



# **Compensation Manual**

## **2022-2023**

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## Compensation Terminology

**Administrative Calculation (admin calc)** – The process for which AISD places administrators and professionals in a salary schedule using experience calculation to place employees with their peers and number of work days within the pay grade.

**Back Pay** – An amount of pay due to an employee for periods prior to the current pay period.

**Career Pathway Positions** – AISD defines career pathway positions as instructional coaches, counselors, curriculum specialists, educational diagnosticians, assistant principals, academic deans, academic director, principal.

**Change in Months** – The movement of an employee from one position to another at the same pay grade, but with a different number of months, days or schedule.

**Creditable Year of Service** – The number of days that determines whether an employee qualifies for base pay increases. 90 days of full-time or 180 days of half-time service earned during a 12-month period as defined by TEA Guidelines.

**CTE** – Career and Technology Education

**Demotion** – A demotion occurs when an employee moves into a position which is in a lower pay grade than the position she/he was in previously.

**Duty Schedule (work schedule)** – The number of specified days employees are required to work within the position's annual work schedule.

**Exempt Employee** – An employment status that indicates that an employee is exempt from the provisions of the Fair Labor Standards Act (FLSA) regarding payment of overtime wages. Exempt employees are paid on a salaried basis.

**Extended Time** – Employees on the Teacher Placement Table who work beyond the regular contract year (as determined by the principal) shall be paid at their daily rate of pay. Extended time cannot be used for working summer school.

**Fair Labor Standards Act (FLSA)** – A federal law which governs minimum wage, overtime pay, and equal pay for employees in the same type of jobs, and child labor. The law also has extensive recordkeeping requirements.

**Interim Pay** – Temporary additional pay for a regular employee assigned to perform duties of a higher-level position on a temporary basis.

**Midpoint** – The midpoint of the structure is considered the competitive market rate for the job. AISD attempts to align employee pay rates with the midpoint of their relative pay ranges. This will vary by salary structure.

**Nonexempt Employee** – An FLSA employment status that indicates an employee must receive overtime compensation at a rate of one and one-half times the regular rate of pay for all hours worked over 40 in a work week.

**Overtime** – Working hours in excess of a regular working day or week. Under the Fair Labor Standards Act (FLSA), non-exempt employees must be paid one-and-one-half times their normal wage rates for all hours worked in excess of 40 in any work week.

**Pay Grade** – The numeric designation that identifies the range of difficulty and responsibilities of work and the level of qualification requirements for the job.

**Pay Period** – A recurring length of time over which employee time is recorded and paid (i.e. 26 pay periods a year).

**Pay Plan** – A compensation and payroll construct that groups people who have like work schedules and like professional attributes. Please see Section titled Compensation Pay Structures.

**Peers** – Other employees in your same position, pay grade and/or calendar with similar years of qualifying creditable experience.

**Positive Pay** – An employee who clocks in and out and is only paid for the time clocked.

**Promotion** – A promotion occurs when an employee moves into a position which is in a higher pay grade than the position she/he was in previously.

**Re-evaluation** – This is the process used for assessing the value of a job when the duties and responsibilities of an existing job have changed substantially.

**Regular status employee** – This status indicates that an employee works for AISD on an open-ended basis, rather than for short periods of time. Regular status employees can be classified further as either salaried (exempt) or hourly (nonexempt).

**Salary** – A salary is an annual compensation amount paid to exempt employees in exchange for performance of job duties. Monthly rates for exempt employees are calculated by dividing their annual salary by the number of months in their work schedule. Longevity, allotment pay, and performance contract pay are not used to calculate a salaried employee's base salary.

**Salary Survey** – Provides information concerning outside pay levels for a wide variety of positions. AISD also conducts special surveys which pertain to special competitive situations and other pay practices which are strategically important to the district.

**SBEC** – State Board for Educator Certification

**Service Record** – An official document used by Texas school districts to record service/experience and unused State days.

**Structure Adjustment** – Periodically, the district may choose to increase or decrease the minimum, midpoint, and/or maximum of any or all of the pay grades. When this process occurs, it is a structure adjustment.

**TEA** – Texas Education Agency

**Temp/Hourly (temporary status)** – An employment status indicating that the temporary status employee is compensated with an hourly wage versus a monthly salary. Hourly employees are paid only for hours worked. Temp/Hourly workers are restricted to a maximum of 19.5 hours per week or 20-30 hours per week for a maximum of 90 days. If they work more than 30 hours per week for longer than 90 days permission must be granted by the Human Capital Department.

**Transfer / Lateral** – A lateral transfer occurs when an employee moves into a position which is in the same pay grade and duty days as the position he/she was in previously. A lateral transfer does not result in a pay adjustment. A change in work schedule only is not considered a lateral transfer.

## **Compensation Philosophy and Department Responsibilities**

The District's greatest resource is its human capital. AISD strives to prepare every student with the knowledge and skills to thrive in college, career, and life. To accomplish the AISD mission, the strategic framework of AISD points specifically to employee well-being, the human capital that prepares our students.

The compensation department function is to direct the strategic planning, design, & implementation of all district compensation programs. Each component promotes an atmosphere that attracts, motivates and retains high performing employees and provides support to the organizational mission of educating all students for success. Austin ISD seeks to provide compensation that is competitive within the parameters of the Board of Trustees' approved budget and complies with all state and federal regulations governing compensation practices.

Compensation for district positions are based on market competitiveness and pay equity for the position. Market competitiveness is valued separately for operational positions and career pathways positions. Campus based career pathway positions are largely based on local and urban peer districts with the same or similar positions. District operational positions are largely compared to the local market competitive pay for similar positions.

Compensation management at AISD is a multi-faceted process focused on furthering the organization's compensation philosophy. The major aspects include defining and evaluating jobs, establishing pay rates and ranges for jobs, determining the proper compensation level for employees, and administering various aspects of the program.

Austin Independent School District is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, gender expression, genetic information, or any other basis prohibited by law. The District is required by Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, The Americans with Disabilities Act, and the Age Discrimination Act of 1975, as amended, as well as board policy not to discriminate in such a manner (not all prohibited bases apply to all programs).

## **Elements of Compensation**

The following policies reflect the major elements of the compensation management process at AISD.

### **Defining and Evaluating Jobs**

Job evaluation is a systematic process for determining the relative value of various jobs within the district. Once a position has been in use for a period of time, re-evaluation may become necessary if the scope of the job has changed substantially.

### **Determining a Job's Market Value**

Once a position's relative internal value has been established through the AISD job evaluation process, the Compensation Department determines its dollar value in the external marketplace. To accomplish this, the Compensation Department relies on a series of surveys, which allows comparisons with numerous types of positions.

Through combining the information obtained from both the job evaluation process and the market valuation process, jobs can be assigned to appropriate pay grades.

### **Determining an Employee's Actual Pay Rate**

Once the position has been assigned a specific pay grade, that grade's pay range can be used to assist in assigning the employee's salary or pay rate.

Many other factors can impact an employee's pay rate within a particular pay grade. A series of policies used to determine how employees are paid, based on factors such as experience, the length of the work schedule, and even the job family associated with certain positions.

### **Administering Pay Over the Long Term**

The prior three steps are just the beginning of compensation management at AISD. Over time, any number of changes can be made to an employee's pay rate. From promotions and transfers to periodic adjustments made to pay grades and individual pay, the Compensation Department monitors and occasionally may recommend adjustments to employee pay and the supporting structures in order to achieve external competitiveness and internal equity. New policies may also be adopted from time to time.

Unless expressly so provided, new compensation policies are not retroactive.

As the Superintendent designee, the Compensation Department will be responsible for setting the compensation rates annually for the following positions/duties:

- Temp/Hourly
- Supplemental
- Stipends

Additionally, each year, the Compensation Department will put forward a compensation plan for the district that will be submitted to the school board as part of the annual budget.

## **Salary Calculations**

### **Service Credit Applied**

#### **Non-Exempt Classified Employees:**

Salaries are determined through a review of relevant experience credit by placement at the appropriate salary structure. Salary structures are Auxiliary (AUX 1-13C), Instructional Support (IS), Non-Instructional Support (NIS 1-9), Bus Drivers (BD), Police Department (PD), Technology (IT 1-5).

New employees are hired at the minimum rate of pay for their respective pay grade at the time of hire, but may be eligible for a higher salary placement based on properly documented prior work experience that is relevant to the position for which they are being hired. This process will compensate the employee for prior related work experience.

Credit may be granted for a college degree from an accredited college or university. As a general rule the following guidelines shall apply:

- For a position that does not require a degree, an Associate's degree will be counted as the equivalent of one (1) yr of experience credit. A Bachelor's degree will be counted as the equivalent of two (2) years of experience credit. A Master's degree or higher degree will be counted as the equivalent of three (3) years of experience credit.

Exceptions: The Office of Human Capital may also set a rate of pay that is above or below a standard rate of pay for an employee's position and level of experience, typically to maintain salary equity based on comparable levels of experience with other employees in the same pay grade as well as the number of calendar days worked. Such placements should be reviewed by Compensation.

**Police Officers:**

Experience as a licensed, commissioned police officer will be accounted for in salary calculations for officer and command-level positions. It is the employee's responsibility to provide the necessary documentation for salary consideration. Documentation may include official degree transcripts (for education verification) and TCOLE reports (for certification verification). Completed years of service are based on the school year calendar, which runs from July through June. While an officer may have earned an additional year of service as evidenced on their TCOLE report, the additional year would not be applied to their AISD service record until July 1. For employees being selected for a promotional opportunity, salary placement within the PD pay structure will account for years of experience as a licensed, commissioned police officer.

**Professional Employees:**

Professional operational positions in the AP1, 2, 3P, 4P pay structures will have their service records evaluated for job related classified experience (capped at 3 years) and all professional and administrative experience evaluated at 1:1 ratio. All professional employees outside the AP pay structures (AUX 13P-14; NIS10; IT 6-7) will be placed on the scale based on their professional and administrative experience at a 1:1 ratio. Relevant classified experience may also be considered for these positions. NIS10 & IT6-7 will be capped at 3 years of classified experience. AUX13P-14 will be capped at 10 years of classified experience. Career Pathways professional positions in all pay structures will be placed in the structures based on service records provided for professional and administrative experience at a 1:1 ratio. Teaching experience will be capped at 10 years.

**Administrators:**

Administrative operational positions in the AP3A, 4A, 5-16 pay structures will have their service records evaluated for relevant professional and administrative experience only and will have credit applied at a 1:1 ratio. All administrative employees outside the AP pay structures will be placed on the scale based on their professional and administrative experience at a 1:1 ratio. Positions outside the AP pay structure are IT 8-10. Career Pathways professional positions in all pay structures will be placed in the structures based on service records provided for professional and administrative experience at a 1:1 ratio. Teaching experience will be capped at 10 years.

**Teachers:**

New teacher salaries are determined through experience credit by placement at the appropriate year on the Teacher Compensation Placement Table. AISD grants one (1) year of teaching experience for every (1) year of TEA approved teaching experience. This does not automatically increase pay from year to year. After year one with AISD, teachers are paid based on the points they earn on the PPFT scale, plus any other board approved raise.

**Librarians:**

Salaries are determined through experience credit by placement at the appropriate year on the Librarian Compensation Placement Table. AISD grants one (1) year of experience for every (1) year of TEA approved experience. This does not automatically increase pay from year to year. After year one with AISD, librarians are paid at scale plus any approved board raise.

**IT (Technology):**

Since technology positions are compared to peers in the marketplace, service credit is used to calculate salary based on the below formula:

0 – 2 years	Minimum of Salary Range
3 – 5 years	5% above the Minimum
6 – 8 years	10% above the Minimum
9 – 11 years	15% above the Minimum
12 – 15 years	20% above the Minimum
16 + years	Midpoint of Salary Range

While credit may be applied at a 1:1 ratio, many placement schedules within AISD are capped at the top for years of service.

**New Hire/Change of Assignment:**

Upon newly hired and/or change of assignment within the district, an employee must submit any service records for evaluation within **135** days of their start date in the new position. The Compensation Department will verify that documentation submitted reflects work experience related to the employee’s current AISD position.

- The employee will receive credit for prior work experience at the time they submit the proper documentation if within the **135** days. The Compensation Department will make the salary adjustment retroactive to the employee’s date of hire.
- If the employee submits additional experience within the 135 days but after April 1st, the salary adjustment will take effect July 1st or the first duty date of the employee's new calendar in the following school year.

Relevant work experience is determined by the compensation department. If no agreement can be reached over relevant experience by the compensation department, the final determination is made by a chief human resources officer. Experience in non-exempt jobs will not be considered for salary purposes when the candidate is moving to an exempt role outside of the NIS10, IT6-7, AUX13P-14, AP 1, 2, 3P, & 4P structures. The non-exempt experience may be used to qualify for the exempt job but not as experience credit to determine a salary. Salaries are determined according to AISD policies and procedures, regardless of funding source. The salary amount of previous incumbents is not a factor in determining salaries of their replacements.

