

Point Isabel Independent School District



Compensation Plan

2024 – 2025

Board Approved

*POINT ISABEL INDEPENDENT SCHOOL DISTRICT
2024-2025 COMPENSATION PLAN*

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Staffing Guidelines

Management Team:	Enrollment	No. of Positions	Funding	Days
Elementary Schools				
Principal	n/a	1	199	220
Assistant Principal		1	199	210
Dean of Instruction (Supplemental)		1	199/24	210
Jr. High Schools				
Principal	n/a	1	199	220
Assistant Principal		1	199	210
Dean of Instruction (Supplemental)	n/a	1	199/24	220
High Schools				
Principal	n/a	1	199	227
Assistant Principal		2	199	220
Dean of Instruction (Supplemental)	n/a	1	199/24	227

Sometimes an extenuating circumstance(s) on a campus may merit an exception to one or more of the staffing guidelines. Extenuating circumstances could include unusually high numbers of a certain special population of students, unique features to the facility, special programs on a campus that merit more time for staff, etc. When the principal believes that there is justification for additional staff because of the extenuating circumstances, the principal must submit a proposal to the Superintendent for consideration. The Superintendent will meet with Human Resources and the Business Manager and a recommendation may be made.

All Supplemental positions must be documented as a need in the Comprehensive Needs Assessment in the Campus Improvement Plan and must also have an activity documenting the provision of allowable services. Positions are based on student enrollment numbers and subject to the availability of funding. When the principal believes that there is justification for additional staff because of the extenuating circumstances, the principal must submit a proposal to the Superintendent for consideration. The Superintendent will meet with Human Resources and the Business Manager and a recommendation may be made.

Note: (1) Number of positions is subject to availability of funding (federal and categorical funds) & (2) Staffing Ratios subject to change depending on student enrollment.

PHISD does not discriminate on the basis of race, color, national origin, sex, religion, age, disability or genetic information in employment or provision of services, programs or activities.

Other:	<u>Enrollment</u>	<u>No. of Positions</u>	<u>Funding</u>	<u>Days</u>
<u>Elementary Schools</u> Counselor	n/a	1	199	193
<u>Jr. High Schools</u> Counselor	n/a	1	199	210
<u>High Schools</u> Counselor	up to 1,000	2	199	210
Gear Up Counselor	Gear Up Grant	1	274	210
Federally Funded Counselor (District Wide)	n/a	1	211	210

Note: (1) Counselors funded from categorical funds will remain and will not affect the allocations, (2) Number of positions is subject to availability of funding (federal and categorical funds), (3) Staffing Ratios subject to change depending on student enrollment, (4) Additional Elementary Counselors added will be supplemental funding to lower ratios to 400:1.

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Teacher Staffing Guidelines for Allocating Full-Time Equivalent (FTEs) to Campuses*		Funding	Days
CAMPUS LEVEL			
Elementary Schools	22:1 PreK4	199	187
	22:1 K-4	199	187
	25:1 5 th Grade**	199	187
Jr. High Schools	25:1 Projected Enrollment**	199	187
High Schools	25:1 Projected Enrollment**	199	187
	Staffing allocations outside the parameters must have approval of the Superintendent.		

*Only PreK-4, 22:1 ratio, is a required teacher/student ratio for PIISD. All other ratios are for distribution of full-time equivalents to campuses, and teacher/student ratios can vary by course, period or content area.

** Special funds may be used to lower the teacher/student ratio, as funds are available.

Sometimes an extenuating circumstance(s) on a campus may merit an exception to one or more of the staffing guidelines. Extenuating circumstances could include unusually high numbers of a certain special population of students, unique features to the facility, special programs on a campus that merit more time for staff, etc. When the principal believes that there is justification for additional staff because of the extenuating circumstances, the principal must submit a proposal to the Superintendent for consideration. The Superintendent will meet with Human Resources and the Business Manager and a recommendation may be made.

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Note: Staffing Ratios subject to change depending on student enrollment.

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CALENDARS/SCHEDULES

Point Isabel Independent School District



2024-25 District Calendar

2024

July				
M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

August				
M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

September				
M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

October				
M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	
21	22	23	24	25
28	29	30	31	

November				
M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

December				
M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

2025

January				
M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
	21	22	23	24
27	28	29	30	31

February				
M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

March				
M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

April				
M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

May				
M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

June				
M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

- First Day of School
- Professional Development
- Teacher Work Day- All Schools Closed
- Holidays-All Schools and Offices Closed
- Bad Weather Day
- State Testing Days
- Last Day of School
- Instruction Days Begin & Ends
- Non-Instructional Days for Students

This calendar may be altered at the discretion of the Point Isabel ISD Board of Trustees and/or the administration. The policies of Point Isabel ISD prohibit discrimination on the basis of race, color, national origin, disability, religion and sex in all programs and activities of the district. Additionally, discrimination on the basis of age is prohibited in employment.
 Equal Opportunity Employer. **Adopted by the Board of Trustees 04/16/2024.** 4

August	
7-14	Professional Development
15-16	Teacher Work Day
19	First Day of School
September	
2	Labor Day
27	Non Instructional Day <i>Staff PD in AM, Work Day in PM</i>
October	
14	Bad Weather Day
November	
1	Non Instructional Day <i>Staff PD in AM, Work Day in PM</i>
25-29	Thanksgiving Break
December	
3-13	State Assessments
23-Jan 3	Christmas Break
1st Six Weeks:	
<i>Starts: August 19</i>	
<i>Ends: September 26</i>	
2nd Six Weeks:	
<i>Starts: September 30</i>	
<i>Ends: November 8</i>	
3rd Six Weeks:	
<i>Starts: November 11</i>	
<i>Ends: December 20</i>	
January	
6	Professional Development
7	Teacher Work Day
February	
10	Bad Weather Day
21	Non Instructional Day <i>Staff PD in AM, Work Day in PM</i>
March	
10-14	Spring break
28	Non Instructional Day <i>Staff PD in AM, Work Day in PM</i>
April	
8-May 2	State Assessments
18-21	Easter Break
May	
23	Last Day of School
26	Memorial Day
27-28	Professional Development
29-30	Teacher Work Day
4th Six Weeks:	
<i>Starts: January 8</i>	
<i>Ends: February 20</i>	
5th Six Weeks:	
<i>Starts: February 24</i>	
<i>Ends: April 11</i>	
6th Six Weeks:	
<i>Starts: April 14</i>	
<i>Ends: May 23</i>	

