



"Loyal and True"

**Uvalde Consolidated Independent School District
(UCISD)**

2024-2025

**Proposed Compensation
Plan**

Uvalde Consolidated Independent School District

Completed Years of Experience	New Hire Salary
0	\$50,000
1	\$51,000
2	\$51,300
3	\$51,600
4	\$51,900
5	\$52,200
6	\$52,600
7	\$53,000
8	\$53,400
9	\$53,800
10	\$54,300
11	\$54,900
12	\$55,500
13	\$56,100
14	\$56,700
15	\$57,300
16	\$57,900
17	\$58,997
18	\$60,042
19	\$61,067
20	\$62,067
21	\$62,828
22	\$63,194
23	\$63,906
24	\$64,532
25+	\$66,293

**Non-Certified
Teacher: \$42,500**

**Master's Degree
Stipend: \$1,000**

2024-2025 Administrative Professional Pay Plan
Uvalde CISD

Pay	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Program Coordinator (Athletics, Benefits, C&I, Day Care, Fed. Prog., HR, M&O, Payroll, Supt./Board) Multimedia Food Service Coordinator	217, 226, 240	Daily	\$220.28	\$267.00	\$313.73
			217 Days	47,800	57,939	68,079
			226 Days	49,783	60,342	70,903
			240 Days	52,867	64,080	75,295
3	C&I Specialist - District College & Career Advisor Counselor: ES, JH Lieutenant/Investigator (Police Dept.) Director, TX 21st Century Co District Coordinator (IT) Instructional Coach Academic Behavior Facilitator	217, 226	Daily	\$274.35	\$332.55	\$390.75
		217	197 Days	54,047	65,512	76,978
		202	202 Days	55,419	67,175	78,932
		226	217 Days	59,534	72,163	84,793
		226	226 Days	62,003	75,156	88,310
		226				
		226				
		197				
		197				
4	Assistant Principal: ES, JH Counselor, HS Licensed Mental Health Professional Academic Dean (JH)	217	Daily	\$290.81	\$352.50	\$414.19
		217	197 Days	57,290	69,443	81,595
		197	217 Days	63,106	76,493	89,879
		202				
5	Academic Dean (HS) Assistant Principal, HS Assistant Director Chief of Police	226	Daily	\$308.26	\$373.65	\$439.04
		226	226 Days	69,667	84,445	99,223
		226	230 Days	70,900	85,940	100,979
		230				
6	Principal, ES Vice Principal, HS	226	Daily	\$325.22	\$394.20	\$463.19
		226	226 Days	73,500	89,089	104,681
7	Director Principal: Crossroads, JH	226, 240	Daily	\$344.04	\$414.50	\$484.97
		226	226 Days	77,753	93,677	109,603
		226	240 Days	82,570	99,480	116,393
8	Executive Director Principal, HS	226	Daily	\$380.16	\$458.02	\$535.88
		226	226 Days	85,916	103,513	121,109
9	Assistant Superintendent Chief Financial Officer Chief Instructional Officer	226	Daily	\$437.25	\$526.81	\$616.37
		226	226 Days	98,819	119,059	139,300
		226				
10	Deputy Superintendent	226	Daily	\$472.23	\$568.95	\$665.67
			226 Days	106,724	128,583	150,441

2024-2025 SpEd Administrative Professional Pay Plan
Uvalde CISD

Pay	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Certified Occupational Therapy Assistant (COTA)	187	Daily	\$232.55	\$278.50	\$324.45
	Physical Therapy Assistant (PTA)	187	187 Days	43,487	52,080	60,672
2	Asst Speech Pathologist	187	Daily	\$268.83	\$325.85	\$382.87
			187 Days	50,271	60,934	71,597
3	Diagnostician	206	Daily	\$290.33	\$351.92	\$413.51
	Speech Pathologist CFY	206	206 Days	59,808	72,496	85,183
4	Occupational Therapist	187	Daily	\$310.65	\$376.55	\$442.45
	Speech Pathologist	206	187 Days	58,092	70,415	82,738
5	LSSP	217	206 Days	63,994	77,569	91,145
			Daily	\$323.08	\$391.61	\$460.14
			217 Days	70,108	84,979	99,850

