

Robstown Independent School District

Compensation Plan 2021-2022

DRAFT



Updated: 8/20/21

Robstown Independent School District

Teacher Salary Schedule 2021-2022

Includes

Teachers, Counselors, Librarians and Nurses

DRAFT

**Robstown Independent School District
2021-2022**

**Teachers, Counselors, Librarians, and Nurses
Salary Schedule**

Teachers, Librarians, Counselors, and Nurses		
YEARS	SALARY at 187 days	DAILY RATE
0	\$41,613	\$222.53
1	\$41,813	\$223.60
2	\$42,013	\$224.67
3	\$42,213	\$225.74
4	\$42,513	\$227.34
5	\$42,713	\$228.41
6	\$42,863	\$229.21
7	\$43,163	\$230.82
8	\$43,463	\$232.42
9	\$43,763	\$234.03
10	\$44,683	\$238.95
11	\$45,953	\$245.74
12	\$47,143	\$252.10
13	\$48,393	\$258.79
14	\$49,743	\$266.01
15	\$51,043	\$272.96
16	\$52,243	\$279.37
17	\$53,443	\$285.79
18	\$54,543	\$291.67
19	\$55,583	\$297.24
20	\$56,558	\$302.45
21	\$57,513	\$307.56
22	\$58,388	\$312.24
23	\$59,238	\$316.78
24	\$60,038	\$321.06
25	\$60,793	\$325.10
26	\$61,518	\$328.97
27	\$61,718	\$330.04
28+	\$62,118	\$332.18

Masters \$ 1,500
 Doctorate \$ 3,000

Certified Professional with a Master's Degree or a Doctorate Degree from an accredited institution receives \$1500 or \$3000 above teachers' salary placement upon receipt of an official transcript. The salaries listed above are based on a 20-month employment for the 2019-2020 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.

Salaries are determined individually with consideration for job-related experience and credentials.

Robstown Independent School District

Administrator Salary Schedule 2021-2022

DRAFT



2021-2022 ADMINISTRATOR JOB CLASSIFICATIONS

JOB GRADE	DESCRIPTION	BASE DAYS
1	Coordinator – PEIMS/Student Accounting Support	226
2	Speech Language Pathologist Assistant	187
3	Educational Diagnostician	204
3	Coordinator of Parental Involvement & Records Management	210
4	Social Worker	220
5	Assistant Principal – RECHS, JH Assistant Principal –Elementary Campuses	215
5	Coordinator of Students Services	226
5	District Testing Coordinator Female Athletic Coordinator Director of College and Career Readiness	226
6	Speech Language Pathologist	187
6	Director of Health Services	215
6	Principal – Elementary Director of Special Populations Head Band Director	226
7	Principal – JH Director of Technology Director of Special Education Director of Athletics Director of Human Resources/Public Relations	226
7	Director of Maintenance & Operations	245
8	Principal – RECHS, SCA/Early College Director	226
9	Executive Director of Curriculum & Instruction	226
10	Chief Financial Officer	226
10	Deputy Superintendent	226

**2021-2022
ADMINISTRATOR PAY GRADES**

AP1	
YEARS	DAILY RATE
0	\$ 193.36
1	\$ 196.96
2	\$ 200.56
3	\$ 204.17
4	\$ 207.77
5	\$ 211.38
6	\$ 214.98
7	\$ 218.58
8	\$ 222.19
9	\$ 225.79
10	\$ 229.40
11	\$ 233.00
12	\$ 236.60
13	\$ 240.21
14	\$ 243.81
15	\$ 247.42
16	\$ 251.02
17	\$ 254.62
18	\$ 258.23
19	\$ 261.83
20+	\$ 265.44

AP2	
YEARS	DAILY RATE
0	\$ 206.67
1	\$ 210.53
2	\$ 214.39
3	\$ 218.24
4	\$ 222.10
5	\$ 225.95
6	\$ 229.81
7	\$ 233.66
8	\$ 237.52
9	\$ 241.37
10	\$ 245.23
11	\$ 249.08
12	\$ 252.94
13	\$ 256.79
14	\$ 260.65
15	\$ 264.50
16	\$ 268.36
17	\$ 272.21
18	\$ 276.07
19	\$ 279.92
20+	\$ 283.78

AP3	
YEARS	DAILY RATE
0	\$ 220.91
1	\$ 225.04
2	\$ 229.17
3	\$ 233.30
4	\$ 237.42
5	\$ 241.55
6	\$ 245.68
7	\$ 249.81
8	\$ 253.94
9	\$ 258.06
10	\$ 262.19
11	\$ 266.32
12	\$ 270.45
13	\$ 274.58
14	\$ 278.70
15	\$ 282.83
16	\$ 286.96
17	\$ 291.09
18	\$ 295.22
19	\$ 299.34
20+	\$ 303.47

**2021-2022
ADMINISTRATOR PAY GRADES**

AP4	
YEARS	DAILY RATE
0	\$ 236.16
1	\$ 240.58
2	\$ 245.00
3	\$ 249.41
4	\$ 253.83
5	\$ 258.25
6	\$ 262.67
7	\$ 267.08
8	\$ 271.50
9	\$ 275.92
10	\$ 280.33
11	\$ 284.75
12	\$ 289.17
13	\$ 293.58
14	\$ 298.00
15	\$ 302.42
16	\$ 306.84
17	\$ 311.25
18	\$ 315.67
19	\$ 320.09
20+	\$ 324.50

