



# COMPENSATION PLAN

**Pending Board Approval**

*School Year  
2024 – 2025*

# Introduction

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The Calallen ISD Compensation Plan is updated and adopted annually by the Board of Trustees and is administered jointly by the Superintendent, Director of Human Resources, and Assistant Superintendent of Finance & Operations.

Year-over-year changes to the plan are indicated with **blue highlighted text.**

Calallen ISD does not discriminate against any employee or applicant for employment because of race, color, religion, gender, national origin, age, disability, military status, genetic information, or any other basis prohibited by law. Additionally, the district does not discriminate against an employee or applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to a discriminatory employment practice. Employment decisions will be made on the basis of each applicant's job qualifications, experience, and abilities.

The Board of Trustees may adjust the compensation reflected in this plan retroactively as necessary to maintain compliance with statutorily required salary allotments that could be enacted during the ongoing 88<sup>th</sup> Texas Legislative Session, or increases in school funding which were not known at the time this plan was initially adopted.

## Compensation Framework

Calallen ISD's compensation plan is made up of salary paygrades with respective ranges as well as supplemental earnings and benefit programs that are approved by the Board of Trustees. Salary ranges are determined by market rates for benchmark positions. To ensure that salary ranges are competitive with the market, the District conducts market research to inform current compensation levels for comparable positions. Employees are paid according to the pay range for their respective positions. Calallen ISD's pay groups are:

- Administrative Professional
- Auxiliary
- Clerical/Technical
- Teachers and Librarians
- Stipends

The District determines the compensatory value of a position by conducting systematic comparisons of positions to assess relative internal and external value. After the systematic comparison is complete, a position is assigned an associated pay grade. Pay grades are used to group positions that have approximately the same relative internal value based on

compensatory factors (job descriptions, market data, internal equity, district consistency, and administrative input are all considered when performing job evaluations).

### **Salary Placement of New Hires**

Salaries are determined by an employee's total years of relevant work experience as defined at the time of employment. Salary guides are developed and approved annually and do not represent or imply future pay increases or salary guarantees. The starting salary is determined individually based on each person's job related experience and salaries paid to peer employees in the same position with similar experience. No employee will be placed below the minimum of the pay range. Salary recommendations for new hires may be adjusted by the Superintendent to account for hard-to-fill positions or to recognize specialized knowledge and skills, qualifications, or technical certifications. Teachers with full certification shall be placed in the appropriate step on the Teacher Salary Scale, in accordance with their creditable years of service.

### **Stipend Framework**

Stipends are provided for performing extra duties beyond the regular campus workday schedule. Stipend pay represents remuneration in addition to, but separate from, regular base salary, and includes assignment stipends, educational stipends, coaching stipends, fine arts stipends, and others as identified. Individuals may not be assigned extra duties that may overlap. Stipends not identified in the stipend plan are exceptions and shall not be paid without the approval of the Superintendent.

## **2024-2025 Compensation Increases Summary**

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Teachers and Librarians receive an **1.5% increase**, or \$885. Additionally, the starting teacher salary was increased to **\$52,000**.

All positions outside of Teachers and Librarians receive **1.5% increase** as a percentage of the employee's pay grade midpoint as listed on the Administrative Professional Pay Plan, Clerical Paraprofessional Pay Plan, and Auxiliary Pay Plan.

# Performance Pay: Teacher Incentive Allotment

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## **Districts with a Local Designation System: *This applies to Calallen ISD for the 2024-2025***

***school year.*** For any funds received by Calallen ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90% of the funds will be paid to the designated teacher and 10% percent of the funds received will be retained by the district to cover the district's share of payroll deductions and employee benefits. The district will not remit payment to the designated teacher until funds have been received in full from Texas Education Agency (TEA). Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable. Additionally, if a designated teacher moves into the district from another district, the teacher will receive TIA compensation from their previous district.