2024-2025 21st Century ACE Program Pay Plan
Uvalde CISD

Pay	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$18.59	\$22.00	\$25.41
	Site Coordinator	206	206 Days	30,636	36,256	41,876
	Family Engagment Specialist	206				
2			Hourly	\$21.22	\$25.41	\$29.60
	Senior Site Coordinator	206	206 Days	31,745	38,013	44,282
3			Daily	\$208.21	\$252.37	\$296.53
	College & Career Specialist ACE	217	217 Days	45,181	547,645	64,347

2024-2025 Paraprofessional Pay Plan
Uvalde CISD

Pay	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Reserved for future use	187	Hourly	\$12.00	\$15.00	\$18.00
			187 Days	17,952	22,440	26,928
2	Counselor's Secretary, HS	217	Hourly	\$13.00	\$16.20	\$19.40
	Secretarial Staff	193, 197	187 Days	19,448	24,235	29,022
	Receptionist, HS	187	193 Days	20,072	25,013	29,954
			197 Days	20,488	25,531	30,574
			217 Days	22,568	28,123	33,678
3	NGS Data Specialist/Recruiter	202	Hourly	\$14.00	\$17.17	\$20.34
	PEIMS Clerk, Special Education	217	193 Days	21,616	26,510	31,405
	PEIMS/Attendance Clerk, ES	193	202 Days	22,624	27,747	32,869
	Special Ed, IEP Clerk	202	217 Days	24,304	29,807	35,310
4	Attendance Clerk: JH, HS	217	Hourly	\$15.00	\$18.20	\$21.40
	PEIMS/Attendance Clerk: Dalton	217	217 Days	26,040	31,595	37,150
	PEIMS/Registrar, JH	217				
	SHARS Clerk	217				
5	District Receptionist	226	Hourly	\$15.82	\$19.29	\$22.76
	Family Outreach Specialist	226	226 Days	28,603	34,876	41,150
	PEIMS/Registrar: HS	226				
	Accounts Payable	226				
6	Administrative Assistant- CO	226	Hourly	\$16.92	\$20.64	\$24.36
	Director's Secretary	226, 240	226 Days	30,591	37,317	44,043
	Principal's Secretary	226	240 Days	32,486	39,629	46,771
	PEIMS Specialist	226				
7	Safe & Supportive Schools Specialist	197	Hourly	\$19.80	\$24.15	\$28.50
	Bookkeeper/Accounting Support	226	197 Days	31,205	38,060	44,916
	Computer Technician	226	226 Days	35,798	43,663	51,528
	District Webmaster	226				
	Finance Dept. Support	226				
	Special Programs Support Coordinator	226				

2024-2025 Instructional Support Pay Plan
Uvalde CISD

Pay	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$11.25	\$14.00	\$16.75
	Aide: Instructional	187	187 Days	16,830	20,944	25,058
	Care Giver	187				
2			Hourly	\$12.15	\$14.98	\$17.81
	Aide: Rotation	187	187 Days	18,176	22,410	26,644
	Aide: SpEd Inclusion	187				
3			Hourly	\$13.00	\$16.03	\$19.06
	Aide: SpEd FLS	187	187 Days	19,448	23,981	28,514
	Aide: Library	187	197 Days	20,488	25,263	30,039
	Parent Liaison	197				
4			Hourly	\$15.31	\$18.67	\$22.03
	Aide: SpEd Behavior Support	187	187 Days	22,904	27,930	32,957
	Aide: SpEd Communication Facilitator	187				
5			Hourly	\$18.98	\$23.15	\$27.32
	Attendance Interventionist	187	187 Days	28,394	34,632	40,871
	Certified Interpreter	187				
	LVN	187				