AP5	
YEARS	DAILY RATE
0	\$ 252.45
1	\$ 257.18
2	\$ 261.91
3	\$ 266.64
4	\$ 271.36
5	\$ 276.09
6	\$ 280.82
7	\$ 285.55
8	\$ 290.28
9	\$ 295.00
10	\$ 299.73
11	\$ 304.46
12	\$ 309.19
13	\$ 313.92
14	\$ 318.64
15	\$ 323.37
16	\$ 328.10
17	\$ 332.83
18	\$ 337.56
19	\$ 342.28
20+	\$ 347.01

AP6	
YEARS	DAILY RATE
0	\$ 269.94
1	\$ 275.00
2	\$ 280.06
3	\$ 285.12
4	\$ 290.17
5	\$ 295.23
6	\$ 300.29
7	\$ 305.35
8	\$ 310.41
9	\$ 315.46
10	\$ 320.52
11	\$ 325.58
12	\$ 330.64
13	\$ 335.70
14	\$ 340.75
15	\$ 345.81
16	\$ 350.87
17	\$ 355.93
18	\$ 360.99
19	\$ 366.04
20+	\$ 371.10

**2021-2022
ADMINISTRATOR PAY GRADES**

AP7	
YEARS	DAILY RATE
0	\$ 288.65
1	\$ 294.06
2	\$ 299.47
3	\$ 304.87
4	\$ 310.28
5	\$ 315.69
6	\$ 321.10
7	\$ 326.50
8	\$ 331.91
9	\$ 337.32
10	\$ 342.72
11	\$ 348.13
12	\$ 353.54
13	\$ 358.94
14	\$ 364.35
15	\$ 369.76
16	\$ 375.17
17	\$ 380.57
18	\$ 385.98
19	\$ 391.39
20+	\$ 396.79

AP8	
YEARS	DAILY RATE
0	\$ 308.61
1	\$ 314.38
2	\$ 320.16
3	\$ 325.93
4	\$ 331.71
5	\$ 337.48
6	\$ 343.26
7	\$ 349.03
8	\$ 354.81
9	\$ 360.58
10	\$ 366.36
11	\$ 372.13
12	\$ 377.91
13	\$ 383.68
14	\$ 389.46
15	\$ 395.23
16	\$ 401.01
17	\$ 406.78
18	\$ 412.56
19	\$ 418.33
20+	\$ 424.11

AP9	
YEARS	DAILY RATE
0	\$ 329.79
1	\$ 335.95
2	\$ 342.11
3	\$ 348.28
4	\$ 354.44
5	\$ 360.60
6	\$ 366.77
7	\$ 372.93
8	\$ 379.09
9	\$ 385.25
10	\$ 391.42
11	\$ 397.58
12	\$ 403.74
13	\$ 409.91
14	\$ 416.07
15	\$ 422.23
16	\$ 428.40
17	\$ 434.56
18	\$ 440.72
19	\$ 446.88
20+	\$ 453.05

**2021-2022
ADMINISTRATOR PAY GRADES**

AP10	
YEARS	DAILY RATE
0	\$ 352.21
1	\$ 358.78
2	\$ 365.35
3	\$ 371.92
4	\$ 378.49
5	\$ 385.06
6	\$ 391.64
7	\$ 398.21
8	\$ 404.78
9	\$ 411.35
10	\$ 417.92
11	\$ 424.49
12	\$ 431.06
13	\$ 437.63
14	\$ 444.20
15	\$ 450.77
16	\$ 457.35
17	\$ 463.92
18	\$ 470.49
19	\$ 477.06
20+	\$ 483.63

Robstown Independent School District

CP Salary Schedule 2021-2022

Includes

Clerical and Paraprofessionals

DRAFT

2021-2022 CLERICAL/PARAPROFESSIONAL JOB CLASSIFICATIONS

JOB GRADE	DESCRIPTION	BASE DAYS
1	Instructional Aide, PE Aide, Special Ed. Resource Aide, Inclusion Aide	187
2	Parental Involvement Liaisons, Receptionist (Elem, JH)	187
2	Counselor Clerk	210
2	HS Receptionist HS Registrar's Clerk	220
3	PPCD Aide, Life Skills Aide, BMC Aide, Computer Aide, Interventionist Aide, Library Aide	187
3	Attendance Clerks (Elementary)	208
3	Attendance Clerks (JH & HS), Special Ed. Clerk	210
3	HR Clerk, Curriculum Clerk	226
4	Assistant Principal Clerk (JH) (HS)	210
5	Counselor Secretary	206
5	Principal Secretary, Counselor/NGS Secretary, Technology Secretary, Bookkeeper (HS), Athletic Director Secretary, Food Service Secretary, Special Education Secretary, Federal Programs Bookkeeper	220
5	Certified Nursing Assistant	187
6	LVN	187
6	HS Registrar	220
6	AP Specialist, Receptionist/Business Specialist, PEIMS/Payroll Specialist	226
6	Secretary to Maintenance Director	230
7	Dropout Prevention Interventionist	187
7	Secretary to C&I, Secretary to Federal Programs	226
8	Secretary to Chief Financial Officer, Payroll Supervisor, Secretary to Deputy Superintendent	226
9	Secretary to Superintendent	226
10	Computer Technicians	220
10	Accounting Supervisor	226

