

IRVING INDEPENDENT SCHOOL DISTRICT

EMPLOYEE SALARY SCHEDULES

2023 - 2024





The Board of Education adopts a new compensation plan each year. **Salary increases are not given automatically.**

Neither past nor future salaries can be accurately calculated or predicted from information in this manual. **Only salaries for the 2023 - 2024 school year may be obtained from the information in this manual.**

The Compensation and/or Payroll departments shall determine final calculations of all salaries, **regardless of possible typographical errors contained in this manual.**

The Board of Education, the Superintendent, and/or designee retain the right to adjust salaries anytime during the fiscal year.

The contents of this manual will be updated throughout the year as needed due to continuous compensation review in conjunction with TASB as well as jobs being added, changed, and/or deleted. Updates will also be made to correct for any typographical errors.

For further clarification or information, please contact the Employee Services/Human Resources Department at (972) 600-5417, or the Payroll Department at (972) 600-5410.

**The contents of this manual will be updated throughout the year as needed due to jobs being added, changed and/or deleted. Updates will also be made to correct any typographical errors.*

Teachers, Nurses, Librarians, Other Instructional Professionals, and Counselors Salary Schedules

*Must have completed at least 90 days in the previous work calendar year to receive step movement.

*All service records and/or transcripts must also be received for salary credit purposes.

*Nursing experience outside of public education may be given salary credit per TRS Guidelines.

***ESSER positions are grant funded.** Funds are expected to be available through the end of the 2023-2024 school year. In addition to other specified conditions of employment, the applicant understands that no guarantee of continued employment, beyond the availability of the funds, is expressed or implied by Irving Independent School District.

**Irving ISD
2023-2024 Compensation Schedule
New Hire Teachers, Nurses, and Librarians**

| Years of Experience | Bachelor's Degree Daily Rate | Bachelor's Degree Annual Salary | Master's Degree Daily Rate | Master's Degree Annual Salary | Doctorate Degree Daily Rate | Doctorate Degree Annual Salary |
|----------------------------|-------------------------------------|--|-----------------------------------|--------------------------------------|------------------------------------|---------------------------------------|
| 0 | \$325.1016 | \$60,794 | \$333.2032 | \$62,309 | \$344.0053 | \$64,329 |
| 1 | \$326.0267 | \$60,967 | \$334.1818 | \$62,492 | \$345.1979 | \$64,552 |
| 2 | \$328.1872 | \$61,371 | \$336.3422 | \$62,896 | \$347.3583 | \$64,956 |
| 3 | \$332.2353 | \$62,128 | \$340.3957 | \$63,654 | \$351.4118 | \$65,714 |
| 4 | \$338.7166 | \$63,340 | \$346.8770 | \$64,866 | \$357.8930 | \$66,926 |
| 5 | \$339.3631 | \$63,461 | \$347.8189 | \$65,042 | \$359.0593 | \$67,144 |
| 6 | \$341.2818 | \$63,820 | \$350.5536 | \$65,554 | \$361.7940 | \$67,655 |
| 7 | \$347.8914 | \$65,056 | \$356.6226 | \$66,688 | \$367.8630 | \$68,790 |
| 8 | \$351.3594 | \$65,704 | \$359.6826 | \$67,261 | \$370.9128 | \$69,361 |
| 9 | \$354.6642 | \$66,322 | \$362.9874 | \$67,879 | \$374.2176 | \$69,979 |
| 10 | \$356.3166 | \$66,631 | \$364.6398 | \$68,188 | \$375.8700 | \$70,288 |
| 11 | \$357.5304 | \$66,858 | \$365.8434 | \$68,413 | \$377.0838 | \$70,515 |
| 12 | \$358.6320 | \$67,064 | \$366.9450 | \$68,619 | \$378.1854 | \$70,721 |
| 13 | \$359.7336 | \$67,270 | \$368.0466 | \$68,825 | \$379.2870 | \$70,927 |
| 14 | \$360.8352 | \$67,476 | \$369.1482 | \$69,031 | \$380.3886 | \$71,133 |
| 15 | \$361.9368 | \$67,682 | \$370.2600 | \$69,239 | \$381.4902 | \$71,339 |
| 16 | \$363.0384 | \$67,888 | \$371.3616 | \$69,445 | \$382.5918 | \$71,545 |
| 17 | \$365.2416 | \$68,300 | \$376.3188 | \$70,372 | \$387.5490 | \$72,472 |
| 18 | \$366.3432 | \$68,506 | \$377.4204 | \$70,578 | \$388.6506 | \$72,678 |
| 19 | \$367.4448 | \$68,712 | \$378.5220 | \$70,784 | \$389.7522 | \$72,884 |
| 20 | \$371.0250 | \$69,382 | \$382.1022 | \$71,453 | \$393.3426 | \$73,555 |
| 21 | \$372.4020 | \$69,639 | \$383.4792 | \$71,711 | \$394.7196 | \$73,813 |
| 22 | \$375.3804 | \$70,196 | \$386.4576 | \$72,268 | \$397.6980 | \$74,370 |
| 23 | \$379.4094 | \$70,950 | \$390.4764 | \$73,019 | \$401.7168 | \$75,121 |
| 24 | \$382.3470 | \$71,499 | \$393.4242 | \$73,570 | \$404.6544 | \$75,670 |
| 25 | \$387.2736 | \$72,420 | \$398.3508 | \$74,492 | \$409.5912 | \$76,594 |
| 26 | \$388.0284 | \$72,561 | \$399.5442 | \$74,715 | \$410.7846 | \$76,817 |
| 27 | \$391.2414 | \$73,162 | \$405.0624 | \$75,747 | \$416.3028 | \$77,849 |
| 28 | \$397.4736 | \$74,328 | \$411.2946 | \$76,912 | \$422.5350 | \$79,014 |
| 29 | \$404.0832 | \$75,564 | \$417.9042 | \$78,148 | \$429.1446 | \$80,250 |
| 30+ | \$409.5912 | \$76,594 | \$423.4224 | \$79,180 | \$434.6526 | \$81,280 |

*This new hire schedule is for the 2023-2024 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicated on the basis of this schedule.

*To obtain salaries for 31 or more years, please contact Human Resources.

*Salary is based on a 187 work days.

*Base pay does not include any stipends or other salary supplements.

*Salary is based on the pay approved by the Board of Trustees each year.

Irving ISD
2023-2024 Compensation Schedule
New Hire School Counselors (Masters Degree)

| Years of Experience | Daily Rate | 195-Day Annual Salary | 200-Day Annual Salary | 205-Day Annual Salary | 220-Day Annual Salary |
|----------------------------|-------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| 0 | \$328.1544 | \$63,990 | \$65,631 | \$67,272 | \$72,194 |
| 1 | \$330.0822 | \$64,366 | \$66,016 | \$67,667 | \$72,618 |
| 2 | \$330.9288 | \$64,531 | \$66,186 | \$67,840 | \$72,804 |
| 3 | \$335.4270 | \$65,408 | \$67,085 | \$68,763 | \$73,794 |
| 4 | \$341.3634 | \$66,566 | \$68,273 | \$69,979 | \$75,100 |
| 5 | \$347.3508 | \$67,733 | \$69,470 | \$71,207 | \$76,417 |
| 6 | \$356.6634 | \$69,549 | \$71,333 | \$73,116 | \$78,466 |
| 7 | \$361.0596 | \$70,407 | \$72,212 | \$74,017 | \$79,433 |
| 8 | \$363.9666 | \$70,973 | \$72,793 | \$74,613 | \$80,073 |
| 9 | \$367.0062 | \$71,566 | \$73,401 | \$75,236 | \$80,741 |
| 10 | \$368.6280 | \$71,882 | \$73,726 | \$75,569 | \$81,098 |
| 11 | \$370.0356 | \$72,157 | \$74,007 | \$75,857 | \$81,408 |
| 12 | \$371.1066 | \$72,366 | \$74,221 | \$76,077 | \$81,643 |
| 13 | \$372.1470 | \$72,569 | \$74,429 | \$76,290 | \$81,872 |
| 14 | \$373.1670 | \$72,768 | \$74,633 | \$76,499 | \$82,097 |
| 15 | \$374.3298 | \$72,994 | \$74,866 | \$76,738 | \$82,353 |
| 16 | \$377.5836 | \$73,629 | \$75,517 | \$77,405 | \$83,068 |
| 17 | \$379.8276 | \$74,066 | \$75,966 | \$77,865 | \$83,562 |
| 18 | \$382.5714 | \$74,601 | \$76,514 | \$78,427 | \$84,166 |
| 19 | \$385.6620 | \$75,204 | \$77,132 | \$79,061 | \$84,846 |
| 20 | \$387.9264 | \$75,646 | \$77,585 | \$79,525 | \$85,344 |
| 21 | \$391.2006 | \$76,284 | \$78,240 | \$80,196 | \$86,064 |
| 22 | \$393.4242 | \$76,718 | \$78,685 | \$80,652 | \$86,553 |
| 23 | \$395.3928 | \$77,102 | \$79,079 | \$81,056 | \$86,986 |
| 24 | \$398.7282 | \$77,752 | \$79,746 | \$81,739 | \$87,720 |
| 25 | \$401.9820 | \$78,386 | \$80,396 | \$82,406 | \$88,436 |
| 26 | \$405.0828 | \$78,991 | \$81,017 | \$83,042 | \$89,118 |
| 27 | \$408.5610 | \$79,669 | \$81,712 | \$83,755 | \$89,883 |
| 28 | \$414.9972 | \$80,924 | \$82,999 | \$85,074 | \$91,299 |
| 29 | \$422.2188 | \$82,333 | \$84,444 | \$86,555 | \$92,888 |
| 30+ | \$427.2576 | \$83,315 | \$85,452 | \$87,588 | \$93,997 |

*This new hire schedule is for the 2023-2024 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicated on the basis of this schedule.

*To obtain salaries for 31 or more years, please contact Human Resources.

*Base pay does not include any stipends or other salary supplements, if applicable.

*Salary is based on the pay approved by the Board of Trustees each year.

Irving ISD
2023-2024 Compensation Schedule
New Hire School Counselors (Doctoral Degree)

| Years of Experience | Daily Rate | 195-Day Annual Salary | 200-Day Annual Salary | 205-Day Annual Salary | 220-Day Annual Salary |
|----------------------------|-------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| 0 | \$338.7216 | \$66,051 | \$67,744 | \$69,438 | \$74,519 |
| 1 | \$340.6494 | \$66,427 | \$68,130 | \$69,833 | \$74,943 |
| 2 | \$341.4960 | \$66,592 | \$68,299 | \$70,007 | \$75,129 |
| 3 | \$345.9840 | \$67,467 | \$69,197 | \$70,927 | \$76,116 |
| 4 | \$351.9306 | \$68,626 | \$70,386 | \$72,146 | \$77,425 |
| 5 | \$357.9180 | \$69,794 | \$71,584 | \$73,373 | \$78,742 |
| 6 | \$367.2306 | \$71,610 | \$73,446 | \$75,282 | \$80,791 |
| 7 | \$371.6268 | \$72,467 | \$74,325 | \$76,183 | \$81,758 |
| 8 | \$374.5338 | \$73,034 | \$74,907 | \$76,779 | \$82,397 |
| 9 | \$377.5734 | \$73,627 | \$75,515 | \$77,403 | \$83,066 |
| 10 | \$379.1952 | \$73,943 | \$75,839 | \$77,735 | \$83,423 |
| 11 | \$380.6028 | \$74,218 | \$76,121 | \$78,024 | \$83,733 |
| 12 | \$381.6738 | \$74,426 | \$76,335 | \$78,243 | \$83,968 |
| 13 | \$382.7142 | \$74,629 | \$76,543 | \$78,456 | \$84,197 |
| 14 | \$383.7342 | \$74,828 | \$76,747 | \$78,666 | \$84,422 |
| 15 | \$384.8970 | \$75,055 | \$76,979 | \$78,904 | \$84,677 |
| 16 | \$388.1508 | \$75,689 | \$77,630 | \$79,571 | \$85,393 |
| 17 | \$390.3948 | \$76,127 | \$78,079 | \$80,031 | \$85,887 |
| 18 | \$393.1386 | \$76,662 | \$78,628 | \$80,593 | \$86,490 |
| 19 | \$396.2292 | \$77,265 | \$79,246 | \$81,227 | \$87,170 |
| 20 | \$398.4936 | \$77,706 | \$79,699 | \$81,691 | \$87,669 |
| 21 | \$401.7576 | \$78,343 | \$80,352 | \$82,360 | \$88,387 |
| 22 | \$403.9914 | \$78,778 | \$80,798 | \$82,818 | \$88,878 |
| 23 | \$405.9600 | \$79,162 | \$81,192 | \$83,222 | \$89,311 |
| 24 | \$409.2954 | \$79,813 | \$81,859 | \$83,906 | \$90,045 |
| 25 | \$412.5492 | \$80,447 | \$82,510 | \$84,573 | \$90,761 |
| 26 | \$415.6500 | \$81,052 | \$83,130 | \$85,208 | \$91,443 |
| 27 | \$419.1180 | \$81,728 | \$83,824 | \$85,919 | \$92,206 |
| 28 | \$425.5644 | \$82,985 | \$85,113 | \$87,241 | \$93,624 |
| 29 | \$432.7860 | \$84,393 | \$86,557 | \$88,721 | \$95,213 |
| 30+ | \$437.8146 | \$85,374 | \$87,563 | \$89,752 | \$96,319 |

*This new hire schedule is for the 2023-2024 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicated on the basis of this schedule.

*To obtain salaries for 31 or more years, please contact Human Resources.

*Base pay does not include any stipends or other salary supplements, if applicable.

*Salary is based on the pay approved by the Board of Trustees each year.

Administrative/Professional Pay Bands

*These hiring pay bands are for the 2023-2024 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicated on the basis of these pay bands.

*Unless otherwise specified, increases are based on the mid-point of the 2022-2023 salary schedule.

*Must have worked at least 90 days in the position to receive a salary increase.

***ESSER positions are grant funded.** Funds are expected to be available through the end of the 2023-2024 school year. In addition to other specified conditions of employment, the applicant understands that no guarantee of continued employment, beyond the availability of the funds, is expressed or implied by Irving Independent School District.