2024-2025 Auxiliary Pay Plan
Uvalde CISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$11.25	\$14.00	\$16.75
	Crossing Guard	176	176 Days	5,940	7,392	8,844
	Delivery Driver	187	187 Days	16,830	20,944	25,058
	Custodian	261	261 Days	23,490	29,232	34,974
2			Hourly	\$12.59	\$15.54	\$18.49
	Carpenter Helper	261	261 Days	26,288	32,448	38,607
	Grounds Worker	261				
	Head Custodian: ES, JH	261				
	Plumber Helper	261				
	Security Guard	261				
	Warehouse	261				
3			Hourly	\$13.97	\$17.25	\$20.53
	Reserved for Future Use	187	187 Days	20,899	25,806	30,713
4			Hourly	\$16.21	\$20.01	\$23.81
	Carpenter	261	226 Days	29,308	36,178	43,048
	Electronics Technician	261	261 Days	33,846	41,781	49,715
	Head Custodian, HS	261				
	HVAC Apprentice	261				
	Skilled Craftsman	261				
5			Hourly	\$19.20	\$23.41	\$27.62
	Electrician, Licensed	261	261 Days	40,090	48,880	57,671
	HVAC, Licensed	261				
	Lead Carpenter	261				
	Plumber, Licensed	261				
6			Hourly	\$23.00	\$27.86	\$32.72
	Grounds Supervisor	240	226 Days	46,000	50,371	59,158
	Police Officer	226	240 Days	44,160	53,491	62,822
7			Hourly	\$26.80	\$32.31	\$37.82
	Sergeant	226	226 Days	48,454	58,416	68,379

2024-2025 Transportation Pay Plan
Uvalde CISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$11.25	\$14.00	\$16.75
	Bus Monitor	184	184 Days	12,420	15,456	18,492
	Bus Driver Trainee	184				
2			Hourly	\$16.15	\$19.50	\$22.85
	Bus Driver	184	184 Days	17,830	21,528	25,226
	Bus Driver/Mechanic Helper	261	261 Days	33,721	40,716	47,711
4			Hourly	\$16.21	\$20.01	\$23.81
	Dispatcher	226	226 Days	29,308	36,178	43,048
5			Hourly	\$19.20	\$23.41	\$27.62
	Mechanic	261	261 Days	40,090	48,880	57,671
6			Hourly	Min	Mid	Max
	Shop Foreman	261	261 Days	48,024	58,172	68,319

2024-2025 Child Nutrition/Food Service Pay Plan
Uvalde CISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Cafeteria Worker	190	Hourly	\$11.25	\$14.00	\$16.75
			190 Days	17,100	21,280	25,460
2	Cafeteria Assistant Manager	191	Hourly	\$12.59	\$15.54	\$18.49
			191 Days	19,238	23,745	28,253
	Food Service Clerk	217	217 Days	21,856	26,977	32,099
3	Cafeteria Manager: ES, JH	191	Hourly	\$13.97	\$17.25	\$20.53
			191 Days	21,346	26,358	31,370
4	Cafeteria Manager, HS	191	Hourly	\$16.21	\$20.01	\$23.81
			191 Days	24,769	30,753	36,382
5	Reserved for future use	217	Hourly	\$19.20	\$23.41	\$27.62
			217 Days	33,331	40,640	47,948
6	Reserved for future use	226	Hourly	\$23.00	\$27.55	\$32.72
			226 Days	41,584	49,801	59,140

\$2.75 per hour increase will be added to the hourly rate.

***Continuation of this compensation rate will depend on the needs of the Child Nutrition Program and the availability of the excess fund balance.**

UVALDE CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
Athletic Stipends
2024-2025

