

# **Robstown Independent School District**

## **Compensation Plan**

**2022-2023**



Robstown ISD  
**MY CHOICE**

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## Pay Structures

The following pay structures were approved by the Board of Trustees of Robstown ISD on May 18, 2022, and are effective for the 2022–2023 school year.

2022-2023  
New Hire Guide for Teachers and Librarians

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## Robstown Independent School District

### 2022-2023 New Hire Guide for Teachers and Librarians

2022-

2023

Years of Experience	New Hire Salary
0	\$47,000
1	\$47,300
2	\$47,600
3	\$47,900
4	\$48,200
5	\$48,500
6	\$48,800
7	\$49,100
8	\$49,400
9	\$49,700
10	\$50,000
11	\$50,300
12	\$50,600
13	\$50,900
14	\$51,300
15	\$52,200
16	\$53,000
17	\$53,893
18	\$55,093
19	\$56,193
20	\$57,233
21	\$58,208
22	\$59,163
23	\$60,038
24	\$60,888
25	\$61,688
26	\$62,443
27	\$63,168
28	\$63,568
29	\$63,968
30+	\$64,168

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.

**\$1,500 Master's Degree - General Stipend**

**\$3,000 Doctorate Degree - General Stipend**

## Administrative/Professional Pay Plan

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**Robstown Independent School District  
2022-2023 Administrative/Professional Pay Plan**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$244.41	\$290.00	\$335.59
	Speech Therapist Assistant	187	187 Days	45,705	54,230	62,755
	Athletic Trainer	210	210 Days	51,326	60,900	70,474
2			Daily	\$266.35	\$316.10	\$365.85
	Behavior Analyst	204	187 Days	49,807	59,111	68,414
	Behavior Intervention Specialist	204	200 Days	53,270	63,220	73,170
	Coordinator - Parent Involvement / Records Management	210	204 Days	54,335	64,484	74,633
	Counselor - Elementary	200	206 Days	54,868	65,117	75,365
	Counselor - Junior High	206	210 Days	55,934	66,381	76,829
	Curriculum Specialist	210	215 Days	57,265	67,962	78,658
	Instructional Technology Specialist	215	220 Days	58,597	69,542	80,487
	Nurse - RN	187				
	Social Worker	220				
3			Daily	\$282.33	\$335.07	\$387.81
	Lead Accountant	226	187 Days	52,796	62,658	72,520
	Assistant Principal - Elementary	215	204 Days	57,595	68,354	79,113
	Assistant Principal - Junior High	215	206 Days	58,160	69,024	79,889
	Counselor - High School	206	215 Days	60,701	72,040	83,379
	Diagnostician	204	226 Days	63,807	75,726	87,645
	Speech Language Pathologist	187				
4			Daily	\$299.16	\$355.17	\$411.18
	Assistant Athletic Director	215	215 Days	64,319	76,362	88,404
	Assistant Principal - High School	215	226 Days	67,610	80,268	92,927
	Band Director - Head	226				
	Coordinator - Human Resources / Public Relations	226				
	Coordinator - PEIMS / Student Accounting Support	226				
	Coordinator - Testing	226				
5			Daily	\$317.07	\$376.48	\$435.89
	Director - College / Career Readiness	226	210 Days	66,585	79,061	91,537
	Director - Health Services	215	215 Days	68,170	80,943	93,716
	Principal - Elementary	226	226 Days	71,658	85,084	98,511

<b>6</b>		<b>Daily</b>	<b>\$336.10</b>	<b>\$399.07</b>	<b>\$462.04</b>
Director - Athletics	226	<b>226 Days</b>	75,959	90,190	104,421
Director - Instructional Initiatives and Innovation	226	<b>245 Days</b>	82,345	97,772	113,200
Director - Facilities and Operations	245				
Director - Special Education	226				
Director - State and Federal Programs	226				
Director - Technology	226				
Principal - Junior High	226				
<b>7</b>		<b>Daily</b>	<b>\$386.60</b>	<b>\$458.93</b>	<b>\$531.26</b>
Principal - High School	226	<b>226 Days</b>	87,372	103,718	120,065
<b>8</b>		<b>Daily</b>	<b>\$448.51</b>	<b>\$532.36</b>	<b>\$616.21</b>
Executive Director - Academics and Student Services	226	<b>226 Days</b>	101,363	120,313	139,263
<b>9</b>		<b>Daily</b>	<b>\$475.59</b>	<b>\$564.30</b>	<b>\$653.01</b>
Chief Financial Officer	226	<b>226 Days</b>	107,483	127,532	147,580
Deputy Superintendent	226				