**Junior Reserve Officers Training Corps (JROTC) Instructors:**

JROTC instructors will be paid on the 207 day salary schedule or according to active duty Armed Forces pay requirements as advised by the JROTC Coordinator, if the amount is greater. Both school experience and active-duty experience may be counted for local salary credit Tex. Admin. Code. §153.1021(d)(2).

Should the JROTC instructor transfer into a full-time teaching position, military experience will not be credited unless it meets the TEA guidelines. JROTC personnel will be paid in compliance with active-duty Armed Forces pay requirements stated on his/her Military Instructor Pay (MIP) letter assignment.

### **Career and Technology Education (CTE) Teachers:**

For CTE Teachers, prior work experience (not to exceed two years) will be considered in determining initial salary as if it were teaching experience with the following limitations:

- Work experience must have been required for certification; or
- The teacher must have been employed in a CTE position within the 1982-1983 school year and thereafter for at least 50% of the time in an approved CTE position.
- Prior (non-school, professional) work experience is not creditable towards the Teacher Retirement System.

CTE teachers without degrees, may be employed if they possess comparable career or technological work, provided they possess an appropriate certificate. In the absence of a bachelor's degree, eight years of specifically related work experience will be credited for compensation determinations. Prior work experience not accredited by TEA should be documented on a statement of qualifications form provided by the Career and Technology Department. The District of Innovation district waiver rules apply to CTE teacher positions.

### **Credit for Teachers with prior Teacher Assistant Experience**

Effective May 5, 2005, a teacher assistant receiving standard Texas teaching certificate during the 2004-2005 academic year, or any subsequent year, will be credited with up to two years of full-time student instruction equivalency for salary increment purposes when employed as a teacher (experience must be verified on the teacher service record (Amendment 19 TAC §153.1021m)). One year of teacher salary credit will be given for each creditable year of teacher assistant experience. A maximum of two years will be credited.

### **Returning Employees**

Employees who return to a previously held position will be placed at the appropriate pay level for the position for which they are selected. This may differ from the pay level and/or position they occupied at the time of their departure.

Returning teachers to a teaching position with less than 2 school years separation from the district will be placed at value of the currently adopted new hire schedule based on creditable years of service plus any PPFT earnings while previously employed. Returning teachers over 2 years of separation of service are placed at the value of the currently adopted new hire schedule without PPFT.

Police Officers who are hired for the same position following a break-in-service shall be placed according to the procedures for placement of new hires. If rehired to a position at a different pay grade level or following a break in service that is longer than twelve months, the employee's pay rate will be calculated according to the procedures for placement of new hires.

### **Documentation of Service Credit for Experience**

To receive service credit for prior work experience, employees must provide documentation of service to the Compensation Department via email [reviewhr@austinisd.org](mailto:reviewhr@austinisd.org) on an official Texas Education Agency (TEA) record or Supplemental Experience Form and must be validated by the appropriate institutional official. The following forms of documentation are acceptable for review by the Compensation Department:

- Service records from previous school employment
- Tax returns (for private practice only)
- Completed Supplemental Experience Form submitted from previous employers specifying position held, dates of employment, and hours worked.

### **Determining Pay for Promotion**

A promotion occurs when an employee is selected to a new position in a higher-level pay grade. The promoted employee will be placed on the placement scale according to their years of experience for the respective position.

The following outlines the promotional adjustments for all regular employees promoted to regular status positions:

### **Scope of Promotion AISD Promotion Policy**

Classified Non-Exempt Staff:	Any employee on the NIS, IT, IS, AUX, BD, PD pay structure who is promoted to an ascending pay grade shall receive the placement value in the new pay grade. If the employee already makes above that placement, the employee will be given 3% above their current pay rate.
Professional/Administrative Exempt Staff:	Any employee on the AP, NIS, IT, AUX pay structure who is promoted to an ascending pay grade shall receive the placement value in the new pay grade. If the employee already makes above that placement, the employee will be given 3% above their current pay rate.
Teachers	Any teacher moving outside the teacher pay structure will be placed in the new pay structure for that position.
Librarians	Any librarian moving outside the librarian pay structure will be placed in the new pay structure for that position.

### **Involuntary Transfer, Administrative Transfer & Transfer Due to Staffing Reductions/Reorganizations**

Employees who are reassigned to a lower pay range or transfer due to an administrative transfer, a reorganization, or a reduction in staff will be placed in the new pay range with a salary commensurate with the position and in line with other employees currently in the position to which they are reassigned. If the work schedule changes as part of the reassignment, then pay is adjusted accordingly.

### **Salary Freezes**

An employee experiencing a salary freeze will have their pay maintained for the duration of the employee's contract or for the duration of the current school year. If the employee remains in the lower-level job assignment after a new school year starts, the salary will be adjusted to reflect the pay grade associated with the lower position, unless otherwise noted.

### **Back Payment**

A back payment will occur if the employee was paid less than the amount that the employee should have been paid under the assigned pay grade. If a request for back payment is presented in the current fiscal year, the Compensation Department will rectify the issue by paying the difference in base salary back to the start of the current school calendar year. Austin ISD does not retroactively pay earnings beyond the current fiscal year. For supplemental earnings, back payment can only be rectified back to July 1 of the current school year.

### **Overpayment**

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 related supplemental earning. The Compensation Department will rectify the issue based on the respective case of the occurrence (this includes by recovering the funds for the current year only and employees may work with the Payroll Department regarding repayment plans).

You are not entitled to any fund the District overpays you and the District may deduct any wage overpayments from one or more of your paychecks. The District shall provide you with benefits as provided by state law and Board policy. The District reserves the right to amend its policies at any time, in accordance with Board policy at the Board's sole discretion.

### **Raises**

Annually, a compensation package is put forward to the school board as part of the budget process. Depending on school board approval raises may be given to the entire district, selected pay grades, structures, or individuals.

### **Salary Proration**

Salaried employees who start an assignment after the start of the calendar start date will receive a prorated salary for the remaining calendar days within the position. In these situations, employees will receive an offer letter of their assignment denoting an hourly or daily rate dependent on the position type and the actual days remaining in that assignment for the year.

### **Employees Working Summer School Assignments**

Summer school assignments are considered extra optional assignments performed after completion of the regular or contract work schedule and are not classified as extended time assignments. Employees working an additional authorization during the summer will be paid at the base hourly rate for the additional assignment. Transportation hourly employees are to be paid based on the type of work performed. The summer rates of pay are based on the summer assignment at set established rates or if it is a continuation of normal school year duties during the summer the employee's rate of pay. See table below:

Clerk, Teaching Assistant, Non-Instructional Aide, Custodian	Regular hourly rate
Food Service	Adjusted summer rates of pay
Instruction/Tutoring Certified Employee	\$34.50/hour
Tutoring	Current T/H or supplemental rate as applicable
Administrative	See Administrative/Professional Rate Table

Oftentimes employees resign or retire from Austin ISD at the end of the school year. **\*Please note that a separation of employment at the end of the contract or school year prohibits summer supplemental work.**

## Pay Administration/Salary Structures

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.

The District shall pay all salaried employees over 12 months in equal monthly or biweekly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations.

### Hiring Placement

**Non-Exempt Classified Employees:** The basis for a Classified employee's salary is an hourly rate of pay. The annual payroll cycle for Classified employees paid on a monthly basis runs from either July through June, or August through July, depending on the start date of the employee's position. Employees who are paid on a monthly basis receive 12 monthly paychecks per year. For monthly employees who work 9, 10 or 11 months per year, the annualized earnings are paid out over 12 monthly paychecks per year. For employees paid on a monthly basis the base monthly paycheck is calculated as follows:

Base daily rate of pay (pro-rated for any employee who works less than full-time)

$$\begin{aligned} & X \quad \text{total number of duty days to be paid in the employee's duty year} \\ & = \quad \text{total annualized earnings for the employee's duty year} \\ & \div \quad 12 \text{ (number of monthly paychecks in the annual payroll cycle)} \\ & = \quad \text{monthly base salary paid to the employee (not including deductions or adjustments)} \end{aligned}$$

**Police:** New hires will be given experience credit on a year-for-year basis. Current employees who have been selected for a promotion will be given experience credit on a year-for-year basis, up to a maximum of thirty years. Positions in pay grades PD4 – PD6 require previous law enforcement experience – the minimum placement scales reflect those minimums e.g. PD 6 – lieutenant requires a minimum of ten years as a certified peace officer.

**Professional/Administrative:** These positions are placed into the pay structure based on their years of experience, peer placement, number of calendar days of the position and market value.

**Teachers:** These positions will be placed into the pay structure based on their years of experience at time of hire.

**Librarians:** These positions will be placed into the pay structure based on their years of experience at time of hire.

**Late Start Employees:** For employees who begin working in a position after the established beginning date for the position, the number of days remaining to be paid in the duty year, the annualized earnings and the number of monthly paychecks remaining in the annual payroll cycle will be calculated from the date that the employee began working in the position. This will allow the remaining annualized earnings for late-start employees to be paid out in equal monthly payments for the remainder of the employee's annual payroll cycle.

Base daily rate of pay (pro-rated for any employee who works less than full-time)

$$\begin{aligned} & X \quad \text{actual duty days worked} \\ & = \quad \text{total annualized earnings for the employee's duty year} \\ & \div \quad \text{number of monthly paychecks left in annual payroll cycle} \\ & = \quad \text{monthly base salary paid to the employee (not including deductions or adjustments)} \end{aligned}$$

**Night Shift Differential:**

Custodians and Police Officers are the only positions eligible for night shift differential. Night shift differential rate is \$1.10/hour. Custodians have this automatically added into their assignment based on their coding in the HR system. Police have the differential applied if they work between the hours of 6pm and 6am.

**Compensation Pay Structure**

**Non-Exempt Classified Employees:** Salary structures are Auxiliary (AUX 1-13C), Instructional Support (IS), Non-Instructional Support (NIS 1-9), Bus Drivers (BD), Police Department (PD), Technology (IT 1-5).

**Professional Employees:** Professional operational positions are in the following pay structures: AP 1, 2, 3P, 4P; AUX 13P, 14; NIS 10; IT 6-7.

**Administrators:** Administrative operational positions in the AP3A, 4A, 5-16 pay structures.

**Teacher:** Teachers are on a traditional step and grade pay structure upon initial hire. After initial hire, teachers are then placed into the PPFT system.

**Librarian:** Librarians are on a traditional step and grade pay structure upon initial hire. Thereafter, librarians are paid at scale plus any board approved raises.

**Administrative/Professional Pay Plan**

Prior to 21-22 the following pay grades underwent calendar changes: AP levels, NIS 10, AUX 13P &14, IT 6-10. Employee pay in these pay grades were recalculated resulting in a rate increase. Those employees were held harmless. As of July 19, 2022, calculations are based on the number of work days posted on the job description.

2022-23 Administrative/Professional Pay Plan					
Pay Grade	Duty Days		Minimum	Midpoint	Maximum
AP1	187	Days	\$44,506.00	\$52,360.00	\$60,214.00
	226	Days	\$53,788.00	\$63,280.00	\$72,772.00
AP2	187	Days	\$51,507.28	\$60,595.48	\$69,683.68
	197	Days	\$54,261.68	\$63,835.88	\$73,410.08
	207	Days	\$57,016.08	\$67,076.28	\$77,136.48
	208	Days	\$57,291.52	\$67,400.32	\$77,509.12
	209	Days	\$57,566.96	\$67,724.36	\$77,881.76
	210	Days	\$57,842.40	\$68,048.40	\$78,254.40
AP3	220	Days	\$60,596.80	\$71,288.80	\$81,980.80
	226	Days	\$62,249.44	\$73,233.04	\$84,216.64
	187	Days	\$54,080.40	\$63,624.88	\$69,987.37
	197	Days	\$56,972.40	\$67,027.28	\$73,730.01
	202	Days	\$58,418.40	\$68,728.48	\$75,601.33