Area		Assignment	Stipend	Position	Total
Baseball	HS	Head Coach	\$ 7,500	1	\$ 7,500
Baseball	HS	Assistant Coach	\$ 2,500	3	\$ 7,500
Basketball	HS	Head Coach	\$ 7,500	2	\$ 15,000
Basketball	HS	Assistant Coach	\$ 2,500	4	\$ 10,000
Basketball	JH	Jr. High Coach	\$ 2,000	8	\$ 16,000
Basketball	Batesville	Head Coach	\$ 2,000	1	\$ 2,000
Basketball	Batesville	Assistant Coach	\$ 2,000	1	\$ 2,000
Cheer*	HS	Head Coach	\$ 7,500	1	\$ 7,500
Cheer*	HS	Asst Coach	\$ 2,500	1	\$ 2,500
Cross Country*	HS/JH	Head Coach	\$ 7,500	1	\$ 7,500
Cross Country*	HS/JH	Assistant Coach	\$ 2,500	1	\$ 2,500
Cross Country*	Batesville	Head Coach	\$ 2,000	1	\$ 2,000
Cross Country*	Batesville	Assistant Coach	\$ 2,000	1	\$ 2,000
Football	HS	Head Coach	\$ 7,500	1	\$ 7,500
Football*	HS	Asst Coach - Defensive Coordinator	\$ 6,500	1	\$ 6,500
Football*	HS	Asst Coach - Offensive Coordinator	\$ 6,500	1	\$ 6,500
Football*	HS	Asst Coach - Special Teams Coordinator	\$ 6,500	1	\$ 6,500
Football*	HS	Assistant Coach	\$ 3,500	8	\$ 28,000
Football*	JH	Jr. High Coach	\$ 2,400	6	\$ 14,400
Football	HS	Filmer	\$ 750	1	\$ 750
Golf	HS	Head Coach	\$ 7,500	1	\$ 7,500
Golf	HS	Assistant Golf Coach	\$ 2,500	1	\$ 2,500
Power Lifting	HS	Head Coach	\$ 7,500	1	\$ 7,500
Power Lifting	HS	Asst. Coach	\$ 2,500	1	\$ 2,500
Soccer	HS	Head Coach	\$ 7,500	2	\$ 15,000
Soccer	HS	Assistant Coach	\$ 2,500	2	\$ 5,000
Softball	HS	Head Coach	\$ 7,500	1	\$ 7,500
Softball	HS	Assistant Coach	\$ 2,500	3	\$ 7,500
Swimming	HS	Head Coach	\$ 7,500	1	\$ 7,500
Tennis*	HS	Head Coach Two Seasons	\$ 15,000	1	\$ 15,000
Tennis*	HS	Assistant Coach Two Seasons	\$ 5,000	1	\$ 5,000
Tennis*	JH	Jr. High Coach Two Seasons	\$ 4,000	1	\$ 4,000
Track	HS	Head Coach	\$ 7,500	2	\$ 15,000

Track	HS	Assistant Coach	\$ 2,500	5	\$ 12,500
Track	JH	Jr. High Coach	\$ 2,000	8	\$ 16,000
Track	Batesville	Head Coach	\$ 2,000	1	\$ 2,000
Track	Batesville	Assistant Coach	\$ 2,000	1	\$ 2,000
Volleyball*	HS	Head Coach	\$ 7,500	1	\$ 7,500
Volleyball*	HS	Assistant Coach	\$ 2,500	2	\$ 5,000
Volleyball*	JH	Jr. High Coach	\$ 2,000	4	\$ 8,000
Volleyball*	Batesville	Head Coach	\$ 2,000	1	\$ 2,000
Volleyball*	Batesville	Assistant Coach	\$ 2,000	1	\$ 2,000
Wrestling	HS	Head Coach	\$ 7,500	1	\$ 7,500
Wrestling	HS	Assistant Coach	\$ 2,500	1	\$ 2,500
Misc	All	Assistant Athletic Trainer	\$ 5,000	1	\$ 5,000
Misc	HS	Coordinator Girls	\$ 2,000	1	\$ 2,000
Misc	JH	Jr High Athletic Coordinator - Boys	\$ 1,000	1	\$ 1,000
Misc	JH	Jr High Athletic Coordinator - Girls	\$ 1,000	1	\$ 1,000
Misc	Batesville	Athletic Coordinator	\$ 1,000	1	\$ 1,000
Misc	HS	Strength & Conditioning Coordinator	\$ 5,000	1	\$ 5,000
Aug. Sports*		10 Extra Days Coaching Staff	\$ 1,500	30	\$ 45,000

UVALDE CONSOLIDATED INDEPENDENT SCHOOL DISTRICT

**Fine Arts
2024-2025**

Fine Arts

Campus	Assignment	Stipend Amount	Position Count	Total
UHS	Director of Performing Arts	\$ 7,500	1	\$ 7,500
UHS	Band/Music Director - Marching Band	\$ 10,000	1	\$ 10,000
UHS	Mariachi Director - Mariachi Band	\$ 10,000	1	\$ 10,000
UHS	Assistant Band Director "Marching"	\$ 6,000	1	\$ 6,000
MJH/UHS	Lead Choir	\$ 5,000	1	\$ 5,000
UHS	Lead Jazz Director	\$ 5,000	1	\$ 5,000
UHS/MJH	Assistant Mariachi Director	\$ 4,000	1	\$ 4,000
UHS	Color Guard Sponsor	\$ 2,500	1	\$ 2,500
MJH/UHS	10 Extra Days (Marching Band)	\$ 1,500	2	\$ 3,000