State/District Requirements

Instructional Minutes - 75,600 minutes
 Teacher Working Days - 187 days

POINT ISABEL INDEPENDENT SCHOOL DISTRICT



CERTIFIED & CLASSIFIED PERSONNEL



2024-2025

Traditional Work Calendar

180 days - 8/7/24 to 5/30/25

Teacher Aides, Teacher Assistants

180 days - 8/14/24 to 5/30/25

Food Service Workers, Food Service Managers, Bus Drivers

185 days - 8/7/24 to 5/30/25

High School & Junior High Attendance Clerks, Elementary Office Clerks, Nurse Aides

187 days - 8/7/24 to 5/30/25

Certified Classroom Teachers, Librarians, Library Associates, DAEP Teachers, Security Officers, Nurses, SLP, SLP Assistant, OT, STEAM Associate

193 days - 8/5/24 to 6/5/25

Garriga and Derry Elementary Counselors, Social Worker

202 days - 7/22/24 to 6/4/25

Diagnosticians, HS/JH/Elementary PEIMS Clerks

210 days - 7/19/24 to 6/13/25

Junior High and Elementary Assistant Principals, Elementary Deans of Instruction, Elementary Secretaries, Junior High and High School Counselors, Junior High and High School Counselors' Clerks, Athletic Trainer High School and Junior High School Office Clerks, Districtwide Counselor, GEAR UP Counselor

220 days - 7/19/24 to 6/27/25

Junior High and Elementary Principals, PEIMS Specialist, Junior High School Secretary, Communications Specialist High School Assistant Principal, JH Dean/Assistant Principal, Instructional Coaches, Central Office Receptionist

220 days - 7/25/24 to 7/3/25

21st Century Grant Coordinators (ACE), Family Engagement Specialist (ACE)

220 days - 7/3/24 to 6/12/25

Mariachi Specialist

227 days - 7/1/24 to 6/30/25

Chief Financial Officer, HR/Curriculum Director, Assessment/Curriculum Director, Special Education Director, Federal/State Special Programs Director, PEIMS/Curriculum Director, College & Career/Curriculum Director, Facilities & Operations Director, Technology Director, Food Service Director, 21st Century Grant Director (ACE), Chief of Police, High School Principal, Dean of Instruction (HS,) Athletic Director/Head Football Coach, Head Band Director, High School Secretary, Central Office Secretaries, Computer Technicians, Police Officers, Finance Administrator, Purchasing/Fixed Assets Coordinator, Accounts Payable Specialist, Payroll Specialist



This is a general guideline and some positions may not appear.
Contact the Department of HR at 943-0008 with questions.

BEGINNING AND ENDING DATES ARE SUBJECT TO CHANGE.

Point Isabel ISD, an equal opportunity employer, does not discriminate on basis of race, color,

national origin, sex, religion, age or disability in employment or provision of services, programs or activities.



Updated 6/12/2024

Point Isabel Independent School District

Working Days Schedule

2024-2025 School Year

Starting Date	07/01/24	07/19/24	*7/25/2024	*7/3/2024	07/19/24	07/22/24	08/05/24	08/07/24	08/07/24	*8/7/2024	08/14/24
Ending Date	06/30/25	06/27/25	*7/3/2025	*6/12/2025	06/13/25	06/04/25	06/05/25	05/30/25	05/30/25	*5/30/2025	05/30/25
Workdays	227	220	220	220	210	202	193	187	185	180	180
Month	Number of Workdays										
July	22	9	5	20	9	8	0	0	0	0	0
August	22	22	22	22	22	22	20	18	18	18	13
September	20	20	20	20	20	20	20	20	20	19	20
October	22	22	22	22	22	22	22	22	22	22	22
November	16	16	16	16	16	16	16	16	15	15	16
December	15	15	15	15	15	15	15	15	15	15	15
January	20	20	20	20	20	20	20	20	20	18	18
February	19	19	19	19	19	19	19	19	18	18	19
March	16	16	16	16	16	16	16	16	16	15	16
April	20	20	20	20	20	20	20	20	20	20	20
May	21	21	21	21	21	21	21	21	21	20	21
June	21	20	21	9	10	3	4	0	0	0	0
July	0	0	3	0	0	0	0	0	0	0	0
NON-DUTY	-7	0	0	0	0	0	0	0	0	0	0
VACATION (PD)											
Total	227	220	220	220	210	202	193	187	185	180	180

*ACE SITE COORDINATORS & FAMILY ENGAGEMENT SPECIALIST

*MARIACHI SPECIALIST ONLY

*TEACHER AIDES & TEACHER ASSISTANTS ONLY

Updated 6/12/24

POINT ISABEL I.S.D
WORK CALENDAR
 2024-2025

Teacher Aides and Teacher Assistant

Work Calendar		180 Days
First Day of Work		August 7, 2024
	# of Workdays	Work Schedule
July	0	Off
August	18	All Working Days
September	19	Off 9-2 (NP) and 9-27 (NP)
October	22	Off 10-14 (NP)
November	15	Off 11-1 (NP) and 11-25 (NP) thru 11-29 (NP-all 5 days)
December	15	Off 12-23 (NP) thru 12-31 (NP-all 7 days)
January	18	Off 1-1, 2, 3, 6, 7 (NP-all 5 days)
February	18	Off 2-10 (NP) and 2-21 (NP)
March	15	Off 3-10 thru 3-14 (NP-all 5 days) and 3-28 (NP)
April	20	Off 4-18 and 4-21 (NP – all 2 days)
May	20	Off 5-26 (NP) and 5-27 (NP)
June	0	Off
Last Day	180	May 30, 2025

Point Isabel Independent School District

Working Days Schedule Maintenance & Custodian

2024-2025 School Year

Starting Date	09/02/24		08/01/24		08/07/24	
Ending Date	08/29/25		07/07/25		07/11/25	
Workdays	260*		220 (A)		220 (B)	
# of Employees						
Month	Number of Workdays		Number of Workdays		Number of Workdays	
August			22		18	
September	21		20	Off 9-2 (NP)	20	Off 9-2 (NP)
October	23		23		23	
November	19	Off 11-28(Pd) & 29 (Pd)	16	Off 11-25 (NP) thru 11-29 (NP)	16	Off 11-25 (NP) thru 11-29 (NP)
December	20	Off 12-24 (Pd) & 25 (Pd)	15	Off 12-23 (NP) thru 12-31 (NP)	15	Off 12-23 (NP) thru 12-31 (NP)
January	22	Off 1-1 (Pd)	21	Off 1-1 (NP) & 2 (NP)	21	Off 1-1 (NP) & 2 (NP)
February	20		20		20	
March	21		16	Off 3-10 (NP) thru 3-14 (NP)	16	Off 3-10 (NP) thru 3-14 (NP)
April	21	Off 4-18 (Pd)	20	Off 4-18 (NP) and 4/21(NP)	20	Off 4-18 (NP) and 4/21 (NP)
May	22		22		22	
June	21		21		21	
July	22	Off 7-4 (Pd)	4	Off 7-4 (NP)	8	Off 7-4 (NP)
August	21					
Total	253		220		220	
<i>Paid Holidays</i>	7					
<i>TOTAL PAID WORKDAYS</i>	260					

