

**ROBSTOWN INDEPENDENT SCHOOL DISTRICT
AGENDA ACTION SHEET**

Date: July 17, 2023

Subject: Discuss and Consider Approval of the Compensation Plan for the 2023-2024 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:

To approve the Compensation Plan for the 2023-2024 school year.

D. Summary:

E. Alternatives Considered:

F. Comments Received:

G. Administrative Recommendation: That the board approve the Compensation Plan for the 2023-2024 school year.

H. Fiscal Impact and Cost:

I. Monitoring and Reporting Timeline: 2023-2024

Robstown Independent School District

Compensation Plan

2023-2024



Robstown ISD
MY CHOICE

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2023-2024
New Hire Guide for Teachers and Librarians

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Robstown ISD
2023-2024 New Hire Guide for
Teachers and Librarians

Years of Experience	New Hire Salary
0	\$53,000
1	\$53,200
2	\$53,400
3	\$53,600
4	\$53,800
5	\$54,000
6	\$54,200
7	\$54,400
8	\$54,600
9	\$54,800
10	\$55,000
11	\$55,200
12	\$55,400
13	\$55,600
14	\$55,800
15	\$56,000
16	\$56,200
17	\$56,400
18	\$56,600
19	\$57,393
20	\$58,493
21	\$59,533
22	\$60,508
23	\$61,463
24	\$62,338
25	\$63,188
26	\$63,988
27	\$64,743
28	\$65,468
29	\$65,868
30+	\$66,268

Continuing Teachers and Librarians will receive an increase of
 \$2,300

The salaries listed above are based on 10-month employment for the 2023-2024 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

2023-2024
Administrative/Professional Pay Plan

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**Robstown Independent School District
2023-2024 Administrative/Professional Pay Plan**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1						
	Athletic Trainer	210	Daily	\$248.08	\$294.35	\$340.62
	Speech Therapist	187	187 Days	46,391	55,043	63,696
			210 Days	52,097	61,814	71,530
2						
	Behavior Interventionist Specialist	204	Daily	\$270.34	\$320.84	\$371.34
	Counselor - Elementary	200	187 Days	50,554	59,997	69,441
	Counselor - Junior High	206	200 Days	54,068	64,168	74,268
	Curriculum Specialist	210	204 Days	55,149	65,451	75,753
	Instructional Technology Specialist	215	206 Days	55,690	66,093	76,496
	Nurse - RN	187	210 Days	56,771	67,376	77,981
	Social Worker	220	215 Days	58,123	68,981	79,838
			220 Days	59,475	70,585	81,695
3						
	Asst Principal - Elementary	215	Daily	\$286.56	\$340.09	\$393.62
	Asst Principal - Junior High	215	187 Days	53,587	63,597	73,607
	Counselor - High School	206	204 Days	58,458	69,378	80,298
	Diagnostician	204	206 Days	59,031	70,059	81,086
	Speech Pathologist	187	215 Days	61,610	73,119	84,628
	Lead Accountant	226	226 Days	64,763	76,860	88,958
4						
	Assistant Director - Athletics	215	Daily	\$303.65	\$360.50	\$417.35
	Assistant Principal - High School	215	215 Days	65,285	77,508	89,730
	Coordinator - Human Resources / Public Relations	226	226 Days	68,625	81,473	94,321
	Coordinator - PEIMS / Student Accounting Support	226				
	Coordinator - Technology	226				
	Coordinator - Testing	226				
	Director - Band	226				
5						
	Director - College/Career Readiness	226	Daily	\$321.83	\$382.13	\$442.43
	Director - Family Engagement & Dropout Prevention	226	215 Days	69,193	82,158	95,122
	Director - Health Services	215	226 Days	72,734	86,361	99,989
	Director - School Safety & Security	226				
	Principal - Elementary	226				

6		Daily	\$341.14	\$405.06	\$468.98
Director - Athletics	226	226 Days	77,098	91,544	105,989
Director - Instructional Initiatives & Innovation	226	245 Days	83,579	99,240	114,900
Director - Early College High School	226				
Director - Facilities & Operations	245				
Director - Special Education	226				
Director - State & Federal Programs	226				
Director - Technology	226				
Principal - Junior High	226				
7		Daily	\$392.41	\$465.82	\$539.23
Principal - High School	226	226 Days	88,685	105,275	121,866
8		Daily	\$455.24	\$540.35	\$625.46
Exec Director - Academics & Student Svcs	226	226 Days	102,884	122,119	141,354
9		Daily	\$482.73	\$572.77	\$662.81
Assistant Superintendent - Teaching & Learning	226	226 Days	109,097	129,446	149,795
Chief Financial Officer	226				
Deputy Superintendent	226				