	<b>205</b>	<b>Days</b>	\$59,286.00	\$69,749.20	\$76,724.12
	<b>207</b>	<b>Days</b>	\$59,864.40	\$70,429.68	\$77,472.65
	<b>208</b>	<b>Days</b>	\$60,153.60	\$70,769.92	\$77,846.91
	<b>210</b>	<b>Days</b>	\$60,732.00	\$71,450.40	\$78,595.44
	<b>220</b>	<b>Days</b>	\$63,624.00	\$74,852.80	\$82,338.08
	<b>226</b>	<b>Days</b>	\$65,359.20	\$76,894.24	\$84,583.66
<b>AP4</b>	<b>187</b>	<b>Days</b>	\$56,788.16	\$66,812.86	\$70,153.42
	<b>197</b>	<b>Days</b>	\$59,824.96	\$70,385.74	\$73,904.94
	<b>200</b>	<b>Days</b>	\$60,736.00	\$71,457.60	\$75,030.40
	<b>207</b>	<b>Days</b>	\$62,861.76	\$73,958.62	\$77,656.46
	<b>210</b>	<b>Days</b>	\$63,772.80	\$75,030.48	\$78,781.92
	<b>212</b>	<b>Days</b>	\$64,380.16	\$75,745.06	\$79,532.22
	<b>215</b>	<b>Days</b>	\$65,291.20	\$76,816.92	\$80,657.68
	<b>220</b>	<b>Days</b>	\$66,809.60	\$78,603.36	\$82,533.44
	<b>226</b>	<b>Days</b>	\$68,631.68	\$80,747.09	\$84,784.35
<b>AP5</b>	<b>187</b>	<b>Days</b>	\$59,630.56	\$70,148.94	\$73,654.06
	<b>200</b>	<b>Days</b>	\$63,776.00	\$75,025.60	\$78,774.40
	<b>210</b>	<b>Days</b>	\$66,964.80	\$78,776.88	\$82,713.12
	<b>212</b>	<b>Days</b>	\$67,602.56	\$79,527.14	\$83,500.86
	<b>215</b>	<b>Days</b>	\$68,559.20	\$80,652.52	\$84,682.48
	<b>220</b>	<b>Days</b>	\$70,153.60	\$82,528.16	\$86,651.84
	<b>225</b>	<b>Days</b>	\$71,748.00	\$84,403.80	\$88,621.20
	<b>226</b>	<b>Days</b>	\$72,066.88	\$84,778.93	\$89,015.07
<b>AP6</b>	<b>215</b>	<b>Days</b>	\$71,982.00	\$84,675.60	\$88,906.80
	<b>220</b>	<b>Days</b>	\$73,656.00	\$86,644.80	\$90,974.40
	<b>226</b>	<b>Days</b>	\$75,664.80	\$89,007.84	\$93,455.52
<b>AP7</b>	<b>226</b>	<b>Days</b>	\$79,443.52	\$93,457.33	\$98,127.39
<b>AP8</b>	<b>226</b>	<b>Days</b>	\$83,403.04	\$98,121.97	\$103,027.07
<b>AP9</b>	<b>226</b>	<b>Days</b>	\$87,561.44	\$103,019.84	\$108,172.64
<b>AP10</b>	<b>226</b>	<b>Days</b>	\$94,576.48	\$111,264.32	\$116,825.73
<b>AP11</b>	<b>226</b>	<b>Days</b>	\$101,645.76	\$116,832.96	\$121,895.36
<b>AP11PD</b>	<b>226</b>	<b>Days</b>	\$106,726.24	\$122,092.43	\$127,214.50

AP12	226	Days	\$111,806.72	\$128,512.64	\$134,081.28
AP13	226	Days	\$118,514.40	\$136,212.91	\$142,112.42
AP14	226	Days	\$159,989.92	\$183,891.68	\$191,857.73
AP15	226	Days	\$167,999.36	\$193,094.40	\$201,458.21
AP16	226	Days	\$176,388.48	\$202,749.12	\$211,536.00
AP17	226	Days	OPEN	OPEN	OPEN

2022-23 Auxiliary Pay Plan			
Pay Grades	Minimum hourly rate	Midpoint hourly rate	Maximum hourly rate
Aux 1	\$16.00	\$18.58	\$21.57
Aux 2	\$16.48	\$19.13	\$22.21
Aux 3	\$16.97	\$19.71	\$22.88
Aux 4	\$17.48	\$20.30	\$23.56
Aux 5	\$18.01	\$20.91	\$24.27
Aux 6	\$18.55	\$21.53	\$25.00
Aux 7	\$19.10	\$22.18	\$25.75
Aux 8	\$19.68	\$22.85	\$26.52
Aux 9	\$20.27	\$23.53	\$27.32
Aux 10	\$21.08	\$24.26	\$27.83
Aux 11	\$23.18	\$26.67	\$30.94
Aux 12	\$24.34	\$27.98	\$32.48
Aux 13	\$29.21	\$33.58	\$37.95
Aux 14	\$33.28	\$38.25	\$43.22
BD 183	\$21.00	\$24.38	\$28.31

2022-23 Non-Instructional Support Pay Plan			
Pay Grades	Minimum hourly rate	Midpoint hourly rate	Maximum hourly rate
NIS 1	\$16.00	\$18.58	\$21.57
NIS 2	\$16.48	\$19.13	\$22.21
NIS 3	\$16.97	\$19.71	\$22.88
NIS 4	\$17.48	\$20.30	\$23.56
NIS 5	\$18.01	\$21.06	\$24.52

<b>NIS 6</b>	\$19.00	\$22.46	\$26.24
<b>NIS 7</b>	\$20.53	\$24.29	\$28.35
<b>NIS 8</b>	\$22.58	\$26.78	\$31.19
<b>NIS 9</b>	\$24.84	\$29.49	\$34.30
<b>NIS 10</b>	\$26.82	\$31.85	\$37.04

<b>2022-23 Instructional Support Pay Plan</b>			
<b>Pay Grades</b>	<b>Minimum hourly rate</b>	<b>Midpoint hourly rate</b>	<b>Maximum hourly rate</b>
<b>IS 1</b>	\$16.00	\$18.58	\$21.57
<b>IS 2</b>	\$16.48	\$19.13	\$22.21
<b>IS 3</b>	\$16.97	\$19.71	\$22.88
<b>IS 4</b>	\$17.48	\$20.30	\$23.56
<b>IS 5</b>	\$18.01	\$20.91	\$24.27
<b>IS 6</b>	\$18.56	\$22.01	\$25.58
<b>IS 7</b>	\$20.23	\$23.98	\$27.87
<b>IS 8</b>	\$22.57	\$26.77	\$31.12

<b>2022-23 Police Pay Plan</b>			
<b>Pay Grades</b>	<b>Minimum hourly rate</b>	<b>Midpoint hourly rate</b>	<b>Maximum hourly rate</b>
<b>PD 1</b>	\$22.18	\$27.04	\$31.90
<b>PD 2</b>	\$24.87	\$30.33	\$35.79
<b>PD 3</b>	\$26.61	\$32.45	\$38.29
<b>PD 4</b>	\$27.94	\$34.08	\$40.22
<b>PD 5</b>	\$32.98	\$40.21	\$47.44
<b>PD 6</b>	\$38.37	\$46.79	\$55.21

<b>2022-2023 Information Technology Pay Plan</b>					
<b>Pay Grade</b>	<b>Duty Days</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>IT 1</b>	<b>260</b>	<b>Days</b>	\$33,987.200	\$42,473.600	\$50,960.000
<b>IT 2</b>	<b>209</b>	<b>Days</b>	\$31,400.160	\$39,258.560	\$47,116.960

	<b>233</b>	<b>Days</b>	\$35,005.920	\$43,766.720	\$52,527.520
	<b>260</b>	<b>Days</b>	\$39,062.400	\$48,838.400	\$58,614.400
<b>IT 3</b>	<b>260</b>	<b>Days</b>	\$46,945.600	\$58,676.800	\$70,408.000
<b>IT 4</b>	<b>260</b>	<b>Days</b>	\$49,753.600	\$62,192.000	\$74,630.400
<b>IT 5</b>	<b>260</b>	<b>Days</b>	\$52,728.000	\$65,915.200	\$79,102.400
<b>IT 6</b>	<b>226</b>	<b>Days</b>	\$53,155.200	\$66,444.000	\$79,732.800
<b>IT 7</b>	<b>226</b>	<b>Days</b>	\$55,812.960	\$69,770.720	\$83,728.480
<b>IT 8</b>	<b>226</b>	<b>Days</b>	\$61,399.680	\$76,749.600	\$92,099.520
<b>IT 9</b>	<b>226</b>	<b>Days</b>	\$64,473.280	\$80,582.560	\$96,691.840
<b>IT 10</b>	<b>226</b>	<b>Days</b>	\$69,517.600	\$86,892.480	\$104,267.360

**New Hire and Returning Teachers**

As part of our pay structure system, we provide hard-to-fill new hire teachers with a sign-on incentive. The incentives offered to new hard-to-fill areas are:

Standard Sign-On Bonuses:

- \$1,500 bonus for newly hired Special Education classroom teachers
- \$500 bonus for newly hired Special Education teacher assistants
- \$1,500 bonus for newly hired bilingual classroom teachers
- \$750 "Early-bird" bonus for eligible newly hired classroom teachers in hard-to-staff areas

2022-23 Added Sign-On Bonuses

- \$2,000 incentive for all active, regular staff hired before Sept 1, 2022 - Two payments, one in November and one in March, provided they remain active, regular employees through the date of payment.
- \$1,000 incentive for all part-time, benefits eligible staff hired before Sept 1, 2022 - Two payments, one in November and one in March, provided they remain employed through the date of payment.
- \$500 Sign-on bonus for Pre-K and PE Teacher Assistants
- Additional \$500 Sign-on bonus for Special Education Teacher Assistants
- Current teachers, librarians and counselors who are in their 5th year or more of service with AISD at the start of the 2022-23 will receive an additional \$500 retention stipend in January of 2023 utilizing ESSER funds provided they remain active, regular employees through the date of payment. Employees who held other regular, benefits-eligible positions prior to becoming a teacher, librarian or a counselor are eligible.

### 2022-2023 New Hire Pay Plan for Teachers

*The scale referenced is the new-hire placement scale, which shows the starting salary for a new-to-AISD teacher based on their years of experience at the time of hire. This scale does not reflect actual salaries for current teachers.*

As of August 1, 2022, full-time TRS eligible teachers hired by October 14 in district defined hard-to-fill positions will receive a \$2,000 hard-to-fill stipend from ESSER funds.

Years of Experience	Daily Rate	187- Day Annual Salary
0	\$279.096	\$52,190.952
1	\$280.472	\$52,448.264
2	\$282.264	\$52,783.368
3	\$283.728	\$53,057.136
4	\$285.280	\$53,347.360
5	\$286.752	\$53,622.624
6	\$287.400	\$53,743.800
7	\$290.752	\$54,370.624
8	\$291.288	\$54,470.856
9	\$291.824	\$54,571.088
10	\$292.352	\$54,669.824
11	\$292.888	\$54,770.056
12	\$293.424	\$54,870.288
13	\$293.960	\$54,970.520
14	\$294.496	\$55,070.752
15	\$295.024	\$55,169.488
16	\$295.568	\$55,271.216
17	\$296.872	\$55,515.064
18	\$298.912	\$55,896.544
19	\$300.872	\$56,263.064
20	\$304.952	\$57,026.024
21	\$309.112	\$57,803.944

<b>22</b>	\$313.112	\$58,551.944
<b>23</b>	\$317.104	\$59,298.448
<b>24</b>	\$321.272	\$60,077.864
<b>25</b>	\$325.264	\$60,824.368
<b>26</b>	\$329.344	\$61,587.328
<b>27</b>	\$333.344	\$62,335.328
<b>28</b>	\$337.504	\$63,113.248
<b>29</b>	\$341.584	\$63,876.208
<b>30</b>	\$345.584	\$64,624.208

<b>2022-2023 New Hire Pay Plan for Librarians</b>		
<b>Years of Experience</b>	<b>Daily Rate</b>	<b>187- Day Annual Salary</b>
<b>0</b>	\$279.096	\$52,190.952
<b>1</b>	\$280.472	\$52,448.264
<b>2</b>	\$282.264	\$52,783.368
<b>3</b>	\$283.728	\$53,057.136
<b>4</b>	\$285.280	\$53,347.360
<b>5</b>	\$286.752	\$53,622.624
<b>6</b>	\$287.400	\$53,743.800
<b>7</b>	\$290.752	\$54,370.624
<b>8</b>	\$291.288	\$54,470.856
<b>9</b>	\$291.824	\$54,571.088
<b>10</b>	\$292.352	\$54,669.824
<b>11</b>	\$292.888	\$54,770.056
<b>12</b>	\$293.424	\$54,870.288
<b>13</b>	\$293.960	\$54,970.520
<b>14</b>	\$294.496	\$55,070.752

<b>15</b>	\$295.024	\$55,169.488
<b>16</b>	\$295.568	\$55,271.216
<b>17</b>	\$296.872	\$55,515.064
<b>18</b>	\$298.912	\$55,896.544
<b>19</b>	\$300.872	\$56,263.064
<b>20</b>	\$304.952	\$57,026.024
<b>21</b>	\$309.112	\$57,803.944
<b>22</b>	\$313.112	\$58,551.944
<b>23</b>	\$317.104	\$59,298.448
<b>24</b>	\$321.272	\$60,077.864
<b>25</b>	\$325.264	\$60,824.368
<b>26</b>	\$329.344	\$61,587.328
<b>27</b>	\$333.344	\$62,335.328
<b>28</b>	\$337.504	\$63,113.248
<b>29</b>	\$341.584	\$63,876.208
<b>30</b>	\$345.584	\$64,624.208

## Austin ISD Substitute Pay Plan

EFFECTIVE 7/1/2022

2022-2023 Teacher Substitute Pay Plan					
Teacher Pay (Per Day)	< 60 College Hours	60+ College Hours	Degreed	Certified Teacher	Permanent Sub at Not-Rated Campus
Current Base Pay for Substitute Teachers	\$115.00	\$130.00	\$140.00	\$150.00	\$165.00
Title 1 Campus Assignment	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
Special Education (Life Skills, SCORES, SBS, ECSE) Assignment	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00
AISD Retired Teacher	n/a	n/a	\$5.00	\$5.00	\$5.00
Long Term Teacher Pay ( <i>20 consecutive days or more in the same assignment, or 95% of the assignment overall. Excess of 95% threshold requires medical documentation. Teacher must return back to the same assignment following the missed day(s)</i> )	\$20.00 (Full day)				
	\$10.00 (Half day)				
Incremental Pay ( <i>45+ days in any combination of assignments</i> )	\$20.00 (Full day)				
	\$10.00 (Half day)				
<b>Maximum Payout Amount*</b>	<b>\$170.00</b>	<b>\$185.00</b>	<b>\$200.00</b>	<b>\$210.00</b>	<b>\$225.00</b>

### Additional Compensation:

When under specific pandemic restrictions, the following additional compensation will be added to teacher substitute pay:

- \$25/day for fulfilling a teacher substitute role (Pandemic Stage 5 only)
- \$300 bonus for fulfilling a teacher substitute opportunity every working day within a given month (Pandemic Stage 4 & 5)
- For the 22-23 School Year, a long-term certified substitute that works the entire semester in an assignment will receive an additional \$750 at the end of the semester (ESSER funded).
- For the 22-23 School Year, a long-term degreed substitute that works the entire semester in an assignment will receive an additional \$600 at the end of the semester (ESSER funded).