* 10 Days Paid Vacation Annually Included

POINT ISABEL I.S.D
WORK CALENDAR
 2024-2025

Bus Drivers

Work Calendar		180 Days
First Day of Work		August 14, 2024
	# of Workdays	Work Schedule
July	0	Off
August	13	All Working Days
September	20	Off 9-2 (NP)
October	22	Off 10-14 (NP)
November	16	Off 11-25 (NP) thru 11-29 (NP-all 5 days)
December	15	Off 12-23 (NP) thru 12-31 (NP-all 7 days)
January	18	Off 1-1, 2, 3, 6, 7 (NP-all 5 days)
February	19	Off 2-10 (NP)
March	16	Off 3-10 thru 3-14 (NP-all 5 days)
April	20	Off 4-18 and 4-21 (NP – all 2 days)
May	21	Off 5-26 (NP)
June	0	Off
Last Day	180	May 30, 2025

POINT ISABEL I.S.D
WORK CALENDAR
2024-2025

Cafeteria/Food Service Workers

Work Calendar		180 Days
First Day of Work		August 14, 2024
	# of Workdays	Work Schedule
July	0	Off
August	13	All Working Days
September	20	Off 9-2 (NP)
October	22	Off 10-14 (NP)
November	16	Off 11-25 (NP) thru 11-29 (NP-all 5 days)
December	15	Off 12-23 (NP) thru 12-31 (NP-all 7 days)
January	18	Off 1-1, 2, 3, 6, 7 (NP-all 5 days)
February	19	Off 2-10 (NP)
March	16	Off 3-10 thru 3-14 (NP-all 5 days)
April	20	Off 4-18 and 4-21 (NP – all 2 days)
May	21	Off 5-26 (NP)
June	0	Off
Last Day	180	May 30, 2025

2024-2025
PIISD STARTING/ENDING DATES
COACHES, BAND DIRECTORS and NURSES

COACHES:

19 extra days	7-18-24 to 6-6-25	Defensive Coordinator Offensive Coordinator Assistant HS Football HS Girls Coordinator
15 extra days	7-17-24 to 5-30-25	Head Volleyball JH Girls Coordinator JH Boys Coordinator
12 extra days	7-22-24 to 5-30-25	Assistant HS Volleyball
8 extra days	7-26-24 to 5-30-25	Head Cross Country Head Tennis (Year Round) JH Football
5 extra days	7-31-24 to 5-30-25	Head Golf (Year Round) JH Volleyball Assistant JH Volleyball JH Cross Country

BAND DIRECTORS:

28 extra days	7-5-24 to 6-6-25	Head JH Band Director Assistant Band Director
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NURSE(S):

5 extra days	Pending School Registration Dates	Nurse
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Extra days are based on TEA's Minimum Salary Schedule

**POINT ISABEL INDEPENDENT SCHOOL DISTRICT
PAYROLL SCHEDULE - 2024-2025**

Time Cards & Payroll Payment Requests Due				Time Cards & Payroll Payment Requests Due			
Bi-Weekly		Monthly		Bi-Weekly		Monthly	
Beginning Period	Ending Period	10:00 A.M.	Payroll Date	Beginning Period	Ending Period	10:00 A.M.	Payroll Date
08/18/2024	08/31/2024	09/02/2024	09/06/2024	08/03/2024	08/31/2024	09/06/2024	09/25/2024
09/01/2024	09/14/2024	09/16/2024	09/20/2024	09/01/2024	10/05/2024	10/11/2024	10/25/2024
09/15/2024	09/28/2024	09/30/2024	10/04/2024	10/06/2024	11/02/2024	11/08/2024	11/22/2024
09/29/2004	10/12/2024	10/14/2024	10/18/2024	11/03/2024	11/30/2024	12/06/2024	12/20/2024
10/13/2024	10/26/2024	10/28/2024	11/01/2024	12/01/2024	01/04/2025	01/10/2025	01/24/2025
10/27/2024	11/09/2024	11/11/2024	11/15/2024	01/05/2025	02/01/2025	02/07/2025	02/25/2025
11/10/2024	11/23/2024	11/25/2024	11/29/2024	02/02/2025	03/01/2025	03/07/2025	03/25/2025
11/24/2024	12/07/2024	12/09/2024	12/13/2024	03/02/2025	03/29/2025	04/04/2025	04/25/2025
12/08/2024	12/21/2024	12/23/2024	12/27/2024	03/30/2025	05/03/2025	05/09/2025	05/23/2025
12/22/2024	01/04/2025	01/06/2025	01/10/2025	05/04/2025	06/07/2025	6/13/2025^	06/25/2025
01/05/2025	01/18/2025	01/20/2025	01/24/2025	06/08/2025	07/05/2025	7/11/2025^	07/25/2025
01/19/2025	02/01/2025	02/03/2025	02/07/2025	07/06/2025	08/02/2025	08/08/2025	08/25/2025
02/02/2025	02/15/2025	02/17/2025	02/21/2025				
02/16/2025	03/01/2025	03/03/2025	03/07/2025				
03/02/2025	03/15/2025	03/17/2025	03/21/2025				
03/16/2025	03/29/2025	03/31/2025	04/04/2025				
03/30/2025	04/12/2025	04/14/2025	04/18/2025				
04/13/2025	04/26/2025	04/28/2025	05/08/2025				
04/27/2025	05/10/2025	05/12/2025	05/16/2025				
05/11/2025	05/24/2025	05/25/2025	05/30/2025				
05/25/2025	06/07/2025	06/09/2025	6/13/2025 **				
06/08/2025	06/21/2025	06/23/2025	06/27/2025				
06/22/2025	07/05/2025	07/07/2025	07/11/2025				
07/06/2025	07/19/2025	07/21/2025	07/25/2025				
07/20/2025	08/02/2025	08/04/2025	08/08/2025				
08/03/2025	08/16/2025	08/18/2025	08/22/2025				

Schedule used for
 -*Supplemental Pay Date Range
 -Updates to Direct Deposit Forms
 -Updates to W-4 Forms
 -Substitute Pay Date Range
 -Dock days
 -Deduction/Benefit Changes
 -*Timesheets

Weekly Submission
 -Absence from Duty
 -*Supplemental Pay recommended

*Note: If the ending period falls within the week please submit timesheet up to the previous full week. All other payroll payment requests will be per the above schedule.