**2021-2022
CLERICAL/PARAPROFESSIONAL JOB PAY GRADES**

CP1		
YEARS	HOURLY WAGE	DAILY RATE
0	\$10.15	\$81.20
1	\$10.15	\$81.20
2	\$10.30	\$82.36
3	\$10.46	\$83.64
4	\$10.62	\$84.92
5	\$10.79	\$86.28
6	\$10.95	\$87.56
7	\$11.12	\$88.92
8	\$11.28	\$90.20
9	\$11.45	\$91.56
10	\$11.61	\$92.84
11	\$11.78	\$94.20
12	\$11.94	\$95.48
13	\$12.11	\$96.84
14	\$12.27	\$98.12
15	\$12.44	\$99.48
16	\$12.60	\$100.76
17	\$12.76	\$102.04
18	\$12.93	\$103.40
19	\$13.09	\$104.68
20	\$13.26	\$106.04
21	\$13.42	\$107.32
22	\$13.59	\$108.68
23	\$13.75	\$109.96
24	\$13.92	\$111.32
25	\$14.08	\$112.60
26	\$14.25	\$113.96
27	\$14.41	\$115.24
28+	\$14.58	\$116.60

CP2		
YEARS	HOURLY WAGE	DAILY RATE
0	\$10.83	\$86.64
1	\$10.83	\$86.64
2	\$11.01	\$88.11
3	\$11.19	\$89.55
4	\$11.37	\$90.99
5	\$11.55	\$92.43
6	\$11.73	\$93.87
7	\$11.91	\$95.31
8	\$12.09	\$96.75
9	\$12.26	\$98.11
10	\$12.44	\$99.55
11	\$12.62	\$100.99
12	\$12.80	\$102.43
13	\$12.98	\$103.87
14	\$13.16	\$105.31
15	\$13.33	\$106.67
16	\$13.51	\$108.11
17	\$13.69	\$109.55
18	\$13.87	\$110.99
19	\$14.05	\$112.43
20	\$14.23	\$113.87
21	\$14.41	\$115.31
22	\$14.58	\$116.67
23	\$14.76	\$118.11
24	\$14.94	\$119.55
25	\$15.12	\$120.99
26	\$15.30	\$122.43
27	\$15.48	\$123.87
28+	\$15.65	\$125.23

CP3		
YEARS	HOURLY WAGE	DAILY RATE
0	\$11.77	\$94.16
1	\$11.77	\$94.16
2	\$11.95	\$95.62
3	\$12.13	\$97.06
4	\$12.31	\$98.50
5	\$12.50	\$100.02
6	\$12.68	\$101.46
7	\$12.86	\$102.90
8	\$13.05	\$104.42
9	\$13.23	\$105.86
10	\$13.42	\$107.38
11	\$13.60	\$108.82
12	\$13.78	\$110.26
13	\$13.97	\$111.78
14	\$14.15	\$113.22
15	\$14.33	\$114.66
16	\$14.52	\$116.18
17	\$14.70	\$117.62
18	\$14.89	\$119.14
19	\$15.07	\$120.58
20	\$15.25	\$122.02
21	\$15.44	\$123.54
22	\$15.62	\$124.98
23	\$15.81	\$126.50
24	\$15.99	\$127.94
25	\$16.17	\$129.38
26	\$16.36	\$130.90
27	\$16.54	\$132.34
28+	\$16.72	\$133.78

**2021-2022
CLERICAL/PARAPROFESSIONAL JOB PAY GRADES**

CP4		
YEARS	HOURLY WAGE	DAILY RATE
0	\$12.76	\$102.08
1	\$12.76	\$102.08
2	\$12.95	\$103.63
3	\$13.14	\$105.15
4	\$13.33	\$106.67
5	\$13.52	\$108.19
6	\$13.71	\$109.71
7	\$13.90	\$111.23
8	\$14.09	\$112.75
9	\$14.28	\$114.27
10	\$14.47	\$115.79
11	\$14.66	\$117.31
12	\$14.85	\$118.83
13	\$15.04	\$120.35
14	\$15.23	\$121.87
15	\$15.41	\$123.31
16	\$15.60	\$124.83
17	\$15.79	\$126.35
18	\$15.98	\$127.87
19	\$16.17	\$129.39
20	\$16.36	\$130.91
21	\$16.55	\$132.43
22	\$16.74	\$133.95
23	\$16.93	\$135.47
24	\$17.12	\$136.99
25	\$17.31	\$138.51
26	\$17.50	\$140.03
27	\$17.69	\$141.55
28+	\$17.87	\$142.99

CP5		
YEARS	HOURLY WAGE	DAILY RATE
0	\$13.72	\$109.76
1	\$13.72	\$109.76
2	\$13.92	\$111.33
3	\$14.12	\$112.93
4	\$14.32	\$114.53
5	\$14.53	\$116.21
6	\$14.73	\$117.81
7	\$14.94	\$119.49
8	\$15.14	\$121.09
9	\$15.34	\$122.69
10	\$15.55	\$124.37
11	\$15.75	\$125.97
12	\$15.96	\$127.65
13	\$16.16	\$129.25
14	\$16.36	\$130.85
15	\$16.57	\$132.53
16	\$16.77	\$134.13
17	\$16.97	\$135.73
18	\$17.18	\$137.41
19	\$17.38	\$139.01
20	\$17.59	\$140.69
21	\$17.79	\$142.29
22	\$17.99	\$143.89
23	\$18.20	\$145.57
24	\$18.40	\$147.17
25	\$18.61	\$148.85
26	\$18.81	\$150.45
27	\$19.01	\$152.05
28+	\$19.22	\$153.73

