



COMPENSATION PLAN

Board Approved August 22, 2022

Amendment #1

Pending Board Approval October 10, 2022

*School Year
2022 – 2023*

Introduction

The Calallen ISD Compensation Plan is updated and adopted annually by the Board of Trustees and is administered jointly by the Superintendent, Director of Human Resources, and Director of Finance.

Amendments to the plan are indicated with **yellow highlighted text.**

Calallen ISD does not discriminate against any employee or applicant for employment because of race, color, religion, gender, national origin, age, disability, military status, genetic information, or any other basis prohibited by law. Additionally, the district does not discriminate against an employee or applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to a discriminatory employment practice. Employment decisions will be made on the basis of each applicant's job qualifications, experience, and abilities.

The Board of Trustees may adjust the compensation reflected in this plan retroactively as necessary to maintain compliance with the requirements of House Bill 3 as passed by the 86th Texas Legislature and the associated funding levels which were not known at the time this plan was initially adopted.

Compensation Framework

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

- Administrative Professional
- Auxiliary
- Clerical/Technical
- Teachers and Librarians
- Stipends

The District determines the compensatory value of a position by conducting systematic comparisons of positions to assess relative internal and external value. After the systematic comparison is complete, a position is assigned an associated pay grade. Pay grades are used to group positions that have approximately the same relative internal value based on

compensatory factors (job descriptions, market data, internal equity, district consistency, and administrative input are all considered when performing job evaluations).

Salary Placement of New Hires

Salaries are determined by an employee's total years of relevant work experience as defined at the time of employment. Salary guides are developed and approved annually and do not represent or imply future pay increases or salary guarantees. The starting salary is determined individually based on each person's job related experience and salaries paid to peer employees in the same position with similar experience. No employee will be placed below the minimum of the pay range. Salary recommendations for new hires may be adjusted by the Superintendent to account for hard-to-fill positions or to recognize specialized knowledge and skills, qualifications, or technical certifications. Teachers with full certification shall be placed in the appropriate step on the Teacher Salary Scale, in accordance with their creditable years of service.

Stipend Framework

Stipends are provided for performing extra duties beyond the regular campus workday schedule. Stipend pay represents remuneration in addition to, but separate from, regular base salary, and includes assignment stipends, educational stipends, coaching stipends, fine arts stipends, and others as identified. Individuals may not be assigned extra duties that may overlap. Stipends not identified in the stipend plan are exceptions and shall not be paid without the approval of the Superintendent.

2022-2023 Compensation Increases Summary

Teachers and Librarians receive an **average of a 4.9% increase**, ranging from \$1,222 to \$4,872 based on the step.

All positions outside of Teachers and Librarians receive **2.0% increase** as a percentage of the employee's pay grade midpoint as listed on the Administrative Professional Pay Plan, Clerical Paraprofessional Pay Plan, and Auxiliary Pay Plan.

Compensation not listed in the 2022-2023 Compensation Plan will remain unchanged from the 2021-2022 amount. This includes, but is not limited, to Stipends and Extra Duty Pay.

2022-2023 Retention Stipends

Retention Stipends

Retention Stipends are fully grant funded by ESSER III Grant Funds, and will be paid on December 16, 2022.

\$1,000

for all permanent, full-time employees scheduled to work **7.5 hours or more** per day

\$500

for all permanent, full-time employees scheduled to work **less than 7.5 hours** per day

Performance Pay: Teacher Incentive Allotment

For any funds received by Calallen ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90% of the funds will be paid to the designated teacher and 10% percent of the funds received will be retained by the district to cover the district's share of payroll deductions and employee benefits. The district will not remit payment to the designated teacher until funds have been received in full from Texas Education Agency (TEA). 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 as soon as practicable. Additionally, if a designated teacher moves into the district from another district, the teacher will receive TIA compensation from their previous district.

2022-2023 Teacher & Librarian Hiring Scale

Calallen ISD

2022-2023 New Hire Guide for Teachers and Librarians

BOARD APPROVED 8/22/2022

Years of Experience	New Hire Salary
0	\$51,000
1	\$51,500
2	\$52,000
3	\$52,500
4	\$53,000
5	\$53,500
6	\$54,000
7	\$54,500
8	\$55,000
9	\$55,500
10	\$56,000
11	\$56,500
12	\$57,000
13	\$57,500
14	\$58,000
15	\$58,500
16	\$59,000
17	\$59,500
18	\$60,000
19	\$60,500
20	\$61,000
21	\$61,500
22	\$62,000
23	\$62,500
24	\$63,000
25	\$63,500
26	\$64,250
27	\$65,000
28	\$65,750
29	\$66,500
30+	\$67,250