2022-2023  
Clerical/Paraprofessional Pay Plan

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Robstown Independent School

2022-2023 Clerical/Paraprofessional Pay Plan

District



Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$12.00	\$14.46	\$16.92
	Aide - Parental Involvement Liaison	187	187 Days	17,952	21,632	25,312
	Aide - Physical Education	187	220 Days	21,120	25,450	29,779
	Aide - Pre-K	187				
	Clerical Assistant - Receptionist ES	187				
	Clerical Assistant - Receptionist JH	187				
	Clerical Assistant - Receptionist HS	220				
2			Hourly	\$13.00	\$15.66	\$18.32
	Aide - Computer Lab	187	187 Days	19,448	23,427	27,407
	Aide - Interventionist	187	208 Days	21,632	26,058	30,484
	Aide - Library	187	220 Days	22,880	27,562	32,243
	Aide - Science Lab	187	226 Days	23,504	28,313	33,123
	Aide - Special Ed	187				
	Aide - Special Ed BMC	187				
	Aide - Special Ed Life Skills	187				
	Clerical Assistant - Attendance ES	208				
	Clerical Assistant - Curriculum	226				
	Clerical Assistant - Registrar HS	220				
	Clerical Assistant - Special Education	220				
	Clerical Assistant - Human Resources	226				
	Clerical Assistant- PEIMS / SHARS	220				
	Nurse - CNA	187				
	Receptionist - Administration	226				
3			Hourly	\$14.00	\$16.87	\$19.74
	Administrative Assistant - Asst Principal HS	210	206 Days	23,072	27,802	32,532
	Administrative Assistant - Asst Principal JH	210	210 Days	23,520	28,342	33,163
	Administrative Assistant - Counselor	206	220 Days	24,640	29,691	34,742
	Administrative Assistant - Counselor	220				
	Clerical Assistant - Attendance HS	210				
	Clerical Assistant - Attendance JH	210				

<b>4</b>		Hourly	\$16.00	\$19.51	\$23.02
Administrative Assistant - Athletic Director	220	<b>220 Days</b>	28,160	34,338	40,515
Administrative Assistant - Child Nutrition	220	<b>226 Days</b>	28,928	35,274	41,620
Administrative Assistant - State and Federal	226	<b>230 Days</b>	29,440	35,898	42,357
Administrative Assistant - Facilities / Operati	230				
Administrative Assistant - Principal ES	220				
Administrative Assistant - Principal JH	220				
Administrative Assistant - Special Education	220				
Administrative Assistant - Technology	220				
Bookkeeper - High School	220				
Registrar - High School	220				

<b>5</b>		Hourly	\$18.00	\$21.95	\$25.90
Accounting Specialist	226	<b>187 Days</b>	26,928	32,837	38,746
Administrative Assistant - Academics	226	<b>220 Days</b>	31,680	38,632	45,584
Administrative Assistant - Principal HS	220	<b>226 Days</b>	32,544	39,686	46,827
Nurse - LVN	187				

<b>6</b>		Hourly	\$19.00	\$23.17	\$27.34
Accounts Payable Specialist	226	<b>187 Days</b>	28,424	34,662	40,901
Dropout Prevention/Interventionist	187	<b>226 Days</b>	34,352	41,891	49,431

<b>7</b>		Hourly	\$21.00	\$25.61	\$30.22
Accounting Supervisor	226	<b>220 Days</b>	36,960	45,074	53,187
Computer Technician	220	<b>226 Days</b>	37,968	46,303	54,638
Payroll Supervisor	226				
PEIMS Specialist	226				