CP6		
YEARS	HOURLY WAGE	DAILY RATE
0	\$14.73	\$117.84
1	\$14.73	\$117.84
2	\$14.95	\$119.61
3	\$15.17	\$121.37
4	\$15.39	\$123.13
5	\$15.61	\$124.89
6	\$15.83	\$126.65
7	\$16.05	\$128.41
8	\$16.27	\$130.17
9	\$16.49	\$131.93
10	\$16.71	\$133.69
11	\$16.93	\$135.45
12	\$17.15	\$137.21
13	\$17.37	\$138.97
14	\$17.59	\$140.73
15	\$17.81	\$142.49
16	\$18.03	\$144.25
17	\$18.25	\$146.01
18	\$18.47	\$147.77
19	\$18.69	\$149.53
20	\$18.91	\$151.29
21	\$19.13	\$153.05
22	\$19.35	\$154.81
23	\$19.57	\$156.57
24	\$19.79	\$158.33
25	\$20.01	\$160.09
26	\$20.23	\$161.85
27	\$20.45	\$163.61
28+	\$20.67	\$165.37

**2021-2022
CLERICAL/PARAPROFESSIONAL JOB PAY GRADES**

CP7		
YEARS	HOURLY WAGE	DAILY RATE
0	\$15.85	\$126.80
1	\$15.85	\$126.80
2	\$16.08	\$128.61
3	\$16.31	\$130.45
4	\$16.54	\$132.29
5	\$16.77	\$134.13
6	\$17.00	\$135.97
7	\$17.23	\$137.81
8	\$17.46	\$139.65
9	\$17.69	\$141.49
10	\$17.92	\$143.33
11	\$18.15	\$145.17
12	\$18.38	\$147.01
13	\$18.61	\$148.85
14	\$18.84	\$150.69
15	\$19.07	\$152.53
16	\$19.31	\$154.45
17	\$19.55	\$156.37
18	\$19.79	\$158.29
19	\$20.03	\$160.21
20	\$20.27	\$162.13
21	\$20.51	\$164.05
22	\$20.75	\$165.97
23	\$20.99	\$167.89
24	\$21.23	\$169.81
25	\$21.47	\$171.73
26	\$21.71	\$173.65
27	\$21.95	\$175.57
28+	\$22.19	\$177.49

CP8		
YEARS	HOURLY WAGE	DAILY RATE
0	\$17.00	\$136.00
1	\$17.00	\$136.00
2	\$17.25	\$138.04
3	\$17.50	\$140.04
4	\$17.75	\$142.04
5	\$18.00	\$144.04
6	\$18.25	\$146.04
7	\$18.50	\$148.04
8	\$18.75	\$150.04
9	\$19.00	\$152.04
10	\$19.25	\$154.04
11	\$19.50	\$156.04
12	\$19.75	\$158.04
13	\$20.00	\$160.04
14	\$20.25	\$162.04
15	\$20.50	\$164.04
16	\$20.75	\$166.04
17	\$21.00	\$168.04
18	\$21.25	\$170.04
19	\$21.51	\$172.12
20	\$21.77	\$174.20
21	\$22.03	\$176.28
22	\$22.29	\$178.36
23	\$22.55	\$180.44
24	\$22.81	\$182.52
25	\$23.07	\$184.60
26	\$23.33	\$186.68
27	\$23.59	\$188.76
28+	\$23.85	\$190.84

CP9		
YEARS	HOURLY WAGE	DAILY RATE
0	\$18.14	\$145.12
1	\$18.14	\$145.12
2	\$18.42	\$147.32
3	\$18.70	\$149.56
4	\$18.98	\$151.80
5	\$19.26	\$154.04
6	\$19.54	\$156.28
7	\$19.82	\$158.52
8	\$20.10	\$160.76
9	\$20.38	\$163.00
10	\$20.66	\$165.24
11	\$20.94	\$167.48
12	\$21.22	\$169.72
13	\$21.50	\$171.96
14	\$21.78	\$174.20
15	\$22.06	\$176.44
16	\$22.34	\$178.68
17	\$22.62	\$180.92
18	\$22.90	\$183.16
19	\$23.18	\$185.40
20	\$23.46	\$187.64
21	\$23.74	\$189.88
22	\$24.02	\$192.12
23	\$24.30	\$194.36
24	\$24.59	\$196.68
25	\$24.88	\$199.00
26	\$25.17	\$201.32
27	\$25.46	\$203.64
28+	\$25.75	\$205.96

**2021-2022
CLERICAL/PARAPROFESSIONAL JOB PAY GRADES**

CP10		
YEARS	HOURLY WAGE	DAILY RATE
0	\$19.37	\$154.96
1	\$19.37	\$154.96
2	\$19.68	\$157.42
3	\$19.99	\$159.90
4	\$20.30	\$162.38
5	\$20.61	\$164.86
6	\$20.92	\$167.34
7	\$21.23	\$169.82
8	\$21.54	\$172.30
9	\$21.85	\$174.78
10	\$22.16	\$177.26
11	\$22.47	\$179.74
12	\$22.78	\$182.22
13	\$23.09	\$184.70
14	\$23.40	\$187.18
15	\$23.71	\$189.66
16	\$24.02	\$192.14
17	\$24.33	\$194.62
18	\$24.64	\$197.10
19	\$24.95	\$199.58
20	\$25.26	\$202.06
21	\$25.57	\$204.54
22	\$25.88	\$207.02
23	\$26.19	\$209.50
24	\$26.51	\$212.06
25	\$26.83	\$214.62
26	\$27.15	\$217.18
27	\$27.47	\$219.74
28+	\$27.79	\$222.30