**Local Designation System:** Calallen ISD's Teacher Incentive Allotment application has been accepted and the District is implementing the local designation system. The 2024-2025 school year is our Data Capture Year, where the District implements and collects teacher data for the local designation system during 2024-25 in accordance with the accepted System Application. This includes all teacher observation and student growth measure requirements for teachers in eligible categories in the accepted System Application. ***TIA allotments earned under the local designation system are pending data validation results and will not begin until the 2025-2026 school year.*** For more information on the District's local designation system visit <https://www.calallen.org/domain/2475> .

# 2024-2025 Teacher & Librarian Hiring Scale

## Calallen ISD

### 2024-2025 New Hire Guide for Teachers and Librarians

*BOARD APPROVED 7/24/2024*

Years of Experience	New Hire Salary
0	\$52,000
1	\$52,385
2	\$52,765
3	\$53,265
4	\$53,765
5	\$54,265
6	\$54,765
7	\$55,265
8	\$55,765
9	\$56,265
10	\$56,765
11	\$57,265
12	\$57,765
13	\$58,265
14	\$58,765
15	\$59,265
16	\$59,765
17	\$60,265
18	\$60,765
19	\$61,265
20	\$61,765
21	\$62,265
22	\$62,765
23	\$63,265
24	\$63,765
25	\$64,265
26	\$64,765
27	\$65,265
28	\$66,015
29	\$66,765
30+	\$67,515

Hiring Salary Range	
10-Month Hiring Range Minimum:	<b>\$52,000</b>
10-Month Hiring Range Maximum:	<b>\$67,515</b>
Continuing Teachers and Librarians will receive a <b>\$885 increase</b>	

The salaries listed above are based on 10-month employment for the 2024-2025 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.

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

# Administrative Professional Pay Plan

## 2024-2025 Administrative Professional Pay Plan

Calallen ISD

BOARD APPROVED 7/24/2024

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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1			Daily	\$184.91	\$225.50	\$266.09
	Custodial Supervisor	260	230 Days	42,529	51,865	61,201
	Lic HVAC Supervisor	260	260 Days	48,077	58,630	69,183
	Network Engineer	240				
	Route Supervisor	230				
	Technology Support Coordinator	240				
	Truancy Officer	201				

2			Daily	\$216.35	\$263.84	\$311.33
	Assistant Director of Maintenance	260	189 Days	40,890	49,866	58,841
	Network Administrator	240	230 Days	49,761	60,683	71,606
	SLP, Asst	189	240 Days	51,924	63,322	74,719
	Technology Integration Specialist	230	260 Days	56,251	68,598	80,946

3			Daily	\$275.73	\$332.21	\$388.69
	Athletic Trainer	223	194 Days	53,492	64,449	75,406
	Counselor, ES	194	204 Days	56,249	67,771	79,293
	Counselor, Inter	194	223 Days	61,488	74,083	86,678
	Counselor, MS	204	217 Days	59,833	72,090	84,346
	Director, Calallen Education Foundation	204	230 Days	63,418	76,408	89,399
	Director, Food Service	217	260 Days	71,690	86,375	101,059
	Director, Maintenance	260				
	Director, Transportation	230				
	District RN	194				
	Special Education Counselor	194				

4			Daily	\$289.31	\$348.57	\$407.83
	Asst Principal, ES	205	200 Days	57,862	69,714	81,566
	Asst Principal, Inter	205	204 Days	59,019	71,108	83,197
	Asst Principal, MS	205	205 Days	59,309	71,457	83,605
	Counselor, HS	204	230 Days	66,541	80,171	93,801
	Dean of Instruction, MS	210				
	Diagnostician, Sped	200				
	LPC	205				
	LSSP	200				
	SLP - CCC	200				
	Stronger Connections Coordinator (Grant Funded)	205				