**2022-2023 Teacher Assistant Substitute Pay Plan**

<b>Teacher Assistant Pay (Per Day)</b>	<b>60+ College Hours</b>	<b>Degreed</b>	<b>Certified Teacher</b>	<b>Permanent Sub at Not-Rated Campus</b>
Current Base Pay for Teacher Assistants	\$95.00 (\$85.00 for HS Diploma or GED)	\$100.00	\$105.00	\$115.00
Title 1 Campus Assignment	\$10.00	\$10.00	\$10.00	\$10.00
Special Education (Life Skills, SCORES, SBS, ECSE) Assignment	\$5.00	\$5.00	\$5.00	\$5.00
Long Term Teacher Assistant Pay ( <i>20 consecutive days or more in the same assignment</i> )	\$20.00 (Full day)	\$20.00 (Full day)	\$20.00 (Full day)	\$20.00 (Full day)
	\$10.00 (Half day)	\$10.00 (Half day)	\$10.00 (Half day)	\$10.00 (Half day)
Incremental Pay ( <i>45+ days in any combination of assignments</i> )	\$20.00 (Full day)	\$20.00 (Full day)	\$20.00 (Full day)	\$20.00 (Full day)
	\$10.00 (Half day)	\$10.00 (Half day)	\$10.00 (Half day)	\$10.00 (Half day)
<b>Maximum Payout Amount</b>	<b>\$150.00</b>	<b>\$155.00</b>	<b>\$160.00</b>	<b>\$170.00</b>

**Additional Compensation:**

- For the 22-23 school year only, a long-term substitute in a teacher assistant position that works the entire semester in an assignment will receive an additional \$500 at the end of the semester (ESSER funded).

## Classified Temporary/Hourly Rates

EFFECTIVE 8/9/2022

An employment status indicating that the temporary status employee is compensated with an hourly wage versus a monthly salary. Hourly employees are paid only for hours worked. Temp/Hourly workers are restricted to a maximum of 19.5 hours per week or 20-30 hours per week for a maximum of 90 days. If they work more than 30 hours per week for longer than 90 days permission must be granted by the Human Capital Department.

Flat Rates Category	Flat Rate per hour
Lunchroom Monitor	\$12.00
Food Service Substitute	\$12.00
Clerical – AISD Retiree	\$15.00
Tutor – No Experience	\$15.00
Tutor - Experience	\$17.00
Instructional Tutor - Degreed	\$25.00
Tutor - HS Student	\$12.00
ESSER Student Tutoring (for Student Workers only)	\$20.00

Pay Grade	Pay Rate per hour	Pay Grade	Pay Rate per hour
NIS01	\$16.00	IS01	\$16.00
NIS02	\$16.48	IS02	\$16.48
NIS03	\$16.97	IS03	\$16.97
NIS04	\$17.48	IS04	\$17.48
NIS05	\$18.00	IS05	\$18.00
NIS06	\$19.00	IS06	\$18.56
NIS07	\$20.53	IS07	\$20.23
NIS08	\$22.58	IS08	\$22.57
NIS09	\$24.84		
NIS10	\$30.85		

Pay Grade	Pay Rate per hour	Pay Grade	Pay Rate per hour
IT01	\$16.34	AUX01	\$16.00
IT02	\$18.78	AUX02	\$16.48
IT03	\$22.57	AUX03	\$16.97
IT04	\$23.92	AUX04	\$17.48
IT05	\$25.35	AUX05	\$18.00
IT06	\$33.82	AUX06	\$18.54
IT07	\$35.51	AUX07	\$19.10
IT08	\$39.07	AUX08	\$19.67
IT09	\$41.02	AUX09	\$20.26
IT10	\$44.23	AUX10	\$21.08
		AUX11	\$23.18
		AUX12	\$24.34
		AUX13	\$29.21
		AUX14	\$38.28

## Administrative/Professional Temp/Hourly and Substitute Rates

EFFECTIVE 8/9/2022

An employment status indicating that the temporary status employee is compensated with an hourly wage versus a monthly salary. Hourly employees are paid only for hours worked. Temp/Hourly workers are restricted to a maximum of 19.5 hours per week or 20-30 hours per week for a maximum of 90 days. If they work more than 30 hours per week for longer than 90 days permission must be granted by the Human Capital Department.

Position and Pay Grade	Rate per hour
Principal, High School	\$67.00
Principal, Middle School	\$60.00
Principal, Elementary School	\$52.00
Assistant Principal, High School	\$45.00
Assistant Principal, Middle School	\$39.50
Assistant Principal, Elementary School	\$39.00
Teacher	\$34.50
Librarian	\$34.50
Instructional Tutoring Certified	\$34.50
ESSER Tutoring	\$35.00
Band Instructor	\$28.00
AP13-Executive Director	\$69.00
AP12	\$67.00
AP11-Director	\$63.00
AP10	\$60.00
AP9	\$52.00
AP8	\$48.00
AP7	\$47.00
AP6	\$45.00
AP5	\$42.00
AP4	\$38.50
AP3	\$37.00
AP2	\$35.00
AP1	\$33.00

## PPFT Compensation for Teachers

### Background

Professional Pathways for Teachers (PPfT) is the result of the collaboration between Austin Independent School District, the PPfT Oversight Committee, which consists of teachers, campus administrators, and Education Austin, to design a Human Capital System that blends appraisal, compensation, professional learning, and teacher leadership. The Board of Trustees approved a consultation agreement to implement the PPfT Compensation Framework beginning in the 2016-2017 school year. After several years of voluntary opt-in, all AISD teachers were enrolled in PPfT Compensation beginning in the 2020-2021 school year.

Austin ISD teacher compensation is unique in that we have developed a local human capital system that includes compensation, which differentiates teacher pay based on overall effectiveness rating, the campus a teacher works on, and any optional professional growth opportunities a teacher chooses to participate in. AISD has incorporated these elements into a system that allows teachers to have ownership of their career development and compensation.

PPfT Compensation is designed to financially incent effective instructional practice and continuous professional growth. PPfT base-salary increases are calculated in addition to any Board approved salary increases or stipends a teacher may be eligible to earn. PPfT Compensation increases are TRS eligible and are calculated as part of a teacher's highest earning years.

\*For PPfT eligibility, a teacher is defined as staff with a half-time or greater primary teaching assignment.

### The Framework

The PPfT Compensation framework builds the teacher's base salary through a point system. The points are realized as permanent base-salary increases that may be earned annually. Teachers will earn professional points each year. PPfT Compensation points are cumulative and determine the amount of additional base salary increase. Teachers can earn points from five elements: Current Year of Service, Appraisal, Professional Development Units, Leadership Pathways, and Leadership Pathways Plus 1.

Elements	Professional Points (per year)	
<b>Current Year of Service</b> <i>Max of 1 per year for participating in PPfT</i>	1	
<b>Appraisal</b>  Effective Highly Effective Distinguished	Standard	Enhanced
	4	6
	7	12
	10	20
<b>Professional Development Unit (PDU)</b>	3	
<b>Leadership Pathways (LP)</b> <i>Complete 2-year (4 micro-credential) process</i>	Professional Points (per 2 years)	
	15	
<b>LP Plus 3</b>	3	
<b>Leadership Pathway Ambassador</b>	Stipend-based Leadership Opportunity	
<b>PPfT Campus Contact</b>	Stipend-based Leadership Opportunity	

**Base Salary Increases**

Every teacher in AISD has an individualized base rate based on when they enter the PPfT system, their annual appraisal rating, their campus type and any optional professional learning or leadership opportunities teachers choose to pursue within the PPfT Human Capital System. When a teacher first enters the PPfT Human Capital System, the teacher's initial base salary is set by their years of experience. Once enrolled in PPfT, AISD teachers have the opportunity to earn permanent, base-salary increases outlined on the table below. Points and increases are determined at the end of the school year when final PPfT Appraisal Ratings are calculated. Any base salary increases earned will be added to the teacher's salary and paid beginning the following year. The amount associated with the points is only earned once, but the base salary increase is permanent as long as the teacher remains staffed in a qualifying teaching position in AISD.

Professional Points	Base Increase	Professional Points	Base Increase	Professional Points	Base Increase
5	\$500	110	\$750	220	\$750
10	\$750	120	\$750	230	\$750
20	\$750	130	\$750	240	\$750
30	\$750	140	\$750	250	\$750
40	\$750	150	\$750	260	\$750
50	\$750	160	\$750	270	\$750
60	\$750	170	\$750	280	\$750
70	\$750	180	\$750	290	\$750
80	\$750	190	\$750	300	\$750
90	\$750	200	\$750		
100	\$750	210	\$750		

***\*PPfT Compensation points are cumulative and continue to stack each year.***

***\*A teacher can cross multiple levels in one year and the increases are combined.***

**PPfT Enhanced Compensation Campuses 2022-23**

Enhanced Compensation Campuses are defined as the top 25% of campuses with the highest instructional services index, which takes into account the percentage of economically disadvantaged students, percentage of students served in Bilingual/ESL programs, and the percentage of students served with special education programs. Campuses with an overall F accountability rating and are not in the top 25% will also be included. Enhanced Compensation is designed to provide recruitment and retention support to campuses. All teachers will either be working on a Standard Compensation Campus or an Enhanced Compensation Campus.

Below is the list of Enhanced Compensation Campuses for the 22-23 school year. (Continued on next page.)

High Schools	Elementary Schools
Eastside Early College High School	Andrews Elementary
Navarro Early College High School/Navarro GP	Barrington Elementary

Northeast Early College High School/International
Travis Early College High School/Travis GPA

<b>Middle Schools</b>
Burnet Middle School
Dobie Middle School
Garcia YMLA
Sadler Means YWLA

<b>Accountability Based Campuses</b>
Martin Middle School
Webb Middle School
Widen Elementary

<b>Special Campuses</b>
Rosedale

Brown Elementary
Cook Elementary
Galindo Elementary
Guerrero-Thompson Elementary
Harris Elementary
Hart Elementary
Jaime Padron Elementary
Jordan Elementary
Langford Elementary
McBee Elementary
Overton Elementary
Perez Elementary
Pickle Elementary
Rodriguez Elementary
Uphaus ECCL
Walnut Creek Elementary
Wooldridge Elementary
Wooten Elementary

\* Any additions or adjustments to Enhanced Compensation Campuses may be made throughout the year

## **Pay Topics**

### **Overtime**

The Fair Labor Standards Act (FLSA) requires all positions in an organization to be designated as either “exempt” or “non-exempt” according to their definitions. The employer is not required to pay overtime to employees in exempt positions, but must pay overtime to employees in non-exempt positions. A nonexempt employee must have the approval of their supervisor before working beyond their normal work schedule. An employee who works beyond their normal work schedule without prior approval must be compensated in accordance with federal wage and hour laws but is subject to the District discipline process.

Nonexempt employees are paid on an hourly basis and shall be compensated for all hours worked. Nonexempt employees will be compensated for overtime, defined as any time physically worked beyond 40 hours in a work week.

- Overtime is not measured by the number of hours worked in a day.
- Overtime is not measured by time worked beyond the employee’s normal work schedule. For example, if an employee normally works 20 hours in a workweek, then any additional hours worked beyond 20 hours up to 40 hours will be paid at straight time.
- In order to qualify for overtime pay, an employee must first physically work 40 hours in a workweek. Then, any time physically worked beyond 40 hours will qualify for overtime. For example, if an employee normally works 40 hours/week, but takes one day of paid leave (due to holiday, illness, etc.), then the employee has physically worked only 32 hours in that week. Any additional time physically worked beyond 32 hours up to 40 hours will be paid at straight time. Any additional time physically worked beyond 40 hours will be paid at the overtime rate.
- An employee who qualifies for the overtime rate is compensated at one and one-half (1.5) times the employee’s regular rate of pay, or by time and one-half in earned compensatory time. • For purposes of FLSA compliance, the workweek for District employees is defined as 12:00 a.m. Saturday through 11:59 p.m. Friday.

