above are intended to be a general summary of role, other duties may also apply.

Departmental Stipends*

Departmental stipends are stipends that are awarded by a particular department. The department assigned as the stipend owner determines the eligibility requirements and are approved by the department. The authorized department leader/manager partners with the Human Resources Compensation Department for the implementation of the stipend including duties and locations of stipends. The department reserves the right to change the Stipend duties for a stipend at any time.

Departmental Stipends	Owner	Annual Amount
Behavior Interventionist	Special Education	\$2,000
Department Leader – SPED	Special Education	\$3,000
Destination Imagination	Advanced Academics	\$500
Diagnostician – Dyslexia	Special Education	\$3,000
District Lead Teacher	Office of School Leadership	\$1,500
Entrepreneurship Contest Coord.	Curriculum	\$5,000
Election Administrator	Human Resources	\$2,800
Instructional Coach	Curriculum	\$1,500
Lead Counselor	Counseling	\$3,000
Lead Nurse	Nursing	\$1717
Lone Star Challenge	Advanced Academics	\$355
Mandt System Trainer	Special Education	\$2,000
Post-Secondary Facilitator	Special Education	\$2,000
Special Olympics Coach	Special Education	\$3,500
SPED – Specialized Programs**	Special Education	\$2,000
STEM Academy Co-Coordinator	Curriculum Leaders	\$8,000
Wellness Coordinator	Human Resources	\$750

**The SPED - Specialized Programs stipend applies to Special Education Teachers assigned to work in one of the following areas of Special Education as defined by the Special Education Department: SEAS, ABLE, Alternate Curriculum, and ISPD.

Educational Stipends

Educational stipends are designed to compensate exempt level employees who possess an advanced educational degree that is beyond the requirement for their role. If the degree is a requirement of the job they perform in the district then the employee is ineligible for an advanced degree stipend.

Education/Certification	Annual Amount
Doctoral Degree	\$1,500
Master's Degree	\$1,500

Fine Arts Stipends*

These stipends are designed to compensate employees providing services to the fine arts department. These stipends are contingent upon fulfillment of department requirements.

Theatre Position	Annual Amount
CVPA Dance Director	\$4,930
Drama Sponsor – High School	\$6,000
Head Theatre – Junior High	\$2,500

Band Position	Annual Amount
Band Assistant Director – High School	\$9,000
Band Assistant Director – Junior High School	\$7,000
Band Director – High School	\$13,000
Band Director – Junior High	\$8,500

Band Assistant Director – High School

Assists the director in the supervision of the instrumental music and band program at a high school campus.

Band Assistant Director – Junior High School

Assist the director in the supervision of the instrumental music and band program at a junior high school campus.

Band Director – High School

Directs the instrumental music and band program at a high school campus. Provides students with an opportunity to participate in extracurricular band activities which may include marching band, concert band, soloists, ensembles, and other instrumental music groups. Coordinates rehearsals, music selection, instruments and performance opportunities.

*Descriptions included above are intended to be a general summary of role, other duties may also apply.

Band Director – Junior High

Directs the instrumental music and band program at a junior high campus. Provides students with an opportunity to participate in extracurricular band activities which may include marching band, concert band, soloists, ensembles, and other instrumental music groups. Coordinates rehearsals, music selection, instruments and performance opportunities.

Orchestra Position	Annual Amount
Orchestra Assistant Director – High School	\$5,500
Orchestra Assistant Director – Junior High School	\$2,500
Mariachi Director – High School	\$5,500
Orchestra Director – High School	\$7,000
Orchestra Director – Junior High	\$4,500

Orchestra Assistant Director – High School

Assist the director in the supervision of the orchestra program at a high school campus.

Orchestra Assistant Director – Junior High School

Assist the director in the supervision of the orchestra program at a junior high school campus.

Orchestra Director – High School

Directs the vocal music program at a high school campus. Provides students with an opportunity to participate in extracurricular orchestra activities which may include orchestra instrumental music or small group ensembles. Coordinates, rehearsals, music selection, and performance opportunities.

Orchestra Director – Junior High School

Directs the orchestra program junior high campus. Provides students with an opportunity to participate in extracurricular orchestra activities with may include orchestra instrumental music or small group ensembles. Coordinates rehearsals, music selection, and performance opportunities.

Vocal/Choir	Annual Amount
Elementary Choir	\$500
Vocal Music Director – High School	\$7,000
Vocal Music Director – Junior High School	\$4,000
Vocal Music Assistant Director – High School	\$5,500
Vocal Music Assistant Director – Junior High School	\$2,080

Elementary Choir

Provides leadership and coordination at the elementary campus music teachers. Coordinates all music activities and facilitates programs that provide students with worthwhile learning experiences.