Hiring Salary Range

10-Month Hiring Range Minimum: **\$51,000**

10-Month Hiring Range Maximum: **\$67,250**

Continuing Teachers and Librarians will receive an
average increase of 4.9%

The salaries listed above are based on 10-month employment for the 2022-2023 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

\$1,000 General Master's Degree Stipend

Administrative Professional Pay Plan

2022-2023 Administrative Professional Pay Plan

Calallen ISD

BOARD APPROVED 8/22/2022

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$184.91	\$225.50	\$266.09
	Custodial Supervisor	260	201 Days	37,167	45,326	53,484
	Lic HVAC Supervisor	260	230 Days	42,529	51,865	61,201
	Network Engineer	240	240 Days	44,378	54,120	63,862
	Route Supervisor	230	260 Days	48,077	58,630	69,183
	Technology Support Coordinator	240				
	Truancy Officer	201				
2			Daily	\$216.35	\$263.84	\$311.33
	Assistant Director of Maintenance	260	189 Days	40,890	49,866	58,841
	Athletic Trainer	223	223 Days	48,246	58,836	69,427
	Network Administrator	240	230 Days	49,761	60,683	71,606
	SLP, Asst	189	240 Days	51,924	63,322	74,719
	Technology Integration Specialist	230	260 Days	56,251	68,598	80,946
3			Daily	\$275.73	\$332.21	\$388.69
	Counselor, ES	194	194 Days	53,492	64,449	75,406
	Counselor, Inter	194	204 Days	56,249	67,771	79,293
	Counselor, MS	204	217 Days	59,833	72,090	84,346
	Director, Food Service	217	230 Days	63,418	76,408	89,399
	Director, Maintenance	260	260 Days	71,690	86,375	101,059
	Director, Transportation	230				
	District RN	194				
	Special Education Counselor	194				
4			Daily	\$289.31	\$348.57	\$407.83
	Asst Principal, ES	205	200 Days	57,862	69,714	81,566
	Asst Principal, Inter	205	204 Days	59,019	71,108	83,197
	Asst Principal, MS	205	205 Days	59,309	71,457	83,605
	Counselor, HS	204	210 Days	60,755	73,200	85,644
	Dean of Instruction, MS	210	230 Days	66,541	80,171	93,801
	Diagnostician, Sped	200				
	LPC	205				
	LSSP	200				
	SLP - CCC	200				

2022-2023 Administrative Professional Pay Plan

Calallen ISD

BOARD APPROVED 8/22/2022

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
5			Daily	\$306.67	\$369.48	\$432.29
	Asst Principal, HS	205	205 Days	62,867	75,743	88,619
	CTE/CCMR Coordinator	210	210 Days	64,401	77,591	90,781
	Dean of Instruction, HS	210				
6			Daily	\$324.18	\$395.34	\$466.50
	Coordinator, Assessment and Accountability	215	215 Days	69,699	84,998	100,298
	Curriculum Coordinator, ELAR/SS/EL	220	220 Days	71,320	86,975	102,630
	Curriculum Coordinator, Math/Science/GT	220	230 Days	74,561	90,928	107,295
	Data Fellow	230				
	Director, Business Services	230				
	Principal, ES	215				
	Principal, Inter	215				
	Safety Administrator	230				
7			Daily	\$350.12	\$426.97	\$503.82
	Athletic Director	230	215 Days	75,276	91,799	108,321
	Director, Curriculum and Instruction	230	230 Days	80,528	98,203	115,879
	Director, Federal and Special Programs	230	240 Days	84,029	102,473	120,917
	Director, Finance	230				
	Director, Personnel	230				
	Director, Purchasing/Risk Management	230				
	Director, Special Ed	215				
	Director, Technology	240				
	Principal, MS	215				
8			Daily	\$383.73	\$467.96	\$552.19
	Principal, HS	215	215 Days	82,502	100,611	118,721
9			Daily	\$479.66	\$584.95	\$690.24
	Asst Superintendent	230	230 Days	110,322	134,539	158,755

Clerical Paraprofessional Pay Plan

2022-2023 Clerical Paraprofessional Pay Plan

Calallen ISD

*Annual amounts are based on 7.5 hours per day.