At the District’s option, and in advance of any overtime being worked, it will be determined whether the nonexempt employee will be paid for overtime or will accrue compensatory time. The supervisor and employee should document how the employee will be compensated, and the supervisor is responsible for tracking any compensatory time the employee earns.

FLSA recognizes that employees in exempt positions may need to work more than 40 hours/week in order to accomplish the duties and responsibilities associated with the job. Employees in exempt positions are NOT required to receive any additional pay for working beyond 40 hours in a week.

### **Compensatory Time**

Per AISD Policy DEAB (LOCAL), the supervisor and the nonexempt employee shall reach a mutual agreement in advance to determine whether the employee will receive compensatory time off, rather than overtime pay, for overtime work.

Compensatory time earned by nonexempt 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 60 work days from when it is earned. If an employee carries compensatory time for more than 60 workdays, the employee shall be required to take the time or, at the District's option, shall receive pay for the compensatory time.

Compensatory time may be used at either the employee's or the District's option. An employee may use compensatory time in accordance with the District's leave policies and if such use does not unduly disrupt the operations of the District. [See AISD Policy DEC(LOCAL)] The District may require an employee to use compensatory time when in the best interest of the District.

**Regular Nonexempt Staff:** Non Exempt status employees are eligible to earn compensatory time at straight time to forty hours, and time and a half for time worked over forty.

**Regular Exempt Staff:** Regular status exempt employees are not eligible to earn compensatory time.

In emergency operation situations of the district, the Chief Human Capital Officer may grant duty exchange days for exempt staff that function like compensatory time for employees who work significantly beyond the scope of their normal duties. These days are not eligible for payment like compensatory time and must be taken within the school year.

By the nature of their positions, exempt employees are often required to work beyond a "typical" forty hour work week.

Exempt employees are not eligible for overtime pay or compensatory time.

### **Compensation During Closing**

An employee who works at a facility that has been closed shall not report to work unless instructed to do so by his or her supervisor or appropriate District administrator. [See AISD Policy EB for authority to close schools] The Superintendent shall determine the manner in which employees will make up the hours missed due to facility closure.

During an emergency closure of the District, each employee who is assigned to a regular, budgeted position with benefits shall continue to be paid for their regular duty schedule regardless of whether the employee is required to report to work unless otherwise provided by Board action. Following an emergency closure, the Board shall adopt a resolution or take other Board action establishing the purpose and parameters for such payments. [See AISD Policy EB for the authority to close schools]

An employee who is on scheduled leave during a facility closure shall be charged for the scheduled leave.

An exempt or nonexempt employee who is instructed to report to work to a closed facility, and the entire District is not closed, shall not receive any additional pay beyond his or her standard rate.

In the event the number of paid workdays during a facility closure extends at least one day beyond an official District holiday, nonexempt employees at that facility shall be paid at the employees' normal holiday pay for the holiday.

### **Premium Pay During Disasters**

Nonexempt employees who are required to work during an emergency closing for a disaster, as declared by a federal, state, or local official or the Board, shall be paid at the rate of one and one-half times their regular rate

of pay for all hours worked up to 40 hours per week. Overtime for time worked over 40 hours in a week shall be calculated and paid according to law. [See AISD Policy DEAB] The Superintendent or designee shall approve payments and ensure that accurate time records are kept of actual hours worked during emergency closings.

### **Employee Pay Periods**

AISD employees are paid as follows:

- Employees on 201 FSPH, 203 FSPH, 183 BUSD, and 208 BUSM calendars are paid bi-weekly over 10 months; however, benefit deductions only occur over 9 months and 18 pay periods(September-May). These employees are non-exempt and are considered positive pay employees.
- Employees on a 261 BIW calendar are paid bi-weekly over 12 months for a total of 26 pay periods; benefit deductions also occur over 12 months and 26 pay periods(July-June). These employees are non-exempt and are considered positive pay employees.
- Employees on all other calendars are paid monthly at the end of the month. These employees are a mixture of both exempt and non-exempt positions. They are considered to be on spread pay, where the pay for their annual calendar is spread evenly over the year.

### **Work Schedules (formerly referred as duty day schedules)**

Employees are required to work the number of days specified within the position's annual work schedule. Specific work schedules are published annually and available from AISD Human Resource Department, giving the beginning date and ending date for each classification of employee.

Daily Work Schedules: The following policies pertain to daily work schedules in various jobs and job categories within AISD:

- All AISD contract and regular personnel in the following categories and jobs are required to work an eight (8) hour day, exclusive of the lunch period, unless assigned to a position established for a different number of hours.
- Any work schedule which requires the teacher to teach a credit course outside of the regular day must be paid at that teacher's hourly rate from campus or central office funds.
- The Superintendent has the authority to change the length of the duty day and/or the work schedule for schools and various summer programs as needed and as long as it is consistent with state law.

### **Elementary Principal Pay**

For any Elementary school that has a thousand or more children enrolled, the Elementary School Principal will receive the pay of a MS Principal.

## **Additional Earnings**

### **Stipends**

Austin Independent School District defines stipends as a non discretionary amount of earnings paid to an employee on a regular or recurring basis over the course of their duty period. The stipend allows an employee to be compensated for specific duties or occurrences that are considered beyond the scope of their present occupation, department or contract. A stipend associated with a particular supplemental duty may be prorated if the employee does not complete the supplemental duty or if the supplemental duty is terminated for any reason. Stipends are in addition to the employee's regular salary. The start dates and end dates for the supplemental duty(ies) may be different from the start and end dates under employment contract with the district. Stipends payouts may be disbursed monthly, twice a year or annually dependent upon how the stipend disbursement is set up in the system. Supplemental duty(ies) are at-will and are not part of an employee's employment contract with the district. There is no property right to the continuation of the supplemental duty(ies). You may resign one or more of these supplemental duties at any time or the district may reassign or terminate one or more supplemental duties at any time.

All stipends to be paid must either be outlined in the compensation manual, or if newly created, executed through the create a new stipend form, which has all of the departmental approvals prior to reaching Human Capital. Lump sums submitted directly to payroll which circumvent the stipend processes will not be approved or paid without Chief authorization. Human Capital approval is required and only granted on an exceptional basis only.

### **Splitting Stipends/LWOP/Split locations**

If an employee is to split a stipend with another employee, the stipend sharing agreement form must be completed and approved by HR. If an athletic stipend is to be paid to an employee, and the employee goes on LWOP, the stipend will be paid out in full if the work (season) has been completed. If not, the stipend is prorated. If an employee is split between two campuses, they will not receive two stipends for doing the same extra duty work at two different campuses.

### **Grant-Funded Stipends**

Occasionally, grants may have stipends requirements written into the grants. Those should be given to Human Capital annually for preparation and payment as well as recognition.

### **TEA Texas COVID Learning Acceleration Supports (TCLAS)**

Texas COVID Learning Acceleration Supports (TCLAS) is a set of funding and targeted supports available to Local Education Agencies (LEAs) to accelerate student learning in the wake of COVID-19, utilizing state and federal funds.

**Teacher Residency Stipends:** Funds will support stipends of \$20,000 per teacher resident x 45 teacher residents total. AISD is working with Texas State and Texas Tech to identify residents.

**Mentor Teacher Stipend for TCLAS Teacher Residency Program:** \$2,000-\$3,000 stipend for Mentor Teachers supporting our Teacher Residents through TCLAS.

The Superintendent shall recommend a stipend pay schedule as part of the annual compensation plan of the District. [See AISD Policy DEA]

The Superintendent or designee may assign non-contractual supplemental duties to personnel exempt under the Fair Labor Standards Act (FLSA), as needed. [See DK(LOCAL)] The employee shall be compensated for these assignments according to the compensation plan of the District.

AISD adheres to the following guidelines for stipends:

- Stipend duties should be above and beyond the employee's normal job duties.
- A stipend is not part of an employee's salary, and employees are not guaranteed a stipend even if they have received it in the past.
- The minimum and maximum amounts of approved stipends must be followed.
- Stipend requirements and amounts will be reviewed and approved by Human Capital each year.
- Stipend payments can be paid monthly, at the end of each semester, or in a single amount/sum at the end of the year.
- 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.

The following are eligible for stipends:

- Only exempt employees, except where otherwise noted, are eligible to receive stipends.
- Retirees should be aware that accepting stipends could jeopardize their annuities.
- Only exempt employees can be paid a stipend for working additional hours beyond the regular workday.

The following are not eligible for stipends:

- Assistant Principals/Deans are not eligible for stipends, unless otherwise noted.
- Hourly employees, including hourly teachers, are not eligible to receive stipends.
- Non-Exempt employees are not eligible for stipends and are compensated for extra duties by overtime.
- Subs and Temp Hourly employees are not eligible for stipends.

### **Stipend Request:**

A stipend request can be reviewed upon completion of the stipend authorization form housed on the online library. All stipends must be approved through the approval process before any payment or promise of payment can be made.

### **Prorating Stipends:**

- Stipends will be prorated based on the effective date of the stipend and the length of time left in the position for that school year.
- Stipends will be ended automatically if an employee transfers into a different position.

**Note:** These stipend policies will remain in effect unless superseded by later administrative action. Criteria for stipends are reviewed annually by the Compensation Office.

### **Advanced Degree Stipends:**

Teachers and Librarians who hold a masters or higher degree and were hired after the 19-20 SY will receive a stipend payable monthly. Teachers and Librarians who earned a master's degree or higher prior to the 19-20 SY have the advanced degree compensation added into their base pay. Employees on the AP pay structure are not eligible for the advanced degree stipend. If an advanced degree is obtained during the school year, the deadline to submit it for consideration for that school year is April 1st. Submissions after April 1st will be applied to the following school year if the employee remains in an eligible position.

### **Athletic Coordinators:**

All high schools are given one athletic coordinator as part of their campus budget. If the campus wishes to just have the one allocated athletic coordinator, they are entitled to the full stipend amount. If a high school wishes to have two athletic coordinators, the two employees sharing the responsibilities must have equivalent duties; must each teach at least half time; and will each receive an athletic coordinator stipend reflective of reduced

duties. Additionally, campus principals must exchange a FTE on their campus budget for the additional coordinator.

### **Athletic Coaches:**

Stipend earning is designed to compensate certified teachers who serve as coaches of extracurricular athletic activities. The rules for the stipend earning require that coaches meet district and University Interscholastic League (UIL) certification requirements, as well as the minimum standard requirements of the Athletics Department.

The Athletics Department is responsible for designating coaches based on the needs of the particular school. Coach designations must be communicated by the school to the Athletics Department and then to the Compensation Department in order for the coach to be considered for the stipend earning. Some extracurricular athletic activities may require coaches to serve in the respective position throughout the year in order to be eligible to receive the stipend earning, including but not limited to athletic practices/contests and other activities and/or duties as assigned by the campus athletic coordinator or the Athletics Department executive staff. Stipend earning amounts are paid according to the Athletic Department Stipend chart and paid over 12 months from July through June.

If a coach is assigned to a sport prior to the start of the season, the coach will be eligible for the full athletic stipend. If a coach is assigned to a sport in the middle of the season, the coach will be eligible for a prorated amount of the athletic stipend based on the percentage of duty days worked for the sport season. This determination will be made in collaboration with the Campus Principal, Athletic Department, and the Compensation Department. Any Coach that leaves the district after prior to the assigned sport season starting, will owe the district for any stipend amount paid out. Additionally, any Coach that leaves the district during or after a season is complete will only receive a prorated stipend amount based on the number of duty days worked. If the amount of the stipend that has already been paid out is more than the prorated amount for the number of duty days worked, an overpayment has occurred, and the District will recover the funds.

### **Department Chair Stipend Payment Requirements:**

The purpose of the requirements outlined in this document is to ensure the appropriate payment of a department chair stipend to teachers who supervise other teachers in a department and are required to perform related additional department chair duties outside of the work day.

At all high schools and middle schools, teachers must meet the following minimum requirements to receive the standard department chair stipend in English, Math, Science, Social Studies, and Special Education:

1. Must teach a full load of classes at the school. As an exception, a Department Chair may serve as an Instructional Specialist/Coach for a maximum of 50% FTE as long as the employee is also the teacher of record and issuing grades for at least three credit courses, verified through TEAMS.
2. Must have an average of 20 registered students/class taught; 5 students/class taught for special ed.
3. Must have at least 5 teachers in the department (not including the Department Chair) to receive the full stipend. The stipend will be reduced to 50% for any department with 2-4 teachers. The stipend will not be paid for any department with 0-1 teachers.
4. Employees working at multi-level campuses receive the higher of the two stipends, not both.
5. All department chair stipends are subject to review and approval by both the campus principal and Human Resource Systems.