Vocal Music Director – High School

Directs the vocal music program at a high school campus. Provides students with an opportunity to participate in extracurricular choir activities which may include chorus, small group ensembles or solo training and performance. Coordinates rehearsals, music selection, and performance opportunities.

Vocal Music Director – Junior High School

Directs the vocal music program at a junior high campus. Provides students with an opportunity to participate in extracurricular choir activities which may include chorus, small ensembles or solo training and performance. Coordinates rehearsals, music selection, and performance opportunities.

Vocal Music Assistant Director – High School

Assists the director in the supervision of the vocal music instruction program at a high school campus.

Vocal Music Assistant Director – Junior High School

Assists the director in the supervision of the vocal music instruction program at a junior high school campus.

Drill Team	Annual Amount
Drill Team Assistant Director – High School	\$3,500
Drill Team Sponsor – High School	\$7,000

Drill Team Assistant Director – High School

Directs the overall dance and choreographed dance program at a high school campus. Provides students with an opportunity to participate in extracurricular dance/drill team activities which may include performing dance team, cultural dance ensembles, or other dance training.

Coordinates rehearsals, competitions, routine selection, and performances.

Drill Team Sponsor – High School

Assist the high school sponsor with the supervision of the high school drill team.

Junior ROTC*

Stipend earning is designed to compensate ROTC Instructors for extracurricular activities that are required by the demands of the job. Demands include developing competitive teams, participation in the team competition, chaperone field trips and other activities that contribute to the academic growth of the cadets and that require the instructor's presence after a normal duty day.

ROTC Instructor	Annual Amount
ROTC Instructor	\$3,000

ROTC Instructor

Oversees ROTC activities such as military ceremonies, honor guard, rifle team, and other JROTC community service and leadership activities. Serves as liaison between the military and students.

Student Activities*

Student Activity	Annual Amount
Academic Decathlon – High School	\$5,000
Academic Decathlon Assistant – High School	\$1,263
Debate – High School	\$2,464
Destination Imagination	\$500
Key Club Sponsor	\$1,000
Lone Star Challenge	\$355
Mock Trial Assistant – High School	\$435
Mock Trial Lead – High School	\$871
National Honor Society – High School	\$1250
National Honor Society – Junior High	\$537
Newspaper Sponsor – High School	\$2,202
Newspaper Sponsor – Junior High	\$500
Oral Interpretation – High School	\$2,254
Quiz League Coordinator	\$500
Quiz League Sponsor	\$1,000
Robotics	\$3,000
Robo-boat Lead Sponsor	\$2,500
Robo-boat Sponsor	\$2,000
Solar Car Lead	\$2,500
Solar Car Assistant	\$2,000
Special Olympics – Coach	\$3,500
Step Team Assistant – High School	\$1,250
Step Team - Elementary	\$750

*Descriptions included above are intended to be a general summary of role, other duties may also apply.

Step Team – High School	\$5,000
Step Team – Junior High	\$1,500
Student Council Sponsor – High School	\$2,000
Student Council Sponsor – Junior High	\$1,000
TSA- Technology Student Association Sponsor	\$2,000
U.I.L A+ Academics	\$355
U.I.L. Campus Coordinator – High School	\$1,500
U.I.L. Campus Coordinator – Junior High School	\$700
U.I.L Coach – High School	\$871
U.I.L. Coach – Junior High	\$450
Yearbook Sponsor – High School	\$2,050
Yearbook Sponsor – Junior High	\$1,010

Academic Decathlon – High School

Coaches and prepares high school students to participate in Academic Decathlon competitions at the regional, state, and national level.

Academic Decathlon Assistant – High School

Assist the Academic Decathlon leader with activities related to the coordination of participation in the campus's competitions.

Debate – High School

Oversees, prepares, and assists with preparing students for debate competitions and tournaments. May also serve as Speech Advisor.

Destination Imagination

Serves as a Team Manager which requires recruiting, coaching, and directing students for the Destination Imagination Tournaments or serve as the Destination Imagination liaison communicating all campus DI team information with the Student Activities Department. Supervises preparation and practice with students for participation in tournaments.

Key Club Sponsor

Serves as the employee responsible for all duties of organizing, providing, and promoting activities and events for the Key Club activities at a campus.

Lone Star Challenge

Guide officers and members through the appropriate execution of club-related procedures and activities (e.g. Meetings, events). Answer general questions regarding the method in which the club is run.