## 2024-2025 Administrative Professional Pay Plan

Calallen ISD

BOARD APPROVED 7/24/2024

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>5</b>					
	Asst Principal, HS	205	<b>\$306.67</b>	<b>\$369.48</b>	<b>\$432.29</b>
	Dean of Instruction, HS	210	<b>205 Days</b>	62,867	75,743
			<b>210 Days</b>	64,401	77,591
				88,619	90,781
<b>6</b>					
	Coordinator, Assessment and Accountability	215	<b>\$324.18</b>	<b>\$395.34</b>	<b>\$466.50</b>
	Curriculum Coordinator, ELAR/SS/EL	220	<b>215 Days</b>	69,699	84,998
	Curriculum Coordinator, Math/Science/GT	220	<b>220 Days</b>	71,320	86,975
	Data Fellow	230	<b>230 Days</b>	74,561	90,928
	Director, Business Services	230		100,298	102,630
	Principal, ES	215		102,630	107,295
	Principal, Inter	215			
	Safety Administrator	230			
<b>7</b>					
	Athletic Director	230	<b>\$350.12</b>	<b>\$426.97</b>	<b>\$503.82</b>
	Director, Curriculum and Instruction	230	<b>215 Days</b>	75,276	91,799
	Director, Federal and Special Programs	230	<b>230 Days</b>	80,528	98,203
	Director, Personnel	230	<b>240 Days</b>	84,029	102,473
	Director, Purchasing/Risk Management	230		102,473	120,917
	Director, Special Ed	215			
	Director, Technology	240			
	Principal, MS	215			
<b>8</b>					
	Principal, HS	215	<b>\$383.73</b>	<b>\$467.96</b>	<b>\$552.19</b>
			<b>215 Days</b>	82,502	100,611
				100,611	118,721
<b>9</b>					
	Asst Superintendent	230	<b>\$479.66</b>	<b>\$584.95</b>	<b>\$690.24</b>
			<b>230 Days</b>	110,322	134,539
				134,539	158,755

# Clerical Paraprofessional Pay Plan

## 2024-2025 Clerical Paraprofessional Pay Plan

Calallen ISD

\*Annual amounts are based on 7.5 hours per day.

BOARD APPROVED 7/24/2024

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$14.00</b>	<b>\$16.67</b>	<b>\$19.34</b>
	Aide, Instructional	181	<b>181 Days</b>	19,005	22,630	26,254
	Aide, ISS	181	<b>185 Days</b>	19,425	23,130	26,834
	Aide, Physical Ed	181				
	Aide, Pre-Kindergarten	181				
	Aide, Reading Lab	181				
	Aide, Sped Inclusion	181				
	Aide, Workroom	181, 185				
<b>2</b>			<b>Hourly</b>	<b>\$15.00</b>	<b>\$17.86</b>	<b>\$20.72</b>
	Aide, DAEP	181	<b>181 Days</b>	20,363	24,245	28,127
	Aide, Dual Credit	200	<b>185 Days</b>	20,813	24,781	28,749
	Aide, Library	185, 189	<b>189 Days</b>	21,263	25,317	29,371
	Aide, Sped Adaptive Ed	181	<b>200 Days</b>	22,500	26,790	31,080
	Aide, Sped BSIP	181	<b>230 Days</b>	25,875	30,809	35,742
	Aide, Sped PPCD	181				
	Receptionist, Central Office	230				
<b>3</b>			<b>Hourly</b>	<b>\$16.40</b>	<b>\$20.00</b>	<b>\$23.60</b>
	Attendance	201	<b>194 Days</b>	23,862	29,100	34,338
	Parent & Family Liaison	194	<b>201 Days</b>	24,723	30,150	35,577
	Secretary, Asst Principal HS	202	<b>202 Days</b>	24,846	30,300	35,754
	Secretary, Asst Principal MS	202				
	Secretary, Attendance/Counselor MS	202				
	Secretary, Counselor ES, Inter	194				
	Secretary, Counselor MS, HS	202				
	Secretary, Family Outreach	201				
<b>4</b>			<b>Hourly</b>	<b>\$18.04</b>	<b>\$22.00</b>	<b>\$25.96</b>
	Bookkeeper, HS	215	<b>194 Days</b>	26,248	32,010	37,772
	Registrar, HS	215	<b>198 Days</b>	26,789	32,670	38,551
	Secretary, Food Service	198	<b>202 Days</b>	27,331	33,330	39,329
	Secretary, Maintenance	260	<b>213 Days</b>	28,819	35,145	41,471
	Secretary, Principal ES	213	<b>215 Days</b>	29,090	35,475	41,861
	Secretary, Principal Inter	213	<b>260 Days</b>	35,178	42,900	50,622
	Secretary, Principal MS	215				
	Secretary, Registrar/Counselor MS	202				
	Secretary, Special Ed	194				