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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$14.00	\$16.67	\$19.34
	Aide, Instructional	181	181 Days	19,005	22,630	26,254
	Aide, ISS	181	185 Days	19,425	23,130	26,834
	Aide, Physical Ed	181				
	Aide, Pre-Kindergarten	181				
	Aide, Reading Lab	181				
	Aide, Sped Inclusion	181				
	Aide, Workroom	181, 185				
2			Hourly	\$15.00	\$17.86	\$20.72
	Aide, DAEP	181	181 Days	20,363	24,245	28,127
	Aide, Library	185, 189	185 Days	20,813	24,781	28,749
	Aide, Sped Adaptive Ed	181	189 Days	21,263	25,317	29,371
	Aide, Sped BSIP	181	200 Days	22,500	26,790	31,080
	Aide, Sped PPCD	181	230 Days	25,875	30,809	35,742
	Aide, Dual Credit	200				
	Receptionist, Central Office	230				
3			Hourly	\$16.40	\$20.00	\$23.60
	Attendance	201	194 Days	23,862	29,100	34,338
	Parent & Family Liaison	194	201 Days	24,723	30,150	35,577
	Secretary, Asst Principal HS	202	202 Days	24,846	30,300	35,754
	Secretary, Asst Principal MS	202				
	Secretary, Attendance/Counselor MS	202				
	Secretary, Counselor ES, Inter	194				
	Secretary, Counselor MS, HS	202				
	Secretary, Family Outreach	201				
4			Hourly	\$18.04	\$22.00	\$25.96
	Bookkeeper, HS	215	194 Days	26,248	32,010	37,772
	Registrar, HS	215	198 Days	26,789	32,670	38,551
	Secretary, Food Service	198	202 Days	27,331	33,330	39,329
	Secretary, Maintenance	260	213 Days	28,819	35,145	41,471
	Secretary, Principal ES	213	215 Days	29,090	35,475	41,861
	Secretary, Principal Inter	213	260 Days	35,178	42,900	50,622
	Secretary, Principal MS	215				
	Secretary, Registrar/Counselor MS	202				
	Secretary, Special Ed	194				

2022-2023 Clerical Paraprofessional Pay Plan

Calallen ISD

*Annual amounts are based on 7.5 hours per day.

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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
5			Hourly	\$19.84	\$24.20	\$28.56
	Admin Asst, Athletic	230	191 Days	28,421	34,667	40,912
	Admin Asst, Curriculum	205	205 Days	30,504	37,208	43,911
	Admin Asst, Special Education	230	215 Days	31,992	39,023	46,053
	Admin Asst, Technology	240	230 Days	34,224	41,745	49,266
	Computer Technician	240	240 Days	35,712	43,560	51,408
	LVN	191				
	Secretary, Principal HS	215				
	Specialist, PEIMS HS	215				
6			Hourly	\$21.83	\$26.62	\$31.41
	Accounts Payable Specialist	230	230 Days	37,657	45,920	54,182
	Admin Asst, Asst Superintendent	230				
	Benefits Specialist	230				
	Business Office Specialist	230				
7			Hourly	\$25.10	\$30.61	\$36.12
	Admin Asst, Superintendent	230	230 Days	43,298	52,802	62,307
	District PEIMS Supervisor	230				
	Payroll Specialist	230				
	Campus RN					

Auxiliary Pay Plan

2022-2023 Auxiliary Pay Plan

Calallen ISD

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*Annual amounts are estimated based on average hours per day.

Actual raises will be calculated based on ours scheduled per employee

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$12.00	\$13.95	\$15.90
	Aide, Bus Aide	178	178 Days	17,088	19,865	22,642
	Custodial	260	260 Days	24,960	29,016	33,072
2			Hourly	\$13.00	\$15.12	\$17.24
	Food Service, Worker	183	181 Days	18,824	21,894	24,964
	Maintenance, Grounds	260	183 Days	19,032	22,136	25,239
	Security	181	260 Days	27,040	31,450	35,859
3			Hourly	\$13.39	\$16.33	\$19.27
	Custodial - Lead Admin	260	183 Days	19,603	23,907	28,211
	Custodial - Lead ES	260	260 Days	27,851	33,966	40,082
	Custodial - Lead MS	260				
	Driver, Food Service	183				
	Food Service, Manager ES	183				
	Food Service, Manager Inter	183				
	Maintenance, Grounds Foreman	260				
4			Hourly	\$16.07	\$19.60	\$23.13
	Custodial - Lead HS	260	183 Days	23,526	28,694	33,862
	Food Service, Manager Central Kitchen	183	260 Days	33,426	40,768	48,110
	Food Service, Manager HS	183				
	Food Service, Manager MS	183				
	Maintenance, District Delivery	260				
	Maintenance, General	260				
5			Hourly	\$18.16	\$22.15	\$26.14
	Maintenance, HVAC	260	260 Days	37,773	46,072	54,371
	Maintenance, Journeyman Electrician	260				
	Maintenance, Locksmith	260				
	Vehicle Mechanic	260				
6			Hourly	\$19.61	\$23.92	\$28.23
	Maintenance, Master Electrician	260	260 Days	40,789	49,754	58,718
	Maintenance, Plumber License	260				
BD			Hourly	\$19.00	\$21.59	\$24.18
	Bus Driver	178	178 Days	27,056	30,744	34,432

Stipend Pay Plan

If a staff member is not employed with CISD for the entire year, stipends will be prorated based on percentage of the assignment(s) completed.