Mock Trial Assistant – High School

Assists Mock Trial Lead in supervising students are participating in the Mock Trial Team.

Mock Trial Lead – High School

Supervises all students who are participating on the Mock Trial team. Promotes greater understanding and appreciation for the law, court procedures, and the American judicial system. Develops students' life skills, such as critical thinking, reading, speaking, and advocacy.

National Honor Society – High School

Organizes and supervises the National Honor Society chapter on a high school campus. Coordinates meetings, community service projects, membership, and selection of officers.

National Honor Society – Junior High School

Organizes and supervises the National Honor Society chapter on a junior high school campus. Coordinates meetings, community service projects, membership, and selection of officers.

Newspaper Sponsor – High School

Oversees and guides students in the production, promotion, sale, and distribution of the student newspaper on a high school campus. Advises students on writing, information gathering, proof-reading, and editing and design skills.

Newspaper Sponsor – Junior High

Oversees and guides students in the production, promotion, sale, and distribution of the student newspaper on a junior high campus. Advises students on writing, information gathering, proof-reading, and editing and design skills.

Oral Interpretation – High School

Responsible for developing the skills needed for effective presentations. Maintain records of student attendance and accomplishments. Coordinates all rehearsals, performances, and competitions.

Quiz League Coordinator

The league coordinator will orient the teams, oversee quiz matches, and gather statistics. The coordinator will also settle any disputes that the guidelines do not cover.

Quiz League Sponsor

Beyond fundamental activities of basic duties of acquiring equipment and practice questions, running practices, registering for tournaments, assigning players to teams, guiding teams during tournaments, and coordinating fundraising the sponsor will coach students to solve the more intricate task of maximizing their teams' knowledge, skill, and tournament performance.

Robotics – High School

Responsible for competition preparation, practice sessions, and coaching of robotics team. Coaches and prepares high school students to participate in UIL sanctioned competitions. Responsibilities also include travel preparations, inventory maintenance, facilities and equipment maintenance.

Special Olympic – Coach

Responsible for helping athletes with intellectual disabilities find their own strengths and abilities. They bring enthusiasm, commitment and a positive attitude to each practice, event, and competition.

Step Team Assistant – High School

Assist Step Team Sponsor in striving to bring step culture to different events on the high school campus and to provide its members with a fun, collaborative, and meaningful experience while promoting school pride.

Step Team – Elementary

Responsible for bringing step culture to different events on the elementary school campus and to provide students with a fun, collaborative, and meaningful experience while promoting school pride.

Step Team – High School

Responsible for bringing step culture to different events on the high school campus and to provide students with a fun, collaborative, and meaningful experience while promoting school pride.

Step Team – Junior High School

Responsible for bringing step culture to different events on the junior high school campus and to provide students with a fun, collaborative, and meaningful experience while promoting school pride.

Student Council Sponsor – High School

Oversees organization membership and class officer selection at the high school level. Facilitates student meetings, student leadership development, and coordinates student council activities and service projects.

Student Council Sponsor – Junior High School

Oversees organization membership and class officer selection at the junior high level. Facilitates student meetings, student leadership development and coordinates student council activities and service projects.

TSA- Technology Student Association Sponsor

Responsible for competition preparation, practice sessions, and coaching of all TSA Teams for the campus. Coaches and prepared high school students to participate in appropriate TSA events. Responsibilities also include travel preparations, inventory maintenance, and facilities, and equipment maintenance.

U.I.L A+ Academics

Coordinates UIL academic program contests on an elementary school campus. Responsible for budget oversight, scheduling, and transportation arrangements.

U.I.L. Campus Coordinator – High School

Coordinates UIL academic program contests on a high school campus. Responsible for budget oversight, scheduling, and transportation arrangements.

U.I.L. Campus Coordinator – Junior High School

Coordinates UIL academic program contests on a junior high school campus. Responsible for budget oversight, scheduling, and transportation arrangements.

U.I.L Coach – Elementary

Coaches and prepares students for subject-area UIL competitions at the elementary school level. Leads and supervises practice sessions and advises students.

U.I.L. Coach – High School

Coaches and prepares students for subject-area UIL competitions at the high school level. Leads and supervises practice sessions and advises students.

U.I.L. Coach – Junior High School

Coaches and prepares students for subject-area UIL competitions at the junior high school level. Leads and supervises practice sessions and advises students.

Yearbook Advisor – Junior High School

Oversees and guides students in the production, promotion, sale, and distribution of the annual junior high school yearbook.