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase 2% | |
|-----------|--|-----------|---------------------|-------------------|-------------------|---------------|
| | | | Minimum | Midpoint | | |
| 1 | | | Daily | \$229,7571 | \$280,1909 | \$5.55 |
| | ACCOUNTS PAYABLE SUPERVISOR | 230 | 200 Days | \$45,951 | \$56,038 | \$1,110 |
| | AEL ASSESSMENT SPECIALIST | 220 | 220 Days | \$50,546 | \$61,641 | \$1,221 |
| | AUDITORIUM MANAGER | 200 | 230 Days | \$52,844 | \$64,443 | \$1,277 |
| | ESSER HOME INSTRUCTIONAL COACH | 200 | 261 Days | \$59,966 | \$73,129 | \$1,449 |
| | FEDERAL FUNDS MONITORING & COMPLIANCE SPECIALIST | 230 | | | | |
| | FOOD SERVICE SUPERVISOR | 230 | | | | |
| | HIPPY & ECE SPECIALIST | 200 | | | | |
| | HIPPY SPECIALIST | 200 | | | | |
| | INSTRUCTIONAL MATERIAL MANAGER | 230 | | | | |
| | MANAGER - SCIENCE CENTER | 230 | | | | |
| | SCHOOL SECURITY SPECIALIST (UNIFORM) | 261 | | | | |
| | SHARS SPECIALIST | 230 | | | | |
| | TRAINER - REGULATORY & COMPLIANCE | 261 | | | | |
| | TRAINER - TRANSPORTATION | 230 | | | | |
| | TRANSPORTATION ROUTING SPECIALIST (REGULAR) | 230 | | | | |
| | TRANSPORTATION ROUTING SPECIALIST (SPED) | 230 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase 2% | |
|-----------|--|-----------|---------------------|-------------------|-------------------|---------------|
| | | | Minimum | Midpoint | | |
| 2 | | | Daily | \$270,4530 | \$329,8194 | \$6.53 |
| | ACCOUNTANT | 230 | 187 Days | \$50,574 | \$61,676 | \$1,221 |
| | BENEFITS & BILLING SPECIALIST (INTERIM) | 230 | 198 Days | \$53,549 | \$65,304 | \$1,293 |
| | CERTIFICATION OFFICER | 230 | 230 Days | \$62,204 | \$75,858 | \$1,502 |
| | COORDINATOR - COMMUNICATIONS | 230 | 261 Days | \$70,588 | \$86,082 | \$1,704 |
| | COORDINATOR - EMERGENCY MANAGEMENT | 261 | | | | |
| | COORDINATOR - GRAPHICS & WEB | 230 | | | | |
| | CURRICULUM TRANSLATOR | 230 | | | | |
| | CUSTODIAL SERVICES AND FACILITIES RENTAL MANAGER | 261 | | | | |
| | DIETITIAN & MENU PLANNER | 230 | | | | |
| | DISTRICT TRANSLATOR & INTERPRETER | 230 | | | | |
| | ESSER ACCOUNTANT | 230 | | | | |
| | ESSER FOOD SERVICE TALENT ACQUISITION COACH | 230 | | | | |
| | ESSER HR GENERALIST | 230 | | | | |
| | ESSER PAYROLL ANALYST | 230 | | | | |
| | ESSER PROJECT PASS SOCIAL WORKER | 187 | | | | |
| | GROUNDS - ENVIRONMENTAL QUALITY MANAGER | 261 | | | | |
| | HUMAN RESOURCES GENERALIST | 230 | | | | |
| | MANAGER - DEVELOPMENT ISF | 230 | | | | |
| | MANAGER - ENERGY | 261 | | | | |
| | MANAGER - SECURITY SYSTEMS | 261 | | | | |
| | MANAGER - TRANSPORTATION PAYROLL | 230 | | | | |
| | MANAGER - WAREHOUSE | 261 | | | | |
| | OCCUPATIONAL THERAPIST ASSISTANT | 187 | | | | |
| | OPERATIONS MANAGER - TRANSPORTATION | 261 | | | | |
| | PAYROLL ANALYST | 230 | | | | |
| | PROJECT MANAGER - ISF | 230 | | | | |
| | SOCIAL WORKER - PROJECT PASS | 187 | | | | |
| | SPEECH LANGUAGE PATHOLOGIST ASSISTANT | 187 | | | | |
| | SUPERVISOR - TECHNOLOGY FOOD SERVICE | 230 | | | | |
| | TRANSPORTATION SAFETY SPECIALIST | 230 | | | | |
| | VIDEO PRODUCTION SPECIALIST | 230 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase 2% | |
|-----------|--|-----------|---------------------|-------------------|-------------------|---------------|
| | | | Minimum | Midpoint | | |
| 3A | Non-Administrative | | Daily | \$313,0449 | \$372,6819 | \$7.38 |
| | ACCOUNTING SUPERVISOR | 230 | 187 Days | \$58,539 | \$69,691 | \$1,380 |
| | ASSISTIVE TECHNOLOGY SPECIALIST | 198 | 192 Days | \$60,104 | \$71,554 | \$1,417 |
| | BEHAVIOR SPECIALIST | 198 | 198 Days | \$61,982 | \$73,791 | \$1,461 |
| | BOARD CERTIFIED BEHAVIOR ANALYST (BCBA) | 210 | 200 Days | \$62,608 | \$74,536 | \$1,476 |
| | COORDINATOR - AVID | 220 | 210 Days | \$65,739 | \$78,263 | \$1,550 |
| | COORDINATOR - DATA GOVERNANCE | 230 | 220 Days | \$68,869 | \$81,990 | \$1,624 |
| | COORDINATOR - EQUIPMENT & WAREHOUSE OPERATIONS (FNS) | 261 | 230 Days | \$72,000 | \$85,716 | \$1,697 |
| | COORDINATOR - HIPPY | 230 | 261 Days | \$81,704 | \$97,269 | \$1,926 |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase % | |
|-----------|--|-----------|---------------------|-------------------|-------------------|---------------|
| | | | Minimum | Midpoint | | |
| 3A | Non-Administrative (Cont'd) | | Daily | \$313,0449 | \$372,6819 | \$7.38 |
| | COORDINATOR - P-TECH WORKPLACE | 220 | 187 Days | \$58,539 | \$69,691 | \$1,380 |
| | COORDINATOR - PURCHASING, NUTRITION AND MENU OPS | 230 | 192 Days | \$60,104 | \$71,554 | \$1,417 |
| | COORDINATOR - TAPPS & FOSTER CARE | 220 | 198 Days | \$61,982 | \$73,791 | \$1,461 |
| | DIAGNOSTICIAN | 198 | 200 Days | \$62,608 | \$74,536 | \$1,476 |
| | ENTERPRISE CONTENT MANAGEMENT SPECIALIST | 230 | 210 Days | \$65,739 | \$78,263 | \$1,550 |
| | ESSER CCMR SPECIALIST | 220 | 220 Days | \$68,869 | \$81,990 | \$1,624 |
| | ESSER DOCUMENT CONTROL & MANAGEMENT COACH | 230 | 230 Days | \$72,000 | \$85,716 | \$1,697 |
| | ESSER EWS CLUSTER LEAD | 230 | 261 Days | \$81,704 | \$97,269 | \$1,926 |
| | ESSER MTSS ACADEMIC LEAD | 220 | | | | |
| | ESSER/TCLAS DATA FELLOW | 230 | | | | |
| | LICENSED SPECIALIST SCHOOL PSYCHOLOGIST (LSSP) | 198 | | | | |
| | OCCUPATIONAL THERAPIST | 187 | | | | |
| | PROGRAM EVALUATION SPECIALIST | 230 | | | | |
| | SPED - TRANSITION SPECIALIST | 198 | | | | |
| | SPEECH LANGUAGE PATHOLOGIST | 192 | | | | |
| | STAFF AUDITOR | 230 | | | | |
| | STUDENT ADVOCATE COUNSELOR | 200 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase % | |
|-----------|--|-----------|---------------------|-------------------|-------------------|---------------|
| | | | Minimum | Midpoint | | |
| 3B | Administrative | | Daily | \$313,0449 | \$372,6819 | \$7.38 |
| | ASSISTANT DIRECTOR OF FOOD SERVICES | 230 | 210 Days | \$65,739 | \$78,263 | \$1,550 |
| | ASSISTANT DIRECTOR OF PAYROLL | 230 | 220 Days | \$68,869 | \$81,990 | \$1,624 |
| | ASSISTANT PRINCIPAL - EC | 210 | 230 Days | \$72,000 | \$85,716 | \$1,697 |
| | ASSISTANT PRINCIPAL - ES | 210 | | | | |
| | CAMPUS OPERATIONS ADMINISTRATOR | 220 | | | | |
| | DIRECTOR - TAX OFFICE OPERATIONS | 230 | | | | |
| | ESSER NIGHT SCHOOL ASSISTANT PRINCIPAL | 220 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase % | |
|-----------|--|-----------|---------------------|-------------------|-------------------|---------------|
| | | | Minimum | Midpoint | | |
| 4A | Non-Administrative | | Daily | \$337,3118 | \$401,5171 | \$7.95 |
| | COORDINATOR - CTE | 220 | 187 Days | \$63,077 | \$75,083 | \$1,487 |
| | COORDINATOR - DIGITAL LEARNING | 230 | 220 Days | \$74,208 | \$88,333 | \$1,749 |
| | COORDINATOR - EMPLOYEE WELLNESS & SUPPORT SERVICES | 230 | 225 Days | \$75,895 | \$90,341 | \$1,789 |
| | COORDINATOR - GIFTED AND ADVANCED ACADEMICS | 220 | 230 Days | \$77,581 | \$92,348 | \$1,829 |
| | COORDINATOR - GUIDANCE & COUNSELING | 220 | 261 Days | \$88,038 | \$104,795 | \$2,075 |
| | COORDINATOR - HOMELESS ED | 220 | | | | |
| | COORDINATOR - HR TRANSPORTATION | 230 | | | | |
| | COORDINATOR - HUMAN RESOURCES | 230 | | | | |
| | COORDINATOR - INSTRUCTIONAL | 220 | | | | |
| | COORDINATOR - INTERVENTION SERVICES | 220 | | | | |
| | COORDINATOR - LIBRARY SERVICES PK-12 | 230 | | | | |
| | COORDINATOR - PARENT ENGAGEMENT | 220 | | | | |
| | COORDINATOR - PERFORMANCE OUTCOMES | 230 | | | | |
| | COORDINATOR - PHYSICAL EDUCATION | 220 | | | | |
| | COORDINATOR - PROFESSIONAL LEARNING | 230 | | | | |
| | COORDINATOR - SECONDARY ACADEMIC SUPPORT | 230 | | | | |
| | COORDINATOR - SPECIAL EDUCATION | 220 | | | | |
| | COORDINATOR - SPORTS MEDICINE | 230 | | | | |
| | COORDINATOR - STUDENT ASSESSMENTS | 230 | | | | |
| | DISTRICT DUAL LANG INSTRUCTIONAL LEAD | 220 | | | | |
| | DISTRICT BILINGUAL PROGRAM INSTRUCTIONAL LEAD | 220 | | | | |
| | ESSER BENEFITS & RISK MANAGEMENT LEAD | 230 | | | | |
| | ESSER ELEMENTARY SOCIAL EMOTIONAL LEARNING LEAD | 220 | | | | |
| | ESSER EMP WELLNESS LIC PROF COUNSELOR | 230 | | | | |
| | ESSER EXT LEARNING PROGRAMS BIL/ESL FACILITATOR | 225 | | | | |
| | ESSER MTSS BEHAVIOR LEAD | 220 | | | | |
| | ESSER SOCIAL EMOTIONAL LEARNING LEAD - SECONDARY | 220 | | | | |
| | INVESTIGATION OFFICER | 230 | | | | |
| | ORIENTATION & MOBILITY SPECIALIST | 187 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase % | |
|-----------|---------------------------------------|-----------|---------------------|-------------------|-------------------|---------------|
| | | | Minimum | Midpoint | | |
| 4A | Non-Administrative (Cont'd) | | Daily | \$337,3118 | \$401,5171 | \$7,95 |
| | PHYSICAL THERAPIST | 187 | 187 Days | \$63,077 | \$75,083 | \$1,487 |
| | SENIOR LEAD - EL PROGRAMS | 220 | 220 Days | \$74,208 | \$88,333 | \$1,749 |
| | SPED - SUPERVISOR SCHOOL FOR THE DEAF | 220 | 225 Days | \$75,895 | \$90,341 | \$1,789 |
| | PROJECT MANAGER - BOND PROGRAM | 261 | 230 Days | \$77,581 | \$92,348 | \$1,829 |
| | PROJECT MANAGER - CONSTRUCTION | 261 | 261 Days | \$88,038 | \$104,795 | \$2,075 |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase % | |
|-----------|--|-----------|---------------------|-------------------|-------------------|---------------|
| | | | Minimum | Midpoint | | |
| 4B | Administrative | | Daily | \$337,3118 | \$401,5171 | \$7,95 |
| | ASSISTANT DIRECTOR OF PURCHASING | 230 | 220 Days | \$74,208 | \$88,333 | \$1,749 |
| | ASSISTANT PRINCIPAL - ALTERNATIVE CAMPUS | 220 | 230 Days | \$77,581 | \$92,348 | \$1,829 |
| | ASSISTANT PRINCIPAL - MIDDLE SCHOOL | 220 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase % | |
|-----------|---|-----------|---------------------|-------------------|-------------------|---------------|
| | | | Minimum | Midpoint | | |
| 5 | | | Daily | \$360,7150 | \$429,4261 | \$8,50 |
| | ASSISTANT DIRECTOR - TRANSPORTATION | 230 | 220 Days | \$79,357 | \$94,473 | \$1,870 |
| | ASSISTANT DIRECTOR OF PROFESSIONAL LEARNING | 230 | 225 Days | \$81,160 | \$96,620 | \$1,913 |
| | ASSISTANT PRINCIPAL - HS | 220 | 230 Days | \$82,964 | \$98,767 | \$1,955 |
| | ASSISTANT PRINCIPAL - SINGLEY ACADEMY | 220 | | | | |
| | ASSOCIATE PRINCIPAL - HS | 225 | | | | |
| | PROCUREMENT MANAGER - BOND PROGRAM | 230 | | | | |
| | PUBLIC INFORMATION & RECORDS MANAGEMENT OFFICER | 230 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase % | |
|-----------|---|-----------|---------------------|-------------------|-------------------|---------------|
| | | | Minimum | Midpoint | | |
| 6 | | | Daily | \$389,5709 | \$463,7868 | \$9,18 |
| | ASSISTANT ATHLETIC DIRECTOR/STADIUM COORDINATOR | 230 | 220 Days | \$85,705 | \$102,033 | \$2,020 |
| | DIRECTOR - AT-RISK & RESPONSIVE SERVICES | 230 | 230 Days | \$89,601 | \$106,670 | \$2,111 |
| | DIRECTOR - CLINIC & HEALTH | 230 | 261 Days | \$101,678 | \$121,048 | \$2,396 |
| | DIRECTOR - COMMUNICATIONS | 230 | | | | |
| | DIRECTOR - FACILITIES & SCHOOL SUPPORT SERVICES | 261 | | | | |
| | DIRECTOR - MARKETING | 230 | | | | |
| | DIRECTOR - PURCHASING & INVENTORY | 230 | | | | |
| | DIRECTOR - SCIENCE DISCOVERY EDUCATION | 230 | | | | |
| | ESSER EMPLOYEE WELLNESS & SUPPORT STRATEGIST | 230 | | | | |
| | ESSER SOCIAL EMOTIONAL LEARNING STRATEGIST | 230 | | | | |
| | HIPPY/HIEPE STRATEGIST | 230 | | | | |
| | PRINCIPAL - EC | 220 | | | | |
| | PRINCIPAL - ES | 220 | | | | |
| | TITLE I PARENT & COMMUNITY ENGAGEMENT STRATEGIST | 230 | | | | |
| | AEL PROGRAM STRATEGIST | 230 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase % | |
|-----------|---|-----------|---------------------|-------------------|-------------------|---------------|
| | | | Minimum | Midpoint | | |
| 7 | | | Daily | \$420,7370 | \$500,8739 | \$9,92 |
| | ATHLETIC COORDINATOR/HEAD FOOTBALL COACH | 230 | 225 Days | \$94,665 | \$112,696 | \$2,232 |
| | DIRECTOR - SPECIAL EDUCATION INSTRUCTION | 230 | 230 Days | \$96,769 | \$115,201 | \$2,282 |
| | DIRECTOR - CAREER & TECHNICAL EDUCATION | 230 | | | | |
| | DIRECTOR - CURRICULUM & INSTRUCTION | 230 | | | | |
| | DIRECTOR - DATA GOVERNANCE | 230 | | | | |
| | DIRECTOR - DIGITAL LEARNING | 230 | | | | |
| | DIRECTOR - EARLY CHILDHOOD EDUCATION | 230 | | | | |
| | DIRECTOR - ENTERPRISE CONTENT MANAGEMENT | 230 | | | | |
| | DIRECTOR - ESL & LANGUAGE SERVICES | 230 | | | | |
| | DIRECTOR - GUIDANCE, COUNS & COLLEGE READINESS | 230 | | | | |
| | DIRECTOR - INFO SYSTEMS & SERVER MANAGEMENT | 230 | | | | |
| | DIRECTOR - SCHOOL SAFETY & SECURITY | 230 | | | | |
| | DIRECTOR - SPECIAL EDUCATION COMPLIANCE | 230 | | | | |
| | DIRECTOR - STUDENT ASSESSMENT | 230 | | | | |
| | DIRECTOR - TECH SERVICES & CUSTOMER INITIATIVES | 230 | | | | |
| | DIRECTOR - TRANSPORTATION | 230 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase % | |
|-----------|--------------------------------|-----------|---------------------|-------------------|-------------------|---------------|
| | | | Minimum | Midpoint | | |
| 7 | Cont'd | | Daily | \$420.7370 | \$500.8739 | \$9.92 |
| | PRINCIPAL - ALTERNATIVE CAMPUS | 225 | 225 Days | \$94,665 | \$112,696 | \$2,232 |
| | PRINCIPAL - ECHS (SICA) | 225 | 230 Days | \$96,769 | \$115,201 | \$2,282 |
| | PRINCIPAL - ECHS (SINGLEY) | 225 | | | | |
| | PRINCIPAL - MS | 225 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase % | |
|-----------|---|-----------|---------------------|-------------------|-------------------|----------------|
| | | | Minimum | Midpoint | | |
| 8 | | | Daily | \$454.3901 | \$540.9580 | \$10.71 |
| | DIRECTOR - BENEFITS, RISK MANAGEMENT & HRIS | 230 | 225 Days | \$102,237 | \$121,715 | \$2,410 |
| | DIRECTOR - BUSINESS OPERATIONS | 230 | 230 Days | \$104,509 | \$124,420 | \$2,463 |
| | DIRECTOR - HUMAN RESOURCES | 230 | | | | |
| | DIRECTOR - PAYROLL | 230 | | | | |
| | DIRECTOR - STEM & INNOVATION | 230 | | | | |
| | DIRECTOR - TALENT ACQUISITION & ORG DEVELOPMENT | 230 | | | | |
| | DIRECTOR - VISUAL & ELEMENTARY ARTS | 230 | | | | |
| | PRINCIPAL - SINGLEY ACADEMY | 225 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase % | |
|-----------|--|-----------|---------------------|-------------------|-------------------|----------------|
| | | | Minimum | Midpoint | | |
| 9 | | | Daily | \$490.7593 | \$584.2159 | \$11.57 |
| | DISTRICT GENERAL COUNSEL | 230 | 225 Days | \$110,420 | \$131,448 | \$2,603 |
| | EXEC DIRECTOR - ADULT SUPPORT SERVICES & STUD NUTR | 230 | 230 Days | \$112,874 | \$134,369 | \$2,661 |
| | EXEC DIRECTOR - ATHLETICS | 230 | 261 Days | \$128,088 | \$152,480 | \$3,020 |
| | EXEC DIRECTOR - CAMPUS OPS & ATTENDANCE PK-12 | 230 | | | | |
| | EXEC DIRECTOR - COMMUNICATIONS, MARKETING & ENG | 230 | | | | |
| | EXEC DIRECTOR - EMPLOYEE SERVICES & HR SYSTEMS | 230 | | | | |
| | EXEC DIRECTOR - FINE ARTS | 230 | | | | |
| | EXEC DIRECTOR - HUMAN RESOURCES | 230 | | | | |
| | EXEC DIRECTOR - INTERVENTION SERVICES | 230 | | | | |
| | EXEC DIRECTOR - K-8 SCHOOLS | 230 | | | | |
| | EXEC DIRECTOR - PK-8 SCHOOLS | 230 | | | | |
| | EXEC DIRECTOR - TEACHING & LEARNING | 230 | | | | |
| | PRINCIPAL - HS | 225 | | | | |
| | SENIOR PROJECT MANAGER - BOND PROGRAM | 230 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase % | |
|-----------|-----------|-----------|---------------------|-------------------|-------------------|----------------|
| | | | Minimum | Midpoint | | |
| 10 | | | Daily | \$539.8237 | \$642.6458 | \$12.73 |
| | | | 230 Days | \$124,159 | \$147,808 | \$2,928 |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase % | |
|-----------|---|-----------|---------------------|-------------------|-------------------|----------------|
| | | | Minimum | Midpoint | | |
| 11 | | | Daily | \$687.4161 | \$799.3241 | \$15.83 |
| | CHIEF OF ADMINISTRATIVE SERVICES | 230 | 230 Days | \$158,105 | \$183,844 | \$3,641 |
| | CHIEF FINANCIAL OFFICER | 230 | | | | |
| | CHIEF LEARNING SERVICES OFFICER | 230 | | | | |
| | CHIEF OF MARKETING, COMMUNICATIONS & STRATEGIC INIT | 230 | | | | |
| | CHIEF OF SCHOOLS | 230 | | | | |
| | CHIEF OF STAFF | 230 | | | | |
| | CHIEF OF TECHNOLOGY & INNOVATION | 230 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase % | |
|-----------|-----------------------|-----------|---------------------|-------------------|-------------------|----------------|
| | | | Minimum | Midpoint | | |
| 12 | | | Daily | \$725.2305 | \$847.4910 | \$16.78 |
| | DEPUTY SUPERINTENDENT | 230 | 230 Days | \$166,803 | \$194,922 | \$3,859 |