2022-2023 Extra Duty Stipends

Calallen ISD

BOARD APPROVED 8/22/2022

Category	Assignment	Level	Stipend Amount
Academics			
	Academic UIL Coordinator	District	\$2,500
	AP Coordinator	District	\$2,500
	Bilingual Sp Ed Services	District	\$2,500
	Calallen TV	District	\$11,000
	CATE	District	\$2,500
	Doctorate Degree	District	\$1,500
	Dual Credit	District	\$2,500
	Dyslexia Coach	District	\$2,500
	Journalism	District	\$4,000
	Masters Degree	District	\$1,000
	Speech and Debate	District	\$4,000
	Visually Impaired	District	\$2,500
	Math/Science	ES, Inter, MS	\$1,000
	Math/Science	HS	\$3,000
Athletics			
	Asst Athletic Director	District	\$10,000
	Athletic Coordinator	MS	\$4,500
	Basketball, Asst	MS	\$2,300
	Basketball, Head	MS	\$2,800
	Cross Country	MS	\$2,500
	Equipment Coach	MS	\$1,000
	Football, Asst	MS	\$4,000
	Football, Head	MS	\$5,000
	Offseason Coach	MS	\$1,000
	Tennis	MS	\$4,500
	Track, Asst	MS	\$2,300
	Track, Head	MS	\$2,800
	Volleyball, Asst	MS	\$2,300
	Volleyball, Head	MS	\$2,800
	Baseball, Asst	HS	\$4,000
	Baseball, Head	HS	\$7,500
	Basketball, Asst	HS	\$4,000
	Basketball, Head	HS	\$7,500
	Cross Country	HS	\$6,000
	Equipment Coach	HS	\$1,500

2022-2023 Extra Duty Stipends

Calallen ISD

BOARD APPROVED 8/22/2022

Category	Assignment	Level	Stipend Amount
Athletics			
	Football, Asst	HS	\$8,000
	Football, Offensive Coordinator	HS	\$12,000
	Football, Defensive Coordinator	HS	\$12,000
	Football, Head Freshman	HS	\$8,000
	Golf, Asst	HS	\$4,000
	Golf, Head	HS	\$7,500
	Offseason Coach	HS	\$1,500
	Powerlifting, Asst	HS	\$3,000
	Powerlifting, Head	HS	\$6,000
	Soccer, Asst	HS	\$4,000
	Soccer, Head	HS	\$7,500
	Softball, Asst	HS	\$4,000
	Softball, Head	HS	\$7,500
	Swimming, Asst	HS	\$400
	Swimming, Head	HS	\$7,500
	Tennis, Asst	HS	\$6,000
	Tennis, Head	HS	\$10,000
	Track, Asst	HS	\$4,000
	Track, Head	HS	\$7,500
	Video Coach	HS	\$1,500
	Volleyball, Asst	HS	\$4,000
	Volleyball, Head	HS	\$7,500
Fine Arts			
	Band Director, District Asst	District	\$12,000
	Band Director, District Head	District	\$18,000
	Band Director, Head MS	MS	\$10,000
	Band Director, 2nd Asst	MS/HS	\$8,000
	Choir	District	\$8,000
	Color Guard	HS	\$3,000
	Theater/ One Act Play	HS	\$6,500
Non-Annualized			
	Campus Technology Coordinator	District	\$750
	Digital Learning Coach	District	\$750
	ESL	District	\$1,000
	Mentoring	District	\$500
	Reading Academy	District	\$750
	Campus UIL Coordinator	ES	\$775
	Grade Level Chair	ES	\$1,000
	UIL - Per Event	ES	\$750