Yearbook Advisor – High School

Oversees and guides students in the production, promotion, sale, and distribution of the annual high school yearbook.

Technology Stipends*

Technology Stipends	Annual Amount
Info Systems Certification (One)	\$1,000
Info Systems Certification (Two)	\$1,500
Project Leader	\$2,000

Info Systems Certification (One Certification)

Reserved for employees in the technology pay grade who have obtained the A+ Certification or N+ Certification with confirmation that the certification relates to the employee's job role by leadership in the Technology Department prior to the stipend payout.

Info Systems Certification (Two Certifications)

Awarded to employees in the technology pay grade who have obtained the A+ Certification or the N+ Certification AND an additional certification of either MCSE, CCNP, CCVP, CCSP, CCNA. Leadership within the Technology Department will confirm the relevance of the certification to the employee's role prior to stipend payout.

*Descriptions included above are intended to be a general summary of role, other duties may also apply.

Project Leader – Technology

Paid to an employee who is responsible for creating and updating technical specifications and documentation related to all queries, views, and stored procedures related to TEAMS. The employee will also help manage professional learning opportunities for the rest of the programming staff. Also responsible for developing, documenting, and updating the code library that is shared among all programmers.

Assignment Differentials (Non-Exempt and Hourly Employees Only)

Differential	Pay Amount
FNS Level I – Technician	.10/hour
FNS Level II – Specialist	.10/hour + .10/hour from Level I
FNS Level III – Specialist	.10/hour + .20/hour from Level I & II
Night Pay	.20/hour
Special Duty – Auxiliary	.50/hour
SPED – Specialized Programs	.50/hour
Zone Lead Pay – HVAC/Heating	\$2.50/hour
Zone Lead Pay – General Maintenance	\$2.50/hour

FNS Level I – Technician

Awarded to employees who have completed training to obtain Food Handler’s card. Certifies that employee understands the basics of food production and service to include recognition of reimbursable meals according to USDA regulations.

FNS Level II – Specialist

Awarded to employees who have completed Level II training. Certifies that employee understands the expectations of practicing safe food handling and how to prevent food borne illness and infection to include time, temperature, and sanitation practices. Know the importance and expectations of following the established receiving and storage procedures. Know accident prevention, first aid procedures, accident/injury reporting and organization of kitchen. Understand proper use, cleaning, and storage of equipment. Learn food preparation, reading, and calculating recipe conversions and recordkeeping requirements. Advance knowledge of food presentation and customer service.

FNS Level III – Specialist

Awarded to employees who have completed Level III training. Certifies that the employee understands how to operate POS units, digital menu boards, and department software systems. Know how each required record Para-Professional (Hourly and Non-Exempt)s food production and operations.

Understand how marketing and programs improve campus participation and performance ratings. Understand the federal, state, and local regulations for free and reduced meal benefits, production records, and required records for financial accountability. Understand cost control at all levels of the organization.

Night Pay

Paid to employees who work a fixed, additional, or temporary shift assignment consecutively with more than 50% of the work time between the hours of 7:00 PM and 5:00 AM.

Special Duty – Auxiliary

Paid to Auxiliary employees who perform work Stipend to their daily duties or responsibilities for special assignments/projects as defined by departmental leadership with the approval of Human Resources and Finance in advance. i.e. summer paint crew

SPED – Specialized Programs

Paid to classroom assistants who work a consistent schedule in one of the following areas of Special Education as defined by the Special Education Department: SEAS, ABLE, Alternate Curriculum, ISPD, and Deaf Education.

Zone Lead Pay – HVAC/Heating

Paid to HVAC/Heating employees who are consistently assigned duties or supervise employees within their assigned zone.

Zone Lead Pay – General Maintenance

Paid to general maintenance employees who are consistently assigned duties or supervise employees within their assigned zone.

Extra Duty Pay or Additional Pay – Working beyond Normal Number of Annual Days

When an employee's normal job duties extend beyond the normal number of annual days, directly adjacent to the first or last reporting day for the school year, they are paid their normal daily rate for these extra days if the employee is performing the same duties. If the employee performs duties of a different nature, the summer school, part-time, or tutorial rates will apply.

Department or campus funds must be appropriately budgeted to pay for these extra duties. The extra duty pay must be reviewed and approved by the Principal/Manager *and* HR Compensation prior to the work being performed. Any requests for extra duty pay must be submitted within one (1) week of the completion activity.

