

**Consider Approval of the 2024-2025 Compensation Plan**  
**August 19, 2024**

1. Background: The District must maintain a current compensation plan for each employee.
  
2. Process: The compensation plan is presented for approval each year. This plan is for the 2024-2025 school year and includes salaries, stipends, extra duty, and substitute rates.
  
3. Fiscal Impact: The fiscal impact of total salaries is included in the 2024-2025 budget.
  
4. Recommendation: Approval of the 2024-2025 Compensation Plan
  
5. Action Required: Action is required.
  
6. Contact Person: Pam Bendele



*"Loyal and True"*

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

**2024-2025**

**Proposed  
Compensation Plan**

**Uvalde CISD**

**2024-2025 New Hire Guide for  
Teachers, Librarians, and Registered Nurses  
187 Days**

<b>Completed Years of Experience</b>	<b>New Hire Salary</b>
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**

# 2024-2025 Administrative Professional Pay Plan

Uvalde CISD

Pay	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>	Program Coordinator (Benefits, C&I, Day Care, M&O, Payroll Food Services, Supt./Board, Multimedia ) Sergeant	217, 226, 240	<b>Daily</b> <b>217 Days</b> <b>226 Days</b> <b>240 Days</b>	<b>\$220.28</b> 47,800 49,783 52,867	<b>\$267.00</b> 57,939 60,342 64,080	<b>\$313.73</b> 68,079 70,903 75,295
<b>3</b>	Elementary Program's Facilitator Academic & Behaviorial Facilitator C&I Specialist - District College & Career Advisor Counselor: ES, JH Lieutenant/Investigator (Police Dept.) Director, TX 21st Century Co District Coordinator (HR IT) Purchasing Manager Instructional Coach Student Success Coach: HS	187 194 217, 226 217 202 226 226 226 226 197 197	<b>Daily</b> <b>187 Days</b> <b>194 Days</b> <b>197 Days</b> <b>202 Days</b> <b>217 Days</b> <b>226 Days</b>	<b>\$274.35</b> 51303 53,224 54,047 55,419 59,534 62,003	<b>\$332.55</b> 62187 64,515 65,512 67,175 72,163 75,156	<b>\$390.75</b> 73070 75,806 76,978 78,932 84,793 88,310
<b>4</b>	Assistant Principal: ES, JH Counselor, HS Academic Dean (JH) Licensed Mental Health Professional	217 217 202 217	<b>Daily</b> <b>197 Days</b> <b>217 Days</b>	<b>\$290.81</b> 57,290 63,106	<b>\$352.50</b> 69,443 76,493	<b>\$414.19</b> 81,595 89,879
<b>5</b>	Academic Dean (HS) Assistant Principal, HS Assistant Director Business Manager Chief of Police	226 226 226 226 230	<b>Daily</b> <b>226 Days</b> <b>230 Days</b>	<b>\$308.26</b> 69,667 70,900	<b>\$373.65</b> 84,445 85,940	<b>\$439.04</b> 99,223 100,979
<b>6</b>	Principal, ES Vice Principal, HS	226 226	<b>Daily</b> <b>226 Days</b>	<b>\$325.22</b> 73,500	<b>\$394.20</b> 89,089	<b>\$463.19</b> 104,681
<b>7</b>	Director Principal: Crossroads, JH	226, 240 226	<b>Daily</b> <b>226 Days</b> <b>240 Days</b>	<b>\$344.04</b> 77,753 82,570	<b>\$414.50</b> 93,677 99,480	<b>\$484.97</b> 109,603 116,393
<b>8</b>	Executive Director Principal, HS	226 226	<b>Daily</b> <b>226 Days</b>	<b>\$380.16</b> 85,916	<b>\$458.02</b> 103,513	<b>\$535.88</b> 121,109
<b>9</b>	Assistant Superintendent Chief Financial Officer Chief Instructional Officer	226 226 226	<b>Daily</b> <b>226 Days</b>	<b>\$437.25</b> 98,819	<b>\$526.81</b> 119,059	<b>\$616.37</b> 139,300
<b>10</b>	Deputy Superintendent	226	<b>Daily</b> <b>226 Days</b>	<b>\$472.23</b> 106,724	<b>\$568.95</b> 128,583	<b>\$665.67</b> 150,441

**2024-2025 SpEd Administrative Professional Pay Plan**  
 Uvalde CISD

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

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

Pay	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$18.59</b>	<b>\$22.00</b>	<b>\$25.41</b>
	Site Coordinator	206	<b>206 Days</b>	30,636	36,256	41,876
	Family Engagment Specialist	206				
<b>2</b>			<b>Hourly</b>	<b>\$21.22</b>	<b>\$25.41</b>	<b>\$29.60</b>
	Senior Site Coordinator	206	<b>206 Days</b>	31,745	38,013	44,282
<b>3</b>			<b>Daily</b>	<b>\$208.21</b>	<b>\$252.37</b>	<b>\$296.53</b>
	College & Career Specialist ACE	217	<b>217 Days</b>	45,182	54,764	64,347