Other Fine Arts

Campus	Assignment	Stipend	Position	Total
UHS	High Steppers Sponsor	\$ 3,500	1	\$ 3,500
UHS	High Steppers Assistant Sponsor	\$ 1,500	1	\$ 1,500
UHS	High Steppers Sponsor - 10 Extra Days	\$ 1,500	2	\$ 3,000
Morales	Jr High Spirit Sponsor	\$ 500	2	\$ 1,000

UVALDE CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
Dept Chair & Academic Stipends
2024-2025

Campus	Assignment	Stipend Amount	Position Count	Total
UDLA, JH, HS	Dual Language Teacher* (Teacher of Record)	\$ 2,500	35	\$ 87,500
UDLA, JH, HS	Dual Language Recruitment Stipend (Year 1 Only)	\$ 2,500	10	\$ 25,000
UDLA, JH, HS	Bilingual Certification (Initial or at time of certification. Paid one time only.)	\$ 2,500	10	\$ 25,000
UHS	Lead Counselor	\$ 1,600	1	\$ 1,600
UHS	Dept. Head - CTE	\$ 1,600	1	\$ 1,600
UHS	Dept. Head - English	\$ 1,600	1	\$ 1,600
UHS	Dept. Head - Foreign Language	\$ 1,600	1	\$ 1,600
UHS	Dept. Head - Math	\$ 1,600	1	\$ 1,600
UHS	Dept. Head - Science	\$ 1,600	1	\$ 1,600
UHS	Dept. Head - Social Studies	\$ 1,600	1	\$ 1,600
UHS	Dept. Head - Special Education	\$ 1,600	1	\$ 1,600
UHS	Dept. Head - Fine Arts/Electives	\$ 1,600	1	\$ 1,600
Morales JH	Dept. Head - English	\$ 1,200	1	\$ 1,200
Morales JH	Dept. Head - Math	\$ 1,200	1	\$ 1,200
Morales JH	Dept. Head - Science	\$ 1,200	1	\$ 1,200
Morales JH	Dept. Head - Social Studies	\$ 1,200	1	\$ 1,200
Morales JH	Dept. Head - Special Education	\$ 1,200	1	\$ 1,200
UHS	Dual Credit Teachers (Credentialed by College or Univ.) Stipend is per section per semester (Up to \$12,000/yr)	\$ 1,000	60	\$ 60,000
Secondary	Math & Science - Certified Teachers	\$ 5,000	25	\$ 125,000
Batesville	Effective Schools Framework (ESF) (GRANDFATHERED)	\$ 5,000	12	\$ 60,000
District	Librarian Multi-Campus	\$ 1,200	2	\$ 2,400
District	Lead Librarian	\$ 1,600	1	\$ 1,600
District	Lead Family Specialist	\$ 1,600	1	\$ 1,600
District	Head Nurse	\$ 2,000	1	\$ 2,000
District	Master's Degree**	\$ 1,000	55	\$ 55,000

*Stipend is for a full schedule of Dual Language classes. Stipend will be prorated based on number of DL periods.

** Stipend is awarded in the masters is in the area you work.

UVALDE CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
Extra-Curricular Stipends
2024-2025