**2024-2025 Clerical Paraprofessional Pay Plan**

Calallen ISD

\*Annual amounts are based on 7.5 hours per day.

BOARD APPROVED 7/24/2024

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>5</b>					
	Admin Asst, Athletic	230	<b>Hourly \$19.84</b>	<b>\$24.20</b>	<b>\$28.56</b>
	Admin Asst, Curriculum	205	<b>191 Days</b>	28,421	34,667
	Admin Asst, Special Education	230	<b>205 Days</b>	30,504	37,208
	Admin Asst, Technology	240	<b>215 Days</b>	31,992	39,023
	Computer Technician	240	<b>230 Days</b>	34,224	41,745
	LVN	191	<b>240 Days</b>	35,712	43,560
	Secretary, Principal HS	215			51,408
	Specialist, PEIMS HS	215			
<b>6</b>					
	Accounts Payable Specialist	230	<b>Hourly \$21.83</b>	<b>\$26.62</b>	<b>\$31.41</b>
	Admin Asst, Asst Superintendent	230	<b>201 Days</b>	32,909	40,130
	Benefits Specialist	230	<b>230 Days</b>	37,657	45,920
	Business Office Specialist	230	<b>240 Days</b>	39,294	47,916
	Network Engineer	240			56,538
	Technology Support Coordinator	240			
	Truancy Officer	201			
<b>7</b>					
	Admin Asst, Superintendent	230	<b>Hourly \$25.10</b>	<b>\$30.61</b>	<b>\$36.12</b>
	Campus RN	191	<b>191 Days</b>	35,956	43,849
	District PEIMS Supervisor	230	<b>230 Days</b>	43,298	52,802
	Payroll Specialist	230			62,307

# Auxiliary Pay Plan

## 2024-2025 Auxiliary Pay Plan

Calallen ISD

BOARD APPROVED 7/24/2024

\*Annual amounts are estimated based on average hours per day.

Actual raises will be calculated based on ours scheduled per employe

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>						
	Aide, Bus Aide	178	<b>Hourly</b>	<b>\$12.00</b>	<b>\$13.95</b>	<b>\$15.90</b>
			<b>178 Days</b>	17,088	19,865	22,642
	Custodial	260	<b>260 Days</b>	24,960	29,016	33,072
<b>2</b>						
	Food Service, Worker	183	<b>Hourly</b>	<b>\$13.00</b>	<b>\$15.12</b>	<b>\$17.24</b>
			<b>181 Days</b>	18,824	21,894	24,964
	Maintenance, Grounds	260	<b>183 Days</b>	19,032	22,136	25,239
	Security Guard, Unarmed	181	<b>260 Days</b>	27,040	31,450	35,859
<b>3</b>						
	<del>Custodial - Lead Admin</del>	<del>260</del>	<b>Hourly</b>	<b>\$13.39</b>	<b>\$16.33</b>	<b>\$19.27</b>
	<del>Custodial - Lead ES</del>	<del>260</del>	<b>183 Days</b>	19,603	23,907	28,211
	<del>Custodial - Lead MS</del>	<del>260</del>	<b>260 Days</b>	27,851	33,966	40,082
	Driver, Food Service	183				
	Food Service, Manager ES	183				
	Food Service, Manager Inter	183				
	Maintenance, Grounds Foreman	260				
<b>4</b>						
	<del>Custodial - Lead HS</del>	<del>260</del>	<b>Hourly</b>	<b>\$16.07</b>	<b>\$19.60</b>	<b>\$23.13</b>
			<b>183 Days</b>	23,526	28,694	33,862
	Food Service, Manager Central Kitchen	183	<b>260 Days</b>	33,426	40,768	48,110
	Food Service, Manager HS	183				
	Food Service, Manager MS	183				
	Maintenance, District Delivery	260				
	Maintenance, General	260				
<b>5</b>						
	Maintenance, HVAC Technician	260	<b>Hourly</b>	<b>\$18.16</b>	<b>\$22.15</b>	<b>\$26.14</b>
			<b>187 Days</b>	25,469	31,065	36,661
	Maintenance, Journeyman Electrician	260	<b>260 Days</b>	35,412	43,193	50,973
	Maintenance, Locksmith	260				
	Senior Safety Officer	187				
	Vehicle Mechanic	260				