Annual

amounts  
are based on 8

<b>8</b>		Hourly	\$23.00	\$28.05	\$33.10
Executive Assistant - Chief Financial Officer	226	<b>226 Days</b>	41,584	50,714	59,845
Executive Assistant - Deputy Superintendent	226				

hours  
day

per

<b>9</b>		Hourly	\$25.00	\$30.49	\$35.98
Senior Executive Assistant - Superintendent	226	<b>226 Days</b>	45,200	55,126	65,052

## 2022-2023 Manual Trades Pay Plan



**Robstown Independent School District  
2022-2023 Manual Trades Pay Plan**

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$11.00	\$13.09	\$15.18
	Bus Monitor	178	178 Days	15,664	18,640	21,616
	Child Nutrition Worker	182	182 Days	16,016	19,059	22,102
	Crossing Guard	178	230 Days	20,240	24,086	27,931
	Custodian	230				
2			Hourly	\$12.00	\$14.28	\$16.56
	Child Nutrition - Baker	182	182 Days	17,472	20,792	24,111
	Child Nutrition - Cook	182	230 Days	22,080	26,275	30,470
	Groundskeeper	230				
3			Hourly	\$13.00	\$15.48	\$17.96
	Child Nutrition - Assistant Manager	182	182 Days	18,928	22,539	26,150
	Child Nutrition - Operations / Delivery Dr	230	210 Days	21,840	26,006	30,173
	Head Custodian - Elementary	230	230 Days	23,920	28,483	33,046
	Security Guard	210				
	Utility Worker	230				
4			Hourly	\$14.00	\$17.07	\$20.14
	Child Nutrition Manager - Elementary	182	182 Days	20,384	24,854	29,324
	Child Nutrition Manager - Junior High	182	230 Days	25,760	31,409	37,058
	Head Custodian - Junior High	230				
5			Hourly	\$15.00	\$18.29	\$21.58
	Child Nutrition Manager - High School	182	182 Days	21,840	26,630	31,420
	Head Custodian - Administration	230	230 Days	27,600	33,654	39,707
	Head Custodian - Athletics	230				
	Head Custodian - High School	230				
	Head Groundskeeper	230				
6			Hourly	\$16.25	\$19.82	\$23.39
	Child Nutrition Appliance Repairman	230	230 Days	29,900	36,469	43,038
	Child Nutrition Warehouse Manager	230				
	General Maintenance	230				
	General Maintenance / Locksmith	230				
	HVAC Tech Assistant	230				
	Mechanic Assistant	230				
	Route Coordinator	230				
	Specialist - Print Shop / Warehouse	230				

7		Hourly	\$21.25	\$25.91	\$30.57
Electrician	230	230 Days	39,100	47,674	56,249
HVAC Technician	230				
Plumber	230				

  

8		Hourly	\$23.50	\$28.66	\$33.82
Assistant Director - Facilities & Operations	230	230 Days	43,240	52,734	62,229

  

BD		Hourly	\$20.25	\$23.28	\$26.31
Bus Driver	178	178 Days	28,836	33,151	37,465

Annual amounts are based on 8 hours per day

2022-2023  
Stipends and Extracurricular Duty Pay

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## Stipends & Other Supplements

ATHLETICS				
FOOTBALL				
High School and Junior High:	POSITIONS	AMOUNT	Days	Yrs. Exp.
Defensive Coordinator	1	\$ 8,250	15	*
Offensive Coordinator	1	\$ 8,250	15	*
Special Teams Coordinator	1	\$ 5,000	10	*
Varsity/JV Assistant	4	\$ 4,500	10	*
Video Coordinator	1	\$ 1,000 or Hourly	10	
Subvarsity	5	\$ 2,500	10	*
CROSS COUNTRY				
High School:				
Head	1	\$ 4,000		*
Assistant	1	\$ 3,000	10	*
Junior High:				
Head Boys	1	\$ 2,000	10	*
Head Girls	1	\$ 2,000	10	*
VOLLEYBALL				
High School:				
Head	1	\$ 4,000	10	*
Varsity Assistant	1	\$ 3,000	10	*
JV Assistant	2	\$ 2,500	10	*
Junior High:				
Head	1	\$ 2,250	10	*
Assistant	3	\$ 1,500	10	*
*LEGEND:	0 – 10 yrs.	\$230.00 per day		
	11 – 20 yrs.	\$265.00 per day		
	21+ yrs.	\$300.00 per day		