Campus	Assignment	Stipend Amount	Position Count	Total
UHS	Drama Sponsor	\$ 2,000	1	\$ 2,000
UHS	National Honor Society Sponsor	\$ 500	1	\$ 500
Morales JH	National Jr Honor Society Sponsor	\$ 300	1	\$ 300
Uvalde Elementary, Batesville, UDLA	Student Council Sponsor	\$ 400	3	\$ 1,200
UHS	Student Council Sponsor	\$ 1,200	1	\$ 1,200
MJH	Student Council Sponsor	\$ 500	1	\$ 500
Batesville, Uvalde Elementary, MJH, UHS	Gamma Sigma Sponsor	\$ 500	4	\$ 2,000
UHS	UIL Event Coach	\$ 750	30	\$ 22,500
UHS	*CTSO Event Coach	\$ 750	8	\$ 6,000
Morales JH	UIL Event Coach	\$ 500	16	\$ 8,000
Batesville Elementary	UIL Event Coach	\$ 500	3	\$ 1,500
UDLA	UIL Event Coach	\$ 500	8	\$ 4,000
Uvalde Elementary	UIL Event Coach	\$ 500	8	\$ 4,000
UHS	UIL Coordinator	\$ 1,000	1	\$ 1,000
Uvalde Elementary, Batesville, UDLA, Morales JH	UIL Coordinator	\$ 500	4	\$ 2,000
UHS	Yearbook Sponsor	\$ 2,000	1	\$ 2,000
UHS	NJROTC	\$ 5,000	2	\$ 10,000
UHS	Class Sponsor (Freshman, Sophomore, Junior)	\$ 500	6	\$ 3,000
UHS	Class Sponsor (Senior)	\$ 800	3	\$ 2,400
All Campuses	Robotics After School	\$ 500	7	\$ 3,500
All Campuses	Robotics District Coordinator	\$ 800	1	\$ 800
District	Maintenance Special Projects	\$ 7,500	1	\$ 7,500

*CTSO (Career and Technical Student Organization) - Student organizations such as FFA & SBPA.

UVALDE CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
Travel Stipend & Mileage Reimbursement Rates
2024-2025

Campus	Assignment	Stipend Amount	Position Count	Total
Batesville	TRAVEL STIPEND*	\$ 3,850	14	\$ 53,900
*Must reside outside Zavala County				

Hourly Staff and Paraprofessionals must submit a mileage log in order to be reimbursed. The mileage rate is approved in accordance with the rate published by the Texas Comptroller of Public Accounts.

The following positions are also eligible for mileage reimbursement at the approved rate. A mileage log must accompany the request for reimbursement. ***Due by the 10th of the following month.***

OTHER POSITIONS:

- Technicians
- Book Keeper
- Scouting Coaches
- Custodians
- Migrant NGS Clerk/Recruiter
- Adaptive PE
- Food Service Managers & Caterers
- Homebound Teachers

ONLY WITH ADMIN AUTHORIZATION:

- Parent Liaisons - Title I
- Food Service Support Personnel
- Secretaries
- Special Ed Support Personnel

UVALDE CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
Special Education Stipends
2024-2025

Assignment	Stipend Amount	Position Count	Total
FLS Teachers	\$ 3,000	10	\$ 30,000
BIC Teachers	\$ 2,500	4	\$ 10,000
Case Managers (Campus)	\$ 1,500	30	\$ 45,000
Child Find Contact	\$ 2,000	1	\$ 2,000
Lead Speech Pathologist	\$ 1,600	1	\$ 1,600
Lead Assessment Staff	\$ 1,600	1	\$ 1,600
Lead Dyslexia Specialist	\$ 1,600	1	\$ 1,600
RDSPD Coordinator	\$ 3,500	1	\$ 3,500
Special Olympics Coach	\$ 2,000	1	\$ 2,000



“Over the Ratio” Stipend Agreement



Effective August 1, 2024, Uvalde CISD will be issuing an “Over the Ratio” stipend to the teacher of record that has a classroom enrollment over the district’s student to teacher ratio – see ratios below:

Prekindergarten - 4th grade: 22:1 5th - 6th grade: 26:1

To be eligible for the “Over the Ratio” stipend, an employee must meet the following criteria:

- Must be the teacher of record
- A full time employee and must be paid status on the first workday of the month
- Teacher attendance of 90% or better
- Documented student growth during the 23-24 school year; as determined by
 - Star Early Lit Pk-1 BOY-EOY
 - Star Ren Reading 2-EOC BOY-EOY
 - Star Ren Math K-EOC BOY-EOY
 - Circle PM PK~ BOY-EOY
 - TXKEA ~K Wave 1-Wave 3
 - TPRI or Tejas Lee 1st & 2nd Wave 1-Wave 3
 - STAAR Interim 3-EOC Fall to Spring
 - STAAR 2023 to 2024 4-EOC
- Campus level top tiered teacher

The “Over the Ratio” eligibility status must be in place 50% of the time during that grading period to receive the stipend. The “Over the Ratio” will be calculated per grading period increments based on students that are assigned to a teacher of record that are over the student ratio established by Uvalde CISD. This stipend will be paid out in the month of December and in the month of June and will be in addition to the employee’s base salary.