Robstown Independent School District

MT Salary Schedule 2021-2022

Includes

Maintenance, Transportation, Custodial and Food Service

DRAFT

2021-2022 MANUAL TRADES JOB CLASSIFICATIONS

JOB GRADE	DESCRIPTION	BASE DAYS
1	Bus Monitor	178
1	Custodian	230
2	Crossing Guard	178
2	Food Service Employee	182
2	Security Guard	210
2	Groundskeeper, Food Service Delivery Driver	230
3	Utility Worker, Cook, Baker	230
4	Food Service Assistant Manager	182
4	Bus Driver/General Maintenance Worker, Carpenter Helper, Lead Grounds, HVAC Asst., Lead Custodian, Maintenance – Small Engine & Appliance, Mechanic Helper, Painter Helper, Plumber Helper, Trip Coordinator	230
5	Food Service Manager	182
5	Carpenter, Welder, Food Service Warehouse Manager/Delivery Driver	230
6	Food Service Appliance & Equipment Repairman	230
7	HVAC Technician, Plumber, Electrician, Mechanic, Print Shop/Warehouse Specialist	230
8	Assistant Director Maintenance/Transportation	230
9	Bus Driver	178

**2021-2022
MANUAL TRADES PAY GRADES**

MT1		
YEARS	HOURLY WAGE	DAILY RATE
0	\$9.48	\$75.98
1	\$9.48	\$75.98
2	\$9.59	\$76.70
3	\$9.70	\$77.58
4	\$9.81	\$78.46
5	\$9.92	\$79.34
6	\$10.03	\$80.22
7	\$10.14	\$81.10
8	\$10.25	\$81.98
9	\$10.36	\$82.86
10	\$10.47	\$83.74
11	\$10.58	\$84.62
12	\$10.69	\$85.50
13	\$10.80	\$86.38
14	\$10.91	\$87.26
15	\$11.02	\$88.14
16	\$11.13	\$89.02
17	\$11.24	\$89.90
18	\$11.35	\$90.78
19	\$11.46	\$91.66
20	\$11.57	\$92.54
21	\$11.68	\$93.42
22	\$11.79	\$94.30
23	\$11.90	\$95.18
24	\$12.01	\$96.06
25	\$12.12	\$96.94
26	\$12.23	\$97.82
27	\$12.34	\$98.70
28+	\$12.45	\$99.58

MT2		
YEARS	HOURLY WAGE	DAILY RATE
0	\$10.44	\$83.67
1	\$10.44	\$83.67
2	\$10.56	\$84.48
3	\$10.68	\$85.44
4	\$10.80	\$86.40
5	\$10.92	\$87.36
6	\$11.04	\$88.32
7	\$11.16	\$89.28
8	\$11.28	\$90.24
9	\$11.40	\$91.20
10	\$11.52	\$92.16
11	\$11.64	\$93.12
12	\$11.77	\$94.16
13	\$11.90	\$95.20
14	\$12.03	\$96.24
15	\$12.16	\$97.28
16	\$12.29	\$98.32
17	\$12.42	\$99.36
18	\$12.55	\$100.40
19	\$12.68	\$101.44
20	\$12.81	\$102.48
21	\$12.94	\$103.52
22	\$13.07	\$104.56
23	\$13.20	\$105.60
24	\$13.33	\$106.64
25	\$13.46	\$107.68
26	\$13.59	\$108.72
27	\$13.72	\$109.76
28+	\$13.85	\$110.80

MT3		
YEARS	HOURLY WAGE	DAILY RATE
0	\$11.50	\$92.97
1	\$11.50	\$92.97
2	\$11.64	\$93.09
3	\$11.78	\$94.21
4	\$11.92	\$95.33
5	\$12.06	\$96.45
6	\$12.20	\$97.57
7	\$12.34	\$98.69
8	\$12.48	\$99.81
9	\$12.62	\$100.93
10	\$12.76	\$102.05
11	\$12.90	\$103.17
12	\$13.04	\$104.29
13	\$13.18	\$105.41
14	\$13.32	\$106.53
15	\$13.46	\$107.65
16	\$13.60	\$108.77
17	\$13.75	\$109.97
18	\$13.90	\$111.17
19	\$14.05	\$112.37
20	\$14.20	\$113.57
21	\$14.35	\$114.77
22	\$14.50	\$115.97
23	\$14.65	\$117.17
24	\$14.80	\$118.37
25	\$14.95	\$119.57
26	\$15.10	\$120.77
27	\$15.25	\$121.97
28+	\$15.40	\$123.17

**2021-2022
MANUAL TRADES PAY GRADES**

MT4		
YEARS	HOURLY WAGE	DAILY RATE
0	\$12.77	\$102.12
1	\$12.77	\$102.12
2	\$12.91	\$103.25
3	\$13.05	\$104.37
4	\$13.19	\$105.49
5	\$13.35	\$106.77
6	\$13.52	\$108.13
7	\$13.68	\$109.41
8	\$13.85	\$110.77
9	\$14.01	\$112.05
10	\$14.18	\$113.41
11	\$14.35	\$114.77
12	\$14.51	\$116.05
13	\$14.68	\$117.41
14	\$14.84	\$118.69
15	\$15.01	\$120.05
16	\$15.17	\$121.33
17	\$15.34	\$122.69
18	\$15.50	\$123.97
19	\$15.67	\$125.33
20	\$15.83	\$126.61
21	\$16.00	\$127.97
22	\$16.16	\$129.25
23	\$16.33	\$130.61
24	\$16.50	\$131.97
25	\$16.66	\$133.25
26	\$16.83	\$134.61
27	\$16.99	\$135.89
28+	\$17.16	\$137.25