Paraprofessional Pay Bands

*These hiring pay bands are for the 2023-2024 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicated on the basis of these pay bands.

*Unless otherwise specified, increases are based on the mid-point of the 2022-2023 salary schedule.

*Must have worked at least 90 days in the position to receive a salary increase.

***ESSER positions are grant funded.** Funds are expected to be available up to the end of the 2023-2024 school year. In addition to other specified conditions of employment, the applicant understands that no guarantee of continued employment, beyond the availability of the funds, is expressed or implied by Irving Independent School District.

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase 5% | |
|------------|--|-----------|---------------------|-------------------|-------------------|---------------|
| | | | Minimum | Midpoint | | |
| 030 | | | Daily | \$107.4774 | \$134.4095 | \$6.56 |
| | AIDE - HEAD START/PRE K/TUITION-BASED | 187 | Hourly | \$13.4347 | \$16.8012 | \$0.82 |
| | AIDE - IN-SCHOOL SUSPENSION | 187 | 176 Days | \$18,916 | \$23,656 | \$1,155 |
| | AIDE - SPED (3C PROGRAM) | 187 | 187 Days | \$20,098 | \$25,134 | \$1,227 |
| | AIDE - SPED (RESOURCE/INCLUSION) | 187 | 192 Days | \$20,635 | \$25,806 | \$1,260 |
| | AIDE - SPED JOB COACH | 187 | 220 Days | \$23,645 | \$29,570 | \$1,443 |
| | AIDE - SPED SPEECH THERAPY COMM | 187 | 230 Days | \$24,719 | \$30,914 | \$1,509 |
| | CLERK - GIFTED AND TALENTED | 220 | | | | |
| | CLERK - LIBRARY | 187 | | | | |
| | CLERK I - INSTRUCT MATERIALS WAREHOUSE | 230 | | | | |
| | ESSER GEN AIDE - MATH TEACHER ASSISTANT | 187 | | | | |
| | ESSER HIEPE HOME INSTRUCTOR | 176 | | | | |
| | GENERAL AIDE - INSTRUCTIONAL | 187 | | | | |
| | GENERAL AIDE - NON INSTRUCTIONAL | 187 | | | | |
| | HIEPE HOME INSTRUCTOR | 176 | | | | |
| | HIPPY HOME INSTRUCTOR | 176 | | | | |
| | INSTRUCTIONAL AIDE - BILINGUAL/ESL | 187 | | | | |
| | NON INSTRUCTIONAL AIDE - GENERAL | 187 | | | | |
| | PERMANENT SUBSTITUTE | 187 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase 5% | |
|------------|--|-----------|---------------------|-------------------|-------------------|---------------|
| | | | Minimum | Midpoint | | |
| 035 | | | Daily | \$117.0960 | \$145.3663 | \$7.12 |
| | CLERK - HOMELESS INTAKE | 200 | Hourly | \$14.6370 | \$18.1708 | \$0.89 |
| | CLERK - LIBRARY PROCESSING | 230 | 187 Days | \$21,896 | \$27,183 | \$1,331 |
| | CLERK - RECORDS (EC) | 195 | 192 Days | \$22,482 | \$27,910 | \$1,367 |
| | CLERK - SPED | 187 | 195 Days | \$22,833 | \$28,346 | \$1,388 |
| | CLERK II - ACQUISITION/CIRCULATION | 230 | 198 Days | \$23,185 | \$28,782 | \$1,410 |
| | PARENT LIAISON | 187 | 200 Days | \$23,419 | \$29,073 | \$1,424 |
| | RECEPTIONIST - LANGUAGE TESTING CENTER | 220 | 220 Days | \$25,761 | \$31,980 | \$1,566 |
| | RECEPTIONIST - ADMIN BUILDING | 230 | 230 Days | \$26,932 | \$33,434 | \$1,638 |
| | AIDE - SPED (LIFE/ACTIVE LEARNING) | 187 | | | | |
| | AIDE - SPED (ONE-ON-ONE/BLENDED/ECSE) | 187 | | | | |
| | AIDE - SPED (PASS) | 192 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase 5% | |
|------------|--|-----------|---------------------|-------------------|-------------------|---------------|
| | | | Minimum | Midpoint | | |
| 040 | | | Daily | \$121.5289 | \$155.7377 | \$7.60 |
| | CLERK - AEL DATA & ATTENDANCE | 213 | Hourly | \$15.1911 | \$19.4672 | \$0.95 |
| | CLERK - ATTENDANCE (BCCPC) | 193 | 188 Days | \$22,847 | \$29,278 | \$1,429 |
| | CLERK - ATTENDANCE (EC/ES/MS/SRC) | 195 | 193 Days | \$23,455 | \$30,057 | \$1,467 |
| | CLERK - ATTENDANCE (HS) | 188 | 195 Days | \$23,698 | \$30,368 | \$1,482 |
| | CLERK - COUNSELOR (HS) | 193 | 200 Days | \$24,305 | \$31,147 | \$1,520 |
| | CLERK - DATA PROCESSING/COUNSELOR (MS) | 213 | 210 Days | \$25,521 | \$32,704 | \$1,596 |
| | FACILITATOR - ATTENDANCE/DATA | 215 | 213 Days | \$25,885 | \$33,172 | \$1,619 |
| | FACILITATOR - RECORDS (ES) | 195 | 215 Days | \$26,128 | \$33,483 | \$1,634 |
| | HIPPY TESTING FACILITATOR & DATA ANALYST | 210 | 225 Days | \$27,344 | \$35,040 | \$1,710 |
| | HS - ATTENDANCE CLERK (SRC) | 195 | 230 Days | \$27,951 | \$35,819 | \$1,748 |
| | RECEPTIONIST - FOOD SERVICE | 200 | | | | |
| | SECRETARY - ACADEMY DIVISION | 200 | | | | |
| | SECRETARY - AEL PROGRAM | 230 | | | | |
| | SECRETARY - ASSISTANT PRINCIPAL | 200 | | | | |
| | SECRETARY - COUNSELOR | 200 | | | | |
| | SPED - SEMS & PEIMS CLERK | 230 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase 5% | |
|------------|--|-----------|---------------------|-------------------|-------------------|---------------|
| | | | Minimum | Midpoint | | |
| 050 | | | Daily | \$131.3148 | \$167.9491 | \$8.19 |
| | AQUATICS TEAM (LEAD) | 220 | Hourly | \$16.4144 | \$20.9936 | \$1.02 |
| | ATTENDANCE OFFICER | 215 | 187 Days | \$24,555 | \$31,406 | \$1,532 |
| | CAMPUS SECRETARY - EC | 210 | 193 Days | \$25,343 | \$32,414 | \$1,581 |
| | CASHIER | 193 | 210 Days | \$27,576 | \$35,269 | \$1,720 |
| | CLERK - ATHLETIC OFFICE | 215 | 213 Days | \$27,970 | \$35,773 | \$1,745 |
| | CLERK - ATTENDANCE (LEAD) | 193 | 215 Days | \$28,232 | \$36,109 | \$1,761 |
| | CLERK - AUTOMATION | 230 | 220 Days | \$28,889 | \$36,948 | \$1,802 |
| | CLERK - DATA GOVERNANCE (DISTRICT FLOATER) | 230 | 225 Days | \$29,545 | \$37,788 | \$1,843 |
| | CLERK - DATA PROCESSING (HS) | 225 | 230 Days | \$30,202 | \$38,628 | \$1,884 |
| | CLERK - DATA PROCESSOR/COUNSELOR (BCCP) | 225 | | | | |
| | COLLEGIATE DATA & ATTENDANCE CLERK | 225 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase % | |
|-----------|--------------------------------------|-----------|---------------------|------------|------------|---------|
| | | | Minimum | Midpoint | | |
| 050 | Cont'd | | Daily | \$131.3148 | \$167.9491 | \$8.19 |
| | AQUATICS TEAM (LEAD) | 220 | Hourly | \$16.4144 | \$20.9936 | \$1.02 |
| | DEAF ED COMMUNICATION FACILITATOR | 187 | 187 Days | \$24,555 | \$31,406 | \$1,532 |
| | FACILITATOR - ATTENDANCE/DATA (LEAD) | 215 | 193 Days | \$25,343 | \$32,414 | \$1,581 |
| | PIANO ACCOMPANIST | 187 | 210 Days | \$27,576 | \$35,269 | \$1,720 |
| | REGISTRAR - HS | 225 | 213 Days | \$27,970 | \$35,773 | \$1,745 |
| | SPED - RECORDS MANAGER | 213 | 215 Days | \$28,232 | \$36,109 | \$1,761 |
| | SPED CLERK - ACCT/TRANSPORTATION | 220 | 220 Days | \$28,889 | \$36,948 | \$1,802 |
| | TESTING FACILITATOR - BILINGUAL/ESL | 210 | 225 Days | \$29,545 | \$37,788 | \$1,843 |
| | | | 230 Days | \$30,202 | \$38,628 | \$1,884 |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase % | |
|-------------------------------|--|-----------|---------------------|------------|------------|---------|
| | | | Minimum | Midpoint | | |
| 060 | | | Daily | \$142.2716 | \$181.5824 | \$8.86 |
| | ASSISTANT - GENERAL (HR) | 230 | Hourly | \$17.7840 | \$22.6978 | \$1.11 |
| | ASSISTANT - STAFFING (HR/TRANSPORTATION) | 230 | 187 Days | \$26,604 | \$33,955 | \$1,656 |
| | BENEFITS ASSISTANT | 230 | 193 Days | \$27,458 | \$35,045 | \$1,710 |
| | CAMPUS SECRETARY - ES | 210 | 210 Days | \$29,877 | \$38,132 | \$1,860 |
| | CAMPUS SECRETARY - MS/HS/COLL ACAD | 225 | 220 Days | \$31,299 | \$39,948 | \$1,949 |
| | CAMPUS SECRETARY - SRC | 210 | 225 Days | \$32,011 | \$40,856 | \$1,993 |
| | CLERK - ACCOUNTING | 230 | 230 Days | \$32,722 | \$41,763 | \$2,037 |
| | CLERK - ACCOUNTS PAYABLE | 230 | | | | |
| | CLERK - ACCOUNTS PAYABLE (FOOD SERVICE) | 193 | | | | |
| | CLERK - CTE | 230 | | | | |
| | CLERK - FOOD & NUTRITION SERVICES | 210 | | | | |
| | CLERK - PAYROLL | 230 | | | | |
| | CLERK - TAX OFFICE | 230 | | | | |
| | CLINIC ASSISTANT | 187 | | | | |
| | ESSER & FED PROG COMPLIANCE ASSISTANT | 230 | | | | |
| | OFFICE MANAGER - FNS MEAL APPLICATION | 187 | | | | |
| | SERVICE DESK ADVISOR | 230 | | | | |
| | SECRETARY - DEAF EDUCATION | 210 | | | | |
| | SECRETARY - DIGITAL LEARNING | 230 | | | | |
| | SECRETARY - NUTRITION SERVICES | 230 | | | | |
| | SECRETARY - PURCHASING | 230 | | | | |
| | SECRETARY - SECURITY & OPERATIONS | 230 | | | | |
| SECRETARY - SPECIAL EDUCATION | 230 | | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase % | |
|-----------|--|-----------|---------------------|------------|------------|---------|
| | | | Minimum | Midpoint | | |
| 065 | | | Daily | \$156.4904 | \$199.3978 | \$9.73 |
| | ASSISTANT - BENEFITS & LEAVES | 230 | Hourly | \$19.5613 | \$24.9247 | \$1.22 |
| | ASSISTANT - STATE AND FEDERAL PROGRAMS | 230 | 230 Days | \$35,992 | \$45,861 | \$2,237 |
| | CLERK - PAYROLL (LEAD) | 230 | | | | |
| | DEPUTY TAX COLLECTOR | 230 | | | | |
| | OFFICE MANAGER - HEALTH SERVICES | 230 | | | | |
| | OFFICE MANAGER - CATE | 230 | | | | |
| | OFFICE MANAGER - COUNSELING & AT RISK | 230 | | | | |
| | OFFICE MANAGER - DIGITAL LEARN/LRN SRVCS | 230 | | | | |
| | OFFICE MANAGER - DOCUMENT SERVICES | 230 | | | | |
| | OFFICE MANAGER - PROFESSIONAL LEARNING | 230 | | | | |
| | OFFICE MANAGER - TECHNICAL SERVICES | 230 | | | | |
| | OFFICE MANAGER - TRANSPORTATION | 230 | | | | |
| | SCHEDULING ADVISOR | 230 | | | | |
| | SPECIALIST - ACCOUNTING | 230 | | | | |
| | SPECIALIST - GUEST EDUCATOR | 230 | | | | |
| | SPECIALIST - RISK MANAGEMENT | 230 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase 5% | |
|-----------|-----------------------------|-----------|---------------------|------------|-------------|---------|
| | | | Minimum | Midpoint | | |
| 070 | | | Daily | \$180.1606 | \$229.5082 | \$11.20 |
| | | | Hourly | \$22.5201 | \$28.6885 | \$1.40 |
| | ADMINISTRATIVE ASSISTANT I: | | | | | |
| | -EXECUTIVE DIRECTORS | 230 | 187 Days | \$33,690 | \$42,918 | \$2,094 |
| | -LEGAL COUNSEL | 230 | 230 Days | \$41,436 | \$52,786 | \$2,575 |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase 5% | |
|------------------|-------------------------------------|-----------|---------------------|------------|-------------|---------|
| | | | Minimum | Midpoint | | |
| 075 | | | Daily | \$206.0053 | \$255.2693 | \$12.45 |
| | | | Hourly | \$25.7507 | \$31.9087 | \$1.56 |
| | ADMINISTRATIVE ASSISTANT I - CHIEFS | 230 | | | | |
| | BOND PROGRAM ADMIN ASST | 230 | 187 Days | \$38,522 | \$47,735 | \$2,329 |
| | DEAF ED INTERPRETER | 187 | 230 Days | \$47,381 | \$58,711 | \$2,864 |
| | ESSER PURCHASING BUYER | 230 | | | | |
| | LSSP INTERN | 187 | | | | |
| PURCHASING BUYER | 230 | | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase 5% | |
|-----------|---|-----------|---------------------|------------|-------------|---------|
| | | | Minimum | Midpoint | | |
| 080 | | | Daily | \$234.7075 | \$299.6580 | \$14.64 |
| | | | Hourly | \$29.3384 | \$37.4572 | \$1.83 |
| | CLERK - FIELD TRIP (TRANSPORTATION) | 230 | | | | |
| | SPECIAL ASSISTANT - DEPUTY SUPERINTENDENT | 230 | 230 Days | \$53,982 | \$68,921 | \$3,367 |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase 5% | |
|-----------|--|-----------|---------------------|------------|-------------|---------|
| | | | Minimum | Midpoint | | |
| 085 | | | Daily | \$276.0940 | \$341.0380 | \$16.64 |
| | | | Hourly | \$34.5118 | \$42.6298 | \$2.08 |
| | EXEC ASSISTANT- SUPERINTENDENT & BOARD | 230 | 230 Days | \$63,501 | \$78,438 | \$3,827 |