Employees may be eligible for non-school day extra duty pay if the following three (3) conditions are met:

1. The employee is responsible for students from AISD.
2. There is a specific description of duties to be performed as well as what times are allotted to perform these duties.
3. The activity must be one that is required by the district, or
The activity is a type of competition among students, or
The activity is an approved meeting beyond the school district level (ex: mandatory training per TEA)

Extra Duty Pay Rates:

- Required Professional Development Training Days beyond Exchange Time (only on non-contract work days): \$90/day, \$45/half day
- Tutoring by Degreed and Certified Employees/Substitutes before or after school (During the contract period for those teachers providing instruction after school hours to general education students not assigned to their class): \$25/hour
- Degreed and Certified Employees who administer End-of-Course exams (Summer Testing): \$25/hour
- Tutoring by Non-Degreed Employees /Substitutes before or after school: \$14.00/hour
- Extra duty pay for certified employees who provide direct instructional services to student's above and beyond their normal days and/or hours, depending on the activity: \$25/hour
- Extra duty pay for certified employees who provide curriculum writing services above and beyond their normal days and/or hours, depending on the activity: \$25/hour

- Employees working Kindergarten Round-up or Registration (Outside of regularly scheduled employment): \$13/hour
- Admin./Professional Level Interim Assignments: Minimum of the applicable pay range
- Salaried non-exempt (SNE) employees working beyond their normally scheduled work hours in any capacity related to their current job function: Compensatory Time

HR Compensation must review and approve extra duty pay for any cases in which a teacher is developing content or writing curriculum outside of normal working hours. Approval by HR Compensation must be secured **prior** to the work being performed.

Any extra duty events in addition to the examples listed above require prior approval of the Principal/Manager and HR Compensation. The activity must be one that is required by the district.

Supplemental Pay Frequently Asked Questions

Supplemental Pay: Frequently Asked Questions

1. Why is my stipend amount less than the full amount?

The amount you are seeing is a prorated amount. This can be the result of starting late in the school; or if a stipend was assigned to you recently.

2. What if I don't see a stipend listed in my Employee Service Center?

If you don't see a stipend that you were assigned, please notify your principal/manager immediately.

3. How is my assignment differential paid?

Assignment differentials are only payable to non-exempt or hourly employees since they are calculated based on the rate of pay per hour. Assignment differential amounts are multiplied by the number of position hours budgeted for a position and then divided equally amongst the number of remaining paychecks.

Example:

Job Title: *Classroom Assistant – SPED - SEAS*

Position Hours for 2022-23: *1,281*

Compensated Days: *183*

of Paychecks In A Year: *12*

SPED – Specialized Programs Differential: *\$.50 per hour*

$$(.50 \times 1,281) / 12 = \$53.38 \text{ additional pay per paycheck}$$

4. I'm an exempt employee and I just graduated with my Master's/Doctoral degree, and it is not required for my position. What do I do to get an educational stipend added to my assignment?

In order to get an educational stipend added to your assignment, you must bring an official transcript down to the central administration building and give it to HR Customer Service department. The stipend will be prorated based on the date the official transcript is received by Human Resources.

5. How can I see what stipends I am being paid?

Employees can check salary and stipend information through the employee service center, for step by step instructions please visit our HR Compensation page:

<https://www.aisd.net/district/departments/human-resources/compensation-benefits-and-culture/compensation/>

6. My pay did not include my stipend. Who should I contact?

All information for payment of stipends is sent to the Payroll Department from various sources. There are three reasons why the employee's pay would not include a stipend:

1. The stipend was not properly recommended and/or approved.
2. The employee's name was not included on the stipend list submitted to the Compensation Department by the campus or department to be paid.
3. The notification of the individual who should receive the stipend was submitted to the Compensation Department after the Payroll Department's deadline for payroll changes.

If you were expecting to receive a stipend on your pay and did not receive it, you should first contact the Department responsible for submitting the information to Payroll. You should verify that your name was submitted for payment and the information was submitted prior to the Payroll Department's payroll change deadline of the 10th of each month.

7. If my stipend is not correct on payday, when is the earliest I can expect to receive a correction?

The first step is to check your pay by reviewing the employee service center or on your paycheck stub. Once you have verified that you are assigned the stipend then confirm with your principal/manager when the notification was sent to Human Resources. If it was prior to the 10th of the month, please contact the Payroll Department. If it was after the 10th of the month, your correction will be on your next paycheck.

8. I work in a non-exempt or hourly role and just earned a Bachelor's degree, can I get an educational stipend?

Educational stipends can only be awarded to exempt level employees, non-exempt or hourly employees are not eligible for educational stipends.