^Note: Contingent on Summer Work Schedule, if Fridays are NOT worked, Payment Payroll Requests will be due the Thursday before.

**Last Health & Voluntary Products Deductions for Biweekly(187 & 220 Day Employees)

PAY SCHEDULES

Teachers and Nurses (RN) Salary Plan Development
Point Isabel ISD
 Model 4: \$55,190 starting, 4.0% GPI

2023-2024 Years of Exp	2023-2024 New Hire Salary	4.0% General Pay +	Additional Adjustment +	=	2024-2025 Years of Exp	2024-2025 Proposed New Hire Salary
					0	\$55,190
0	\$53,200	+	\$2,290	+	= 1	\$55,490
1	\$53,500	+	\$2,290	+	= 2	\$55,790
2	\$53,850	+	\$2,290	+	= 3	\$56,140
3	\$54,150	+	\$2,290	+	= 4	\$56,440
4	\$54,450	+	\$2,290	+	= 5	\$56,740
5	\$54,750	+	\$2,290	+	= 6	\$57,040
6	\$55,050	+	\$2,290	+	= 7	\$57,340
7	\$55,350	+	\$2,290	+	= 8	\$57,640
8	\$55,750	+	\$2,290	+	= 9	\$58,040
9	\$56,150	+	\$2,290	+	= 10	\$58,440
10	\$56,550	+	\$2,290	+	= 11	\$58,840
11	\$57,450	+	\$2,290	+	= 12	\$59,740
12	\$57,950	+	\$2,290	+	= 13	\$60,240
13	\$58,450	+	\$2,290	+	= 14	\$60,740
14	\$58,950	+	\$2,290	+	= 15	\$61,240
15	\$59,450	+	\$2,290	+	= 16	\$61,740
16	\$60,150	+	\$2,290	+	= 17	\$62,440
17	\$60,750	+	\$2,290	+	= 18	\$63,040
18	\$61,350	+	\$2,290	+	= 19	\$63,640
19	\$62,050	+	\$2,290	+	= 20+	\$64,340
20+	\$62,750					

Current Market Median			Exp Diff
Value	Compare Before	Compare After	
<i>0 Years</i>			
51,800	103%	107%	300
<i>5 Years</i>			
53,400	103%	106%	300
<i>10 Years</i>			
56,000	101%	104%	400
<i>15 Years</i>			
59,000	101%	104%	500
<i>20 Years</i>			
62,500	100%	103%	700

General pay increase is applied to the market median salary (\$57,300).

Pay Range Minimum	\$55,190	Pay Range Maximum	\$82,900
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2024-2025 Proposed Administrative Professional Pay Plan

Point Isabel ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	4.0% GPI	
1							
	Coordinator - ACE	220	Daily	\$237.72	\$284.69	\$331.66	\$11.39
	Coordinator - Purchasing/Fixed Assets	227	220 Days	52,298	62,632	72,965	2,505
	Specialist - Communication	220	227 Days	53,962	64,625	75,287	2,585
	Specialist - Mariachi	220					
2							
	Chief of Police	227	Daily	\$260.30	\$311.74	\$363.18	\$12.47
	Social Worker	193	187 Days	48,676	58,295	67,915	2,332
	Speech Language Pathologist Asst	187	193 Days	50,238	60,166	70,094	2,407
			227 Days	59,088	70,765	82,442	2,831
3							
	Athletic Trainer	210	Daily	\$283.73	\$339.80	\$395.87	\$13.59
	Counselor - ES	193	193 Days	54,760	65,581	76,403	2,623
	Counselor - JH	210	210 Days	59,583	71,358	83,133	2,854
	Instructional Coach - ELAR	220	220 Days	62,421	74,756	87,091	2,990
	Instructional Coach - Math ES	220					
	Instructional Coach - Math Secondary	220					
4							
	Administrator - Finance	227	Daily	\$306.71	\$367.32	\$427.93	\$14.69
	Asst Principal - ES	210	187 Days	57,355	68,689	80,023	2,748
	Counselor - District	210	202 Days	61,955	74,199	86,442	2,968
	Counselor - Gear Up	210	210 Days	64,409	77,137	89,865	3,085
	Counselor - HS	210	227 Days	69,623	83,382	97,140	3,335
	Dean Instruction - ES	210					
	Diagnostician	202					
	Licensed School Psychologist	210					
	Occupational Therapist	187					
	Speech Language Pathologist	187					
5							
	Asst Principal - HS	220	Daily	\$318.68	\$381.65	\$444.62	\$15.27
	Asst Principal - JH	210	210 Days	66,923	80,147	93,370	3,206
	Dean Instruction - HS	227	220 Days	70,110	83,963	97,816	3,359
	Dean Instruction - JH	220	227 Days	72,340	86,635	100,929	3,465
	Director - ACE Project	227	260 Days	82,857	99,229	115,601	3,969
	Director - Band	227					

6		Daily	\$350.04	\$416.76	\$483.48	\$16.67
Director - Assessment/Curriculum	227	220 Days	77,009	91,687	106,366	3,667
Director - College & Career Readiness/ Curriculum	227	227 Days	79,459	94,605	109,750	3,784
Director - Facilities & Operations	227					
Director - Federal & State Program	227					
Director - Food Service	227					
Director - HR/Curriculum	227					
Director - PEIMS/Curriculum	227					
Director - Special Ed	227					
Director - Technology	227					
Principal - ES	220					

7		Daily	\$372.53	\$443.43	\$514.33	\$17.74
Athletic Director/Head Football Coach	227	220 Days	81,957	97,555	113,153	3,902
Principal - JH	220	227 Days	84,564	100,659	116,753	4,026