Technology Services Pay Bands

*These hiring pay bands are for the 2023-2024 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicated on the basis of these pay bands.

*Unless otherwise specified, increases are based on the mid-point of the 2022-2023 salary schedule.

*Must have worked at least 90 days in the position to receive a salary increase.

***ESSER positions are grant funded.** Funds are expected to be available up to the end of the 2023-2024 school year. In addition to other specified conditions of employment, the applicant understands that no guarantee of continued employment, beyond the availability of the funds, is expressed or implied by Irving Independent School District.

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase 5% | |
|-----------|------------------------------|-----------|---------------------|-------------------|-------------------|----------------|
| | | | Minimum | Midpoint | | |
| 1 | Non-Exempt | | Daily | \$164.0728 | \$205.1121 | \$10.00 |
| | CAMPUS TECHNICIAN - EC/ES/MS | 192 | Hourly | \$20.5091 | \$25.6390 | \$1.25 |
| | CAMPUS TECHNICIAN - HS | 230 | 192 Days | \$31,501 | \$39,381 | \$1,920 |
| | SERVICE DESK ANALYST I | 230 | 230 Days | \$37,736 | \$47,175 | \$2,300 |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase 5% | |
|-----------|------------------------------|-----------|---------------------|-------------------|-------------------|----------------|
| | | | Minimum | Midpoint | | |
| 2 | Non-Exempt | | Daily | \$227.2103 | \$277.0378 | \$13.51 |
| | CAMPUS TECHNICIAN - DISTRICT | 230 | Hourly | \$28.4013 | \$34.6297 | \$1.69 |
| | SERVICE DESK ANALYST II | 230 | 230 Days | \$52,258 | \$63,718 | \$3,108 |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase 5% | |
|-----------|-----------------------------------|-----------|---------------------|-------------------|-------------------|----------------|
| | | | Minimum | Midpoint | | |
| 3 | Non-Exempt | | Daily | \$253.4540 | \$301.6948 | \$14.72 |
| | CYBERSECURITY ADMIN (NON-DEGREED) | 230 | Hourly | \$31.6818 | \$37.7118 | \$1.84 |
| | NETWORK TECHNICIAN I | 230 | 230 Days | \$58,294 | \$69,389 | \$3,385 |
| | TELECOMMUNICATIONS TECHNICIAN II | 230 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase 2% | |
|-----------|-------------------------------------|-----------|---------------------|-------------------|-------------------|---------------|
| | | | Minimum | Midpoint | | |
| 4 | Exempt | | Daily | \$281.0567 | \$334.5750 | \$6.63 |
| | CYBERSECURITY ADMIN (DEGREED) | 230 | 230 Days | \$64,643 | \$76,952 | \$1,524 |
| | CYBERSECURITY ANALYST (NON-DEGREED) | 230 | | | | |
| | NETWORK TECHNICIAN II | 230 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase 2% | |
|-----------|----------------------------------|-----------|---------------------|-------------------|-------------------|---------------|
| | | | Minimum | Midpoint | | |
| 5 | Exempt | | Daily | \$303.5234 | \$361.3497 | \$7.16 |
| | APPLICATION SERVER ADMINISTRATOR | 230 | 230 Days | \$69,810 | \$83,110 | \$1,646 |
| | BUSINESS APPLICATION ANALYST | 230 | | | | |
| | CYBERSECURITY ANALYST (DEGREED) | 230 | | | | |
| | NETWORK ADMIN | 230 | | | | |
| | PROGRAMMER ANALYST - MUNIS | 230 | | | | |
| | REPORT WRITER | 230 | | | | |
| | SR BUSINESS APPLICATION ANALYST | 230 | | | | |
| | SYSTEM INTEGRATION SPECIALIST | 230 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase 2% | |
|-----------|---------------|-----------|---------------------|-------------------|-------------------|---------------|
| | | | Minimum | Midpoint | | |
| 6 | Exempt | | Daily | \$327.8215 | \$395.0757 | \$7.82 |
| | | | 230 Days | \$75,398 | \$90,867 | \$1,799 |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase 2% | |
|-----------|---------------------------------------|-----------|---------------------|-------------------|-------------------|---------------|
| | | | Minimum | Midpoint | | |
| 7 | Exempt | | Daily | \$373.3167 | \$444.4420 | \$8.80 |
| | DIRECTOR - NETWORKING & CYBERSECURITY | 230 | 230 Days | \$85,862 | \$102,221 | \$2,024 |

Facility Services Pay Bands

*These hiring pay bands are for the 2023-2024 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicated on the basis of these pay bands.

*Unless otherwise specified, increases are based on the mid-point of the 2022-2023 salary schedule.

*Must have worked at least 90 days in the position to receive a salary increase.

***ESSER positions are grant funded.** Funds are expected to be available up to the end of the 2023-2024 school year. In addition to other specified conditions of employment, the applicant understands that no guarantee of continued employment, beyond the availability of the funds, is expressed or implied by Irving Independent School District.

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase Flat Rate | |
|-----------|-------------------------------|-----------|---------------------|------------------|--------------------|---------------|
| | | | Minimum | Midpoint | | |
| 1 | | | Hourly | \$12.6075 | \$15.5083 | \$1.00 |
| | CUSTODIAN | 261 | 261 Days | \$26,324 | \$32,381 | |
| | GROUND PERSON | 261 | | | | |
| | PREVENTIVE MAINTENANCE HELPER | 261 | | | | |
| | UTILITY HELPER | 261 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase Flat Rate | |
|-----------|-------------------------------------|-----------|---------------------|------------------|--------------------|---------------|
| | | | Minimum | Midpoint | | |
| 2 | | | Hourly | \$13.7760 | \$16.9638 | \$1.00 |
| | BUILDING MANAGER - SMALL CAMPUS | 261 | 261 Days | \$28,764 | \$35,420 | |
| | MECHANIC ASSISTANT | 261 | | | | |
| | NIGHT LEAD CUSTODIAN - ES | 261 | | | | |
| | NIGHT LEAD CUSTODIAN - SMALL CAMPUS | 261 | | | | |
| | SCIENCE CENTER CLERK/REPLENISHER | 261 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase Flat Rate | |
|-----------|--|-----------|---------------------|------------------|--------------------|---------------|
| | | | Minimum | Midpoint | | |
| 3 | | | Hourly | \$14.6678 | \$18.0605 | \$1.00 |
| | BUILDING MANAGER - ES | 261 | 261 Days | \$30,626 | \$37,710 | |
| | DELIVERY DRIVER | 261 | | | | |
| | GROUND/UTILITY LEAD | 261 | | | | |
| | MAINTENANCE CLERK/RECEPTIONIST | 261 | | | | |
| | NIGHT LEAD CUSTODIAN - MS | 261 | | | | |
| | PREVENTIVE MAINTENANCE TEC | 261 | | | | |
| | PRODUCTION SPECIALIST | 261 | | | | |
| | WAREHOUSE PERSON - FOOD AND NUTRITION SERVICES | 261 | | | | |
| | WAREHOUSE/RECORDS PERSON | 261 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase Flat Rate | |
|-----------|--------------------------------------|-----------|---------------------|----------------|--------------------|---------------|
| | | | Minimum | Midpoint | | |
| 4 | | | Hourly | 15.6210 | 19.2495 | \$1.00 |
| | APPLIANCE TECHNICIAN | 261 | 261 Days | \$32,616 | \$40,192 | |
| | BUILDING MANAGER - MS | 261 | | | | |
| | DELIVERY LEAD | 261 | | | | |
| | EMERGENCY RESPONSE TECHNICIAN | 261 | | | | |
| | MECHANIC - SMALL ENGINE | 261 | | | | |
| | NIGHT LEAD CUSTODIAN - HS | 261 | | | | |
| | PARTS/INVENTORY CLERK | 261 | | | | |
| | PREVENTIVE MAINTENANCE LEAD | 261 | | | | |
| | SECURITY DISPATCHER/PATROL | 261 | | | | |
| | STOCK HANDLER | 261 | | | | |
| | WAREHOUSE CLERK | 261 | | | | |
| | WAREHOUSE CLERK - FOOD AND NUTRITION | 261 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase Flat Rate | |
|-----------|---------------------------------------|-----------|---------------------|------------------|--------------------|---------------|
| | | | Minimum | Midpoint | | |
| 5 | | | Hourly | \$17.6608 | \$21.8120 | \$1.00 |
| | ASSISTANT SCIENCE CENTER MANAGER | 261 | 220 Days | \$31,082 | \$38,389 | |
| | BUILDING MANAGER - HS | 261 | 261 Days | \$36,875 | \$45,543 | |
| | CAMPUS AUX OFFCR - ADMIN BLDG | 261 | | | | |
| | CAMPUS AUXILIARY OFFICER | 220 | | | | |
| | CARPENTER/ROOFER | 261 | | | | |
| | DISPATCH/PATROL LEAD | 261 | | | | |
| | FENCE/WELDING TECHNICIAN | 261 | | | | |
| | INTEGRATED PEST MANAGEMENT [IPM] TECH | 261 | | | | |
| | IRRIGATION TECH | 261 | | | | |
| | LOCKSMITH | 261 | | | | |
| | PAINTER | 261 | | | | |
| | SECURITY SYSTEMS TECHNICIAN | 261 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase Flat Rate | |
|-----------|--|-----------|---------------------|------------------|--------------------|---------------|
| | | | Minimum | Midpoint | | |
| 6 | | | Hourly | \$19.6390 | \$24.2925 | \$1.00 |
| | CARPENTER LEAD | 261 | 261 Days | \$41,006 | \$50,722 | |
| | CLERK - CUSTODIAL SERVICES & FACILITY RENTAL | 261 | | | | |
| | ELECTRONICS A/V TECHNICIAN | 261 | | | | |
| | ENERGY MANAGEMNT SYSTEM SPECIALIST | 261 | | | | |
| | IRRIGATION CHEMICAL APPL LEAD | 261 | | | | |
| | MECHANIC - VEHICLE | 261 | | | | |
| | PAINTER LEAD | 261 | | | | |
| | PRODUCTION LEAD | 261 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase Flat Rate | |
|-----------|-------------------------------|-----------|---------------------|------------------|--------------------|---------------|
| | | | Minimum | Midpoint | | |
| 7 | | | Hourly | \$21.8633 | \$27.0703 | \$1.00 |
| | COORDINATOR - CUSTODIAN | 261 | 261 Days | \$45,650 | \$56,522 | |
| | COORDINATOR - WAREHOUSE | 261 | | | | |
| | ELECTRICIAN - JOURNEYMAN | 261 | | | | |
| | ELECTRONICS AUDIO/VISUAL LEAD | 261 | | | | |
| | HVAC TECHNICIAN I | 261 | | | | |
| | PLUMBER - JOURNEYMAN | 261 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase Flat Rate | |
|-----------|---|-----------|---------------------|------------------|--------------------|---------------|
| | | | Minimum | Midpoint | | |
| 8 | | | Hourly | \$25.8198 | \$32.0210 | \$1.00 |
| | ENERGY MANAGEMENT TECHNICIAN | 261 | 261 Days | \$53,911 | \$66,859 | |
| | HVAC TECHNICIAN II | 261 | | | | |
| | REFRIGERATION TECHNICIAN - FOOD SERVICE | 261 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase Flat Rate | |
|-----------|----------------------|-----------|---------------------|------------------|--------------------|---------------|
| | | | Minimum | Midpoint | | |
| 9 | | | Hourly | \$27.7570 | \$34.4298 | \$1.00 |
| | ELECTRICIAN - MASTER | 261 | 261 Days | \$57,956 | \$71,889 | |
| | HVAC SECTION LEAD | 261 | | | | |
| | OPERATIONS TRAINER | 261 | | | | |
| | PLUMBER - MASTER | 261 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase Flat Rate | |
|-----------|-------------------------------------|-----------|---------------------|------------------|--------------------|---------------|
| | | | Minimum | Midpoint | | |
| 10 | | | Hourly | \$29.6840 | \$36.8283 | \$1.00 |
| | ARMED SECURITY OFFICER | 200 | 200 Days | \$47,494 | \$58,925 | |
| | FOREMAN - GROUNDS & HEAVY EQUIPMENT | 261 | 261 Days | \$61,980 | \$76,897 | |
| | FOREMAN - STRUCTURAL | 261 | | | | |
| | FOREMAN - UTILITIES | | | | | |

Nutrition Services Pay Bands

*These hiring pay bands are for the 2023-2024 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicated on the basis of these pay bands.

*Unless otherwise specified, increases are based on the mid-point of the 2022-2023 salary schedule.

*Must have worked at least 90 days in the position to receive a salary increase.

***ESSER positions are grant funded.** Funds are expected to be available up to the end of the 2023-2024 school year. In addition to other specified conditions of employment, the applicant understands that no guarantee of continued employment, beyond the availability of the funds, is expressed or implied by Irving Independent School District.