For qualification purposes, a teacher reporting to more than one department chair may only be counted in the primary department where he/she teaches. Teacher assistants and vacant positions are not counted.

At all high schools and middle schools, an additional department chair stipend may be established for other areas (e.g., Foreign Languages, Career & Technology Education) if the teacher meets the above requirements and there are at least 10 teachers in the department. Areas may not be combined to create a department. To qualify, a list of names must be provided to HR to verify the number of teachers reporting to the department chair.

**Elementary Grade Level Chair Stipend Requirements:**

Each elementary school may select one teacher per eligible grade level to serve as the grade level chairperson as long as there are 2 or more teachers at a grade level. Grade levels may not be combined. A teacher may only be counted one time in the grade level in which they have the most students (split classrooms). The duties of the position include planning and preparation for grade level meetings and other assigned grade level tasks by the campus administrator. Eligible grade levels include PK, K, 1, 2, 3, 4, 5 and 6(if applicable).

**High School Stipends, 2022-2023 School Year**

This list includes all regular high school stipends in AISD. All schools may not be eligible for all stipends. Each Principal will receive a list of stipends each summer for which his/her school is eligible.

	POSITION	PAY CODE	STIPEND NAME	ANNUAL AMOUNT	TOTAL DUTY DAYS	# DAYS OVER 187
<b>FOOTBALL STIPENDS</b>						
	12192	3521	Athletic Coordinator* (single role)	\$7,400	212	25
	12192	3521	Athletic Coordinator* (split role)	\$5,000	212	25
	12193	3522	Head Coach, Varsity Football	\$12,300	202	15
	12277	3586	Defensive Coordinator, Varsity Football	\$7,500	202	15
	12276	3585	Offensive Coordinator, Varsity Football	\$7,500	202	15
	12194	3523	Assistant Coach, Varsity Football	\$6,600	202	15
	12197	3524	Asst. Coach, Non-Varsity Football	\$5,100	202	15
	12197	3524	Asst. Coach, Freshman Football	\$5,100	197	10
<b>BASKETBALL STIPENDS</b>						
	12200	3525	Head Coach, Varsity Basketball	\$7,400	187	
	12203	3526	Assistant Coach, Jr. Varsity Basketball	\$5,000	187	
	12219	3534	Freshman Coach, Basketball	\$3,700	187	
	12220	3534	Freshman "B" Coach, Basketball	\$3,700	187	
<b>VOLLEYBALL STIPENDS</b>						
	12206	3527	Head Coach, Varsity Volleyball	\$7,000	202	15
	12207	3528	Assistant Coach, Jr. Varsity Volleyball	\$5,000	202	15
	12216	3533	Freshman Coach, Volleyball	\$3,450	197	10
	12217	3533	Freshman "B" Coach, Volleyball	\$3,450	197	10
<b>TRACK STIPENDS</b>						
	12208	3529	Head Coach, Track	\$6,900	187	
	12211	3530	Assistant Coach, Jr. Varsity Track	\$4,650	187	

	12222	3535	Freshman Coach, Track	\$3,700	187	
	12223	3535	Freshman "B" Coach, Track	\$3,700	187	
<b>BASEBALL STIPENDS</b>						
	12214	3531	Head Coach, Baseball	\$6,900	187	
	12215	3532	Assistant Coach, Jr. Varsity Baseball	\$4,650	187	
	12262	3567	Freshman Coach, Baseball	\$3,700	187	
<b>SOCCER STIPENDS</b>						
	12225	3536	Head Coach, Soccer	\$6,900	187	
	12226	3537	Assistant Coach, Soccer	\$4,650	187	
	12278	3587	Freshman Coach (JVB), Soccer	\$3,700	187	
<b>WRESTLING STIPENDS</b>						
	12238	3543	Head Coach, Wrestling	\$6,900	187	
	12263	3568	Assistant Coach, Jr. Varsity Wrestling	\$3,700	187	
	12264	3568	Assistant Coach (2), Jr. Varsity Wrestling	\$3,700	187	
<b>SOFTBALL STIPENDS</b>						
	12239	3544	Head Coach, Softball	\$6,900	187	
	12259	3564	Assistant Coach, Jr. Varsity Softball	\$4,650	187	
	12266	3569	Freshman Coach, Softball	\$3,700	187	
<b>SWIMMING/DIVING STIPENDS</b>						
	12235	3540	Swimming / Diving Coach	\$6,300	187	
	12258	3563	Assistant Swimming Coach	\$3,000	187	
1 Some schools may have Asst Coaches for Non-Varsity Football who are not granted additional duty days.						
<b>OTHER ATHLETICS STIPENDS</b>						
	21534	3577	Head Coach Water Polo	\$4,000		
	21533	3576	Assistant Coach Water Polo	\$1,750		
	12229	3538	Tennis Coach	\$6,150	187	
	12269	3582	Assistant Tennis Coach	\$3,000	187	
	12232	3539	Golf Coach	\$6,150	187	
	12272	3583	Assistant Golf Coach	\$3,000	187	
	12237	3542	Cross Country Coach	\$5,500	187	
	12273	3584	Assistant Cross Country Coach	\$3,000	187	
	12256	3561	Athletic Trainer	\$7,050	202	15
	12260	3565	Powerlifting	\$3,700	187	
	12240	3545	Drill Team Director	\$7,100	192	5
	12241	3546	Cheerleader Director	\$5,300	187	

<b>NON-ATHLETICS STIPENDS</b>						
	12242	3547	Band Director	\$14,450	207	20
	12243	3548	Assistant Band Director	\$7,500	207	20
	12244	3549	Mariachi Band Director	\$6,000	187	
	12245	3550	Orchestra Director	\$6,000	187	
	12246	3551	Choral Director	\$5,750	187	
	12248	3553	Dramatics Director	\$5,850	187	
	12249	3554	Speech & Debate Director	\$5,850	187	
	12250	3555	Assistant Speech & Debate Director	\$1,000	187	
	12251	3556	Publications Director	\$4,650	187	
	12252	3557	Future Teacher Organization Director	\$2,350	187	
	12253	3558	Production Print Shop Manager	\$5,850	187	
	12254	3559	Cosmetology	\$2,800	187	
	12255	3560	Department Chair (Stipend only. No off-period.)	\$6,000	187	
	12257	3562	UIL Academic Coordinator	\$1,500	187	
	12267	3570	Student Council	\$3,500	187	
	12268	3571	National Honor Society	\$2,350	187	
	19978	3572	Robotics	\$3,000	187	
	12352	3664	Lead Counselor	\$2500		
	21515	3720	HS UIL Academics Coach	\$400		
	21278	3573	CTE Health Science Teacher	\$3,000		

### Middle School Stipends, 2022-2023 School Year

This list includes all regular middle school stipends in AISD. All schools may not be eligible for all stipends. Each Principal will receive a list of stipends each summer for which his/her school is eligible.

	<b>POSITION</b>	<b>PAY CODE</b>	<b>STIPEND NAME</b>	<b>ANNUAL AMOUNT</b>	<b>TOTAL DUTY DAYS</b>	<b># DAYS OVER 187</b>
<b>FOOTBALL STIPENDS</b>						
	12279	3591	Athletic Coordinator	\$1,750	187	
	12280	3592	Head Football Coach	\$3,300	187	
	12281	3593	Assistant Football Coach	\$3,000	187	
<b>OTHER ATHLETICS STIPENDS</b>						
	21532	3617	Cross Country Coach	\$1,850		
	12284	3594	Head Coach, Volleyball	\$2,250	187	
	12287	3595	Head Coach, Basketball	\$2,250	187	
	12290	3596	Head Coach, Track	\$2,250	187	
	12303	3606	Head Coach, Tennis	\$2,250	187	

	12307	3610	Head Coach, Soccer	\$2,250	187	
	12293	3597	Cheerleader Director	\$2,400	187	
	12294	3598	Pep Squad Director	\$2,000	187	
<b>NON-ATHLETICS STIPENDS</b>						
	12295	3599	Band Director	\$8,000	197	10
	12296	3600	Assistant Band Director	\$5,500	187	
	12297	3601	Mariachi Band Director	\$2,450	187	
	12298	3602	Orchestra Director	\$4,250	187	
	12299	3603	Choral Director	\$3,000	187	
	12300	3604	Dramatics Director	\$2,000	187	
	12301	3614	Newspaper and Yearbook Director	\$3,250	187	
	12304	3607	Future Teachers Organization Director	\$1,650	187	
	12305	3608	Department Chair (not Sp Ed, stipend only, no off-period)	\$3,000	187	
	12310	3611	Sp Ed Department Chair (Stipend only. No off-period.)	\$3,000	187	
	12311	3612	Student Council	\$1,650	187	
	12312	3613	National Junior Honor Society	\$1,650	187	
	19979	3615	Robotics	\$2,500	187	
	12352	3664	Lead Counselor	\$1,000		
	21513	3718	MS UIL Academics Coordinator	\$600		
	21514	3719	MS UIL Academics Coach	\$400		
	21468	3712	Secondary AVID	\$1500		

### Elementary School Stipends, 2022-2023 School Year

This list includes all regular elementary school stipends in AISD. All schools may not be eligible for all stipends. Each Principal will receive a list of stipends each summer for which his/her school is eligible.

	POSITION	PAY CODE	STIPEND NAME	ANNUAL AMOUNT	TOTAL DUTY DAYS	# DAYS OVER 187
<b>NON-ATHLETIC STIPENDS</b>						
	21936	3728	Grade Level Chair (PK-6th Grade)	\$1,000	187	
	12352	3664	Learning Community Lead Counselor	\$1,500		
	21470	3711	Elementary AVID	\$750		
	21516	3716	ES UIL Academics Coach	\$400		
	21512	3717	ES UIL Academics Coordinator	\$600		
	21469	3710	Gifted & Talented	\$300		

## Other Stipends, 2022-2023 School Year

	POSITION	PAY CODE	STIPEND NAME	ANNUAL AMOUNT	TOTAL DUTY DAYS	#DAYS OVER 187
	21293	3688	Student Device Manager	\$1,000/\$500 Per Semester		
	19980	3672	Advanced Degree (Teachers after 2019) (see explanation on page 31)	\$1,000/\$83.33		
	12340	3649	Vertical Team Principal Leader	\$2,000		
	12334	3643	National Board	\$2,000		
	12335	3644	National Board - TIA One-Time Payment	VARIABLES		
	21373	3706	Police Stipends- Bilingual	\$1,200/\$46.15		
	21370	3703	Intermediate Police Officer Certification	\$900/\$36.61		
	21371	3704	Advanced Police Officer Certification	\$1,800/\$69.23		
	21372	3505	Master Police Officer Certification	\$2,700/\$103.84		
	21374	3707	Police Department Teaching	\$2,400/\$96.31		
	21375	3708	Police Department Team Teaching	\$1,200/\$46.15		
	21376	3709	Police Stipends- Field Training Officer	\$1,200/\$46.15		
			Summer School Administrator Planning/Prep	\$1,500		
	21472	3714	PPFT Campus Contact	\$500		
	21471	3713	Teacher Induction Cohort Facilitator	VARIABLES		
	21499	3715	Leadership Pathway Ambassador	\$1,500		
	21528	3723	Mentor Principal	\$550 Semester/ \$1,000 Yearly		
	21528	3722	Campus Innovation Connection	\$700		
	21509	3721	Summer Theater Series	\$500-\$5,500		
	NA	NA	Retention Stipend 2022-23 ONLY	\$1,000-\$2,000		
	21941	3730	National Alliance for Partnerships in Equity (NAPE)	VARIABLES		
	21928	3727	AggieTERM Residency Mentor Teacher	\$1000 Semester/ \$2000 Yearly		
	21929	3726	AggieTERM Residency Site Supervisor/Instructional Coach	\$5,000		
	21937	3729	New Hire Bus Driver - 6 months retention - no preventable accidents and no more than two absences	\$500		
	21944	3731	SEL/CP&I Campus Facilitator	\$400 Semester/ \$800 Yearly		
	21948	3732	Child Care Relief Fund (22-23 school year grant only. Additional requirements apply)	\$400-\$475 Semester		

## **Bilingual Education Stipends for 2022-2023**

### **1. All Eligibility Criteria Must Be Met to Qualify for Any Level of Stipend:**

- a. The employee must be providing bilingual education services to emergent bilingual students (English learners) in the target language with fidelity to the district's bilingual model (one-way dual language, two-way dual language, or secondary dual language) and
- b. The employee's position code in the HR system must reflect a position eligible for the stipend. (position)-BIL positions or (position)-DL positions and
- c. Teachers, librarians, and counselors must have a valid Texas bilingual teaching certificate or one-year permit
- d. Employees listed in #3 below who don't qualify for a valid Texas bilingual teaching certificate or one-year permit must have a passing score on the Bilingual Proficiency Test - [www.berlitz.us](http://www.berlitz.us) under Academic Language Test. Test must be passed by Nov 1 to receive fall stipend and by May 1 for the spring stipend. Failure to provide passing test results by due date forfeits stipend until next semester payout.

