

**ROBSTOWN INDEPENDENT SCHOOL DISTRICT
AGENDA ACTION SHEET**

Date: August 22, 2022

Subject: Discuss and Consider Approval of Revisions to the Compensation Plan for the 2022-2023 School Year

Administrator Responsible: Vanessa Riggs and Diana L. Silvas

Position: Chief Financial Officer and Deputy Superintendent

A. Purpose of Agenda Item:

Information Only Action Needed

B. Authority for this Action:

Local Policy _____ Law or Rule _____

C. Strategic Objective, Goal, or Need Addressed:

Approve revisions to the 2022-2023 Compensation Plan

D. Summary: Please see attached the revised 2022-2023 Compensation Plan for your review.

E. Alternatives Considered:

F. Comments Received:

G. Administrative Recommendation: That the Board approves the revisions to the Compensation Plan for the 2022-2023 School Year.

H. Fiscal Impact and Cost:

I. Monitoring and Reporting Time-Line: 2022-2023 School Year

**Revisions to the 2022-2023 Compensation Plan
August 22, 2022**

- **Manual Trades Pay Plan**
 - Page 12 - Add Safety & Security Monitor - 182 Calendar Days - Pay Grade 3

- **Athletics Stipend & Other Supplements**
 - Page 15 -Added notation regarding hourly rate for non-exempt employees
 - Page 16- Corrected amount for Junior High Head Girls Basketball and amount for Boys Track & Field Assistant
 - Page 17- Delete Stipend for Athletic Trainer. The amount has been blended into his salary
 - Page 17- Add Female Coordinator – \$10,000 stipend amount

- **High School Stipends & Other Supplements**
 - Page 19 - Add 1 Robotics position at \$500 stipend amount

- **Seale Junior Stipends & Other Supplements**
 - Page 20 – Delete Band Director Head position at \$4,000 stipend amount- position is listed on page 19 already

- **Elementary Stipends (Per Campus)**
 - Page 21 - Add 3 Academy Club Sponsor positions at \$300 stipend amount

- **District Stipends**
 - Page 22 - Add 1 Administrative Intern position at \$2,500 stipend amount
 - Page 22 – Add 1 SLP Supervisor (if needed) position at \$2,000 stipend amount

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

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

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	

(If a coaching position is not filled by a certified teacher, an hourly rate will be applied to a non-exempt employee.)

Stipends & Other Supplements

ATHLETICS		
BOYS BASKETBALL	POSITIONS	AMOUNT
High School:		
Head	1	\$4,000
1 st Assistant	1	\$3,000
JV	1	\$2,500
Freshman	1	\$2,500
Junior High:		
Head	1	\$2,250
Assistant	2	\$1,500
Assistant	1	\$1,500 or Hourly
GIRLS BASKETBALL	POSITIONS	AMOUNT
High School:		
Head	1	\$4,000
1 st Assistant	1	\$3,000
JV	1	\$2,500
Freshmen	1	\$2,500
Junior High:		
Head	1	-\$4,000 \$2250
Assistant	3	\$1,500
POWERLIFTING	POSITIONS	AMOUNT
High School:		
Head	1	\$4,000
Assistant	2	\$2,000
GOLF	POSITIONS	AMOUNT
High School:		
Head	1	\$4,000
TENNIS	POSITIONS	AMOUNT
High School:		
Head	1	\$4,000
Junior High:		
Head	1	\$2,000
BOYS TRACK & FIELD	POSITIONS	AMOUNT
High School:		
Head	1	\$4,000
Assistant	1	Hourly \$2,500
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
Junior High:		
Head	1	\$2,000
Assistant	2	\$1,500
GIRLS TRACK AND FIELD	POSITIONS	AMOUNT
High School:		
Head	1	\$4,000
Assistant	2	\$2,500
Junior High:		
Head	1	\$2,000
Assistant	2	\$1,500
SOFTBALL	POSITIONS	AMOUNT
High School and/or Junior High:		
Head	1	\$5,000
Varsity Assistant	1	\$3,500
Assistant	3	\$2,500
Assistant	1	Hourly
BASEBALL	POSITIONS	AMOUNT
High School and/or Junior High:		
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
Female Coordinator	1	\$10,000

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
Robotics	1	\$500

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

ELEMENTARY STIPENDS (PER CAMPUS)		
FINE ARTS	POSITIONS	AMOUNT
Cheerleader Sponsor	1	Non-Exempt (Hourly) Exempt \$500.00
OTHER STIPENDS	POSITIONS	AMOUNT
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
Academy Club Sponsor	3	\$300

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
Mentor Teacher	50	\$500
Technology Lead	5	\$500
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
Administrative Intern	1	\$2,500
SLP Supervisor (if needed)	1	\$2,000

** 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.*