2023-2024
Clerical/Paraprofessional Pay Plan

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**Robstown Independent School District
2023-2024 Clerical/Paraprofessional Pay Plan**

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				

4		Hourly	\$17.00	\$20.51	\$24.02
Administrative Assistant - Athletic Director	220	220 Days	29,920	36,098	42,275
Administrative Assistant - Child Nutrition	220	226 Days	30,736	37,082	43,428
Administrative Assistant - State & Federal	226	230 Days	31,280	37,738	44,197
Administrative Assistant - Facilities / Operations	230				
Administrative Assistant - Principal (Elementary)	220				
Administrative Assistant - Principal (Junior High)	220				
Administrative Assistant - Special Education	220				
Administrative Assistant - Technology	220				
Bookkeeper - (High School)	220				
Registrar - (High School)	220				
5		Hourly	\$19.00	\$22.95	\$26.90
Accounting Specialist	226	187 Days	28,424	34,333	40,242
Administrative Assistant - Academics	226	220 Days	33,440	40,392	47,344
Administrative Assistant - Principal (High School)	220	226 Days	34,352	41,494	48,635
Nurse - LVN	187				
6		Hourly	\$20.00	\$24.17	\$28.34
Accounts Payable Specialist	226	187 Days	29,920	36,158	42,397
Dropout Prevention / Interventionist	187	226 Days	36,160	43,699	51,239
7		Hourly	\$22.00	\$26.61	\$31.22
Accounting Supervisor	226	220 Days	38,720	46,834	54,947
Computer Technician	220	226 Days	39,776	48,111	56,446
Payroll Supervisor	226				
PEIMS Specialist	226				
8		Hourly	\$24.00	\$29.05	\$34.10
Executive Assistant - Assistant Superintendent - Teaching & Learning	226	226 Days	43,392	52,522	61,653
Executive Assistant - Chief Financial Officer	226				
Executive Assistant - Deputy Superintendent	226				
9		Hourly	\$26.00	\$31.49	\$36.98
Senior Executive Assistant - Superintendent	226	226 Days	47,008	56,934	66,860

Annual amounts are based on 8 hours per day

2023-2024
Manual Trades Pay Plan

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**Robstown Independent School District
2023-2024 Manual Trades Pay Plan**

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
1			Hourly	\$12.00	\$14.09	\$16.18
	Bus Monitor	178	178 Days	17,088	20,064	23,040
	Child Nutrition Worker	182	182 Days	17,472	20,515	23,558
	Crossing Guard	178	230 Days	22,080	25,926	29,771
	Custodian	230				
2			Hourly	\$13.00	\$15.28	\$17.56
	Child Nutrition - Baker	182	182 Days	18,928	22,248	25,567
	Child Nutrition - Cook	182	230 Days	23,920	28,115	32,310
	Groundskeeper	230				
3			Hourly	\$14.00	\$16.48	\$18.96
	Safety & Security Monitor	182	182 Days	20,384	23,995	27,606
	Child Nutrition - Assistant Manager	182	210 Days	23,520	27,686	31,853
	Child Nutrition - Operations / Delivery Driver	230	230 Days	25,760	30,323	34,886
	Head Custodian - Elementary	230				
	Campus Security Monitor	210				
	Utility Worker	230				
4			Hourly	\$15.00	\$18.07	\$21.14
	Child Nutrition - Manager (Elementary)	182	182 Days	21,840	26,310	30,780
	Child Nutrition - Manager (Junior High)	182	230 Days	27,600	33,249	38,898
	Head Custodian - Junior High	230				
5			Hourly	\$16.00	\$19.29	\$22.58
	Child Nutrition - Manager (High School)	182	230 Days	29,440	35,494	41,547
	Head Custodian - Administration	230				
	Head Custodian - Athletics	230				
	Head Custodian - High School	230				
	Head Groundskeeper	230				