## Stipends & Other Supplements

ATHLETICS		
BOYS BASKETBALL	POSITIONS	AMOUNT
<b>High School:</b>		
Head	1	\$4,000
1 <sup>st</sup> Assistant	1	\$3,000
JV	1	\$2,500
Freshman	1	\$2,500
<b>Junior High:</b>		
Head	1	\$2,250
Assistant	2	\$1,500
Assistant	1	\$1,500 or Hourly
GIRLS BASKETBALL	POSITIONS	AMOUNT
<b>High School:</b>		
Head	1	\$4,000
1 <sup>st</sup> Assistant	1	\$3,000
JV	1	\$2,500
Freshmen	1	\$2,500
<b>Junior High:</b>		
Head	1	\$4,000
Assistant	3	\$1,500
POWERLIFTING	POSITIONS	AMOUNT
<b>High School:</b>		
Head	1	\$4,000
Assistant	2	\$2,000
GOLF	POSITIONS	AMOUNT
<b>High School:</b>		
Head	1	\$4,000
TENNIS	POSITIONS	AMOUNT
<b>High School:</b>		
Head	1	\$4,000
<b>Junior High:</b>		
Head	1	\$2,000
BOYS TRACK & FIELD	POSITIONS	AMOUNT
<b>High School:</b>		
Head	1	\$4,000
Assistant	1	Hourly
Assistant	1	\$2,500

Stipend earnings are not guaranteed wages and may be amended or eliminated at any time.



## Stipends & Other Supplements

ATHLETICS		
BOYS TRACK AND FIELD	POSITIONS	AMOUNT
<b>Junior High:</b>		
Head	1	\$2,000
Assistant	2	\$1,500
GIRLS TRACK AND FIELD	POSITIONS	AMOUNT
<b>High School:</b>		
Head	1	\$4,000
Assistant	2	\$2,500
<b>Junior High:</b>		
Head	1	\$2,000
Assistant	2	\$1,500
SOFTBALL	POSITIONS	AMOUNT
<b>High School and/or Junior High:</b>		
Head	1	\$5,000
Varsity Assistant	1	\$3,500
Assistant	3	\$2,500
Assistant	1	Hourly
BASEBALL	POSITIONS	AMOUNT
<b>High School and/or Junior High:</b>		
Head	1	\$5,000
Varsity Assistant	1	\$3,500
Assistant	3	\$2,500
Junior High	1	\$1,500
Athletic Trainer	1	\$8,000
Student Athletes Success Coordinator	1	\$8,000
Strength Coordinator	1	\$5,000
Operations Coordinator	1	\$4,000
Boys Inventory	1	\$1,000
Girls Inventory	1	\$1,000
Baseball Pitch Count	1	\$1,250
Jr. High Male Sports Coordinator	1	\$1,000
Jr. High Female Sports Coordinator	1	\$1,000

### Positions and Rate of Pay for all Athletic Events Employees

ATHLETIC GAME WORKERS	AMOUNT	AMOUNT FOR ALL DAY
Ticket Seller	\$55.00 per game* or Hourly	\$110.00 per day* or Hourly
Ticket Taker	\$45.00 per game* or Hourly	\$90.00 per day* or Hourly
Announcer	\$60.00 per game*	\$120.00 per day*
Score Clock/Scoreboard	\$50.00 per game*	\$100.00 per day
Chain Crew	\$50.00 per game*	\$100.00 per day
Game Worker/Usher	\$12.50 per hour	
Custodian/Parking	\$12.50 per hour	
Concession Stand Cashier	\$55.00 per game*	
Concession Stand Manager	\$15.00 per hour	

All Day Events- Tournaments, District Meets and Band Contests

Note: One game equals four hours. All day events equal eight hours.

Exempt employees will be paid the minimum amount per game rates. Non-Exempt employees will be paid one and one-half times the employee's regular rate of pay for all hours worked in excess of 40 hours in any workweek.