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase Flat Rate | |
|-----------|-------------------------|-----------|---------------------|------------------|--------------------|---------------|
| | | | Minimum | Midpoint | | |
| 1 | | | Hourly | \$12.6075 | \$15.5083 | \$1.00 |
| | FOOD SERVICE ASSISTANT | 182 | | | | |
| | FOOD SERVICE TECHNICIAN | 182 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase Flat Rate | |
|-----------|----------------------------------|-----------|---------------------|------------------|--------------------|---------------|
| | | | Minimum | Midpoint | | |
| 2 | | | Hourly | \$13.8170 | \$16.4820 | \$1.00 |
| | FOOD SERVICE CATERING TECHNICIAN | 200 | | | | |
| | FOOD SERVICE MANAGER TRAINEE | 187 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase Flat Rate | |
|-----------|-------------------------------------|-----------|---------------------|------------------|--------------------|---------------|
| | | | Minimum | Midpoint | | |
| 3 | | | Hourly | \$15.1905 | \$18.0913 | \$1.00 |
| | FOOD SERVICE CATERING MANAGER | 210 | | | | |
| | FOOD SERVICE MANAGER - SMALL CAMPUS | 187 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase Flat Rate | |
|-----------|-----------------------------------|-----------|---------------------|------------------|--------------------|---------------|
| | | | Minimum | Midpoint | | |
| 4 | | | Hourly | \$17.9478 | \$20.2643 | \$1.00 |
| | FOOD SERVICE ASSISTANT MANAGER | 187 | | | | |
| | FOOD SERVICE MANAGER - ELEMENTARY | 187 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase Flat Rate | |
|-----------|--------------------------------------|-----------|---------------------|------------------|--------------------|---------------|
| | | | Minimum | Midpoint | | |
| 5 | | | Hourly | \$19.0445 | \$22.4783 | \$1.00 |
| | FOOD SERVICE MANAGER - MIDDLE SCHOOL | 187 | | | | |

| Pay Grade | Job Title | Work Days | Hiring Salary Range | | Increase Flat Rate | |
|-----------|------------------------------------|-----------|---------------------|------------------|--------------------|---------------|
| | | | Minimum | Midpoint | | |
| 6 | | | Hourly | \$21.9248 | \$25.8505 | \$1.00 |
| | FOOD SERVICE MANAGER - HIGH SCHOOL | 187 | | | | |

Transportation Services Pay Bands

*These hiring pay bands are for the 2023-2024 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicated on the basis of these pay bands.

*Unless otherwise specified, increases are based on the mid-point of the 2022-2023 salary schedule.

*Must have worked at least 90 days in the position to receive a salary increase.

*ESSER positions are grant funded. Funds are expected to be available up to the end of the 2023-2024 school year. In addition to other specified conditions of employment, the applicant understands that no guarantee of continued employment, beyond the availability of the funds, is expressed or implied by Irving Independent School District.

| Pay Grade | Job Title | Work Days | Non-Exempt Hourly | Hiring Salary Range | | Increase Flat Rate |
|-----------|-------------|-----------|-------------------|---------------------|-----------|--------------------|
| | | | | Minimum | Midpoint | |
| 1 | BUS MONITOR | 187 | | \$13.8375 | \$17.3020 | \$1.00 |

| Pay Grade | Job Title | Work Days | Non-Exempt Hourly | Hiring Salary Range | | Increase Flat Rate |
|-----------|--------------------|-----------|-------------------|---------------------|-----------|--------------------|
| | | | | Minimum | Midpoint | |
| 2 | NON CDL BUS DRIVER | 187 | | \$16.3795 | \$20.4795 | \$1.00 |

| Pay Grade | Job Title | Work Days | Non-Exempt Hourly | Hiring Salary Range | | Increase Flat Rate |
|-----------|------------------------------|-----------|-------------------|---------------------|-----------|--------------------|
| | | | | Minimum | Midpoint | |
| 3 | DISPATCHER | 230 | | \$18.2450 | \$22.2630 | \$1.00 |
| | * DISPATCHER [Night/Weekend] | 261 | | | | |

| Pay Grade | Job Title | Work Days | Non-Exempt Hourly | Hiring Salary Range | | Increase Flat Rate |
|-----------|-----------|-----------|-------------------|---------------------|-----------|--------------------|
| | | | | Minimum | Midpoint | |
| 4 | MECHANIC | 261 | | \$18.9625 | \$23.7083 | \$1.00 |

| Pay Grade | Job Title | Work Days | Non-Exempt Hourly | Hiring Salary Range | | Increase Flat Rate |
|-----------|-----------------|-----------|-------------------|---------------------|-----------|--------------------|
| | | | | Minimum | Midpoint | |
| 5 | CDL BUS DRIVER | 187 | | \$23.2675 | \$29.0895 | \$1.00 |
| | FLEX BUS DRIVER | 187 | | | | |

| Pay Grade | Job Title | Work Days | Non-Exempt Hourly | Hiring Salary Range | | Increase Flat Rate |
|-----------|--------------|-----------|-------------------|---------------------|-----------|--------------------|
| | | | | Minimum | Midpoint | |
| 6 | SHOP FOREMAN | 261 | | \$26.0453 | \$32.5540 | \$1.00 |

| Pay Grade | Job Title | Work Days | Exempt Daily | Hiring Salary Range | | Increase 2% |
|-----------|---------------|-----------|--------------|---------------------|------------|-------------|
| | | | | Minimum | Midpoint | |
| 7 | FLEET MANAGER | 261 | | \$237.7944 | \$290.1124 | \$5.74 |

**position averages 25-30 hours per week, however increased hours may occur*

Supplemental Pay Schedules (Stipends, Extra Earnings, and Incentives)

*A stipend associated with a particular supplemental duty may be prorated if the duty is not completed, or if the supplemental duty is terminated for any reason.

***Supplemental pay is authorized on a year-to-year basis and is not part of the employment contract with the district. There is no property right to the continuation of supplemental duties.** Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay.

Stipends or supplemental pay not described in this section of the handbook must be verified and approved by the Executive Director of Employee Services and HRIS before submitting to Payroll for processing. All unapproved rates submitted without approval will be adjusted by Payroll and/or Human Resources, at the approved rate on record. All approvals require the signature of the appropriate Leadership Team member.

Regardless of the funding source (campus budget, grant funds, etc.), or grant allowances, supplemental payments must be paid in accordance with the Board-approved rates in this salary/supplemental schedule.

Please note that some stipends are dependent upon the employee meeting professional development and/or other job-specific requirements. Failure to meet those requirements will cause the employee to be ineligible to receive the stipend.

Extra Duty Pay - Working Beyond Normal Number of Annual Days

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

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

STIPENDS & OTHER EXTRA EARNINGS

All stipends are reported annually unless otherwise noted. Information will reflect dollar amount or additional days.

ACADEMICS

| Stipend Title | Description | Extra Days | Rate | Frequency | Munis Code |
|--|---|------------|---------------|-------------|------------|
| Academic Decathlon | District Coordinator | | \$1,000 | Annual | 470 |
| Academic Decathlon | Head Coach | | \$4,750 | Annual | 471 |
| Academic Decathlon | Assistant Coach | | \$4,250 | Annual | 472 |
| Academic Decathlon | Other Coaches; max of \$2,000 per person; these funds shall not be designated or allocated to the Head Coach or Asst. Coach | | \$4,000 | Annual | 473 |
| Academic Decathlon National Meet | Head Coach | | \$2,000 | Flat Rate | 481 |
| Academic Decathlon National Meet | Assistant Coach | | \$1,500 | Flat Rate | 482 |
| Academic Decathlon National Meet | Other Coaches; max of \$1,000 per person; these funds shall not be designated or allocated to the Head Coach or Asst. Coach | | \$2,000 | Flat Rate | 483 |
| Academic Decathlon State Meet | Head Coach | | \$2,250 | Flat Rate | 476 |
| Academic Decathlon State Meet | Assistant Coach | | \$1,750 | Flat Rate | 477 |
| Academic Decathlon State Meet | Other Coaches; max of \$1,200 per person; these funds shall not be designated or allocated to the Head Coach or Asst. Coach | | \$2,400 | Flat Rate | 478 |
| AVID Summer Conference | | | \$100 | Per Event | |
| Career Ladder | Teachers and Librarians in qualifying position who received stipend prior and has remained continuously employed since 1993 | | \$1500/\$3000 | Annual | 108/109 |
| Credit by Exam [Credit Recovery] or Test Proctor | (Administrators are not eligible) | | \$20 | Per Hour | 665 |
| Curriculum Writing Project | Not to exceed \$1,000 (shall not receive extra duty days for project) | | up to \$1000 | Per Project | 605 |
| Destination Imagination District Coordinator | | | \$1,000 | Flat Rate | 469 |
| Destination Imagination Team Manager | Paid in May | | \$350 | Flat Rate | 458 |
| Detention Hall / APV Make-up | Certified and Non-Certified receive the same rate | | \$25 | Per Hour | 524 / 660 |
| Secondary ESL - Level I&II | Teacher of Record; 3 of 8 ESL Classes; Certified in ESL; Meet Department Criteria | | \$1,000 | Annual | 586 |
| Facilitator of District Approved Events | Executive Level Approval Required | | \$30 | Per Day | |
| Secondary Mathematics | Teacher of Record; Certified Math: Must teach 4 of 6, or 5 of 8 classes per day | | \$2,000 | Annual | 563 |
| Secondary Mathematics - SRC & BCCP | Teacher of Record; Certified Math: Must teach 3 of 6, or 4 of 8 classes per day | | \$1,500 | Annual | 564 |
| Mentor Lead, ConnectED | Supports cohorts of Mentors for 1st & 2nd year teachers | | \$1,000 | Flat Rate | 443 |
| Mentor for First Year Teacher | Mentoring one teacher: paid in June | | \$1,000 | Flat Rate | 434 |
| Mentor for First Year Teacher | Mentoring two teachers: paid in June | | \$1,500 | Flat Rate | 435 |
| Mentor for Second Year Teacher | Mentoring 2nd year teachers: paid in June | | \$500 | Flat Rate | 442 |
| Mentor for Student Teacher | 8-12 week internship (per student); paid in June | | \$1,000 | Flat Rate | 460 |
| Mentor for Student Teacher | Less than 8 weeks internship (per student); paid in June | | \$500 | Flat Rate | 459 |
| Mentor, Master Principal | Mentor 1st & 2nd year principals, support Exec Dir of PreK-5 & Exec Dir of Secondary; to be paid 1/2 in December and 1/2 in June | | \$5,000 | Flat Rate | 423 |
| Secondary Science | Teacher of Record; Certified Science: Must teach 4 of 6, or 5 of 8 classes per day | | \$2,000 | Annual | 563 |
| Secondary Science - SRC & BCCP | Teacher of Record; Certified Science: Must teach 3 of 6, or 4 of 8 classes per day | | \$1,500 | Annual | 564 |
| Professional Development Preparation / Intervention Planning | Paid per hour; Designing & facilitating district wide professional learning directly tied to classroom learning and programs; Supplemental duties are performed outside normal duty day or contract days. | | \$35 | Per Hour | 620 |
| Professional Development Presentation | Same rate of pay as preparation | | \$35 | Per Hour | 620 |
| Substitute - Conference Period (Regular) | Teachers substituting during conference or planning period on a regular schedule | | \$35 | Flat Rate | 195 |
| Substitute - Conference Period (Block) | Teachers substituting during conference or planning period on a block schedule | | \$70 | Flat Rate | 194 |
| Translation (written) | Other language - written interpretation | | \$0.20 | Per Word | 672 |
| Tutorials - Certified Teacher (includes Saturday School) | Tutorials conducted by a certified teacher - includes Homebound, SLP/OT/PT providing home/private school services after contract hours - Administrators and non-teaching positions are not eligible for pay | | \$35 | Per Hour | 650 |
| Tutorials - Non-certified (includes Saturday School) | Tutorials conducted by a noncertified employee - includes certified paraprofessionals - excludes AEL Instructors | | \$20 | Per Hour | 651 |
| Early Childhood | | | | | |
| Stipend Title | Description | Extra Days | Amount | Frequency | Munis Code |
| Early Childhood Team Leaders | Limited to 5 per campus | | \$800 | Annual | 408 |
| Elementary | | | | | |
| Stipend Title | Description | Extra Days | Amount | Frequency | Munis Code |
| Elementary School Grade Level Chair | K-5, including Enrichment Classes with at least 3 teachers and must be teacher of record | | \$1,000 | Annual | 410 |
| Safety Patrol Sponsor | Must not be a paraprofessional | | \$1,200 | Annual | 566 |
| Middle School | | | | | |
| Stipend Title | Description | Extra Days | Amount | Frequency | Munis Code |
| Jr Honor Society - Middle School | 1 per campus | | \$250 | Annual | 521 |
| Middle School Chairpersons | Core Subjects, Special Education and must be teacher of record | | \$1,500 | Annual | 403 |

| Middle School (cont'd) | | | | | |
|---|--|------------|---------------|-----------|------------|
| Stipend Title | Description | Extra Days | Amount | Frequency | Munis Code |
| Middle School Chairpersons (Other subjects) | Must lead 4 or more teachers and must be teacher of record | | \$800 | Annual | 407 |
| Middle School Student Council | 1 per campus | | \$750 | Annual | 518 |
| Middle School UIL Contest Sponsor | Paid in May | | \$450 | Per Event | 456 |
| Middle School Yearbook/Newspaper | Additional duty days plus stipend amount | 2 | \$1,500 | Annual | 465 / 464 |
| High School | | | | | |
| Stipend Title | Description | Extra Days | Amount | Frequency | Munis Code |
| Advanced Placement Teacher (.5 credit) | Per preparation/course title; Must have a minimum of 10 students per course) - Must also meet the requirements outlined in the C&I Guidelines. | | \$750 | Annual | 497 |
| Advanced Placement Teacher (1 credit) | Per preparation/course title; Must have a minimum of 10 students per course) - Must also meet the requirements outlined in the C&I Guidelines. | | \$1,500 | Annual | 496 |
| Assigned Class During Required Planning & Preparation Period 6 period day | Must be voluntary and approved by School Leadership and HR | | 1/6 of salary | | |
| Assigned Class During Required Planning & Preparation Period 7 period day | Must be voluntary and approved by School Leadership and HR | | 1/7 of salary | | |
| Assigned Class During Required Planning & Preparation Period 8 period day | Must be voluntary and approved by School Leadership and HR | | 1/8 of salary | | |
| Dual Enrollment Teacher (.5 credit) | Per preparation/course title; Must have a minimum of 10 students per course) | | \$750 | Annual | 492 |
| Dual Enrollment Teacher (1 credit) | Per preparation/course title; Must have a minimum of 10 students per course) | | \$1,500 | Annual | 491 |
| Future Educator Organization Sponsor (TAFE) | | | \$1,000 | Annual | 485 |
| General Educational Development (GED) Teacher | Will be shared if more than one teacher | | \$3,000 | Annual | 565 |
| High School Chairperson | Core Subjects, Special Education and must be teacher of record | | \$2,000 | Annual | 401 |
| High School Chairperson -Academy Only | District designated Specializations, Special Education | | \$2,000 | Annual | 402 |
| High School Chairperson (Other Subjects: Non-Core) | Must lead 5 or more teachers and must be teacher of record | | \$800 | Annual | 406 |
| High School English Language Arts Reading | Certified English, Language Arts, Reading: Must teach 4/6 classes | | \$2,000 | Annual | 563 |
| High School English Language Arts Reading - SRC & BCCP | Certified English, Language Arts, Reading: Must teach 3/6 classes | | \$1,500 | Annual | 564 |
| High School National Honor Society | 1 per campus | | \$750 | Annual | 520 |
| High School Newspaper | 1 per campus | | \$1,500 | Annual | 463 |
| High School Student Council | 1 per campus | | \$1,500 | Annual | 516 |
| High School UIL Contest Sponsor | Paid in May | | \$550 | Per Event | 455 |
| High School Yearbook | Additional duty days plus stipend amount | 4 | \$1,500 | Annual | 462 / 461 |
| JROTC | Additional duty days plus stipend amount | 30 | \$3,000 | Annual | 453 / 454 |
| Mock Trial | Co-Coaches (max of two; stipend noted per person) | | \$2,000 | Annual | 486 |
| Mock Trial | Others | | \$1,000 | Annual | 487 |
| Mock Trial National Meet | Co-Coaches (max of two; stipend noted per person) | | \$1,000 | Flat Rate | 490 |
| Mock Trial State Meet | Co-Coaches (max of two; stipend noted per person) | | \$1,000 | Flat Rate | 488 |
| Mock Trial State Meet | Others | | \$1,000 | Flat Rate | 489 |
| Student Council Barbara Cardwell Preparatory | 1 per campus | | \$750 | Annual | 517 |
| Athletics | | | | | |
| Head Coaches for High School | | | | | |
| Assignment | Description | Extra | Amount | Frequency | Munis |
| Head Basketball | | | \$10,500 | Annual | 595 |
| Head Baseball | | | \$10,500 | Annual | 595 |
| Head Cross Country | | | \$8,500 | Annual | 595 |
| Head Softball | | | \$10,500 | Annual | 595 |
| Head Golf | | | \$7,500 | Annual | 595 |
| Head Soccer | | | \$10,500 | Annual | 595 |
| Head Swimming/Water Polo | | | \$10,500 | Annual | 595 |
| Head Tennis | | | \$10,500 | Annual | 595 |
| Head Track | | | \$8,500 | Annual | 595 |
| Head Volleyball | | | \$11,500 | Annual | 595 |
| Head Wrestling | | | \$10,500 | Annual | 595 |
| 2nd Head Coaching Assignment | | | \$5,000 | Annual | 595 |
| Football and Volleyball Assistants for High School | | | | | |
| Football Offensive Coordinator | | | \$10,000 | Annual | 595 |
| Football Defensive Coordinator | | | \$10,000 | Annual | 595 |
| Football/Volleyball Assistant | | | \$7,000 | Annual | 595 |
| Other Assistants for High School | | | | | |
| Assistant Baseball | | | \$5,500 | Annual | 595 |
| Assistant Basketball | | | \$5,500 | Annual | 595 |
| Assistant Cross Country | | | \$5,000 | Annual | 595 |
| Assistant Softball | | | \$5,500 | Annual | 595 |
| Assistant Track | | | \$5,500 | Annual | 595 |
| Assistant Soccer | | | \$5,500 | Annual | 595 |
| Assistant Tennis | | | \$5,000 | Annual | 595 |
| Assistant Wrestling | | | \$5,500 | Annual | 595 |
| High School After-School Only | | | \$2,500 | Annual | 595 |