MT5		
YEARS	HOURLY WAGE	DAILY RATE
0	\$14.14	\$113.37
1	\$14.14	\$113.37
2	\$14.32	\$114.55
3	\$14.48	\$115.83
4	\$14.66	\$117.27
5	\$14.84	\$118.71
6	\$15.02	\$120.15
7	\$15.20	\$121.59
8	\$15.38	\$123.03
9	\$15.56	\$124.47
10	\$15.74	\$125.91
11	\$15.92	\$127.35
12	\$16.10	\$128.79
13	\$16.28	\$130.23
14	\$16.46	\$131.67
15	\$16.65	\$133.19
16	\$16.84	\$134.71
17	\$17.03	\$136.23
18	\$17.22	\$137.75
19	\$17.41	\$139.27
20	\$17.60	\$140.79
21	\$17.79	\$142.31
22	\$17.98	\$143.83
23	\$18.17	\$145.35
24	\$18.36	\$146.87
25	\$18.55	\$148.39
26	\$18.74	\$149.91
27	\$18.93	\$151.43
28+	\$19.12	\$152.95

MT6		
YEARS	HOURLY WAGE	DAILY RATE
0	\$15.68	\$127.20
1	\$15.68	\$127.20
2	\$15.89	\$127.10
3	\$16.10	\$128.78
4	\$16.31	\$130.46
5	\$16.52	\$132.14
6	\$16.73	\$133.82
7	\$16.94	\$135.50
8	\$17.15	\$137.18
9	\$17.36	\$138.86
10	\$17.57	\$140.54
11	\$17.78	\$142.22
12	\$17.99	\$143.90
13	\$18.20	\$145.58
14	\$18.41	\$147.26
15	\$18.62	\$148.94
16	\$18.83	\$150.62
17	\$19.04	\$152.30
18	\$19.25	\$153.98
19	\$19.46	\$155.66
20	\$19.67	\$157.34
21	\$19.88	\$159.02
22	\$20.09	\$160.70
23	\$20.30	\$162.38
24	\$20.51	\$164.06
25	\$20.72	\$165.74
26	\$20.93	\$167.42
27	\$21.15	\$169.18
28+	\$21.37	\$170.94

**2021-2022
MANUAL TRADES PAY GRADES**

MT7		
YEARS	HOURLY WAGE	DAILY RATE
0	\$17.46	\$142.58
1	\$17.46	\$142.58
2	\$17.69	\$141.51
3	\$17.92	\$143.35
4	\$18.15	\$145.19
5	\$18.38	\$147.03
6	\$18.61	\$148.87
7	\$18.84	\$150.71
8	\$19.07	\$152.55
9	\$19.30	\$154.39
10	\$19.53	\$156.23
11	\$19.76	\$158.07
12	\$19.99	\$159.91
13	\$20.23	\$161.83
14	\$20.47	\$163.75
15	\$20.71	\$165.67
16	\$20.95	\$167.59
17	\$21.19	\$169.51
18	\$21.43	\$171.43
19	\$21.67	\$173.35
20	\$21.91	\$175.27
21	\$22.15	\$177.19
22	\$22.39	\$179.11
23	\$22.63	\$181.03
24	\$22.87	\$182.95
25	\$23.11	\$184.87
26	\$23.35	\$186.79
27	\$23.59	\$188.71
28+	\$23.83	\$190.63

MT8		
YEARS	HOURLY WAGE	DAILY RATE
0	\$19.46	\$159.81
1	\$19.46	\$159.81
2	\$19.72	\$157.73
3	\$19.98	\$159.81
4	\$20.24	\$161.89
5	\$20.50	\$163.97
6	\$20.76	\$166.05
7	\$21.02	\$168.13
8	\$21.28	\$170.21
9	\$21.54	\$172.29
10	\$21.80	\$174.37
11	\$22.06	\$176.45
12	\$22.32	\$178.53
13	\$22.58	\$180.61
14	\$22.84	\$182.69
15	\$23.10	\$184.77
16	\$23.36	\$186.85
17	\$23.63	\$189.01
18	\$23.90	\$191.17
19	\$24.17	\$193.33
20	\$24.44	\$195.49
21	\$24.71	\$197.65
22	\$24.98	\$199.81
23	\$25.25	\$201.97
24	\$25.52	\$204.13
25	\$25.79	\$206.29
26	\$26.06	\$208.45
27	\$26.33	\$210.61
28+	\$26.60	\$212.77

MT9		
YEARS	HOURLY WAGE	DAILY RATE
0	\$20.00	\$160.00
1	\$20.00	\$160.00
2	\$20.14	\$161.12
3	\$20.28	\$162.24
4	\$20.42	\$163.36
5	\$20.56	\$164.48
6	\$20.70	\$165.60
7	\$20.84	\$166.72
8	\$20.98	\$167.84
9	\$21.12	\$168.96
10	\$21.26	\$170.08
11	\$21.40	\$171.20
12	\$21.54	\$172.32
13	\$21.68	\$173.44
14	\$21.82	\$174.56
15	\$21.96	\$175.68
16	\$22.10	\$176.80
17	\$22.24	\$177.92
18	\$22.38	\$179.04
19	\$22.52	\$180.16
20	\$22.66	\$181.28
21	\$22.80	\$182.40
22	\$22.94	\$183.52
23	\$23.08	\$184.64
24	\$23.22	\$185.76
25	\$23.36	\$186.88
26	\$23.50	\$188.00
27	\$23.64	\$189.12
28+	\$23.78	\$190.24