OTHER ADDITIONAL DUTY	AMOUNT
Bus Driver	\$15.00 per hour
Driver (Non-Fleet)	\$15.00 per hour
Bus Monitor	\$10.00 per hour
Custodian (Day)	\$12.50 per hour
Custodian (Night)	\$12.50 per hour

Additional Duty Employment is when an employee works in a different capacity in excess of their regular work calendar. Any and all employees working at these assignments must conduct themselves in a professional manner at all times. Report any problems to his or her immediate supervisor.

## Stipends & Other Supplements

HIGH SCHOOL		
FINE ARTS	POSITIONS	AMOUNT
Band Director – Head/ High School & Seale	1	\$6,000
Band Director – Assistant	2	\$4,000
Choir	1	\$3,000
Cheerleader Sponsor	1	Non-Exempt (Hourly) Exempt \$3,000
Drill Team Sponsor	1	Non-Exempt (Hourly) Exempt \$2,000
OTHER STIPENDS	POSITIONS	AMOUNT
Non UIL BPA Sponsor	1	\$500
Non UIL Computer Applications	1	\$500
Cosmetology	1	\$1,000
Department Chairperson – Fine Arts	1	\$1,000
Department Chairperson – CTE	1	\$1,000
Department Chairperson – Math	1	\$1,000
Department Chairperson – Science	1	\$1,000
Department Chairperson – Social Studies	1	\$1,000
Department Chairperson – English	1	\$1,000
Department Chairperson – Special Education	1	\$1,000
FFA Sponsor	1	\$500
HOSA Sponsor	1	\$500
Interact Club	1	\$500
National Honor Society	1	\$500
NTHS Sponsor (National Technical Honor Society)	1	\$500
FFCLA	1	\$500
Skills USA Culinary Art	1	\$500
UIL Academic Campus Coordinator	1	\$1,500
UIL Academic Events	14	\$600
UIL One Act Play Head	1	\$4,000
UIL One Act Play Assistant	1	\$1,000
Campus Webmaster	2	\$500
Yearbook	1	\$1,000
Student Council	1	\$1,000

## Stipends & Other Supplements

SEALE JUNIOR HIGH		
FINE ARTS	POSITIONS	AMOUNT
Band Director – Head	1	\$4,000
Band Director – Assistant	1	\$3,000
Choir	1	\$3,000
Cheerleader Sponsor	1	Non-Exempt (Hourly) Exempt \$1,500
OTHER STIPENDS	POSITIONS	AMOUNT
Department Chairperson – Language Arts	1	\$750
Department Chairperson – Math	1	\$750
Department Chairperson – Science	1	\$750
Department Chairperson – Social Studies	1	\$750
Department Chairperson – Special Education	1	\$750
Department Chairperson- Fine Arts	1	\$750
Blended Learning Lead	1	\$750
Destination Imagination	2	\$400
National Junior Honor Society	1	\$500
Student Council	1	\$750
UIL Campus Coordinator	1	\$1,500
Campus Webmaster	1	\$500
UIL Academic Events	31	\$200

### Stipends & Other Supplements

<b>ELEMENTARY STIPENDS (PER CAMPUS)</b>		
<b>FINE ARTS</b>	<b>POSITIONS</b>	<b>AMOUNT</b>
Cheerleader Sponsor	1	Non-Exempt (Hourly) Exempt \$500.00
<b>OTHER STIPENDS</b>	<b>POSITIONS</b>	<b>AMOUNT</b>
Grade Level Chairperson – Grade 1	1	\$500
Grade Level Chairperson – Grade 2	1	\$500
Grade Level Chairperson – Grade 3	1	\$500
Grade Level Chairperson – Grade 4	1	\$500
Grade Level Chairperson – Grade 5	1	\$500
Grade Level Chairperson – Kindergarten	1	\$500
Grade Level Chairperson – Pre-Kindergarten	1	\$500
Destination Imagination	1	\$300
Campus Webmaster	1	\$500
UIL Academic Events	26	\$100