2022-2023 Extra Duty Stipends

Calallen ISD

BOARD APPROVED 8/22/2022

Category	Assignment	Level	Stipend Amount
Non-Annualized			
	Campus UIL Coordinator	Inter	\$775
	Grade Level Chair	Inter	\$1,000
	Student Council Sponsor	Inter	\$750
	UIL - Per Event	Inter	\$750
	Yearbook Sponsor	Inter	\$750
	Campus UIL Coordinator	MS	\$775
	Department Chair	MS	\$1,800
	NJHS Sponsor	MS	\$1,000
	Student Council Sponsor	MS	\$1,000
	UIL - Per Event	MS	\$750
	BPA Sponsor	HS	\$1,000
	DECA Sponsor	HS	\$2,500
	Department Chair	HS	\$1,800
	HOSA Sponsor	HS	\$1,000
	Interact Club Sponsor	HS	\$1,500
	NHS Sponsor, Head	HS	\$1,500
	NHS Sponsor, Asst	HS	\$1,000
	Robotics Club Sponsor	HS	\$1,500
	SNHS Sponsor	HS	\$1,000
	Student Council Sponsor	HS	\$1,500
	UIL - Per Event	HS	\$850
Other			
	In Home/Parent Training	District	\$1,250
	Inservice	District	\$3,900
	Librarian, Head	District	\$2,500
	Pool Manager	District	\$10,000
	Registered Nurse, Head	District	\$2,500
	Social Media	District	\$1,000
	Sp Ed Self-Contained	District	\$1,500
	Transition Coordinator	District	\$5,000 \$2,500
	Administrative Support	DAEP	\$2,500
	Administrative Support	MS	\$2,500
	Administrative Support	HS	\$3,000
Spirit			
	Cheerleader Sponsor, Head	MS	\$3,000
	Cheerleader Sponsor, Head	HS	\$6,500
	Cheerleader Sponsor, Asst	HS	\$3,500
	Top Cats Sponsor	HS	\$6,500

Additional Pay Rates

Additional Pay Rates	
Lifeguards	\$10.00 per hour
Lifeguards, Swim Lessons	\$12.00 per hour
Lifeguard, Head	\$15.00 per hour
Student Workers	\$10.00 per hour
Summer Curriculum Planning	\$100 per day
Summer School	
Summer School Administrator – Elementary	\$335 per day
Summer School Administrator – Secondary	\$335 per day
Counselors	\$35.00 per hour
Teachers	\$35.00 per hour
Paraprofessionals, Instructional	\$18.00 per hour
Paraprofessionals , Clerical	\$17.00 per hour
Nurse	School Year hourly rate
Security Officers	
Contracted Security Officers	\$50.00 per hour
Extra Duty Driving (Not Regular Bus Drivers)	
0-49 miles	\$50.00 per trip
50-99 miles	\$60.00 per trip
100+ miles	\$70.00 per trip

Substitute Pay Plan

Teacher Substitute Pay Scale

Substitute with Valid TEA Certification - \$100.00/day

Substitute with 4 Year Degree (non-certified) - \$95.00/day

Substitute w/o College Degree (HS Diploma required) - \$80.00/day

Additional \$10 per day for Fridays

Additional \$10 per day after 10 consecutive days in the same assignment

Paraprofessional/Clerical Substitute Pay Scale

Special Education Paraprofessional Substitute (with or without degree) - \$75.00 per day

General Education Paraprofessional Substitute (with or without degree) - \$75.00 per day

Additional \$5 per day for Fridays

Additional \$5 per day after 10 consecutive days in the same assignment

Auxiliary Positions Substitute Pay Scale

Bus Driver, Bus Aide, Custodial, Food Service, Nursing (LVN Only) - Minimum Hourly Rate from Position on Pay Plan

Summary of Employee Benefits

State & Federal Required Deductions

- Federal Withholding – Figured automatically by the income tax withholding percentage method according to the marital status and number of exemptions claimed on the W-4 Form.
- Medicare – 1.45% of the gross salary will be deducted each pay period for any person hired after March 31, 1986.
- Teacher Retirement – 8.0% of total gross salary deducted each pay period (or as set by TRS). Deductions are on a pre-tax basis.
- TRS Retirement Insurance - 0.65% of total gross salary deducted each pay period.
- FICA Alternative Plan – Substitute/Temporary Staff Only – Effective 8/14/2004, 7.5% of total gross salary deducted each pay period on a pre-tax basis. Applicable only to those staff members who are not eligible for Teacher Retirement System (TRS) membership. The staff member will contribute to their own personal retirement saving account.

Other payroll deductions staff members may elect include deductions for the staff members' share of premiums for health, dental, life, and vision insurance; annuities; and higher education savings plans. Staff members also may request payroll deduction for payment of membership dues for District recognized organizations. Salary deductions are automatically made for unauthorized or unpaid leave.

Employee Health Benefits Contribution

Calallen ISD will contribute \$375 per month towards health care coverage for each eligible employee that enrolls in one of the District provided health insurance plans.

Employer Paid Life Insurance

Calallen ISD provides every full-time employee with an employer-paid \$25,000 Basic Life insurance policy at no cost to the employee.