Robstown Independent School District

2021-2022

Stipends

DRAFT



**2021-2022 Robstown ISD Pay Schedule
Robstown ISD Stipends & Other Supplements**

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

**2021-2022 Robstown ISD Pay Schedule
Robstown ISD Stipends & Other Supplements**

ATHLETICS	
BOYS BASKETBALL	
High School:	
Head	\$ 4,000
1 st Assistant	\$3,000
JV	\$ 2,500
Freshmen	\$2,500
Junior High:	
Head	\$ 2,250
Assistant	\$ 1, 500
Assistant	\$ 1,500
Assistant	\$1,500 or Hourly
GIRLS BASKETBALL	
High School:	
Head	\$ 4,000
1 st Assistant	\$ 3,000
JV	\$ 2,500
Freshmen	\$ 2,500
Junior High:	
Head	\$ 2,250
Assistant	\$ 1,500
Assistant	\$ 1,500
Assistant	\$ 1,500
POWERLIFTING	
High School:	
Head	\$ 4,000
Assistant	\$ 2,000
Assistant	\$ 2,000
GOLF	
High School:	
Head	\$ 4,000
TENNIS	
High School:	
Head	\$ 4,000
Junior High:	
Head	\$ 2,000
BOYS TRACK & FIELD	
High School:	
Head	\$ 4,000
Assistant	\$ 2,500
Assistant	\$ 2,500

**2021-2022 Robstown ISD Pay Schedule
Robstown ISD Stipends & Other Supplements**

ATHLETICS	
BOYS TRACK & FIELD	
Junior High:	
Head	\$ 2,000
Assistant	\$ 1,500
Assistant	\$ 1,500
GIRLS TRACK & FIELD	
High School:	
Head	\$ 4,000
Assistant	\$ 2,500
Assistant	\$2,500 or Hourly
Seale Junior High:	
Head	\$ 2,000
Assistant	\$ 1,500
Assistant	\$ 1,500
SOFTBALL	
High School and/or Junior High:	
Head	\$ 5,000
Varsity Assistant	\$ 3,500
Assistant	\$ 2,500
Assistant	\$2,500 or Hourly
Assistant	\$ 2,500
Assistant	\$ 2,500
BASEBALL	
High School and/or Junior High:	
Co-Head (2)	\$ 5,000
Varsity Assistant	\$ 3,500
Assistant	\$ 2,500
Assistant	\$ 2,500
Assistant	\$2,500 or Hourly
Junior High	\$ 1,500
Athletic Trainer	
Athletic Trainer	\$ 8,000
Strength Coordinator	\$ 2,500
Boys Inventory	\$ 1,000
Girls Inventory	\$ 1,000
Baseball Pitch Count	\$ 1,250
Jr. High Male Sports Coordinator	\$ 1,000
Jr. High Female Sports Coordinator	\$ 1,000

**2021-2022 Robstown ISD Pay Schedule
Robstown ISD Stipends & Other Supplements**

HIGH SCHOOL		
FINE ARTS	POSITIONS	AMOUNT
Band Director – Head/ High School & Seale	1	\$ 6,000.00
Band Director – Assistant	2	\$ 4,000.00
Choir	1	\$ 3,000.00
Cheerleader Sponsor	1	Non-Exempt (Hourly) Exempt \$ 3,000.00
Drill Team Sponsor	1	Non-Exempt (Hourly) Exempt \$ 2,000.00
OTHER STIPENDS	POSITIONS	AMOUNT
Non UIL BPA Sponsor	1	\$ 500.00
Non UIL Computer Applications	1	\$ 500.00
Cosmetology	1	\$ 1,000.00
Department Chairperson – Fine Arts	1	\$ 1,000.00
Department Chairperson – CTE	1	\$ 1,000.00
Department Chairperson – Math	1	\$ 1,000.00
Department Chairperson – Science	1	\$ 1,000.00
Department Chairperson – Social Studies	1	\$ 1,000.00
Department Chairperson – English	1	\$ 1,000.00
Department Chairperson – Special Education	1	\$ 1,000.00
FFA Sponsor	1	\$ 500.00
Head Librarian	1	\$ 1,000.00
HOSA Sponsor	1	\$ 500.00
Interact Club	1	\$ 500.00
National Honor Society	1	\$ 500.00
NTHS Sponsor (National Technical Honor Society)	1	\$ 500.00
FFCLA	1	\$ 500.00
Skills USA Culinary Art	1	\$ 500.00
UIL Academic Campus Coordinator	1	\$ 1,500.00
UIL Academic Events	14	\$ 600.00
UIL One Act Play Head	1	\$ 4,000.00
UIL One Act Play Assistant	1	\$ 1,000.00
Campus Webmaster	2	\$ 500.00
Yearbook	1	\$ 1,000.00
Student Council	1	\$ 1,000.00