| Athletics (continued) | | | | | |
|--|---|---------------------------------|----------------|-----------|------------|
| Middle School | | | | | |
| Middle School Coordinator | | | \$10,500 | Annual | 595 |
| Middle School - 3 Sports (including Football) | | | \$8,000 | Annual | 595 |
| Middle School - 3 Sports | | | \$7,500 | Annual | 595 |
| Assistant Coach - Other Sport | | | \$2,000 | Annual | 595 |
| Middle School After-School Only | | | \$1,000 | Annual | 595 |
| Athletic Coordinator and Trainers for High School | | | | | |
| Athletic Trainer | Assigned by Athletics Department | | \$13,500 | Annual | 595 |
| Assistant Athletic Trainer | Assigned by Athletics Department | | \$12,000 | Annual | 595 |
| Assistant Athletic Coordinator | Assigned by Athletics Department | | \$5,000 | Annual | 595 |
| Miscellaneous | | | | | |
| Assignment | Description | Extra Days | Amount | Frequency | Munis Code |
| Field Maintenance (Soccer, Baseball, Softball) | Assigned by Athletics Department; 1 per sport | | \$1,500 | Annual | 595 |
| Bus Driving for Coaches | | | | | |
| Coach Bus Driving Stipend (after 5 trips) | Stipend awarded after completing 5 bus trips; A maximum of \$1,400 may be awarded per coach per school year | | \$400 | Flat Rate | 772 |
| Coach Bus Driving Stipend (after 10 trips) | Stipend awarded after completing 10 bus trips; A maximum of \$1,400 may be awarded per coach per school year | | \$400 | Flat Rate | 772 |
| Coach Bus Driving Stipend (after 15 trips) | Stipend awarded after completing 15 bus trips; A maximum of \$1,400 may be awarded per coach per school year | | \$400 | Flat Rate | 772 |
| Coach Bus Driving Stipend (qualified status) | Qualified status to drive bus to athletic events; A maximum of \$1,400 may be awarded per coach per school year | | \$200 | Flat Rate | 771 |
| NOTES ON EXTRA DUTY DAYS AND MONETARY SUPPLEMENTS: | | | | | |
| Coaches with Multiple Coaching Assignments: Stipends are stackable. | | | | | |
| Head Soccer Coach | \$10,500 | Head Cross Country Coach | \$8,500 | | |
| Assistant Football | <u>\$7,000</u> | Head Track Coach | <u>\$5,000</u> | | |
| Final Supplement for this Coach | \$17,500 | Final Supplement for this Coach | \$13,500 | | |
| Teachers are compensated with extra duty days when the activity requires them to be on duty during days other than the normal 187 days of the teacher contract period. The daily rate of the individual teacher is taken from the Teacher Salary Schedule as approved by the Board of Trustees and is multiplied by the number of extra duty days to determine the monetary equivalent. Payment is made as part of the teacher's annual salary. | | | | | |
| Monetary supplements are paid for extra time given on days that are part of the 187 days of the teacher contract. Payment is made as part of the teacher's annual salary. | | | | | |
| Paraprofessionals who are assigned athletic responsibilities and paid a stipend listed on this schedule must be compensated at a rate equal to, or greater than, their overtime rate for any work performed beyond the 40 hour work week. Supervisors should determine how many hours a paraprofessional may perform athletic duties by dividing the stipend amount by their specific overtime rate. Campuses are not authorized to allow a paraprofessional to earn more money than the stipend rate posted. | | | | | |
| Bilingual / ESL Education | | | | | |
| Stipend Title | Description | Extra Days | Amount | Frequency | Munis Code |
| Best plus Testers (AEL Program) | English language proficiency test designed to test English Language Learners' listening and speaking skills | | \$15 | Per Hour | |
| Bilingual Testers | | | \$15 | Per Hour | |
| Bilingual Counselors | Bilingual Certification or passing score on TOPT, BTLPT | | \$4,000 | Annual | 581 |
| Bilingual Diagnosticians | Bilingual Certification or passing score on TOPT, BTLPT | | \$4,000 | Annual | 581 |
| Bilingual Dyslexia Assessor | Bilingual Certification or passing score on TOPT, BTLPT | | \$3,500 | Annual | 582 |
| Bilingual Dyslexia Interventionist | Bilingual Certification or passing score on TOPT, BTLPT | | \$2,000 | Annual | 583 |
| Bilingual Interventionist & Academic Specialist | Bilingual Certification required | | \$3,000 | Annual | 580 |
| Bilingual Librarians (Elementary Only) | Bilingual Certification or passing score on TOPT, BTLPT | | \$4,000 | Annual | 581 |
| Bilingual Specialized Learning Professional (Orientation & Mobility Specialist, Licensed Specialist in School Psychology (LSSP), Physical Therapist (PT), Occupational Therapist (OT), Speech Language Pathologist (SLP)) | Proficiency determined by passing score (6 or higher in each domain) on AVANT Stamp 4S assessment | | \$2,000 | Annual | 417 |
| Bilingual Speech Therapist | Bilingual Certification or passing score on TOPT, BTLPT | | \$4,000 | Annual | 581 |
| Bilingual Special Education Teacher | Bilingual Certification or passing score on TOPT, BTLPT | | \$2,000 | Annual | 583 |
| Bilingual Teacher | Certified in Bilingual Classroom or Dual Language (Spanish) Assignment | | \$4,000 | Annual | 581 |
| Early Childhood Bilingual (LPAC) Lead Teacher | 1 per campus (may be combined with ESL Lead) | | \$600 | Annual | 415 |
| Early Childhood ESL (LPAC) Lead Teacher | 1 per campus (may be combined with Bilingual Lead) | | \$600 | Annual | 420 |
| Elementary Bilingual (LPAC) Lead Teacher | 1 per campus (may be combined with ESL Lead) and must be teacher of record | | \$600 | Annual | 415 |

| Bilingual / ESL Education (Cont'd) | | | | | |
|--|---|------------|-------------|-----------|------------|
| Stipend Title | Description | Extra Days | Amount | Frequency | Munis Code |
| Elementary Dual Language Lead | 1 per campus [funded through Bilingual Education Allotment (BEA) grant] | | \$350 | Annual | |
| Elementary ESL (LPAC) Lead Teacher | 1 per campus (may be combined with Bilingual Lead) and must be teacher of record | | \$600 | Annual | 420 |
| Middle School ESL (LPAC) Lead Teacher | 1 per campus | | \$1,200 | Annual | 416 |
| High School ESL (LPAC) Lead Teacher | 2 per campus - Irving, Nimitz, MacArthur 1 per campus - Singley, SRC, Cardwell | | \$1,200 | Annual | 416 |
| Career and Technology Education | | | | | |
| <i>Teachers will be made aware of their teaching assignment prior to the last contract day. Final confirmation of assigned extra days will be provided in August. Extra days are based on additional tasks assigned to the initial assignment as determined by the master schedule created by the campus principal, with guidance from the CTE Department.</i> | | | | | |
| Stipend Title | Description | Extra Days | Amount | Frequency | Munis Code |
| Base Extra Duty Days for All High School CTE Teachers | Days for all high school CTE teachers to use for miscellaneous approved activities, task. | 3 | | | 600 |
| Lab Set Up/Breakdown | 2 Days in August to set up Culinary, Agriculture, Science, and Computer labs. 1 day in June to breakdown labs. | 3 | | | 600 |
| Off Campus Practicums | For teachers to visit employers of off campus practicum students (1 day per six weeks). | 6 | | | 600 |
| Education Instructional Practices and Practicum Teachers | For Education teachers to arrange internship sites before the school year begins. | 3 | | | 600 |
| Enterprise Teachers | For student enterprise activities that take place outside of contract hours | 5 | | | 600 |
| Career Technical Student Organization [CTSO] Advisors | For practice and competition days; 5 days per CTSO | 5 | | | 600 |
| CTE Assignment Agriculture - Critical Needs | Agriculture teacher assigned by CTE department | | \$2,500 | Annual | 424 |
| CTE Assignment Health Science - Critical Needs | Health Science teacher assigned by CTE department | | \$2,500 | Annual | 424 |
| CTE High School Chairperson | 2- Irving, 2-MacArthur, 2-Nimitz, 4-Academy, 1-BCCPC, 1 Ratteree | | \$2,000 | Annual | 401 |
| CTE Career Cluster Advisory Board Chair | 4 meetings annual max per person; communicated and confirmed by CTE department | | \$800 | Annual | 404 |
| CTE Program Lead | Per cluster; 6- Irving, 6-MacArthur, 6-Nimitz | | \$1,500 | Annual | 468 |
| Career & Technology Competition Sponsor (CTSO) | Lead sponsor only; Paid in May | | \$350 | Flat Rate | 457 |
| CTSO Summer Competitions | For summer travel* *Mileage reimbursement shall not be submitted to the Business Office if this stipend is received | | \$500 | Flat Rate | 484 |
| National Technical Honor Society | 1 per high school | | \$750 | Annual | 520 |
| Program Summer Camps | For CTE summer camps | | \$500 | Flat Rate | 484 |
| Fine Arts | | | | | |
| Stipend Title | Description | Extra Days | Amount | Frequency | Munis Code |
| Fine Arts Accompanist Concert Rate | | | \$100 | Per Hour | |
| Fine Arts Accompanist Texas State Solo and Ensemble Contest | TSSEC Fee + Travel Expenses*; minimum/maximum *Mileage reimbursement shall not be submitted to the Business Office if this stipend is received | | \$200/\$500 | Flat Rate | |
| Fine Arts Accompanist UIL Performance | Per choir | | \$100 | Flat Rate | 690 |
| Fine Arts All City Event | Coordinator \$100/Host Facilitator \$100 | | \$200 | Flat Rate | |
| Fine Arts Dance and Drill Team Director | Additional duty days plus stipend amount | 10 | \$4,000 | Annual | 511 / 510 |
| Fine Arts Drill Team Assistant | | | \$2,000 | Annual | 513 |
| Fine Arts Event Coordinator/Facilitator | | | \$100 | Per Event | 693 |
| Fine Arts High School Assistant Band Director | Additional duty days plus stipend amount | 13 | \$6,000 | Annual | 529 / 528 |
| Fine Arts High School Assistant Choir Director | | | \$2,500 | Annual | 538 |
| Fine Arts High School Associate Band Director | Additional duty days plus stipend amount | 13 | \$7,500 | Annual | 529 / 528 |
| Fine Arts High School Band Director | Additional duty days plus stipend amount | 31 | \$15,000 | Annual | 527 / 526 |
| Fine Arts High School Choir Director | Additional duty days plus stipend amount | 4 | \$5,000 | Annual | 535 / 536 |
| Fine Arts High School Orchestra Director | Additional duty days plus stipend amount | 4 | \$5,000 | Annual | 527 / 541 |
| Fine Arts High School Theatre - Assistant | | | \$3,000 | Annual | 560 |
| Fine Arts High School Theatre - Lead | | | \$4,500 | Annual | 555 |
| Fine Arts High School Mariachi/Alternative Music | | | \$1,500 | Annual | 544 |
| Fine Arts High School Cheerleader Sponsor, Freshman | If the same person sponsors additional Cheer groups, the lesser of the two stipend amounts will be split in half and additional duty days may be adjusted | 4 | \$2,000 | Annual | 502 / 506 |
| Fine Arts High School Cheerleader Sponsor, Jr. Varsity | If the same person sponsors additional Cheer groups, the lesser of the two stipend amounts will be split in half and additional duty days may be adjusted | 8 | \$2,000 | Annual | 502 / 503 |
| Fine Arts High School Cheerleader Sponsor, Varsity | If the same person sponsors additional Cheer groups, the lesser of the two stipend amounts will be split in half and additional duty days may be adjusted | 8 | \$4,000 | Annual | 502 / 501 |
| Fine Arts High School Pep/Spirit Squad | 1 per campus | | \$1,000 | Annual | 515 |
| Fine Arts Irving Children's Chorus Accompanist | | | \$750 | Flat Rate | 697 |
| Fine Arts Irving Children's Chorus Assistant Director | | | \$1,750 | Flat Rate | 696 |
| Fine Arts Irving Children's Chorus Director | | | \$2,000 | Flat Rate | 695 |
| Fine Arts Lead Teacher (6-12 Choral) | Assigned by Fine Arts Department | | \$1,000 | Annual | 448 |
| Fine Arts Lead Teacher (9-12 Visual Arts) | Assigned by Fine Arts Department | | \$1,500 | Annual | 451 |
| Fine Arts Lead Teacher (PK-5 Music) | Assigned by Fine Arts Department | | \$1,500 | Annual | 446 |
| Fine Arts Lead Teacher (PK-5 Visual Arts) | Assigned by Fine Arts Department | | \$1,500 | Annual | 446 |
| Fine Arts Middle School Assistant Band Director | Additional duty days plus stipend amount | 7 | \$3,000 | Annual | 531 / 532 |