**2024-2025 Paraprofessional Pay Plan**  
 Uvalde CISD

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

**2024-2025 Instructional Support Pay Plan**  
**Uvalde CISD**

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



## 2024-2025 Auxiliary Pay Plan

Uvalde CISD

\*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$11.25</b>	<b>\$14.00</b>	<b>\$16.75</b>
	Crossing Guard	166	<b>168 Days</b>	15,120	18,816	22,512
	Delivery Driver	187	<b>184 Days</b>	16,560	20,608	24,656
	Custodian	261	<b>187 Days</b>	16,830	20,944	25,058
			<b>261 Days</b>	23,490	29,232	34,974
<b>2</b>			<b>Hourly</b>	<b>\$12.59</b>	<b>\$15.54</b>	<b>\$18.49</b>
	Carpenter Helper	261	<b>187 Days</b>	18,835	23,248	27,661
	Grounds Worker	261	<b>261 Days</b>	26,288	32,448	38,607
	Head Custodian: ES, JH	261				
	Plumber Helper	261				
	Security Guard	261				
	Warehouse	261				
<b>3</b>			<b>Hourly</b>	<b>\$13.97</b>	<b>\$17.25</b>	<b>\$20.53</b>
	Reserved for Future Use	187	<b>187 Days</b>	20,899	25,806	30,713
<b>4</b>			<b>Hourly</b>	<b>\$16.21</b>	<b>\$20.01</b>	<b>\$23.81</b>
	Carpenter	261	<b>187 Days</b>	24,250	29,935	35,620
	Electronics Technician	261	<b>226 Days</b>	29,308	36,178	43,048
	Head Custodian, HS	261	<b>261 Days</b>	33,846	41,781	49,715
	HVAC Apprentice	261				
	Skilled Craftsman	261				
	Safety & Security Monitor	261				
<b>5</b>			<b>Hourly</b>	<b>\$19.20</b>	<b>\$23.41</b>	<b>\$27.62</b>
	Electrician, Licensed	261	<b>261 Days</b>	40,090	48,880	57,671
	HVAC, Licensed	261				
	Lead Carpenter	261				
	Plumber, Licensed	261				
<b>6</b>			<b>Hourly</b>	<b>\$23.00</b>	<b>\$27.86</b>	<b>\$32.72</b>
	Grounds Supervisor	240	<b>226 Days</b>	46,000	50,371	59,158
	Police Officer	226	<b>240 Days</b>	44,160	53,491	62,822
<b>7</b>			<b>Hourly</b>	<b>\$26.80</b>	<b>\$32.31</b>	<b>\$37.82</b>
	Reserved for Future Use	226	<b>226 Days</b>	48,454	58,416	68,379

**2024-2025 Transportation Pay Plan**  
**Uvalde CISD**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$11.25</b>	<b>\$14.00</b>	<b>\$16.75</b>
	Bus Monitor	184	<b>184 Days</b>	12,420	15,456	18,492
	Bus Driver Trainee	184				
<b>2</b>			<b>Hourly</b>	<b>\$16.15</b>	<b>\$19.50</b>	<b>\$22.85</b>
	Bus Driver	184	<b>261 Days</b>	33,721	40,716	47,711
	Bus Driver/Mechanic Helper	261				
<b>4</b>			<b>Hourly</b>	<b>\$16.21</b>	<b>\$20.01</b>	<b>\$23.81</b>
	Dispatcher	226	<b>226 Days</b>	29,308	36,178	43,048
<b>5</b>			<b>Hourly</b>	<b>\$19.20</b>	<b>\$23.41</b>	<b>\$27.62</b>
	Mechanic	261	<b>261 Days</b>	40,090	48,880	57,671
<b>6</b>			<b>Hourly</b>	<b>\$23.00</b>	<b>\$27.86</b>	<b>\$32.72</b>
	Shop Foreman	261	<b>261 Days</b>	48,024	58,172	68,319

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

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>	Cafeteria	190	<b>Hourly</b>	<b>\$11.25</b>	<b>\$14.00</b>	<b>\$16.75</b>
			<b>190 Days</b>	17,100	21,280	25,460
<b>2</b>	Cafeteria Assistant Manager	191	<b>Hourly</b>	<b>\$12.59</b>	<b>\$15.54</b>	<b>\$18.49</b>
			<b>191 Days</b>	19,238	23,745	28,253
	Food Service Clerk	217	<b>217 Days</b>	21,856	26,977	32,099
<b>3</b>	Cafeteria Manager ES, JH	191	<b>Hourly</b>	<b>\$13.97</b>	<b>\$17.25</b>	<b>\$20.53</b>
			<b>191 Days</b>	21,346	26,358	31,370
<b>4</b>	Cafeteria Manager, HS	191	<b>Hourly</b>	<b>\$16.21</b>	<b>\$20.01</b>	<b>\$23.81</b>
			<b>191 Days</b>	24,769	30,753	36,382