**2021-2022 Robstown ISD Pay Schedule
Robstown ISD Stipends & Other Supplements**

SEALE JUNIOR HIGH		
FINE ARTS	POSITIONS	AMOUNT
Band Director – Head	1	\$ 4,000.00
Band Director – Assistant	1	\$ 3,000.00
Choir	1	\$ 3,000.00
Cheerleader Sponsor	1	Non-Exempt (Hourly) Exempt \$ 1,500.00
OTHER STIPENDS	POSITIONS	AMOUNT
Department Chairperson – Language Arts	1	\$ 750.00
Department Chairperson – Math	1	\$ 750.00
Department Chairperson – Science	1	\$ 750.00
Department Chairperson – Social Studies	1	\$ 750.00
Department Chairperson – Special Education	1	\$ 750.00
Department Chairperson- Fine Arts	1	\$750.00
Blended Learning Lead	1	\$750.00
Destination Imagination	2	\$ 400.00
National Junior Honor Society	1	\$ 500.00
Student Council	1	\$ 750.00
UIL Campus Coordinator	1	\$ 1,500.00
UIL Academic Events	31	\$200.00

**2021-2022 Robstown ISD Pay Schedule
Robstown ISD Stipends & Other Supplements**

ROBERT DRISCOLL ELEMENTARY		
FINE ARTS	POSITIONS	AMOUNT
Cheerleader Sponsor	1	Non-Exempt (Hourly) Exempt \$ 500.00
OTHER STIPENDS	POSITIONS	AMOUNT
Grade Level Chairperson – Grade 1	1	\$ 500.00
Grade Level Chairperson – Grade 2	1	\$ 500.00
Grade Level Chairperson – Grade 3	1	\$ 500.00
Grade Level Chairperson – Grade 4	1	\$ 500.00
Grade Level Chairperson – Grade 5	1	\$ 500.00
Grade Level Chairperson – Kindergarten	1	\$ 500.00
Grade Level Chairperson – Pre-Kindergarten	1	\$ 500.00
Destination Imagination	1	\$ 300.00
Campus Webmaster	1	\$ 500.00
UIL Academic Events	26	\$ 100.00

**2021-2022 Robstown ISD Pay Schedule
Robstown ISD Stipends & Other Supplements**

SAN PEDRO ELEMENTARY		
FINE ARTS	POSITIONS	AMOUNT
Cheerleader Sponsor	1	Non-Exempt (Hourly) Exempt \$ 500.00
OTHER STIPENDS	POSITIONS	AMOUNT
Grade Level Chairperson – Grade 1	1	\$ 500.00
Grade Level Chairperson – Grade 2	1	\$ 500.00
Grade Level Chairperson – Grade 3	1	\$ 500.00
Grade Level Chairperson – Grade 4	1	\$ 500.00
Grade Level Chairperson – Grade 5	1	\$ 500.00
Grade Level Chairperson – Kindergarten	1	\$ 500.00
Grade Level Chairperson – Pre-Kindergarten	1	\$ 500.00
Destination Imagination	1	\$ 300.00
Campus Webmaster	1	\$ 500.00
UIL Academic Events	26	\$ 100.00

**2021-2022 Robstown ISD Pay Schedule
Robstown ISD Stipends & Other Supplements**

LOTSPEICH ELEMENTARY		
FINE ARTS	POSITIONS	AMOUNT
Cheerleader Sponsor	1	Non-Exempt (Hourly) Exempt \$ 500.00
OTHER STIPENDS	POSITIONS	AMOUNT
Grade Level Chairperson – Grade 1	1	\$ 500.00
Grade Level Chairperson – Grade 2	1	\$ 500.00
Grade Level Chairperson – Grade 3	1	\$ 500.00
Grade Level Chairperson – Grade 4	1	\$ 500.00
Grade Level Chairperson – Grade 5	1	\$ 500.00
Grade Level Chairperson – Kindergarten	1	\$ 500.00
Grade Level Chairperson – Pre-Kindergarten	1	\$ 500.00
Destination Imagination	1	\$ 300.00
Campus Webmaster	1	Non-Exempt (Hourly) Exempt \$ 500.00
UIL Academic Events	26	\$ 100.00

**2021-2022 Robstown ISD Pay Schedule
Robstown ISD Stipends & Other Supplements**

DISTRICT STIPENDS*		
	POSITIONS	AMOUNT
Math – Secondary	11	\$ 3,500.00
Science – Secondary	9	\$ 3,500.00
Bilingual Teacher	9	\$1,250.00
Special Ed. BMC	3	\$ 1,250.00
Special Ed. Life Skills	6	\$ 1,250.00
Special Ed. Inclusion	12	\$ 750.00
UIL District Coordinator	1	\$ 2,500.00
UIL Campus Coordinator (Elementary)	1	\$ 1,000.00
Instructional Coach – Math	1	\$ 3,500.00
Instructional Coach – Science	1	\$ 3,500.00
Maintenance Vehicle Allowance	1	\$ 4,000.00
Student Services Stipend	1	\$ 2,000.00
Maintenance District Callout	1	\$ 2,000.00
Network Administrator	1	\$ 8,000.00
District Webmaster	1	\$ 2,500.00
District Inventory Tech	1	\$ 2,000.00
Multimedia Technology	1	\$ 1,500.00
Lead Diagnostician	1	\$ 2,500.00
Textbook Coordinator	1	\$ 2,000.00
Lead Social Worker	1	\$ 3,000.00
Robotics	1	\$3,000.00
COVID-19 Testing Providers	10	\$1,500.00

** 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.*