| Fine Arts (Cont'd) | | | | | |
|--|--|------------|---------|-----------|------------|
| Stipend Title | Description | Extra Days | Amount | Frequency | Munis Code |
| Fine Arts Middle School Assistant Choir Director | | | \$1,500 | Annual | 449 |
| Fine Arts Middle School Assistant Orchestra Director | | | \$1,500 | Annual | 543 |
| Fine Arts Middle School Band Director | Additional duty days plus stipend amount | 13 | \$6,500 | Annual | 531 / 530 |
| Fine Arts Middle School Cheerleader Sponsor | Additional duty days plus stipend amount | 8 | \$1,500 | Annual | 505 / 504 |
| Fine Arts Middle School Choir Director | | | \$3,000 | Annual | 537 |
| Fine Arts Middle School Orchestra Director | | | \$3,500 | Annual | 542 |
| Fine Arts Pre-UIL District-wide Facilitator | | | \$100 | Flat Rate | 690 |
| Fine Arts Solo & Ensemble Contest | Contest Coordinator \$175/ Host Facilitator \$175 | | \$350 | Flat Rate | 693 |
| Special Education / Dyslexia | | | | | |
| Stipend Title | Description | Extra Days | Amount | Frequency | Munis Code |
| Clinical Fellowship Year (CFY) Supervision | Per SLP | | \$2,000 | Annual | 440 |
| Clinical Year (CY) Supervisor | Per LSSP | | \$2,000 | Annual | 440 |
| Deaf Education Teacher - Critical Needs | Certified in that assignment | | \$3,000 | Annual | 424 |
| Diagnostician - Critical Needs | Licensed | | \$3,000 | Annual | 424 |
| Dyslexia Interventionist | Dyslexia Interventionist can only receive one of the three stipends: CALT, CALP, or the Dyslexia Interventionist stipend; [funded through Dyslexia Allotment Grant]. Eligible to be stacked with Bilingual Dyslexia stipend. | | \$1,000 | Annual | 414 |
| Dyslexia Interventionist - CALP Certified | Dyslexia Interventionist can only receive one of the three stipends: CALT, CALP, or the Dyslexia Interventionist stipend; [funded through Dyslexia Allotment Grant]. Eligible to be stacked with Bilingual Dyslexia stipend. | | \$2,500 | Annual | 418 |
| Dyslexia Interventionist - CALT Certified | Dyslexia Interventionist can only receive one of the three stipends: CALT, CALP, or the Dyslexia Interventionist stipend; [funded through Dyslexia Allotment Grant]. Eligible to be stacked with Bilingual Dyslexia stipend. | | \$3,500 | Annual | 419 |
| Dyslexia Specialist Lead | Coaching and mentoring Dyslexia Interventionists & Specialists | | \$1,500 | Annual | 436 |
| Early Childhood (PK) Blended Teacher | Teacher of record serving SPED and Gen. ED students | | \$1,000 | Annual | 400 |
| Early Childhood Special Education Life Active Learning Teacher | Pre-K/ECSE SPED Teacher | | \$3,500 | Annual | 432 |
| Early Childhood Special Education Lead Teacher | Must lead at least 3 teachers; limited to 1 per campus | | \$1,000 | Annual | 425 |
| Elementary School Special Education Lead Teacher | Must lead at least 3 teachers; limited to 1 per campus | | \$1,000 | Annual | 425 |
| Licensed Specialist in School Psychology (LSSP)- Critical Needs | Licensed | | \$3,000 | Annual | 424 |
| Occupational Therapist Supervision | Must be certified OT; Must be supervising an OT Assistant | | \$500 | Annual | 444 |
| Physical Therapist - Critical Needs | Licensed | | \$3,000 | Annual | 424 |
| Physical Therapist Supervision | Must be certified PT; Must be supervising PT Assistant | | \$500 | Annual | 444 |
| Sign Language Interpreter - Special Events | Per hour | | \$35 | Per Hour | 525 / 670 |
| Sign Language Interpreters - Certified | Certification Level 1 & 2 | | \$2,500 | Annual | 426 |
| Sign Language Interpreters - Certified | Basic Certification | | \$3,000 | Annual | 427 |
| Sign Language Interpreters - Certified | Certification Level 3/Advance | | \$3,500 | Annual | 428 |
| Sign Language Interpreters - Certified | Certification Level 4 & 5/Master | | \$4,500 | Annual | 429 |
| Special Education Assessment Lead Stipend | Maximum of 4 assigned per year (2- Diag, 1- LSSP, 1- SLP) | | \$1,500 | Annual | 436 |
| Special Education Teacher | Must be certified; Qualifying teachers include: Resource/Inclusion, Homebound, and Adapted PE. Eligible to be stacked with Bilingual Sped Teacher stipend. | | \$1,000 | Annual | 430 |
| Special Olympics | Head of Delegation | | \$1,000 | Annual | 441 |
| Special Olympics | Coaches per sport sponsored; paid in June | | \$300 | Flat Rate | 785 |
| Special Education Supervising Coordinators (includes Dyslexia Coordinator) | Supervising up to 15 employees | | \$2,500 | Annual | 437 |
| Special Education Supervising Coordinators (includes Dyslexia Coordinator) | Supervising 16 to 30 employees | | \$3,000 | Annual | 438 |
| Special Education Supervising Coordinators (includes Dyslexia Coordinator) | Supervising 31+ employees | | \$4,000 | Annual | 439 |
| Special Education Life Skills & PASS | SPED Teacher teaching Life Skills or PASS | | \$3,500 | Annual | 433 |
| Special Education Evaluation Testing | Summer testing to evaluate students | | \$35 | Per Hour | 655 |
| Speech Language Pathologist (SLP) - Critical Needs | Licensed | | \$3,000 | Annual | 548 |
| Vision Impaired Teacher | Must be certified in assignment | | \$3,000 | Annual | 590 |
| Technology | | | | | |
| Stipend Title | Description | Extra Days | Amount | Frequency | Munis Code |
| 1:1 Laptop Program | Campus Technician; Certification must remain current or stipend will be terminated | | \$2,000 | Annual | 574 |
| A+, Microsoft Certified Professional (MCP) certification | Campus Technician; Certification must remain current or stipend will be terminated; Current employees who have the lifetime A+ certification are grandfathered. New employees must obtain the renewable certification. | | \$2,000 | Annual | 571 |
| Cisco Certified Network Associate (CCNA) certification | District Network Administrator/Technician; Certification must remain current or stipend will be terminated | | \$2,000 | Annual | 561 |
| Cisco Certified Network Professional (CCNP) certification | District Network Administrator/Technician; Certification must remain current or stipend will be terminated | | \$3,000 | Annual | 562 |
| Certified Information Systems Security Professional (CISSP) certification | Certification must remain current or stipend will be terminated | | \$3,500 | Annual | 575 |

| Cell Phone Allowance | | | | | |
|---|--|------------|------------------------|-----------|------------|
| <i>This rate is designed to compensate certain District personnel (listed below) to cover cellular phone expenses when used for the District. For additional approvals or information please contact your Leadership Team member. Personnel with a district cell phone is not eligible to receive this allowance.</i> | | | | | |
| Stipend Title | Description | Extra Days | Amount | Frequency | Munis Code |
| Power Usage | Division Chiefs / Legal Counsel / Principals | | \$720 | Annual | 837 |
| Regular Usage | Other Executive Staff / Assistant Principals | | \$600 | Annual | 832 |
| Occasional Usage | Other Managerial Staff | | \$480 | Annual | 831 |
| Other Extra Earnings | | | | | |
| Title | Description | Extra Days | Amount | Frequency | Munis Code |
| Adult Education and Literacy Program Childcare Worker | Grant funded | | \$15 | Per Hour | |
| HB3 Armed Security | Armed Security Officers and School Security Specialists are eligible for this stipend. | | \$15,000 | Annual | 522 / 523 |
| Food Service Special Events | Identified by Food Service Department Director | | Employee's OT rate | | |
| Bus Driver (extra duty) | Teachers, coaches, or paraprofessionals that possess a Class B CDL license with a passenger and school bus endorsement | | \$25 | Per Hour | |
| Interpretation Services - Special Events | | | \$25 | Per Hour | 651 / 671 |
| On-Call (Facilities/Operations employees only) | Employee will be paid 2 hours of regular hourly rate for the on-call schedule, 2-hour minimum should the employee be required to be on-site. | | Employee's hourly rate | | |
| Saturday Health Clinics | Registered Nurse working clinics on Saturdays - Health Services | | \$30 | Per Hour | 698 |
| Lead CPR Instructor | Registered Nurse Teaching Summer CPR classes - Health Services | | \$30 | Per Hour | 698 |
| Assistant CPR Instructor | Teaching Summer CPR classes - Health Services | | \$20 | Per Hour | 699 |

*Teachers qualifying for a stipend, including those employed under the District of Innovation distinction, receive full stipend.

*An individual employed under an interim teacher or temporary campus support professional designation does not qualify for any stipends for special assignments.

*Unless noted differently, flat amount stipends are for professional staff only.

*A stipend associated with a particular supplemental duty may be prorated if the duty is not completed, or if the supplemental duty is terminated for any reason.

*Supplemental duties are at-will and are not part of the employment contract with the District. There is no property right to the continuation of supplemental duties.

Supplemental Pay Schedules (Guest Educators, Part-Time, Hourly, and Summer)

Stipends or supplemental pay not described in this section of the handbook must be verified and approved by the Executive Director of Employee Services and HRIS before submitting to Payroll for processing. All unapproved rates submitted without approval will be adjusted by Payroll and/or Human Resources, at the approved rate on record. All approvals require the signature of the appropriate Leadership Team member.

Employees paid from grant funds will be paid in accordance with the approved rates in this handbook, regardless of what may be allowable in the grant.

GUEST EDUCATOR PAY

A. Professional

Administrative (Principal, Assistant Principal)
 Counselors
 Bachelor's Degree, Valid Teaching Certificate, & Former IISD Teacher
 Bachelor's Degree & Valid Teaching Certificate
 Bachelor's Degree & No Teaching Certificate (includes clinic guest educators w/non-Nursing degree)
 No Bachelor's Degree (includes clinic guest educators w/no degree)
 Registered Nurse
 Deaf Ed

| Amount | Frequency | Munis Code |
|---------|-----------|------------|
| \$319 | Per Day | 190 |
| \$195 | Per Day | 191 |
| * \$120 | Per Day | 184 |
| * \$115 | Per Day | 183 |
| * \$110 | Per Day | 182 |
| * \$105 | Per Day | 181 |
| \$200 | Per Day | 192 |
| \$120 | Per Day | 188 |

B. Paraprofessional (regardless of education or certification)

ALL paraprofessional absences
 Administration Building Receptionist (training required)*

| | | |
|---------|---------|-----|
| * \$105 | Per Day | 196 |
| * \$110 | Per Day | 179 |

C. Incentives - Applies to Guest Educator for Teachers, Paraprofessionals and Clinic

Monday or Friday (Full Day Assignment)

| | | | |
|---------|------|---------|-----|
| add (+) | \$10 | Per Day | 178 |
|---------|------|---------|-----|

Consecutive Days of Service

11th day in the same assignment
 21st day in the same assignment

| | | | |
|---------|------|---------|-----|
| add (+) | \$10 | Per Day | 185 |
| add (+) | \$5 | Per Day | 186 |

Cumulative Days Worked per semester Bonus:

1st semester: work between 38 and 58 days / 2nd semester: work between 41 and 62 days
 1st semester: work 59 or more days / 2nd semester: work 63 or more days

| | | |
|-------|-----------|-----|
| \$350 | Flat Rate | 175 |
| \$600 | Flat Rate | 176 |

In certain long-term assignments*, a negotiated compensation rate not to exceed \$170 per day may be authorized by the Human Resources Department. If approved, guest educator must be present 93% of assignment timeframe.

| | | |
|--|---------|-----|
| | Per Day | 177 |
|--|---------|-----|

*The following guest educator assignments are NOT eligible to receive the Monday/Friday incentives:

- ° Long-term Guest Educators who are approved for the \$170 daily rate

A Full-Day Assignment = 4.5 + hours

A Half-Day Assignment = up to and including 4.5 hours

Please note: All Guest Educators, with the exception of classroom teacher Guest Educators, are non-exempt employees as defined by the United States Department of Labor. All Guest Educator rates are based on an 8 hour day. Any time worked in excess of 40 hours in a work week must be compensated at a rate equivalent to time and a half, and any overtime worked by Guest Educators must be approved in advance by the Human Resources Department.

Professional Development: pay is half of the non-degreed daily rate for up to 4.5 hours

D. Teacher Candidate Pathways (pay is annualized for all levels)

LEAP Resident Teacher (195 days): Needs to pass 2 or less certification tests & completed/enrolled in an EPP or traditional college

Interim Professional I (187 days): Needs to pass more than 2 certification tests; must hold a conferred bachelors degree

Interim Professional II (187 days): Needs to pass 2 or less certification tests; must hold a conferred bachelors degree

Temporary Campus Support I (187 days): Needs more than 1 year to obtain a conferred bachelors degree

Temporary Campus Support II (187 days): Needs 1 year or less to obtain a conferred bachelors degree / senior

*Educator preparation program

| | | |
|-------|---------|-----|
| \$280 | Per Day | 100 |
| \$290 | Per Day | 100 |
| \$306 | Per Day | 100 |
| \$200 | Per Day | 100 |
| \$210 | Per Day | 100 |

E. Classified

Food Service

Regular/Retired \$10.72 per hour
 Retired Manager \$13.97 per hour
 Retired Supervisor \$16.50 per hour

Facilities Services

Beginning rate - student
 IISD Experience/Maximum rate
 Substitute Custodians

Minimum wage
 \$10.72 per hour
 \$10.72 per hour

*Employment Not Eligible for TRS Membership

Work as a substitute is not eligible for TRS membership. For TRS purposes, the definition of a substitute is a person who serves on a temporary basis in the place of a current employee and paid at the daily rate of pay as set by the employer.

https://www.trs.texas.gov/Pages/re_employment_eligibility.aspx

PART-TIME AND HOURLY PAY

A. Temporary Positions

Paraprofessionals

Temporary Positions: Pay rates are aligned by the approved paraprofessional and professional pay schedule.
Pay rate is based upon experience within the corresponding pay grade.

| Pay Grade | Minimum | Maximum |
|-----------|----------|----------|
| 030 | 13.43/hr | 16.80/hr |
| 035 | 14.63/hr | 18.17/hr |
| 040 | 15.19/hr | 19.46/hr |
| 050 | 16.41/hr | 20.99/hr |
| 060 | 17.78/hr | 22.69/hr |

| Pay Grade | Minimum | Maximum |
|-----------|----------|----------|
| 065 | 19.56/hr | 24.92/hr |
| 070 | 22.52/hr | 28.68/hr |
| 075 | 25.75/hr | 31.90/hr |
| 080 | 29.33/hr | 37.45/hr |
| 085 | 34.51/hr | 42.62/hr |

Professionals

| Pay Grade | Minimum | Maximum |
|-----------|----------|----------|
| 1 | \$229.75 | \$280.19 |
| 2 | \$270.45 | \$329.81 |
| 3 | \$313.04 | \$372.68 |
| 4 | \$337.31 | \$401.51 |
| 5 | \$360.71 | \$429.42 |

| Pay Grade | Minimum | Maximum |
|-----------|----------|----------|
| 6 | \$389.57 | \$463.78 |
| 7 | \$420.73 | \$500.87 |
| 8 | \$454.39 | \$540.95 |
| 9 | \$490.75 | \$584.21 |
| 10 | \$539.82 | \$642.64 |

AVID Instructors

Certified Teacher
Non-Certified Teacher

| Amount | Frequency | Munis Code |
|--------|-----------|------------|
| \$35 | Per Hour | 141 |
| \$17 | Per Hour | 142 |

Tutorials

Certified Teacher
Non-Certified Teacher (includes Certified Aide)
Grad Lab Tutors

| | | |
|------|----------|-----|
| \$35 | Per Hour | 143 |
| \$20 | Per Hour | 144 |
| \$20 | Per Hour | 145 |

Swim Instructors

Certified Teacher
Non-Certified Teacher

| | | |
|------|----------|-----|
| \$25 | Per Hour | 146 |
| \$17 | Per Hour | 147 |

AEL Instructors

Best Plus Certified
Non-Certified

| | | |
|------|----------|-----|
| \$25 | Per Hour | 148 |
| \$17 | Per Hour | 149 |

Omni Instructor (Certified Teacher)

| | | |
|------|----------|-----|
| \$35 | Per Hour | 151 |
|------|----------|-----|

Omni Presenter

Certified Teacher
Non-Certified Teacher

| | | |
|------|----------|-----|
| \$25 | Per Hour | 152 |
| \$17 | Per Hour | 153 |

Outdoor Learning

Certified Teacher
Non-Certified Teacher

| | | |
|------|----------|-----|
| \$25 | Per Hour | 154 |
| \$17 | Per Hour | 155 |

Technology Professional Part-Time

| | | |
|-----------|----------|--|
| \$15-\$25 | Per Hour | |
|-----------|----------|--|