## Stipends & Other Supplements

DISTRICT STIPENDS*		
	POSITIONS	AMOUNT
Math – Secondary	11	\$3,500
Science – Secondary	9	\$3,500
English – High School	1	\$3,500
Special Ed. BMC	3	\$2,500
Special Ed. Life Skills	6	\$2,500
Special Ed. Inclusion	12	\$2,000
H.B. 4545 - Coordination	2	\$2,500
H.B. 4545 - Transition	1	\$750
STEM Stipend	1	\$3,000
Social Workers – After Hours	2	\$4,000
Lead Counselor	1	\$2,500
Head Librarian	1	\$2,500
ESL	18	\$1,500
UIL District Coordinator	1	\$2,500
UIL Campus Coordinator (Elementary)	1	\$1,000
Lead Diagnostician	1	\$2,500
Robotics	1	\$3,000
COVID-19 Testing Providers	8	\$1,500

*\* In an effort to retain highly qualified employees, retention stipends may be given to all Robstown ISD employees, with the exception of substitutes, in a one-time lump sum payment based on annual school board approval.*

2022-2023  
Summer School and Supplemental Pay

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## Hourly Rates of Pay for Summer School and Supplemental Pay

### Summer School Employee Rates

POSITION	PAY
Teacher	\$40.00
Teacher Asst.	\$15.00
Clerk	\$15.00
Lab Asst.	\$15.00
CNA	\$18.04
LVN	\$24.00
RN	\$40.00
Food Service Worker	\$14.40
Food Service Manager	\$19.20
Food Service Asst. Manager	\$16.80
Food Service Program Monitor	\$30.00
Dropout Prevention/Intervention	\$15.00

### Supplemental Rates

TUTORIAL RATE	PAY
Teacher	\$30.00
Teacher Asst.	\$12.50

PROFESSIONAL DEVELOPMENT TRAINING*	PAY
*During non-contractual days	
Teacher	\$25.00
Teacher Asst.	\$12.50
Certified Teacher Curriculum Writing, Benchmark, and Other Assessment Development (Outside of Days on Duty)	\$25.00



2022-2023  
Substitute Pay

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## Substitute Rates

### Substitute Pay Rates

	HIGH SCHOOL DIPLOMA		4-YEAR COLLEGE DEGREE (ANY MAJOR)		CERTIFIED/LICENSED	
	1-10 Days	11+ Days	1-10 Days	11+ Days	1-10 Days	11+ Days
Teacher/Paraprofessional	\$90	\$95	\$105	\$110	\$115	\$120
Registered Nurse (RN)	N/A	N/A	N/A	N/A	\$150	
Licensed Vocational Nurse (LVN)	N/A	N/A	N/A	N/A	\$115	
Food Service	\$11	\$11	\$11	\$11	\$11	\$11

Paychecks are direct deposit on a semi-monthly pay schedule posted by the district every 15<sup>th</sup> and 30<sup>th</sup> of the month. Questions regarding direct deposit should be directed to the Business Office at (361) 767-6600 ext. 2023.

Substitute positions requiring more than (4) hours of duty will be compensated for a full day. Any position requiring (4) hours or less will be compensated at the half-day rate. Half day assignments are paid at half of your daily rate. It is permissible to work two half days in different campuses if the working times coordinate.

The number of working days for each substitute is reported to the Payroll Department by each campus. It is very important to sign-in and sign-out at the campus where services are rendered.

### Hourly Rates of Pay for Temporary and Substitute Employment

DESCRIPTION	AMOUNT
Clerical/Secretarial	\$13.00
Tutor – Certified (Holds Texas Educator Certification)	\$25.00
Tutor – Degreed (Bachelor's, Master's, Doctorate)	\$25.00
Tutor – Associate's Degree or 60+ College Hours	\$15.00
Tutor – Less than 60 College Hours	\$12.50
Student Worker	\$10.00

**Note 1:** Temporary Employment suggests a definite start date and end date and is generally not entitled to district benefits. Substitute Employment is when an individual fills a position held by a current employee who will return to work (the position is not vacant) and is not entitled to district benefits. Contact the Office of Human Resources regarding the requirement on working hours for full-time and/or part-time employment.

**Note 2:** Any special event or assignment not listed above requires prior approval from the Office of Human Resources.