### **2. Eligibility for the \$6000 Stipend: (meet any of the following and all criteria in 1):**

- a. Elementary Teachers serving in a Bilingual Classroom
- b. Secondary Teachers serving in a District Identified Dual Language Classroom, prorated as described in 6a.
- c. Elementary Special Education Teachers serving in a Bilingual Classroom
- d. Elementary & Middle School Bilingual Dyslexia Intervention & Bilingual Content Intervention Teachers
- e. Elementary Bilingual Librarians meeting the following requirements (as verified by campus principal):
  - i. Delivers of library services on a designated Dual Language Campus
  - ii. Develops daily lesson plans that meet the DL model of instruction
  - iii. Participates in all DL professional development
  - iv. Participates and engages with grade level PLCs
  - v. Serves as the primary teacher during library instruction
  - vi. Produces a set, published schedule to the campus that is followed daily

### **3. Eligibility for the \$2500 Stipend:**

- a. Elementary Bilingual Librarians not eligible under 2e, Elementary Bilingual Counselors
- b. Evaluators for Educational Diagnostics, Evaluator Specialists in School Psychology, Occupational Therapists, Physical Therapists, Speech and Language Pathologists.

### **4. Expectations regarding Duties and Responsibilities:**

- a. Participation in all required professional learning pertaining to bilingual education
- b. Completion of all LPAC responsibilities, including training
- c. Administering and scoring TELPAS
- d. All other duties and responsibilities associated with bilingual education

### **5. Payment Schedule:**

- a. The stipend will be paid in two installments, half of the total amount at the end of each semester. The stipend is dependent on the eligible employee's start date.

### **6. Proration of Stipends:**

- a. Secondary Dual Language teachers will be paid a prorated amount based on the number of Dual Language sections taught in the target language (Spanish).
- b. Employees working part-time will be paid a percentage of the stipend equivalent to the percentage of a full time equivalent position worked.
- c. Employees meeting the stipend criteria for only part of the semester will be paid a percentage of the stipend based on the number of days meeting the stipend criteria
- d. An employee who starts after the start of school will be paid a percentage of the stipend determined by the start date:

<b>Fall Semester</b>		<b>Spring Semester</b>	
Before 9/1	100%	1/1-1/31	100%
9/1-9/30	80%	2/1-2/28	80%
10/1-10/31	60%	3/1-3/31	60%
11/1-11/30	20%	4/1-4/30	40%
12/1 or later	20%	5/1 or later	20%

- e. The stipends are paid for positions that support direct instruction. As such, if an employee is on leave (paid or unpaid), they are not working and will forgo their stipend or a prorated portion of that stipend for the time they were on approved leave of absence.

## **Special Education Stipends for 2022-2023**

### **1. General Eligibility Criteria:**

- a. An employee must meet the following requirements in order to receive the stipend:
- b. The employee's position code in the HR system must reflect that they are in a Special Education position.
- c. Must be providing special education services directly to students as identified in their Individualized Education Program (IEP).

### **2. Specific Situations:**

- a. The employee's position code in the HR system must reflect that they are in a Special Education position.
- b. Adaptive Art, Music Therapy and Adaptive Physical Education Teachers who perform special education services will be eligible for the stipend, subject to verification by the Special Education Department. Adaptive Art and Adaptive Physical Education Teachers must have the appropriate license and/or certification. Music Therapists must have a Music Therapy license.
- c. Teachers of the visual impaired and teachers of the deaf or hard of hearing will be eligible for the special education stipend if they are providing direct special education services.
- d. The following positions perform special education services and are eligible for the special education stipend as long as the employee has the appropriate certification/license: Orientation & Mobility Specialists, Speech Language Pathologists, Audiologists, Behavior Support Specialists, Applied Learning Skills Specialist, and Occupational Therapists.
- e. Evaluator Specialists in School Psychology and Mental Health Specialists must be appropriately licensed and/or certified and provide Special Education counseling services directly to Special Education students.
- f. Physical Therapists must be appropriately licensed and provide Special Education services as identified in students' IEP.
- g. Evaluators for Educational Diagnostics and Evaluator Specialists in School Psychology who do not provide Special Education counseling are not eligible for the Special Education stipend.

### **3. Payment Amounts:**

- a. Standard Amount for Special Education Classroom Teacher: \$2,000/year
- b. Life Skills, SBS and SCORES classroom teacher: \$2,500/year
- c. Standard Amount for other eligible positions: \$2,000/year

### **4. Payment Schedule:**

- a. The stipend will be paid in two installments, half of the total amount at the end of each semester. The stipend is dependent on the eligible employee's start date.

### **5. Proration of Stipends:**

- a. Worked only a portion of the semester.
- b. Worked less than full-time during the semester.
- c. Based on the number of classes taught in special education.
- d. Provided special education services directly to students only part-time during semester or only part of semester.
- e. Prorated Hire Date/Change in Position Schedule will be utilized for payout of stipend:

<b>Fall Semester</b>		<b>Spring Semester</b>	
Before 9/1	100%	1/1-1/31	100%
9/1-9/30	80%	2/1-2/28	80%
10/1-10/31	60%	3/1-3/31	60%
11/1-11/30	20%	4/1-4/30	40%
12/1 or later	20%	5/1 or later	20%

**Disclosure:** All stipends are subject to board approval and the annual budget.

## Travel Stipends

The following positions are eligible for a travel stipend, for the monthly amounts indicated, and do not require a submitted travel stipend authorization form. Any employee currently using a take home vehicle is not eligible for a travel stipend. If a travel stipend is received and later found out that the employee has a take home vehicle, the employee will owe the stipend back to the district in full.

Position	Monthly Amount (\$)	Number of Months
Elementary School Assistant Principal	\$38	10
Middle School Assistant Principal	\$46	11
High School Assistant Principal	\$61	11
Elementary School Principal	\$79	12
Middle School Principal	\$149	12
High School Principal	\$201	12
Director	\$219	12
Executive Assistant to Superintendent	\$400	12
Executive Director	\$625	12
Associate Superintendent	\$750	12
Assistant Superintendent	\$625	12
Chief Officer/Chief Officer School Leadership	\$625/\$750	12

*\*Chief Officer School Leadership receives \$750, all other Chiefs are \$625*

*\*\*Employees/positions utilizing district vehicles for job duties do not qualify for travel stipends*

Position	Monthly Amount (\$)	Number of Months
Occupational Therapist	\$75	10
Autism Coordinator	\$75	12
Autism Specialist	\$75	12
Assist Tech Specialist	\$120	10
Teacher- ES/SE Adapt PE	\$100	10
Teacher- ML/SE Hearing IM	\$150	10
Teacher- MS/SE Adapt PE	\$100	10

## Cell Phone Stipends

The following positions are eligible for a cell phone stipend, for the monthly amounts indicated, and do not require a submitted cell phone stipend authorization form.

<b>Position</b>	<b>Monthly Amount (\$)</b>	<b>Number of Months</b>
Chief Officer	\$60	12
Associate Superintendent	\$60	12
Assistant Superintendent	\$60	12
Executive Director	\$60	12
Senior-level MIS Position	\$50	12
Principal	\$40	12
Director	\$40	12

### **Novice Teacher Mentoring Program Stipend Amounts**

- Mentors can support and be compensated for up to 2 novice teachers at a time. A principal can request that a mentor support up to 3 novice teachers.
- Due to the number of mentor stipend combinations, the total amount a mentor can receive ranges from \$200 to \$1000 (unless the mentor has been approved to support 3 novice teachers by their principal).
- A teacher must have at least three years of successful teaching experience to qualify as a mentor.
- Mentors must meet the following requirements in order to receive a stipend:
  - Complete personalized training provided by the Professional Learning Department.
  - Complete and submit one observation of each novice teacher each semester, two total per novice teacher over the course of the school year.
  - Complete middle of the year and end of the year surveys.
  - A mentor teacher must also meet with each novice teacher assigned to the mentor for a minimum of 12 hours each semester.

### **Lead Mentor Teacher Contact Stipend:**

Serving as LMTC for a full school year	\$300
Serving as LMTC for one semester	\$150

- In addition to the required LMTC responsibilities, a LMTC may also support up to 1 novice teacher in which they can receive a mentor stipend for. A principal can request that a LMTC support up to 2 novice teachers.
- A LMTC must be a teacher or instructional coach in order to receive a stipend.
- LMTCs must meet the following requirements in order to receive a stipend:
  - Assign mentors to novice teachers in a timely manner.
  - Make revisions to mentor and novice teacher assignments throughout the school year.
  - Conduct Beginning & Middle of the Year Campus Mentoring Meeting with mentors and novice teachers.
  - Disseminate information provided by the Professional Learning Department to campus mentors.
  - Complete Lead Mentor Teacher Contact training provided by the Professional Learning Department
  - Provide support to novice teachers during Campus Orientation Day of the Teacher Induction Program (TIP) on Thursday, August 5th

## **Teacher Induction Program Cohort Facilitator**

**Role Description:** The role of a TIP Facilitator is to support our new-to-AISD teachers in a cohort format at TIP Welcome Week, through asynchronous means of connection, TIP Mid-Year and through occasional meet-ups throughout the year.

**Stipend Amount: \$1,000**

**The TIP Facilitator will:**

- Attend TIP Trainer of Trainers for two days in July
- Plan cohort content aligned to district expectations
- Attend TIP Welcome Week
- Facilitate cohort days for two days during TIP Welcome Week
- Attend and support cohort at TIP Mid-Year Conference in January
- Provide additional supports to cohort teachers throughout the year including three to four cohort meet-ups and an asynchronous means of communication between the cohort as a support

**Eligibility Requirements:**

Content area directors are asked for recommendations for teachers that display the following characteristics:

- Experienced teacher in content area
- Representation from campuses across all vertical teams
- Desire and passion for growing others
- High-level of confidence with district systems (technology, accessing curriculum, instructional practices, etc.)
- Strong, equity-minded teacher leader
- Principals confirm the recommendation before teachers are notified of their selection as TIP Facilitator

## **PPfT Campus Contact**

**Role Description:** The PPfT Campus Contact will serve as the first line of support for teachers participating in the PPfT Human Capital System. The PPfT HCS consists of PPfT Appraisal, PPfT Compensation, Professional Learning, and Leadership Opportunities. Each PPfT Campus Contact will assist teachers in the PPfT Appraisal process, providing important timeline reminders and updates. PPfT Campus Contacts will help disseminate district information about opportunities available to teachers with PPfT Compensation and direct teachers and administrators to the available resources for the PPfT HCS.

**The PPfT Campus Contact will:**

- attend initial campus contact training with Employee Effectiveness;
- complete the PPfT Teacher Online Orientation;

- participate in an ongoing BLEND course for PPfT Campus Contact information;
- complete the introduction module in the Campus Contact Ongoing BLEND course;
- read and respond to PPfT-related emails within two (2) working days;
- complete the checkpoint modules/assignments in the ongoing BLEND course;
- send timeline reminders as appropriate for upcoming deadlines;
- utilize facilitator access in the SLO database to check in with teachers on a regular basis;
- send campus-wide communications around PPfT activities and resources;
- copy (cc:) the campus assigned district coordinator on all PPfT related correspondence;
- share information at staff meetings when appropriate;
- submit the required campus contact communication log by EOY deadline;
- provide feedback on the effectiveness of the program upon completion; and
- respect confidentiality.

**Eligibility Requirements:**

PPfT Campus Contacts are selected by the campus principal in May for the following year. Contacts must be in a teacher position and be participating in PPfT Appraisal and Compensation.

**Stipend Amount:** \$500

**Stipend Information:** PPfT Campus Contacts are eligible to earn a \$500 stipend after meeting all agreement terms for the school year. The stipend is paid out after the school year closes out.

**PPfT Leadership Pathways Ambassador**

**Role Description:** Leadership Pathway Ambassadors will serve as an advocate and support for continuing to build the capacity of the Leadership Pathway program. Each Leadership Pathway Ambassador will assist their assigned Leadership Pathway program and the district level lead team in the growth and development of the program and the design and delivery of content. Leadership Pathway Ambassadors will provide general support and contribute to the overall success of teachers in the Leadership Pathways program.

**The Leadership Pathway Ambassador may:**

- support the assigned LP Lead Team in the design/review of the content and PL activities;
- attend professional learning sessions for the assigned LP to support facilitation of the content;
- respond within 24 hours to communications from the Leadership Pathway Lead Team;
- moderate discussion boards, activities, and provide feedback on assignments in the LP BLEND course;
- complete support tasks on the timeline assigned by your Leadership Pathway Lead Team;
- read any articles or books connected to a specific pathway to be able to support participants;

- serve as a demonstration classroom to allow others to learn from your practice;
- speak with other teachers and staff about the positive impacts of Leadership Pathways;
- attend LP informational sessions as needed and/or share your experience;
- score Leadership Pathway submissions in the fall and spring;
- respect the growth and development process;
- and maintain confidentiality.