8		Daily	\$411.81	\$478.90	\$545.99	\$19.16
Principal - HS	227	227 Days	93,481	108,710	123,940	4,348

9		Daily	\$449.97	\$517.21	\$584.45	\$20.69
Chief Financial Officer	227	227 Days	102,143	117,407	132,670	4,696

2024-2025 Proposed Clerical Paraprofessional Pay Plan

Point Isabel ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	4.0% GPI	
1			Hourly	\$13.83	\$16.14	\$18.45	\$0.65
	Office Clerk - ES	185	180 Days	19,915	23,242	26,568	936
	Teacher Aide I	180	185 Days	20,468	23,887	27,306	962
	Teacher Aide I - Sped Inclusion	180					
2			Hourly	\$14.34	\$17.09	\$19.84	\$0.68
	Attendance Clerk - HS	185	180 Days	20,650	24,610	28,570	979
	Office/Attendance Clerk - JH	185	185 Days	21,223	25,293	29,363	1,006
	Office Clerk - HS	210	210 Days	24,091	28,711	33,331	1,142
	Office/Attendance Clerk - JH	210					
	Teacher Aide - ISS	180					
	Teacher Aide - Sped Severe/Life Skill	180					
3			Hourly	\$15.11	\$17.95	\$20.79	\$0.72
	Counselor Clerk	210	180 Days	21,758	25,848	29,938	1,037
	Family Engagement Specialist - ACE	220	185 Days	22,363	26,566	30,769	1,066
	Nurse Aide	185	202 Days	24,418	29,007	33,597	1,164
	PEIMS Clerk - ES	202	210 Days	25,385	30,156	34,927	1,210
	Teacher Asst	180	220 Days	26,594	31,592	36,590	1,267
4			Hourly	\$15.88	\$19.02	\$22.16	\$0.76
	Library Associate	187	187 Days	23,756	28,454	33,151	1,137
	PEIMS Clerk - HS	202	202 Days	25,662	30,736	35,811	1,228
	PEIMS Clerk - JH	202	210 Days	26,678	31,954	37,229	1,277
	Steam Associate	187					
Student Support Clerk	210						
5			Hourly	\$17.93	\$21.48	\$25.03	\$0.86
	Receptionist/Secretary	220	210 Days	30,122	36,086	42,050	1,445
	Secretary - Food Service	227	220 Days	31,557	37,805	44,053	1,514
	Secretary - Principal ES	210	227 Days	32,561	39,008	45,454	1,562
	Secretary - Principal JH	220					
	Secretary - Sped	227					
6			Hourly	\$18.96	\$22.70	\$26.44	\$0.91
	Secretary - Principal HS	227	227 Days	34,431	41,223	48,015	1,653

7		Hourly	\$21.26	\$25.32	\$29.38	\$1.01
Accounts Payable Specialist	227	227 Days	38,608	45,981	53,354	1,834
Computer Technician	227					
Payroll Specialist	227					
Secretary - C&I	227					
8		Hourly	\$24.08	\$28.34	\$32.60	\$1.13
Admin Asst - CFO	227	220 Days	42,381	49,878	57,376	1,989
PEIMS Specialist	220	227 Days	43,729	51,465	59,202	2,052
9		Hourly	\$25.30	\$29.77	\$34.24	\$1.19
Admin Asst - Superintendent	227	227 Days	45,945	54,062	62,180	2,161

2024-2025 Proposed Auxiliary Pay Plan

Point Isabel ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	4.0% GPI	
2			Hourly	\$13.33	\$15.58	\$17.83	\$0.62
	Custodian	220, 260	180 Days	19,195	22,435	25,675	893
	Food Service Worker	180	220 Days	23,461	27,421	31,381	1,091
			260 Days	27,726	32,406	37,086	1,290
3			Hourly	\$13.84	\$16.49	\$19.14	\$0.66
	Driver	180	180 Days	19,930	23,746	27,562	950
	Driver - Food Service	180	187 Days	20,705	24,669	28,633	987
	HVAC Helper	260	260 Days	28,787	34,299	39,811	1,373
	Maintenance Worker	260					
	Security Officer	187					
4			Hourly	\$14.65	\$17.44	\$20.23	\$0.70
	Warehouse Asst	260	260 Days	30,472	36,275	42,078	1,456
5			Hourly	\$15.68	\$18.66	\$21.64	\$0.75
	Head Custodian - ES	260	260 Days	32,614	38,813	45,011	1,560
	Head Custodian - HS	260					
	Head Custodian - JH	260					
	HVAC Asst	260					
	Maintenance Worker - Crew Leader	260					
6			Hourly	\$16.50	\$19.64	\$22.78	\$0.79
	Manager Food Service - ES	180	180 Days	23,760	28,282	32,803	1,131
	Manager Food Service - HS	180					
	Manager Food Service - JH	180					
7			Hourly	\$18.19	\$21.65	\$25.11	\$0.87
	Maintenance Skilled Trades	260	260 Days	37,835	45,032	52,229	1,810
	Mechanic - Head	260					
	Mechanic - HVAC Technician	260					
	Supervisor - Warehouse	260					
8			Hourly	\$20.75	\$24.70	\$28.65	\$0.99
	Supervisor - M&T Office/Transportation	260	260 Days	43,160	51,376	59,592	2,059
	Supervisor - Maintenance	260					
BD			Hourly	\$17.94	\$21.35	\$24.76	\$0.85
	Bus Driver	180	180 Days	25,834	30,744	35,654	1,224
POL			Hourly	\$27.53	\$33.05	\$38.34	\$1.32
	Police Officer	227	227 Days	50,000	60,019	69,625	2,397

SUPPLEMENTAL PAY (STIPENDS)

Certification Stipends

General Stipends

Stipend	Amount	Frequency
Master's Degree (Current Teaching Assignment) (Only Teachers)	\$3,000	Annualized
Master's Degree (Not Current Assignment) (Only Teachers)	\$1,500	Annualized
Doctoral Degree (Current Teaching Assignment) (Only Teachers)	\$7,000	Annualized
Librarian Certified (Master's in Library)	\$3,500 	Annualized
Head Nurse	\$3,000	Annualized
Head Counselor Stipend	\$3,000	Annualized
Mentor Program Stipend (2 mentees max)	\$500	Supplemental

Extra Days are provided to the Head Nurse based on TEA's Minimum Salary Schedule. Extra days include 5 days for week of school registration.

Master plus yearlong Dual Enrollment equals to \$8,000 per year.

Only eligible for the highest of : Masters/Doctoral Degree stipend.

Special Education

Stipend	Amount	Frequency
Certified- Self Contained – Life Skills/Behavioral Unit	\$2,500	Annualized
Certified – Resource/Inclusion	\$2,000	Annualized
Special Education Self-Contained Bilingual	\$6,000 	Annualized

Note: Only eligible for one of the three available stipend.

Certification Stipends

High School – Academic Stipends

Academic Stipend	Amount	Frequency
Science Composite	\$4,000	Annualized
Social Studies Composite	\$3,000 ↑	Annualized
Math	\$4,000	Annualized
English/ESL	\$4,000 ↑	Annualized

Other Stipend	Amount	Frequency
OAP/Theatre Arts Teacher	\$3,000	Annualized
Dual Enrollment	\$2,500 ↑	Per Semester
Building Maintenance Teacher (Bachelors Degree)	\$5,000	Annualized

Master plus yearlong Dual Enrollment equals to \$8,000 per year.