6		Hourly	\$17.25	\$20.82	\$24.39
Child Nutrition - Appliance Repairman	230	230 Days	31,740	38,309	44,878
Child Nutrition - Warehouse Manager	230				
Maintenance - General	230				
Maintenance - General / Locksmith	230				
Maintenance - HVAC Assistant	230				
Mechanic Assistant	230				
Route Coordinator	230				
Specialist - Printshop / Warehouse	230				

7		Hourly	\$22.25	\$26.91	\$31.57
Electrician	230	230 Days	40,940	49,514	58,089
HVAC Technician	230				
Plumber	230				

8		Hourly	\$24.50	\$29.66	\$34.82
Assistant Director - Facilities & Operations	230	230 Days	45,080	54,574	64,069

BD		Hourly	\$21.25	\$24.28	\$27.31
Bus Driver	178	178 Days	30,260	34,575	38,889

Annual amounts are based on 8 hours per day

2023-2024
Stipends and Extracurricular Duty Pay

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Stipends & Other Supplements

Category	Assignment	Level	Stipend
Academics			
	Learning Acceleration Coordinator	District	2,500
	Head Librarian	District	2,500
	Mentors	District	500
	Math Secondary	District	3,500
	Science	District	3,500
	SLP Supervisor (if needed)	District	2,000
	Lead Counselor	District	2,500
	Lead Diagnostician	District	2,500
	Social Workers	District	4,000
	Special Ed - Social, Emotional & Sensory	District	2,500
	Special Ed - Inclusion	District	2,000
	Special Ed - Life Skills	District	2,500
	STEM	District	3,000
	UIL District Coordinator	District	2,500
	ESL	District	1,500
	Academy Club Sponsor	Elementary	300
	Destination Imagination-Non UIL	Elementary	300
	Campus Webmaster	Elementary	500
	Grade Level Chairperson	Elementary	500
	UIL Campus Coord	Elementary	1,000
	UIL Academic Events	Elementary	100
	Blended Learning Lead	Junior High	750
	Campus Webmaster	Junior High	500
	Department Chair - Fine Arts	Junior High	750
	Destination Imagination-Non UIL	Junior High	400
	Language Arts Chairperson	Junior High	750
	Math Chairperson	Junior High	750
	NJHS	Junior High	500
	Science Chairperson	Junior High	750
	Social Studies Chairperson	Junior High	750
	Special Ed Chairperson	Junior High	750
	Student Council - Non UIL	Junior High	750
	UIL Academic Events	Junior High	200
	UIL Campus Coord	Junior High	1,500

Department Chair CATE	High School	1,000
Comp Appl - Non UIL	High School	500
Cosmetology - Non UIL	High School	1,000
Culinary Art - Non UIL	High School	500
Department Chair - Fine Arts	High School	1,000
Dual Credit	High School	3,000
English	High School	3,500
FCCLA - Non UIL	High School	500
FFA - Non UIL	High School	1,500
HOSA - Non UIL	High School	500
Interact Club - UIL	High School	500
Department Chair-Language Arts	High School	1,000
Department Chair- Math	High School	1,000
Mentor Teacher	High School	500
NHS - Non UIL	High School	1,000
NTHS - Non UIL	High School	500
Department Chair - Science	High School	1,000
Department Chair -Social Studies	High School	1,000
Department Chair -Special Ed	High School	1,000
Student Council - Non UIL	High School	1,000
UIL Academic Campus Coordinator	High School	1,000
UIL One Act Play Head	High School	4,000
UIL One Act Play Assistant	High School	1,000
Campus Webmaster	High School	500
Yearbook	High School	1,000
Student Council - Non UIL	High School	1,000
Robotics	High School	2,000