Student Enrollment “Over the Ratio”	Payment per grading period
One to three students (1-3)	\$750.00
Four to six students (4-6)	\$1000.00
Seven to nine students (7-9)	\$2000.00

UVALDE CISD: 2024-2025/EMPLOYMENT DATES

LENGTH OF CONTRACT: Professional

Pay Months: September 1 - August 31

187 Days August 2 - May 23

(10 Month Contract)

Teachers, Dyslexia teachers, Interventionists, Registered Nurses (RN), Librarians, Family-Student Support Counselors, Asst. Speech Pathologists, Occupational Therapists, Physical Therapist, Band Director

Pay Months: August 1 - July 31

194 Days July 30 - May 30

(10 Month Contract)

Academic & Behavioral Facilitator

197 Days (A) July 30 - June 4

(10.5 Month Contract)

Elementary Counselors, NJROTC Assist, Lead Dyslexia Teacher, Licensed Mental Health Counselor

197 Days (B) July 24 - May 30

(10.5 Month Contract)

Instructional Coaches, UHS Asst. Asst. Athletic Trainer

202 Days August 1 - June 13

(10.5 Month Contract)

Morales Jr. High Counselors

206 Days August 1 - June 19

(10.5 Month Contract)

Educational Diagnosticians, Speech Language Pathologists

217 Days July 17 - June 19

(11 Month Contract)

Asst. Principals, Testing Coordinator, Director of Bands, GT Teacher, UHS academic Dean
Counselors: High School & Crossroads, DAEP
Special Education Dept, Building Trades Teacher, LSSP

Pay Months: August 1 - July 31

226 Days July 1 - June 30

(12 Month Contract)

Superintendent, Chief Instructional Officer, Chief Financial Officer, Executive Directors, Directors, Business Manager, Principals, UHS Vice & Assistant Principals, Content Specialists, Ag Teachers, Detective/Lieutenant, Lead NJROTC Instructor, UHS CCMR, ACE College & Career Specialist, Coordinators: Information Technology

230 Days July 1 - June 30

(12 Month Contract)

Chief of Police

240 Days July 1 - June 3

(12 Month Contract)

Director of Maintenance & Operations, Maintenance Supervisor

The specific dates and any listed number of workdays are subject to change by the District, including possibly shifting work calendar dates due to unforeseen events such as public health issues and school closures, which may affect the needs of the students.

UVALDE CISD: 2024-2025/EMPLOYMENT DATES

LENGTH OF CONTRACT: Paraprofessional

			<u>Pay Months:</u> September - August
177 Days	August 12 - May 22	Crossing Guards	
184 Days	August 8 - May 22	Bus Drivers, Bus Monitors	
187 Days	August 8 - May 23	Food Service Employee	

			<u>Pay Months:</u> August - July
193 Days	July 27 - May 31	PEIMS Clerks, UDLA	
197 Days	July 30 - June 4	Parent Liaisons, ECHS Secretary, Dalton Campus Secretary	
202 Days	August 1 - June 13	IEP Clerks	
206 Days	August 8 - June 26	ACE Coordinators	
217 Days	July 22 - June 30	PEIMS Clerks - Dalton & MJH, Attendance Clerks - MJH & UHS UHS Counselors' Secretary, Special Education Clerks, New Hope Coordinator	

			<u>Pay Months:</u> July - June
226 Days: July 1 - June 30		Central Office Staff, UHS Asst. Principals' Secretary UHS Registrar, Police Officers, I.T. Technicians PEIMS Specialist, Transportation Dispatcher, Safety & System Monitor <u>All Principals' & Directors' Secretaries:</u> Dalton, UDLA, Batesville, MJH, UHS, Crossroads, Special Education, Food Service, Transportation.	
240 Days:	July 1 - June 30	Director of Maintenance & Operations, Maintenance Supervisor	
261 Days:	Sept 1 - August 31	Custodians, Maintenance Staff, Security Guard, Transportation Mechanics, Transportation Shop Foreman	

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