## 2024-2025 Auxiliary Pay Plan

Calallen ISD

BOARD APPROVED 7/24/2024

\*Annual amounts are estimated based on average hours per day.

Actual raises will be calculated based on ours scheduled per employee.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
6			<b>Hourly</b>	<b>\$19.61</b>	<b>\$23.92</b>	<b>\$28.23</b>
	Maintenance, Master Electrician	260	<b>260 Days</b>	40,789	49,754	58,718
	Maintenance, Plumber License	260				
7			<b>Hourly</b>	<b>\$24.92</b>	<b>\$30.02</b>	<b>\$35.12</b>
	Police Officer	202	<b>202 Days</b>	37,754	45,480	53,207
8			<b>Hourly</b>	<b>\$29.25</b>	<b>\$34.82</b>	<b>\$40.39</b>
	Sergeant Officer	202	<b>202 Days</b>	44,314	52,752	61,191
BD			<b>Hourly</b>	<b>\$19.00</b>	<b>\$21.59</b>	<b>\$24.18</b>
	Bus Driver	178	<b>178 Days</b>	27,056	30,744	34,432

# Stipend Pay Plan

If a staff member is not employed with CISD for the entire year, stipends will be prorated based on percentage of the assignment(s) completed.

## 2024-2025 Extra Duty Stipends

Calallen ISD

BOARD APPROVED 7/24/2024

Category	Assignment	Level	Stipend Amount
<b>Academics</b>			
	Academic UIL Coordinator	District	\$2,500
	AP Coordinator	District	\$2,500
	Bilingual Sp Ed Services	District	\$2,500
	Calallen TV	District	\$11,000
	CATE	District	\$2,500
	Doctorate Degree	District	\$1,500
	Dual Credit	District	\$2,500
	Dyslexia Coach	District	\$2,500
	Masters Degree	District	\$1,000
	Speech and Debate	District	\$4,000
	Journalism	HS	\$4,000
	Visually Impaired	District	\$2,500
	Math/Science	ES, Inter, MS	\$1,000
	Math/Science	HS	\$3,000
<b>Athletics</b>			
	Asst Athletic Director	District	\$10,000
	Athletic Coordinator, Boys	MS	\$4,500
	Athletic Coordinator, Girls	MS	\$4,500
	Basketball, Asst	MS	\$2,300
	Basketball, Head	MS	\$2,800
	Cross Country	MS	\$2,500
	Equipment Coach	MS	\$1,000
	Football, Asst	MS	\$4,000
	Football, Head	MS	\$5,000
	Offseason Coach	MS	\$1,000
	Tennis	MS	\$4,500
	Track, Asst	MS	\$2,300
	Track, Head	MS	\$2,800
	Volleyball, Asst	MS	\$2,300
	Volleyball, Head	MS	\$2,800
	Baseball, Asst	HS	\$4,000
	Baseball, Head	HS	\$7,500