Athletics		
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Student Athletes Success Coordinator	District	8,000
Strength Coordinator	District	5,000
Operations Coordinator	District	4,000
Baseball - Assistant	Junior High	1,500
Basketball - Assistant (Boys / Girls)	Junior High	1,500 / Hourly
Basketball - Head (Boys / Girls)	Junior High	2,250
Coordinator - Boys / Girls	Junior High	1,000
Cheer Team - Non UIL	Junior High	1,500 / Hourly
Cross Country - Head (Boys & Girls)	Junior High	2,000
Tennis - Head	Junior High	2,000
Track - Assistant (Boys / Girls)	Junior High	1,500
Track - Head (Boys / Girls)	Junior High	2,000
Volleyball - Assistant	Junior High	1,500 / Hourly
Volleyball - Head	Junior High	2,250
Baseball - Assistant (Secondary)	High School	2,500
Baseball - Assistant (Varsity)	High School	3,500
Baseball - Head	High School	5,000
Baseball - Pitch Count	High School	1,250
Basketball - 1st Assistant (Boys / Girls)	High School	3,000
Basketball - Freshmen (Boys & Girls)	High School	2,500
Basketball - JV (Boys / Girls)	High School	2,500
Basketball - Head (Boys / Girls)	High School	4,000
Cheerleaders Varsity - Non UIL	High School	3,000 / Hourly
Drill Team	High School	2,000 / Hourly
Cross Country - Assistant	High School	3,000
Cross Country - Head	High School	4,000
Football - Assistant (JV / Varsity)	High School	4,500
Coordinator - Female	High School	10,000
Football - Defensive Coordinator	High School	8,250
Football - Offensive Coordinator	High School	8,250
Football - Special Teams	High School	5,000
Football - Video Coordinator	High School	1,000
Football - Sub-varsity	High School	2,500 / Hourly
Golf - Head	High School	4,000
Inventory - Boys / Girls	High School	1,000
Powerlifting - Assistant	High School	2,000
Powerlifting - Head	High School	4,000
Softball - Assistant (Secondary)	High School	2,500 / Hourly
Softball - Varsity Assistant	High School	3,500
Softball - Head (Secondary)	High School	5,000
Tennis - Head	High School	4,000
Track - Assistant (Boys / Girls)	High School	2,500 / Hourly
Track - Head (Boys / Girls)	High School	4,000
Volleyball - Assistant	High School	3,000
Volleyball - JV Assistant	High School	2,500
Volleyball - Head	High School	4,000

Cross Country, football and volleyball staff are eligible for 10 additional days to help prepare for their respective season. Defensive and Offensive Coordinators are eligible for 15 additional days.

Additional days are paid as follows:

- 0-10 Years Experience = \$230.00 per day
- 11-20 Years Experience = \$265.00 per day
- 21+ Years Experience = \$300.00 per day

Performing Arts			
Band - UIL - Asst.	Junior High		3,000
Choir - UIL	Junior High		3,000
Band - UIL Asst.	High School		4,000
Band - UIL Head	Secondary		6,000
Choir - UIL	High School		3,000
Technology			
Web Page Manager	District		500
Technology Lead	District		500

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

** In an effort to retain highly qualified employees, retention stipends may be given to all Robstown ISD employees, with the exception of substitutes, based on annual school board approval.*

Positions and Rate of Pay for all Athletic Events Employees

ATHLETIC GAME WORKERS	AMOUNT
Ticket Seller	\$13.50 per hour
Ticket Taker	\$12.50 per hour
Announcer	\$25.00 per hour
Score Clock/Scoreboard	\$12.50 per hour
Chain Crew	\$12.50 per hour
Game Worker/Usher	\$12.50 per hour
Custodian/Parking	\$12.50 per hour
Concession Stand Cashier	\$12.50 per hour
Concession Stand Manager	\$15.00 per hour

All Day Events - Tournaments, District Meets and Band Contests

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	\$21.25 per hour
Driver (Non-Fleet)	\$15.00 per hour
Bus Monitor	\$12.00 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.

2023-2024
Summer School and Supplemental Pay

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Hourly Rates of Pay for
Supplemental Pay



Summer School and

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 – Presenter	\$40.00
Teacher Asst.	\$12.50
Certified Teacher Curriculum Writing, Benchmark, and Other Assessment Development (Outside of Days on Duty)	\$25.00

OTHER	PAY
Chaperone	\$15.00
Teacher Asst.	\$12.50

2023-2024 Substitute Pay

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Substitute Rates

Substitute Pay Rates



	HIGH SCHOOL DIPLOMA	4-YEAR COLLEGE DEGREE (ANY MAJOR)	CERTIFIED/LICENSED
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	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	\$12	\$12	\$12	\$12	\$12	\$12

Paychecks are direct deposit on a semi-monthly pay schedule posted by the district every 15th and 30th 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
Off-Duty Police Officer	\$45.00

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.