**Eligibility Requirements:** To serve in the role of a Leadership Pathway Ambassador for the 2022-2023 school year, teachers must

- be staffed in a primary teaching position and currently eligible for PPfT Appraisal and Compensation
- remain staffed in a PPfT eligible position for the entirety of the 2022-2023 school year
- have successfully completed a Leadership Pathway
- have an effective or better rating on their PPfT Appraisal
- not be currently participating in year one of a Leadership Pathway

*\*Teachers will not be eligible to participate in a Leadership Pathway, PDU, or LP+3 while they are serving in the Leadership Pathway Ambassador role.*

**Stipend Amount:** \$1,500

**Stipend Information:** Leadership Pathway Ambassadors are eligible to earn a \$1,500 stipend after meeting all agreement terms for the 2022-2023 school year. The stipend will be paid out after the school year close-out

## **Grant Exceptions**

### **TEA Principal Residency Grant**

#### **Principal Mentor Stipend: \$1,100**

- 50% distributed at the end of fall semester and 50% at end of spring semester

#### **Duties:**

- provide coaching and mentorship
- work collaboratively alongside residents in a year-long Participatory Action Research program
- participate in Professional Development around coaching, alongside residents
- provide time, space, and opportunity for principal residents to develop and lead professional development, data driven meetings, and generally observe and participate in the day to day duties of a highly effective principal

#### **Mentor Coach Stipend: \$1,400**

- 50% distributed at the end of fall semester and 50% at end of spring semester

#### **Duties:**

- coaching, including short cycles of observation and feedback, to principal residents
- regular check-ins with principal residents and mentor principals
- support for the mentor principal as they learn to coach and integrate the principal residents into their school community
- coordinate support with mentor principals and UT mentors.

**If an administrator stipend is specifically identified within the grant, those payments will be paid out of grant funds for the additional duties.**

## **Supplemental Pay**

*The following information provides the framework for AISD Supplemental Earnings:*

1. Supplemental earnings are not guaranteed wages and may be amended or eliminated at any time.
2. Supplemental earnings are not included in individual base salaries quoted by the Compensation Department.
3. Authorization to pay approved supplemental compensation requires permission from the Principal/Director of the Campus/Department prior to actual work being performed. Supplemental rates are set by the Compensation Department and will be paid out according to the supplemental pay chart and the duties being performed.
4. 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 supplemental pay prior to their effective start date. A new teacher attending “New Teacher Orientation” or campus professional development prior to their start date will be granted an exception processed through the Professional Learning Department.
5. A substitute employee is NOT eligible to receive supplemental earnings outside of substitute teaching. The only exception is to provide tutoring under the limitations and requirements of HB 4545 outside of regular school hours.
6. A temporary/hourly employee is NOT eligible to receive supplemental earnings.
7. Supplemental duties should take place outside of an employee’s normal work hours or calendar days and should be considered voluntary, infrequent, and distinctly different from the employee’s normal job description. A non-exempt employee that provides supplemental duties outside of their normal work hours or calendar days for another department in the same capacity as their normal position, their normal rate of pay (up to 40 physical hours worked) or time and a half (after 40 physical hours worked) would occur. When an employee works for a different department in a different capacity from their normal position, the Human Capital defined supplemental rate is what is to be paid. Non-exempt employees should not receive supplemental pay during their calendar days outside of the exceptions outlined in this guide.
8. All supplemental earnings are subject to the employee and employer’s statutory deductions. Earnings may qualify for Teachers Retirement System (TRS) eligibility.
9. If an employee fails to meet all criteria stipulated in the Supplemental Earnings Guide, earnings may be stopped and/or recovered. If a recovery is in order, the employee will be notified of the terms by the Payroll Department.
10. Supplemental earnings are paid at the rate commensurate with the employee’s employment category or work rate performed for supplemental duties at the time of payout.
11. Any additional supplemental pay rate needed that is not listed in the chart will be determined by Human Capital Compensation Department.

**2022-2023 Supplemental Pay Rates**  
Effective 8/9/22

This includes positions utilized for summer, which are effective June 2023.

Activity Code	Description	Hourly Rate	Rate Type	Category
<b>ADMINISTRATOR</b>				
12657	Assistant Principal - Elementary School	\$39.00	Hourly	Admin
12658	Assistant Principal - High School	\$45.00	Hourly	Admin
12659	Assistant Principal - Middle School	\$39.50	Hourly	Admin
12678	Principal - Elementary School	\$52.00	Hourly	Admin
12679	Principal - High School	\$67.00	Hourly	Admin
12680	Principal - Middle School	\$60.00	Hourly	Admin
<b>ADMIN/PROFESSIONAL</b>				
12660	Attending Staff Devel - AISD Prof Emp	\$20.00	Hourly	Prof/Admin
12661	Band Instructor (temp/hourly)	\$28.00	Hourly	Prof/Admin
12663	Counselor	\$37.00	Hourly	Prof/Admin
12664	Curric Writing/Prof Activity Campus Level- Prof Emp	\$25.00	Hourly	Prof/Admin
12665	Curric Writing/Prof Activity District Level- Prof Emp	\$28.00	Hourly	Prof/Admin
12666	Educational Diagnostician	\$38.50	Hourly	Prof/Admin
12668	Instruction/Tutoring - Certified Emp	\$34.50	Hourly	Prof/Admin
12669	Instructional Coordinator	\$42.00	Hourly	Prof/Admin
12670	LSSP	\$38.50	Hourly	Prof/Admin
12672	Non-Professional Activity -AISD Prof Emp	\$16.00	Hourly	Prof/Admin
12673	Occupational Therapist	\$38.50	Hourly	Prof/Admin
12674	Physical Therapist	\$38.50	Hourly	Prof/Admin
12676	Preparing Staff Devel - AISD Prof Emp (limit of .5 of the actual presentation time per title/topic)	\$25.00	Hourly	Prof/Admin
12677	Presenting Staff Devel - AISD Prof Emp	\$30.00	Hourly	Prof/Admin

12684	Speech Pathologist	\$38.50	Hourly	Prof/Admin
12698	Instructional Tutoring - Degreed	\$25.00	Hourly	Tutoring
21335	ESSER Tutoring	\$35.00	Hourly	Tutoring
<b>ADMIN/PROFESSIONAL - Rate based on supplemental work being performed</b>				
20653	AP1 - Supplemental	\$33.00	Hourly	Prof/Admin
20654	AP2 - Supplemental	\$35.00	Hourly	Prof/Admin
20655	AP3 - Supplemental	\$37.00	Hourly	Prof/Admin
20059	AP4 - Supplemental	\$38.50	Hourly	Prof/Admin
20656	AP5 - Supplemental	\$42.00	Hourly	Prof/Admin
20657	AP6 - Supplemental	\$45.00	Hourly	Prof/Admin
20658	AP7 - Supplemental	\$47.00	Hourly	Prof/Admin
20659	AP8 - Supplemental	\$48.00	Hourly	Prof/Admin
20660	AP9 - Supplemental	\$52.00	Hourly	Prof/Admin
20661	AP10 - Supplemental	\$60.00	Hourly	Prof/Admin
20662	AP11 - Supplemental	\$63.00	Hourly	Prof/Admin
20663	AP12 - Supplemental	\$67.00	Hourly	Prof/Admin
21100	AP13 - Supplemental	\$69.00	Hourly	Prof/Admin
<b>SUMMER 2023</b>				
12688	Substitute Teacher - Summer	\$16.00	Hourly	Summer
12695	Summer Feeding - FS Employees	\$18.00	Hourly	Summer
12696	Summer Feeding - FS Managers	\$22.00	Hourly	Summer
21473	Summer School Teacher (Degreed Non-Certified)	\$25.00	Hourly	Summer
<b>ATHLETICS</b>				
12361	Back-up Trainers (non AISD)	\$25.00	Hourly	Athletics
	Bus driving by Coach for Sport Coached	\$51.00 per round trip	Flat Rate	Athletics
12362	Bus Driving by Coach for Sport Not Coached	\$17.00	Hourly	Athletics

12363	Conducting CPR Training Class (max 6 hrs)	\$25.00	Hourly	Athletics
12364	Event Supvr (Asst Dir)- Non-AISD Events	\$45.00	Hourly	Athletics
12365	Event Supvr (Athl Coord)- Non-AISD Events	\$35.00	Hourly	Athletics
12366	Game Help-Misc (Tourn. or Reg)	\$16.00	Hourly	Athletics
12367	Judging Competitions	\$25.00	Hourly	Athletics
12369	Scheduler (Tournament or Reg)	\$25.00	Hourly	Athletics
<b>CLASSIFIED</b>				
12371	Audio Operator	\$20.00	Hourly	Classified
12372	Camera Operator	\$16.00	Hourly	Classified
21947	Clerk	Standard Rate	Hourly	Classified
21950	Custodian	Standard Rate	Hourly	Classified
12592	Lunchroom Monitor	\$12.00	Hourly	Classified
21933	Attending Staff Devel/Training Classified AISD Emp	\$16.00	Hourly	Classified
12668	Instruction/Tutoring - Certified Emp	\$34.50	Hourly	Certified
12664	Curric Writing/Prof Activity Campus Level	\$25.00	Hourly	Classified
12665	Curric Writing/Prof Activity District Level	\$28.00	Hourly	Classified
21934	Non-Professional Activity Classified AISD Emp	\$16.00	Hourly	Classified
21949	Police Athletics Security	Standard Rate	Hourly	Classified
21952	Police Facilities Events	Standard Rate	Hourly	Classified
21953	Police District Events	Standard Rate	Hourly	Classified
12479	Svc Ctr H-keep - Emergency cleanup (outside of regular school year position)	\$16.00	Hourly	Classified
21946	Teacher Assistant	Standard Rate	Hourly	Classified
12491	Video Editor	\$25.00	Hourly	Classified

13283	Transportation	Standard Rate	Hourly	Transportation
<b>STUDENT SUPPORT SERVICES</b>				
12649	ABE/GED/ESL Training or Instructional Assessment	\$16.00	Hourly	Student Support
12622	ABE/GED/ESL Registration or Instructional Orientation	\$16.00	Hourly	Student Support
21162	ABE/GED/ESL Instructor	\$34.50	Hourly	Student Support
12668	Instruction/Tutoring - Certified Emp	\$34.50	Hourly	Student Support
12493	After School Enrichment Instructor Certified	\$25.00	Hourly	Student Support
21934	After School Enrichment Teacher-Non Certified (Non-Professional Activity Code)	\$16.00	Hourly	Student Support
12534	Cert Tchr Level 3 Classes	\$34.50	Hourly	Student Support
12541	Site Group Leader	\$16.00	Hourly	Student Support
12586	Licensed Site Supervisor/Site Supervisor	\$18.00	Hourly	Student Support
21971	Primetime Site Supervisor	\$25.00	Hourly	Student Support
12621	21st Century/Victory Program Site Assistant	\$18.00	Hourly	Student Support
20633	Project Specialist I and II	\$35.00	Hourly	Student Support
20634	Project Specialist III	\$37.00	Hourly	Student Support
12636	Summer Camp Director	\$16.00	Hourly	Student Support

## 2022-23 Staffing Compensation Exceptions

The 2022-23 school year has posed a difficult challenge in the area of staffing, so as the district has experienced a unique set of circumstances we have provided some additional compensation exceptions for the 22-23 school year. We have tried to ensure that all the exceptions were embedded in the Compensation Manual, but also wanted to provide a complete separate listing for reference:

Description	Amount	Notes/Clarification
Retire/Rehire Option (prior to July 1, 2021)	Teacher Salary (ESSER) TRS Surcharge (District Local Funds)	For candidates who are eligible for full time rehire status.
Retire/Rehire Option (retiree June 30, 2022)	\$35.00 per hour in temp/hourly position (ESSER funds)	Opportunity for mentoring new teachers up to 20 hours per week.
Elementary Classroom Teachers in Grades 2-4	\$3,000 (ESSER)	After leveling if the classroom teacher has more than 24 students in their classroom for the school year (other classrooms at the grade level must be at 22 or higher), the teacher will receive a stipend in May.
Multi-grade Elementary Teacher (Effective for the 2022-23 & 2023-24 SY only)	\$3,000 (ESSER)	This is an ESSER stipend for teachers at a traditional elementary school (does not include Montessori) that are teaching multi-levels.
Secondary Extra Class Periods	Standard allocated compensation	After leveling, post master schedule review a teacher may pick up additional class during PLC period, if approved by HC.
ES Teacher Assistant Career Start Stipend	\$500 newly hired TA for special education, PK, or PE (ESSER)	
Hard-to-Fill Stipend Teachers	\$2,000 hired after August 1 or after for the 2022-2023	This is an ESSER stipend to assist with filling district defined hard-to-fill positions specific to the 2022-23 school year.
Long Term Subs	\$750 at the end of the semester for a Certified teacher \$600 at the end of the semester for a degreed substitute	Payment is per semester; also pay for PD/Planning (ESSER)

## **2022-23 AISD Position Starting & Ending Dates**

This document can be found by visiting the [Human Capital Online Library](#) (Must be logged in to your AISD account.)

*Any and all exceptions to the Compensation Manual must be approved by the Chief of Human Capital.*

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