Junior High School –Academic Stipends

Academic Stipend	Amount	Frequency
Science Composite	\$3,000	Annualized
Social Studies Composite	\$2,500	Annualized
Math	\$3,000	Annualized
English/ESL	\$3,000 ↑	Annualized

Elementary – Academic Stipends

Other Stipend	Amount	Frequency
∞Bilingual		
<ul style="list-style-type: none"> • Over 50% of the day or 50% of the students 	\$3,000 ↑	Annualized
<ul style="list-style-type: none"> • Less than 50% of the day 	\$1,500 ↑	Annualized

Department Head Stipends

High School

Stipend	# of Stipends	Amount	Frequency
Science	1@	\$1,000	Supplemental
History	1@	\$1,000	Supplemental
ELA	1@	\$1,000	Supplemental
Math	1@	\$1,000	Supplemental
Special Education	1@	\$1,000	Supplemental
Electives	1@	\$500	Supplemental
CTE	1@	\$500	Supplemental

Junior High School

Stipend	# of Stipends	Amount	Frequency
Science	1@	\$750	Supplemental
History	1@	\$750	Supplemental
ELA	1@	\$750	Supplemental
Math	1@	\$750	Supplemental
Special Education	1@	\$750	Supplemental
Electives	1@	\$500	Supplemental

Elementary

Stipend	# of Stipends	Amount	Frequency
Teacher Per Grade Level	8 per campus	\$750	Supplemental
☞ Reading Academy	As needed	\$1,000	Supplemental

☞ Teachers and Administrators

☞ Completed while in PIISD

☞ A one-time stipend

☞ Teachers and administrators will ONLY qualify for the Reading Academy stipend if completed in Year 1 of enrollment.

Assigned Supplemental Instructional/Other Duties

Supplemental Duty Pay –Other

Other Stipend	Amount	Frequency
Teacher Attending Staff Development	\$30 per hour	Supplemental
Additional Instructional duties with students	\$35 per hour	Supplemental
Homebound Services with students (beyond regular work day)	\$35 per hour	Supplemental
Counselor service with students (beyond job description & regular work day)	\$35 per hour	Supplemental
Professional/Exempt personnel only Curriculum writing, COVID Contact- Reporting, Assessing, Protocol Writing, etc.	\$35 per hour	Supplemental
Paraprofessionals with students	\$20 per hour	Supplemental
◇Summer School Teacher with Students	\$35 per hour	Supplemental
◇Summer School Paraprofessional with students	\$20 per hour	Supplemental
◇Summer Curriculum Writing/Planning-Teacher	\$30 per hour	Supplemental

◇(Day after work calendar end-day before work calendar starts)

Assigned Supplemental Instructional/Other Duties

High School

Supplemental Stipend	# of Stipends	Amount	Frequency
Head Senior Sponsor (Graduation/Non-workday)	1@	\$1,000	Supplemental
Student Council Sponsor	1@	\$1,000	Supplemental
Cheerleader Sponsor	1@	\$5,000	Annualized
Cheerleader JV Sponsor	1@	\$2,500	Annualized
Drill Team Sponsor	1@	\$5,000	Annualized
Year Book Sponsor	1@	\$2,000	Supplemental
Color Guard Sponsor (part-time, not full-time stipend)	1@	\$2,000	Supplemental
ESports	1@	\$2,000	Supplemental
VITA	1@	\$2,000	Supplemental
DECA	1@	\$2,000	Supplemental
HOSA	1@	\$2,000	Supplemental
Skills USA	1@	\$1,000	Supplemental
Chess	1@	\$1,000	Supplemental
Special Olympic Head Coach	1@	\$2,000	Supplemental
❖ HS Head Coach Advance to State	1@	\$500	Supplemental

Junior High School

Academic Stipend	# of Stipends	Amount	Frequency
Student Council	1@	\$750	Supplemental
Cheerleaders Sponsor	1@	\$2,500	Annualized
Drill Team Sponsor	1@	\$2,500	Annualized
Chess	1@	\$1,000	Supplemental
Special Olympics Assistant Coach	1@	\$1,000	Supplemental

Elementary

Academic Stipend	# of Stipends	Amount	Frequency
Chess	2@	\$1,000	Supplemental
Student Council (1 per campus)	2@	\$500	Supplemental

- Sponsor must have at least 3 students participate
- The sponsor must accompany the student on school provided transportation.
- Chess/DECA/HOSA/Skills USA funding will be paid out of District Wide Funds
- Administrators do not qualify for stipends.

Supplemental Duty Pay – Other

UIL Stipend

UIL Coordinator Stipends	Campus	Amount	Frequency
UIL Coordinator	High School	\$2,000	Supplemental
UIL Coordinator	Junior High School	\$1,500	Supplemental
UIL Hosting Stipend (District Meet/Invitational)	(Coordinator or One Per Campus)	\$1,000	Supplemental

Contingent upon attending minimum required number of meets (NO Pro-Ration)

UIL Stipends	Campus	Amount	Frequency
UIL Sponsor -3 meets (District meet included) 1 event with a minimum of 20 practice hours		\$500	
1 st Meet	ALL Campuses	\$200	Supplemental
2 nd Meet		\$200	
3 rd Meet		\$200	
Note: A total of \$1,100 for each sponsor that meets all requirements			
Additional UIL Stipends	Campus	Amount	Frequency
Additional meet	All Campuses	\$100	Supplemental
Additional event (per meet) (2 events max)	All Campuses	\$100	Supplemental

- Coaches must have at least 3 students participating at each meet to qualify for UIL stipend.
- Only the person who coaches the students during the week will qualify for the meet stipend.
- The coach must accompany the student on school provided transportation.
- Must maintain a log for all practice times, student names in attendance, and dates.
- UIL funding is part of each campus budget allocation.
- Administrators do not qualify for stipends.
- The superintendent must approve the supplemental duty recommendation form prior to actual implementation of the program.
- In order to qualify for the coaching stipend you must attend the District Meet

Supplemental Duty Pay – Other

District Champion

University Interscholastic League (UIL) Academic Stipends

Incentive	Amount	Purpose	For
District Champions Incentive	\$500 funds for Campus	Current UIL Academic Champions School Year (Sponsors & Students)	Sponsor and Student Incentives

- Sponsors and students that attended the District meet qualify for the District Champions Incentive
- Incentive distribution will be at the discretion of Campus Principal

Band Stipends

High School

Assistant Stipend	# of Stipends	Amount	Extra Days*	Frequency
Band	2@	\$8,000	28	Annualized

Junior High School

Head Stipend	# of Stipends	Amount	Extra Days*	Frequency
Band	1@	\$10,000	28	Annualized

Assistant Stipend	# of Stipends	Amount	Extra Days*	Frequency
Band	2@	\$8,000	28	Annualized

*Extra Days are provided to band as shown above and they are based on TEA's Minimum Salary Schedules.