P/T Planetarium Instructor/Manager

Certified Teacher
Non-Certified Teacher

| | | |
|------|----------|-----|
| \$25 | Per Hour | 157 |
| \$17 | Per Hour | 158 |

Student Workers

| | | |
|--------------|----------|-----|
| Minimum Wage | Per Hour | 115 |
|--------------|----------|-----|

B. Summer Employment for Facility Services (Painters/Grounds/Custodians)

| | | |
|---------|----------|-----|
| \$15.50 | Per Hour | 676 |
|---------|----------|-----|

C. Fine Arts Part-time

Master Classes

High School Diploma
College Degree

| | | |
|------|-------------|-----|
| \$50 | Per Session | 115 |
| \$75 | Per Session | 115 |

Color Guard

1 per High School (IHS, MHS, NHS)

| | | |
|----------|--------------------|-----|
| \$10,000 | Annual / 12 months | 117 |
|----------|--------------------|-----|

ATHLETICS FACILITY WORKERS

| GENERAL | RATE | FREQ | MUNIS CODE |
|-----------------------------|----------|----------|------------|
| Stadium Ticket Takers | \$45.00 | Per Game | 723 |
| Stadium Ushers | \$45.00 | Per Game | 724 |
| Parking Lot Attendants | \$60.00 | Per Game | 725 |
| Press Box Manager West Side | \$60.00 | Per Game | 727 |
| Press Box Manager East Side | \$60.00 | Per Game | 728 |
| Scoreboard Operator | \$100.00 | Per Game | 730 |
| Computer Operator | \$50.00 | Per Game | 731 |
| Elevator Operator | \$50.00 | Per Game | 732 |
| Stadium Announcer | \$75.00 | Per Game | 733 |
| Stadium Announcer Spotter | \$50.00 | Per Game | 734 |
| Jumbotron | \$140.00 | Per Game | 700 |
| Tech Support | \$100.00 | Per Game | 700 |

| FOOTBALL | RATE | FREQ | MUNIS CODE |
|------------------------------|---------|---------------------|------------|
| 9/JV Football Ticket Scanner | \$30.00 | 1 Game | 735 |
| 9/JV Football Ticket Scanner | \$40.00 | 2 Games | 737 |
| 9/JV Football Clock Operator | \$30.00 | 1 Game | 736 |
| 9/JV Football Clock Operator | \$40.00 | 2 Games | 738 |
| MS Football Ticket Scanner | \$30.00 | Per Day - Flat Rate | 739 |
| MS Football Clock Operator | \$30.00 | Per Day - Flat Rate | 740 |

| BASKETBALL | RATE | FREQ | MUNIS CODE |
|--|----------|---------------------|------------|
| HS Basketball Ticket Scanner | \$25.00 | 1 Game | 700 |
| HS Basketball Ticket Scanner | \$35.00 | 2 Games | 744 |
| HS Basketball Ticket Scanner | \$50.00 | 3 Games | 700 |
| HS Basketball Clock & Book | \$20.00 | 1 Game | 700 |
| HS Basketball Clock & Book | \$30.00 | 2 Games | 745 |
| HS Basketball Clock & Book | \$45.00 | 3 Games | 700 |
| MS/HS Basketball Tournament Clock Operator | \$15.00 | Per Game | 763 |
| MS/HS Basketball Tournament Ticket Scanner | \$15.00 | Per Game | 748 |
| MS Basketball Ticket Scanner | \$25.00 | Per Day - Flat Rate | 746 |
| MS Basketball Clock & Book | \$25.00 | Per Day - Flat Rate | 747 |
| Basketball Playoff Ticket Scanner | \$45.00 | Per Game | 700 |
| Basketball Playoff Ticket Clock & Book | \$35.00 | Per Game | 700 |
| Basketball Playoff - Admin | \$100.00 | Per Game | 700 |

| VOLLEYBALL | RATE | FREQ | MUNIS CODE |
|--|----------|---------------------|------------|
| HS Volleyball Ticket Scanner | \$20.00 | 1 Game | 700 |
| HS Volleyball Ticket Scanner | \$30.00 | 2 Games | 741 |
| HS Volleyball Ticket Scanner | \$45.00 | 3 Games | 700 |
| HS Volleyball Clock & Book | \$15.00 | 1 Game | 700 |
| HS Volleyball Clock & Book | \$25.00 | 2 Games | 742 |
| HS Volleyball Clock & Book | \$40.00 | 3 Games | 700 |
| HS Volleyball Line Judge/Libero | \$10.00 | 1 Game | 700 |
| HS Volleyball Line Judge/Libero | \$20.00 | 2 Games | 743 |
| HS Volleyball Line Judge/Libero | \$35.00 | 3 Games | 700 |
| MS/HS Volleyball Tournament Scanner | \$15.00 | Per Game | 748 |
| MS/HS Volleyball Tournament Clock & Book | \$10.00 | Per Game | 749 |
| MS Volleyball Ticket Scanner | \$25.00 | Per Day - Flat Rate | 746 |
| MS Volleyball Clock & Book | \$25.00 | Per Day - Flat Rate | 747 |
| Volleyball Playoff Ticket Scanner | \$45.00 | Per Game | 700 |
| Volleyball Playoff Clock & Book | \$40.00 | Per Game | 700 |
| Volleyball Playoff Libero Tracker | \$35.00 | Per Game | 700 |
| Volleyball Playoff - Admin | \$100.00 | Per Game | 700 |

ATHLETICS FACILITY WORKERS (cont'd)

| BASEBALL/SOFTBALL | RATE | FREQ | MUNIS CODE |
|--|-------------|-------------|-------------------|
| Baseball/Softball Ticket Scanner | \$25.00 | 1 Game | 755 |
| Baseball/Softball Ticket Scanner | \$40.00 | 2 Games | 756 |
| Baseball/Softball Scorer | \$15.00 | 1 Game | 757 |
| Baseball/Softball Scorer | \$30.00 | 2 Games | 758 |
| Baseball/Softball Announcer | \$12.50 | 1 Game | 759 |
| Baseball/Softball Announcer | \$25.00 | 2 Games | 760 |
| Baseball Varsity Pitch Counter | \$50.00 | Per Game | 700 |
| Baseball/Softball Tournament Scanner | \$15.00 | Per Game | 700 |
| Baseball/Softball Tournament Scorer | \$10.00 | Per Game | 700 |
| Baseball/Softball Playoff Ticket Scanner | \$50.00 | Per Game | 700 |
| Baseball/Softball Playoff - Admin | \$100.00 | Per Game | 700 |
| Baseball/Softball Playoff Scorer | \$50.00 | Per Game | 700 |
| Baseball/Softball Playoff Announcer | \$50.00 | Per Game | 700 |
| SOCCER | | | |
| SOCCER | RATE | FREQ | MUNIS CODE |
| HS Soccer Ticket Scanner | \$30.00 | 1 Game | 751 |
| HS Soccer Ticket Scanner | \$45.00 | 2 Games | 752 |
| HS Soccer Ticket Scanner | \$65.00 | 3 Games | 700 |
| HS Soccer Clock Operator | \$25.00 | 1 Game | 753 |
| HS Soccer Clock Operator | \$40.00 | 2 Games | 754 |
| HS Soccer Clock Operator | \$60.00 | 3 Games | 700 |
| MS/HS Soccer Tournament Scanner | \$20.00 | Per Game | 700 |
| MS/HS Soccer Tournament Clock | \$15.00 | Per Game | 700 |
| Soccer Playoff Ticket Scanner | \$50.00 | Per Game | 700 |
| Soccer Playoff - Admin | \$100.00 | Per Game | 700 |
| Soccer Playoff Clock Operator | \$50.00 | Per Game | 700 |
| Soccer Playoff Announcer | \$50.00 | Per Game | 700 |
| SUMMER CONDITIONING (Pending available funding) | | | |
| Coach | \$25.00 | Per Hour | |

| Summer School Programs | | | | |
|---|---|---------|-----------|-----------------|
| Stipend Title | Description | Amount | Frequency | Munis Code |
| Summer School Principal | Paid in July or August (dependent on when summer session ends) | \$5,500 | Flat Rate | 635 |
| Summer School Assistant Principal | This rate is reserved for Assistant Principals working both full summer sessions. Paid in July or August (dependent on when summer session ends) | \$4,900 | Flat Rate | 668 |
| Summer School Assistant Principal - SICA Bridge Program | Paid in July | \$50 | Per Hour | 662 |
| Summer School Supervisor (ESY) | For Special Education; Masters degree required | \$50 | Per Hour | 642 |
| Summer School Teacher | (Credit Recovery Lab, programs not assessed through state assessments) | \$35 | Per Hour | 683 |
| Summer School Teacher | STAAR/EOC/ESY for Special Education | \$35 | Per Hour | 684 |
| Summer School Teacher (Non-Certified) | Instruction provided by uncertified personnel | \$20 | Per Hour | 673 |
| Summer School Counselor | Non-contract days, extra duty day | \$35 | Per Hour | 643 |
| Summer School Nurse | Non-contract days, extra duty day | \$35 | Per Hour | 644 / 657 / 682 |
| Summer School Librarian | Non-contract days, extra duty day | \$35 | Per Hour | 649 |
| Summer School Support Professional (Other) | Diagnostician, Therapist, etc.; Non-contract days, extra duty day | \$35 | Per Hour | 640 |
| Summer School Secretary, Cashier | Performs both duties, rate only applies upon completion of duty days of assigned work calendar | \$20 | Per Hour | 653 |
| Summer School HIPPY Instructors | Non-contract days, extra duty day | \$20 | Per Hour | 628 |
| Summer School Aide | Non-contract days, extra duty day | \$20 | Per Hour | 673 |
| Summer School Campus Technician | Non-contract days, extra duty day | \$20 | Per Hour | 666 |

Extra Duty Pay - Working Beyond Normal Number of Annual Days

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

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

Incentives and Reimbursements

Pay Code 576

Pay Code 830

| IISD Graduates Teaching in IISD \$4000 over 2 years* | Grow with Irving Alumni \$6000 over 3 years** |
|--|--|
| <p>Must be first year of creditable teaching experience as a certified teacher</p> <p>Must present high school diploma within 30 days of hire</p> | <p>Must be first year of creditable teaching experience as a certified teacher in the 2022-2023 school year</p> <p>Must present high school diploma within 30 days of hire</p> <p>Must participate in the IISD graduate tracking process with the "Grow with Irving" program</p> <p>Must have graduated from IISD in the 2018-2019 school year or later to be considered (i.e., participated in I Am Next OR are pursuing a degree in education)</p> |

** \$1,000 at the completion of each semester (December and June)-Year One*

** \$1,000 at the completion of each semester (December and June)-Year Two*

*** \$1,000 at the completion of each semester (December and June)-Year Three*

College Coursework Reimbursements [Pay Code 607]

Employees who earn at least 3 semester hours at a college or university in a course leading towards certification in a field where there is critical shortage of certified teachers may be reimbursed \$300 per course. For 2022-2023, those fields of critical shortage are Bilingual/English as a Second Language, Special Education (elementary and secondary), Career and Technical Education (including technology applications and computer science), English Language Arts and Reading, Secondary Science and Secondary Mathematics.

Irving ISD does not have a reimbursement program to receive a master's. However, there are certain graduate courses that are reimbursable under the following conditions: Employees who earn at least 3 hours for a course completed beyond their master's degree in any specific teaching field in which high school dual enrollment credit is given may be reimbursed \$300 per course. The purpose of this reimbursement program is to increase the number of qualified teachers to teach dual enrollment courses at the high school level. Teachers of dual enrollment courses must have a master's degree plus at least 18 hours in the subject area taught.

Employees receiving this incentive will be **required to commit to Irving ISD one (1) school year** after the course is reimbursed. If the employee should leave Irving ISD, they will be required to reimburse the district for courses paid for.

Grant Funding

Compensation resulting from grants awarded after the adoption of salary schedules will be subject to compensation review and approval from the Superintendent or designee and Human Resources.

Incentives and Reimbursements (cont'd)

Performance Pay - Teacher Incentive Allotment* [Pay Code 499]

Funds received by Irving ISD for a designated teacher under the Teacher Incentive Allotment (TIA) are allocated as such: ninety (90) percent will be paid to the designated teacher; the remaining ten (10) percent will be used for (administrative expenses and professional development). Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher. TIA payments will be made by August 31st.

***The TIA stipend is for incoming teachers with a Teacher Incentive Allotment as designated by TEA.**

Reimbursement of Local Leave Upon Retirement [Pay Code 370]

The following leave provisions shall apply to local leave earned beginning on the original effective date of this program. An employee who retires from the District shall be eligible for payment for accumulated local leave* and/or Exemplary Attendance Days under the following conditions:

1. The employee is retiring from TRS voluntarily and is not being discharged or non-renewed from Irving ISD.
2. The employee provides advance written notice of intent to retire to the Office of Human Resources by the last Monday of November (mid-year retirement) or the first Monday of March (end-of-year retirement).
3. The employee is eligible for retirement benefits from the Teacher Retirement System of Texas (TRS).
4. The effective date of the resignation is the employee's last workday as scheduled on the employment dates of the school calendar.
5. The employee seeking reimbursement for local sick leave must have a balance of at least 15 state personal leave days. Please note that once the employee and supervisor have signed the Leave Request Form, it may not be changed. (i.e., an employee cannot elect to use sick days and later request to change them to personal days. These requests will be denied.) It is the responsibility of the employee to verify the absences are reported correctly.
6. All Exemplary Attendance Days are eligible for buyback upon retirement.

*Unused non-duty days are not eligible for reimbursement

The employees shall be reimbursed for each day of local leave at a rate of \$100 per day up to a maximum of 60 days; and Exemplary Attendance days may be sold in addition to local days, at the same rate. Payment shall be made on the check run following the employee's final paycheck. The employee's balance of local leave shall be reduced to zero upon payment.

The rate established by the Board shall be in effect until the Board adopts a new rate. Any changes to the rate shall apply beginning the school year following the adoption rate change.

Retire/Rehires who are resigning from the district shall not be eligible for this program.

Exceptions

After the **first Monday of March**, requests for reimbursement of leave upon retirement shall be considered by the Superintendent or designee only for reasons due to extenuating circumstances.

If the death of an employee occurs after the employee becomes eligible for participation in this plan, payment shall be made to the beneficiary listed.

Incentives and Reimbursements (cont'd)

Employee Referral Incentive

The referral incentive is primarily for referring teachers. We welcome referrals for other positions and will consider referral payouts only during designated months for non-teaching positions. Eligible employees may refer external candidates to the HR Department for current hard-to-fill vacancies.

Criteria:

- The amount of the incentive shall not exceed \$2000 awarded per each successful referral for positions that meet all qualifications.
- Hiring managers and interview committee members are not eligible for referrals made directly to their campus location. Hiring manager is defined as the administrator who is capable of recommending a candidate in TalentEd.
- New hire must remain employed for the entire school year.
- The employee and the referral must not have submitted an intent to separate from employment with Irving ISD for the current or upcoming school year.
- Referred candidates must be external.
- For the 2022-2023 school year only, former Irving ISD employees may be referred for rehire.
- All submissions will be reviewed to verify eligibility requirements have been met. Payments are issued no later than July 31.
- Submissions received after April 30th are not eligible for the incentive.

Partial payments: Mid-year hires (December-February) are eligible for no more than one half of the advertised rate. Hires made after February are eligible for one-fourth of the advertised rate. The applicable rate will be halved for non-certified Teacher referrals.

Certified Teachers

Certification areas that will be eligible to fill classroom vacancies include, but are not limited to:

- bilingual elementary & middle
- elementary core subjects
- secondary math, science, reading/language arts
- secondary fine arts, signature studies, and
- special education at all levels

| Amount | Frequency | Munis Code |
|---------|-----------|------------|
| \$2,000 | Flat Rate | 841 |

Other

Licensed positions include, but are not limited to:

- Educational Diagnosticians
- Licensed Specialist in School Psychology [LSSP]
- Speech Language Pathologist [SLP]

| | | |
|---------|-----------|-----|
| \$2,000 | Flat Rate | 842 |
|---------|-----------|-----|

Transportation

Bus Drivers

| | | |
|---------|-----------|-----|
| \$1,000 | Flat Rate | 843 |
|---------|-----------|-----|