## 2024-2025 Extra Duty Stipends

Calallen ISD

BOARD APPROVED 7/24/2024

Category	Assignment	Level	Stipend Amount
<b>Athletics</b>			
	Basketball, Asst	HS	\$4,000
	Basketball, Head	HS	\$7,500
	Cross Country	HS	\$6,000
	Equipment Coach	HS	\$1,500
	Football, Asst	HS	\$8,000
	Football, Offensive Coordinator	HS	\$12,000
	Football, Defensive Coordinator	HS	\$12,000
	Football, Head Freshman	HS	\$8,000
	Golf, Asst	HS	\$4,000
	Golf, Head	HS	\$7,500
	Offseason Coach	HS	\$1,500
	Powerlifting, Asst	HS	\$3,000
	Powerlifting, Head	HS	\$6,000
	Soccer, Asst	HS	\$4,000
	Soccer, Head	HS	\$7,500
	Softball, Asst	HS	\$4,000
	Softball, Head	HS	\$7,500
	Swimming, Asst	HS	\$4,000
	Swimming, Head	HS	\$7,500
	Tennis, Asst	HS	\$6,000
	Tennis, Head	HS	\$10,000
	Track, Asst	HS	\$4,000
	Track, Head	HS	\$7,500
	Video Coach	HS	\$1,500
	Volleyball, Asst	HS	\$4,000
	Volleyball, Head	HS	\$7,500
<b>Fine Arts</b>			
	Band Director, District Asst	District	\$12,000
	Band Director, District Head	District	\$18,000
	Band Director, Head MS	MS	\$10,000
	Band Director, 2nd Asst	MS/HS	\$8,000
	Choir	District	\$8,000
	Color Guard	HS	\$3,000
	Theater/ One Act Play	HS	\$6,500

## 2024-2025 Extra Duty Stipends

Calallen ISD

BOARD APPROVED 7/24/2024

Category	Assignment	Level	Stipend Amount
<b>Non-Annualized</b>			
	Campus Technology Coordinator	District	\$750
	Digital Learning Coach	District	\$750
	ESL	District	\$1,000
	Mentoring ( <i>CATS Academy Only</i> )	District	\$500
	Reading Academy	District	\$750
	Campus UIL Coordinator	ES	\$775
	Grade Level Chair	ES	\$1,000
	UIL - Per Event	ES	\$750
	Campus UIL Coordinator	Inter	\$775
	Grade Level Chair	Inter	\$1,000
	Student Council Sponsor	Inter	\$750
	UIL - Per Event	Inter	\$750
	Yearbook Sponsor	Inter	\$750
	Campus UIL Coordinator	MS	\$775
	Department Chair	MS	\$1,800
	NJHS Sponsor	MS	\$1,000
	Student Council Sponsor	MS	\$1,000
	UIL - Per Event	MS	\$750
	Yearbook Sponsor	MS	\$750
	BPA Sponsor	HS	\$1,000
	DECA Sponsor	HS	\$2,500
	Department Chair	HS	\$1,800
	HOSA Sponsor	HS	\$1,000
	Interact Club Sponsor	HS	\$1,500
	NHS Sponsor, Head	HS	\$1,500
	NHS Sponsor, Asst	HS	\$1,000
	Robotics Club Sponsor	HS	\$1,500
	SNHS Sponsor	HS	\$1,000
	Student Council Sponsor	HS	\$1,500
	UIL - Per Event	HS	\$850

**2024-2025 Extra Duty Stipends**

Calallen ISD

BOARD APPROVED 7/24/2024

Category	Assignment	Level	Stipend Amount
<b>Other</b>			
	In Home/Parent Training	District	\$1,250
	Inservice	District	\$3,900
	Librarian, Head	District	\$2,500
	Pool Manager	District	\$10,000
	Registered Nurse, Head	District	\$2,500
	Social Media	District	\$1,000
	Sp Ed Self-Contained	District	\$1,500
	Transition Coordinator	District	\$2,500
	Administrative Support	DAEP	\$2,500
	Administrative Support	MS	\$2,500
	Administrative Support	HS	\$3,000
<b>Spirit</b>			
	Cheerleader Sponsor, Head	MS	\$3,000
	Cheerleader Sponsor, Head	HS	\$6,500
	Cheerleader Sponsor, Asst	HS	\$3,500
	Top Cats Sponsor, Head	HS	\$6,500
	Top Cats Sponsor, Asst	HS	\$3,500