Athletic/Coaching Stipends

High School Campus

Head Coach Stipends	# of Stipends	Amount	Extra Days*	Pay Frequency
Volleyball	1@	\$5,000	15	Annualized
Cross Country	2@	\$5,000	8	Annualized
Golf (Year Round)	1@	\$6,500	-	Annualized
Baseball	1@	\$5,000	-	Annualized
Basketball	2@	\$5,000	-	Annualized
Powerlifting	1@	\$5,000	-	Annualized
Soccer	2@	\$5,000	-	Annualized
Track	2@	\$5,000	-	Annualized
Softball	1@	\$5,000	-	Annualized
Tennis Team	1@	\$5,000	8	Annualized
Tennis Individual	1@	\$5,000	-	Annualized

Assistant Coach Stipends	# of Stipends	Amount	Extra Days*	Frequency
Varsity Football	8@	\$4,700	19	Annualized
Volleyball	2@	\$4,000	12	Annualized
Golf	1@	\$4,000	-	Annualized
Baseball	2@	\$4,000	-	Annualized
Basketball	4@	\$4,000	-	Annualized
Powerlifting	1@	\$4,000	-	Annualized
Soccer	2@	\$4,000	-	Annualized
Track	5@	\$4,000	-	Annualized
Softball	2@	\$4,000	-	Annualized
Tennis Team	1@	\$4,000	-	Annualized
Tennis Individual	1@	\$4,000	-	Annualized

Other Athletic Stipend	# of Stipends	Amount	Extra Days*	Frequency
Football Defensive Coordinator	1@	\$9,000	19	Annualized
Football Offensive Coordinator	1@	\$9,000	19	Annualized
Athletic Coordinator (Girls)	1@	\$5,000	19	Annualized
Running and Endurance Program Coordinator	1@	\$5,000	-	Annualized
Strength and Conditioning	1@	\$3,800	-	Annualized
Athletic Retiree Coach Stipend (Certified Educator) (HS) (One Sport)	As Needed	\$4,000	-	Supplemental

*Extra Days are provided to coaches according to the type of sport they coach based on TEA's Minimum Salary Schedule.

Athletic/Coaching Stipends

Junior High School Campus

Coaches Stipends	# of Stipends	Amount	Extra Days*	Frequency
Coordinator Boys	1@	\$2,000	15	Annualized
Coordinator Girls	1@	\$2,000	15	Annualized
Football	4@	\$2,500	8	Annualized
Volleyball	4@	\$2,500	5	Annualized
Cross Country	2@	\$2,500	5	Annualized
Basketball	8@	\$2,500	-	Annualized
Track	8@	\$2,500	-	Annualized
Tennis	1@	\$2,500	-	Annualized
Athletic Retiree Coach Stipend (Certified Educator) (JH) (One Sport)	As Needed	\$2,500	-	Supplemental

*Extra Days are provided to coaches according to the type of sport they coach based on TEA's Minimum Salary Schedule.

Athletic Department – Game Rates

Football

Activity	Rate	Frequency
Announcer Varsity	\$80.00	Supplemental
Announcer – Sub Varsity	\$35.00	Supplemental
Scoreboard	\$45.00	Supplemental
Play Clock 40/25 Second Clock	\$45.00	Supplemental
TASO Cert. Play Clock Varsity Only	\$50.00	Supplemental
Chain Crew Varsity Only	\$45.00 Plus \$15.00 flat rate travel fee	Supplemental
Usher	\$45.00	Supplemental
Gate Keeper	\$55.00	Supplemental
Ticket Keeper	\$45.00	Supplemental
Parking Staff	\$20.00 per hour as needed	Supplemental

Soccer

Activity	Rate	Frequency
Clock	\$22.00 per game	Supplemental
Gatekeeper	\$22.00 per game	Supplemental

Track

Activity	Rate	Frequency
JV Starter	\$100.00 per meet	Supplemental
JV Backup Starter	\$100.00 per meet	Supplemental
Varsity Starter	\$150.00 per meet	Supplemental
Varsity Backup Starter	\$150.00 per meet	Supplemental
Gatekeeper	\$11.00 per hour	Supplemental

Volleyball

Activity	Rate	Frequency
Stat Book	\$22.00 per match	Supplemental
Libero Tracker	\$22.00 per match	Supplemental
Clock	\$22.00 per match	Supplemental
Gatekeeper	\$22.00 per game	Supplemental

Basketball

Activity	Rate	Frequency
Stat Book	\$22.00 per game	Supplemental
Clock	\$22.00 per game	Supplemental
Gatekeeper	\$22.00 per game	Supplemental

Powerlifting

Activity	Rate	Frequency
Varsity Judge	\$100.00 per meet	Supplemental
Gatekeeper	\$11.00 per hour	Supplemental

Athletic Department – Game Rates

Softball

Activity	Rate	Frequency
Announcer	\$22.00 per game	Supplemental
Stat/Scoreboard/Clock	\$22.00 per game	Supplemental
Gatekeeper	\$22.00 per game	Supplemental

Baseball

Activity	Rate	Frequency
Announcer	\$22.00 per game	Supplemental
Stat/Scoreboard/Clock	\$22.00 per game	Supplemental
Gatekeeper	\$22.00 per game	Supplemental

Cross Country

Activity	Rate	Frequency
Gatekeeper	\$11.00 per hour	Supplemental
Announcer	\$11.00 per hour	Supplemental

Game Coordinator

Activity	Rate	Frequency
Game Coordinator	Time and half	Supplemental

- Game rates are set by and are part of the Athletic Department Budget.
- All rates above will be paid based on the payroll schedule.

Incentives

INCENTIVE PROGRAMS:

- Perfect Attendance Incentive (Teachers Only) (per semester)..... \$ 500.00
 - The District shall pay classroom teachers who require a substitute for an absence and teach at least four hours or 60 percent of the school day an award of \$500 for no absences per semester under the attendance incentive program. Classroom teachers eligible to receive this award shall receive \$500 in their February paycheck and \$500 in their July paycheck.
- Jury duty, compliance with a subpoena, leave to conduct school business, staff development, and religious holy days when properly documented shall not be counted as absences for purposes of the attendance incentive program.

- Wellness Incentive Program (Monthly Contribution 10 months).....\$ 5.00

All employees covered under one of the district's group health insurance plans are eligible to participate. The district has made arrangements with the Shoreline Barbell Club and Real Time Fitness to offer our employees a special rate for gym membership through payroll deduction. By signing up for the Wellness Incentive, district employees will have access to all programs offered by the gym selected at any time the gym is open.

The District has added RIP Current Athletics under the incentive program and the gym membership will be through a payroll deduction.