**\$2.75 per hour increases 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.

**2024-2025 Save the Children**  
**Uvalde CISD**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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<b>1</b>			<b>Hourly</b>	<b>\$27.02</b>	<b>\$33.19</b>	<b>\$38.25</b>
	Kinder Ambassador	226	<b>226 Days</b>	48,852	60,000	69,156

**Coordinators and Tutors**

Save the Children Coordinator  
 \$40/hr, 30 hours a week

Save the Children Tutor  
 \$40/hr, 19 hours a week

**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

**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	2	\$ 12,000
MJH/UHS	Lead Choir	\$ 5,000	1	\$ 5,000
UHS	Lead Jazz Director	\$ 5,000	1	\$ 5,000
UHS	Color Guard Sponsor	\$ 2,500	1	\$ 2,500
MJH/UHS	10 Extra Days (Marching Band)	\$ 1,500	3	\$ 4,500

***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 (Teacher of Record Grades 6-12)	\$ 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 for a masters is in the related area you work or in Education. Stipend is for 187 day workers, Stipend will be prorated in accordance to the days worked. Only 1 stipend awarded for Master(s).

**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**  
**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 CONSOLIDATED INDEPENDENT SCHOOL DISTRICT**  
**Extra Duty Pay Rates**  
**2024-2025**

CAMPUS	ASSIGNMENT	RATE
All Campuses	Teachers Staff Development (attendee)	\$20/hour
All Campuses	Paraprofessional Staff Development (attendee)	\$10/hour
All Campuses	Teachers (before and after school, summer school)	\$30/hour
All Campuses	Paraprofessionals (before/after school, after school care, summer sch)	\$12/hour
All Campuses	Summer School Nurses	\$25/hour
All Campuses	Summer School Food Service Support Personnel	Hourly Rate
All Campuses	Summer School Food Service Managers Personnel	Hourly Rate
All Campuses	*Teacher and Instructional Coach Delivering Prof Development	\$100/hour
All Campuses	New Teacher Mentoring (District Level)	\$500/semester
All Campuses	*General Ed Homebound Teacher (Includes mileage)	\$30/hour
All Campuses	ACE-Professional Staff	\$30/hour
All Campuses	ACE-Paraprofessional Staff	\$16/hour
All Campuses	ACE-Outside Staff	\$12/hour
Board Meetings	Board Meeting Translation Services	\$12/hour

Administrators are not paid extra duty for Staff Development or other duties

\*Outside the regular workday.

**UVALDE CONSOLIDATED INDEPENDENT SCHOOL DISTRICT**  
**Athletic Event Pay Rates**  
**2024-2025**

Football Games	Pay Class	Rate
Announcer	Per Game	\$30
Score Keeper	Per Game	\$40
Time Keeper	Per Game	\$40
Chain Crew - All Levels	Per Game	\$25
Ticket Seller	Flat Rate	\$35
Ticket Taker	Flat Rate	\$30
Gate Keeper	Flat Rate	\$25
Paraprofessional (UCISD employee)	Per Hour	\$15
Game Official		Per UIL Schedule
<b>Other Games (Volleyball, Basketball, Baseball, Softball, Soccer, Wrestling, Powerlifting)</b>		
	Pay Class	Rate
Announcer	Per Game	\$30
Score/Clock/Pitch Count Keeper	Per Game	\$25
Time Keeper	Per Game	\$25
Ticket Seller	Per Game	\$35
Ticket Taker	Per Game	\$30
Gate Keeper	Per Game	\$25
Worker	Per Game	\$25
Powerlifting Judge / Official	Per Meet	\$100
Paraprofessional (UCISD employee)	Per Hour	\$15
Game Official - Non-UIL event (baseball/softball)	Per Game	\$50
Game Official	Per Game	Per UIL Schedule
<b>Tournaments / Track Invitationals</b>		
	Pay Class	Rate
Ticket Seller	Flat Rate - Full Day	\$100
Ticket/Gate Keeper	Flat Rate - Full Day	\$100
Ticket Seller	Flat Rate - 1/2 Day	\$50
Ticket/Gate Keeper	Flat Rate - 1/2 Day	\$50
Score/Clock Keeper	Per Game	\$25
Worker	Per Game	\$25
Paraprofessional (UCISD employee)	Per Hour	\$15
Starter (track)	Flat Rate	Per UIL Schedule
Game Official - Non-UIL event (baseball/softball)	Per Game	\$50
Game Official	Per Game	Per UIL Schedule

**UVALDE CONSOLIDATED INDEPENDENT SCHOOL DISTRICT**  
**Substitute Pay Rates**  
**2024-2025**

ASSIGNMENT		RATE
Certified Teacher	Per Day	\$100/day
Certified Teacher	After 10 Consecutive Days subbing for same teacher	\$130/day
Degreed	Per Day	\$95/day
Degreed	After 10 Consecutive Days subbing for same teacher	\$125/day
Non-Degreed	Per Day	\$75/day
Non-Degreed	After 10 Consecutive Days subbing for same teacher	\$85/day
Nurse	Registered Nurse (RN)	\$110/day
Nurse	Licensed Vocational Nurse (LVN)	\$70/day
Administrator	Principal Certified	\$250/day