## Additional Pay Rates

Additional Pay Rates	
Extended Day, Certified Teacher	\$30.00 per hour
Extended Day, Paraprofessionals Instructional	School Year hourly rate
Lifeguards	\$10.00 per hour
Lifeguards, Swim Lessons	\$12.00 per hour
Lifeguard, Head	\$15.00 per hour
Student Workers	\$10.00 per hour
Summer Curriculum Planning	\$100 per day
Tutoring, Certified Teacher	\$30.00 per hour
Tutoring, Paraprofessionals Instructional	School Year hourly rate
<b>Summer School</b>	
Summer School Administrator – Elementary	\$335 per day
Summer School Administrator – Secondary	\$335 per day
Counselors	\$35.00 per hour
Teachers	\$35.00 per hour
Paraprofessionals, Instructional	\$18.00 per hour
Paraprofessionals , Clerical	\$17.00 per hour
Nurse	School Year hourly rate
<b>School Resource Officers</b>	
School Resource Officers	\$50.00 per hour
<b>Extra Duty Driving (Not Regular Bus Drivers)</b>	
0-49 miles	\$50.00 per trip
50-99 miles	\$60.00 per trip
100+ miles	\$70.00 per trip

# Substitute Pay Plan

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## Teacher Substitute Pay Scale

Substitute with Valid TEA Certification - \$100.00/day

Substitute with 4 Year Degree (non-certified) - \$95.00/day

Substitute w/o College Degree (HS Diploma required) - \$80.00/day

Additional \$10 per day for Fridays

Additional \$10 per day after 10 consecutive days in the same assignment

## Paraprofessional/Clerical Substitute Pay Scale

Special Education Paraprofessional Substitute (with or without degree) - \$75.00 per day

General Education Paraprofessional Substitute (with or without degree) - \$75.00 per day

Additional \$5 per day for Fridays

Additional \$5 per day after 10 consecutive days in the same assignment

## Auxiliary Positions Substitute Pay Scale

Bus Driver, Bus Aide, Custodial, Food Service, Nursing (Campus LVN & RN Only) -

Minimum Hourly Rate from Position on Pay Plan

# Summary of Employee Benefits

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## State & Federal Required Deductions

- Federal Withholding – Figured automatically by the income tax withholding percentage method according to the marital status and number of exemptions claimed on the W-4 Form.
- Medicare – 1.45% of the gross salary will be deducted each pay period for any person hired after March 31, 1986.
- Teacher Retirement – 8.25% of total gross salary deducted each pay period (or as set by TRS). Deductions are on a pre-tax basis.
- TRS Retirement Insurance - 0.65% of total gross salary deducted each pay period.
- FICA Alternative Plan – Substitute/Temporary Staff Only – Effective 8/14/2004, 7.5% of total gross salary deducted each pay period on a pre-tax basis. Applicable only to those staff members who are not eligible for Teacher Retirement System (TRS) membership. The staff member will contribute to their own personal retirement saving account.

Other payroll deductions staff members may elect include deductions for the staff members' share of premiums for health, dental, life, and vision insurance; annuities; and higher education savings plans. Staff members also may request payroll deduction for payment of membership dues for District recognized organizations. Salary deductions are automatically made for unauthorized or unpaid leave.

## Employee Health Benefits Contribution

Calallen ISD will contribute \$375 per month towards health care coverage for each eligible employee that enrolls in one of the District provided health insurance plans.

## Employer Paid Life Insurance

Calallen ISD provides every full-time employee with an employer-paid \$25,000 Basic Life insurance policy at no cost to the employee.