COST

In an effort to promote employee wellness, the district is subsidizing the membership costs with funds from the District self-insurance fund. Membership cost is \$15.00 per month at Shoreline Barbell Club and \$20.00 at Real Time Fitness. The district will contribute \$5.00 per month for employees paid on a monthly basis and \$2.25 per pay period for those paid on a biweekly basis. Employees selecting to join will contribute \$10.00 or \$15.00 a month through payroll deduction depending on selection.

The district will be subsidizing the membership for RIP Current Athletics cost with funds from the District self-insurance fund with a district contribution of \$5.00 per month for each employee on a monthly bases and \$2.25 per pay period for those paid on biweekly bases. RIP Current Athletics has various gym packages that will be at the employees' discretion which package they choose and the corresponding gym cost.

TERM

The membership term is **September 1, 2024 through June 30, 2025**. Monthly employees will see 10 deductions of \$10.00 or \$15.00 each taken September through June for a total of \$100.00 or \$150.00 depending on selection. Biweekly employees will see 16 deductions taken of \$6.25 or \$9.37 each month beginning in September for a total of \$100.00 or \$150.00 depending on selection. If you drop out of the wellness program before the end of the term, you will be able to stop the deductions but you will not be eligible to receive the incentive.

The RIP Current Athletics membership terms is **September 1, 2024 through June 30, 2025**. Monthly employees will see 10 deductions, the amount will depend on the gym packaged selected at RIP Current Athletics taken from September through June. Biweekly employee will see 16 deductions, the amount will depend on the gym packaged selected at RIP Current Athletics. If you drop out of the wellness program before the end of the term, you will be able to stop the deductions but you will not be eligible to receive the incentive

Deadline for application is the last business day in August.

- Wellness Incentive Rebate
 - Shoreline Barbell club\$100.00
 - Real Time Fitness and RIP Current Athletics.....\$150.00

Employees who sign up for the Wellness Program are also eligible to receive a Wellness Incentive Rebate if so desired:

- You must participate in the program for the entire term (September through June) and commit to exercising an average of at least 60 minutes per week for the entire term.
- Participation is defined as attending the gym of your choice once per week (M-S) for the ten month period.
- Employees who fulfill these requirements will be eligible to request a Wellness Incentive Rebate at the end of July.
- For those that meet the requirements, a rebate of \$100.00 or \$150.00 will be processed and paid in the July payroll.

Board Approved: _____

Phone Allowance

Monthly allowance per period \$40

Administrator/Professionals

<u>10 Month</u>	<u>11 Month</u>	<u>12 Month</u>
HS Assistant Principal JH Assistant Principal	JH Principal ES Principal Communication Specialist JH Dean of Instruction	Chief Financial Office HS Principal Special Education Director Food Service Director Band Director Athletic Director Technology Director HS Dean of Instruction Assessment Dir/PEIMS Specialist Federal & State Director Curriculum Specialist College and Career Readiness Director ACE Director

<u>9 Month</u>
Head Nurse

Clerical/Paraprofessional/Auxiliary

<u>12 Month</u>
Executive Services/ HR Specialist Police Officer

Travel Allowance

Administrative/Professionals

Per Month \$100	Per Month \$100	Per Month \$100	Per Month \$50	Per Month \$100	Per Month \$125	Per Month \$175
<u>9 Month</u> Social Worker	<u>10 Month</u> District Wide Counselor	<u>11 Month</u> JH Principal ES Principal Communication Specialist	<u>12 Month</u> Band Director	<u>12 Month</u> Chief Financial Officer Special Education Director Assessment Dir/PEIMS Specialist Federal & State Director Technology Director Food Service Director Curriculum Specialist College and Career Readiness Director ACE Director	<u>12 Month</u> HS Principal	<u>12 Month</u> Athletic Director

Per Month \$50
<u>9 Month</u> Head Nurse

Per Month \$100
<u>11 Month</u> Instructional Coaches

Per Month \$100
<u>12 Month</u> <i>Clerical/Paraprofessional</i> Computer Tech

Payment for Accumulated Leave Upon Retirement

Policy DEC (local) states that the following leave shall apply to state and local leave accumulated beginning on the original effective date of this program.

An employee who retires from the District shall be eligible for payment for accumulated state and local leave if the employee's retirement is voluntary, i.e., the employee is not being discharged or on renewed. Employees retiring will submit their resignation/retirement letter and request that their earned unused state and local leave be paid out. Before earned unused leave can be paid out the Payroll Specialist will need to receive an online Retirement Certification form from TRS (Notice of Final Deposit Before Retirement and School Official Certification of Salaries) before state/local leave is paid. Employees must have earned the leave while employed with Point Isabel ISD

The employee shall receive payment for each day of accumulated state and local leave, in accordance with the following:

1. An exempt employee, including any professional employee, shall receive payment for each day of accumulated state and local leave at a rate of \$135.00.
2. A nonexempt employee shall receive payment for each day of accumulated state and local leave at a rate of \$67.50.

If the employee is reemployed with the District, days for which the employee received payment shall not be available to that employee.

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 with the school year following the adoption of the rate change or otherwise approved by the Board.

SUBSTITUTE TEACHERS

Point Isabel I.S.D.

Substitute Teacher Salary Schedule

Certified (SBEC) Teacher	\$140.00 daily
4-year Degree	\$120.00 daily
High School Diploma or GED	\$ 90.00 daily
Long –Term Substitute (Work 5 or more consecutive days)...Daily Rate +\$	15.00 daily
Paraprofessional Substitute.....	\$ 80.00 daily

ATTENTION/IMPORTANT:

Long Term Substitute that works 5 or more consecutive days will follow (PRIOR APPROVAL FROM SUPERINTENDENT REQUIRED FOR LONG TERM SUBSTITUTE AND REQUIRED TO FOLLOW ALL “NCLB” REQUIREMENTS.)

Long Term Substitutes required to do lesson plans, assignments, grade papers, duty, etc. to receive the extra daily supplement: Daily rate + \$15.00 daily

PARA-PROFESSIONAL SUBSTITUTE

The following rate is for substitutes for paraprofessional positions: \$70.00 daily*

*Substitutes for paraprofessionals will have the same starting and dismissal time as the paraprofessional for whom they are substituting for.

SALARY INFORMATION

- Payment for one-half (1/2) day assignment will be one-half (1/2) day payment.
- If upon arrival, the substitute assignment has been cancelled, the campus is authorized to send the substitute home. If assignment is cancelled after substitute worked 2 hours, substitute will be paid half-day (1/2) day and will be sent home.
- When called to take the place of a teacher on jury duty (but return early from jury duty) payment will be adjusted to reflect only half day payment.
- Updated personnel information must be forwarded to the Human Resource Office @ 956/943-0008.
- Any questions/concerns involving your paycheck or days worked will be directed to the Payroll Department @ 956/943-0024.