

**ROBSTOWN INDEPENDENT SCHOOL DISTRICT
AGENDA ACTION SHEET**

Date: September 11, 2023

Subject: Discuss and Consider Approval of Update to the Compensation Plan for the 2023-2024 school year.

Administrator Responsible: Diana L. Silvas

Position: 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:

D. Summary: Updates are highlighted on the attached pages.

E. Alternatives Considered:

F. Comments Received:

G. Administrative Recommendation: Approve the updates to the Compensation Plan for the 2023-2024 school year

H. Fiscal Impact and Cost:

I. Monitoring and Reporting Time Line:

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

| Pay Grade | Job Title | Calendars | Minimum | Midpoint | Maximum | |
|-----------|--|-----------|---------------|----------------|----------------|----------------|
| 1 | | | Hourly | \$13.00 | \$15.46 | \$17.92 |
| | Aide - Parental Involvement Liaison | 187 | 187 Days | 19,448 | 23,128 | 26,808 |
| | Aide- Physical Education | 187 | 220 Days | 22,880 | 27,210 | 31,539 |
| | Aide - Pre-K | 187 | | | | |
| | Clerical Assistant - Receptionist ES | 187 | | | | |
| | Clerical Assistant - Receptionist JH | 187 | | | | |
| | Clerical Assistant - Receptionist JH | 220 | | | | |
| 2 | | | Hourly | \$14.00 | \$16.66 | \$19.32 |
| | Aide - Computer Lab | 187 | 187 Days | 20,944 | 24,923 | 28,903 |
| | Aide - Interventionist | 187 | 208 Days | 23,296 | 27,722 | 32,148 |
| | Aide - In-School Suspension (ISS) | 187 | 220 Days | 24,640 | 29,322 | 34,003 |
| | Aide - Library | 187 | 226 Days | 25,312 | 30,121 | 34,931 |
| | Aide - Science Lab | 187 | | | | |
| | 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 | 15.00 | \$17.87 | \$20.74 |
| | Nurse - Certified Medical Assistant | 187 | 187 Days | 22,440 | 26,734 | 31,027 |
| | Administrative Assistant - Asst Principal HS | 210 | 206 Days | 24,720 | 29,450 | 34,180 |
| | Administrative Assistant - Asst Principal JH | 210 | 210 Days | 25,200 | 30,022 | 34,843 |
| | Administrative Assistant - Counselor | 206 | 220 Days | 26,400 | 31,451 | 36,502 |
| | Clerical Assistant - Attendance HS | 210 | | | | |
| | Clerical Assistant - Attendance JH | 210 | | | | |

*Annual amounts are based on 8 hours per day.

Stipends and Extracurricular Duty Pay

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 |
| | Cheerleader Sponsor | Elementary | 500/hrly* |
| | Grade Level Chairperson | Elementary | 500 |
| | UIL Campus Coordinator | 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 Sponsor | 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 Coordinator | Junior High | 1,500 |

*as determined if hourly assigned personnel

Board approved July 17, 2023

| Category | Assignment | Level | Stipend |
|----------|------------|-------|---------|
|----------|------------|-------|---------|

| | | | |
|-----------|--|--|--|
| Academics | | | |
|-----------|--|--|--|

| | | | |
|-----------------------------------|--|-------------|-------|
| Class Sponsor | | High School | 750 |
| Department Chair CATE | | High School | 1,000 |
| Comp Appl - Non UIL | | High School | 500 |
| Cosmetology - Non UIL | | High School | 1,000 |
| Culinary Arts - 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 - Non 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 |
| Robotics | | High School | 2,000 |
| T-Class | | High School | 2,000 |