

# VICTORIA ISD 2021-2022 Employee Compensation Plan

*If you have questions, please contact  
the VISD Talent Acquisition, Support and Retention (TASR) Office at  
[human.resources@visd.net](mailto:human.resources@visd.net) OR 361-788-9228.*

Updated 10-15-2021



## PREFACE

The 2021-2022 Employee Compensation Plan addresses each position in a manner comparable to the Teacher Model and is based on years of experience and pay steps. Currently, Victoria Independent School District expands years of experience for teachers, librarians, and registered nurses to 25 years.

For exempt, non-teaching, professional, administrative instructional and business staff, the salary guides have a minimum, mid-point, and maximum daily rate. Based on the number of days assigned, the salary range for each paygrade is determined. Placement is based on experience.

For non-exempt, auxiliary staff (paraprofessional, clerical, classified), the salary guides have either a minimum, mid-point, and maximum daily rate or hourly rate. Based on the number of days assigned, the salary range for each paygrade is determined. Placement is based on experience.

The compensation goal is to make Victoria ISD a district where employees are appreciated for their efforts and paid fairly and accordingly. The salary guides are intended to be informational and not contractual in nature.

Respectfully,

*Tammy Nobles*

Tammy Nobles  
Executive Director for Talent Acquisition, Support and Retention

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## **Section I: ADMINISTRATIVE AND PROFESSIONAL STAFF SALARY NOTES**

**PURPOSE** The pay systems for certified and professional personnel shall be approved by the Board of Trustees and shall comply with all minimum pay entitlements established by state and federal law. In order to pay employees fairly and attract and retain qualified employees, local pay systems shall be based on the assessed worth of jobs and shall be administered to support the following objectives:

- To stay competitive with appropriate labor markets for the various categories of personnel
- To recognize the levels of skill, effort, and responsibility required of different jobs
- To reward continued length of service to the district and
- To be fiscally controlled and cost-effective

**PAY STRUCTURE** The pay structure for all personnel shall be established and maintained by daily or hourly base rates to promote consistent treatment of employees who have different work year periods. The pay structure for each position shall be based on a "Teacher Model" to recognize years of work history and updated based on a thorough review of the job's worth when compared with similar jobs at other school districts within the region. Information provided by an outside agency, personnel staff, and other district officials is carefully reviewed before determining pay structure for positions. The superintendent or designee shall determine job classification or reclassification of positions based on an assessment of job requirements and comparability to other positions within the district and region. The only administrator authorized to make deviations to the Administrative and Professional Staff Salary Guides is the Superintendent.

**PAY RANGE ADVANCEMENT** Pay ranges are established to provide opportunities to increase salaries of employees for continued satisfactory service to the district. Employee salaries shall be reviewed on an annual basis. Employees may advance within the pay range according to the amount of increase established from year to year by the Board of Trustees.

**NEW HIRE SALARY PLACEMENT** New employees must provide evidence of job-related professional work experience at the time of employment in order to be appropriately placed in a pay range. The salary guides shall determine salary placement based on experience allotted.

**PROMOTION** Employees within the district may be promoted to a new job position with a higher salary guide. When being placed in a higher salary paygrade, the salary will be based on the employee's experience in the same or similar job, or years of experience in education.

**DEMOTION** A voluntary demotion in position will require that the employee earn the salary associated with the paygrade of the new position. An involuntary demotion or reassignment determined by VISD may or may not result in the employee retaining his/her existing salary. The time of year and amount of notice given to the employee regarding the involuntary demotion or reassignment will be factored into the salary decisions.

**RETIRE-REHIRE** All retire/rehire employees' salaries will be established and maintained by daily or hourly base rates according to the position and years of work history. Retire/rehire employees are responsible for contacting TRS for updated rules and guidelines related to returning to work.

**EXTRA-DUTY ASSIGNMENTS** The total salary for an employee who earns a stipend for certain extra-duty assignments shall be calculated by adding the annual base salary plus the stipend. The campus principal / department director will assign persons accordingly. Stipends are provided for performing extra duties beyond the regular campus workday schedule. Individuals should not be assigned extra duties that will overlap each other. Exceptions may be made on an individual basis by the Superintendent upon receipt of a written recommendation submitted by the employee's campus principal / department director.

**CREDITABLE YEARS OF SERVICE** Calculated in accordance with rules set by the Commissioner of Education.

## Section II: NON-EXEMPT STAFF SALARY NOTES

**PURPOSE** The pay systems for non-exempt staff shall be approved by the Board of Trustees and shall comply with all minimum pay entitlements established by state and federal law. In order to pay employees fairly and attract and retain qualified employees, local pay systems shall be based on the assessed worth of jobs and shall be administered to support the following objectives:

- To stay competitive with appropriate labor markets for the various categories of personnel
- To recognize the levels of skill, effort, and responsibility required of different jobs
- To reward continued length of service to the district and
  
- To be fiscally controlled and cost-effective

**PAY STATUS** All non-teaching support employees are considered non-exempt employees, and therefore, eligible for compensation of overtime at time and a half for all work performed in excess of 40 hours in a work week. **All overtime requires the campus principal or supervisor's prior approval.** Disciplinary action may be taken against employees who claim overtime without the supervisor's prior approval.

**TIMECLOCK** All time spent working must be recorded using VISD's timekeeping system. Any work in excess of 40 hours during a work week will be accrued as overtime at time and a half and tracked. Written prior approval must be obtained by the campus principal / department director.

**PAY STRUCTURE** The pay structure for all personnel shall be established and maintained by daily or hourly base rates to promote consistent treatment of employees who have different work year periods. The pay structure for each position shall be based on a "Teacher Model" to recognize years of work history and updated based on a thorough review of the job's worth when compared with similar jobs at other school districts within the region. Information provided by an outside agency, personnel staff, and other district officials is carefully reviewed before determining pay structure for positions. The superintendent or designee shall determine job classification or reclassification of positions based on an assessment of job requirements and comparability to other positions within the district and region. The only administrator authorized to make deviations to the Non-Exempt Salary Guides is the Superintendent.

**PAY RANGE ADVANCEMENT** Pay ranges are established to provide opportunities to increase salaries of employees for continued satisfactory service to the district. Employee salaries shall be reviewed on an annual basis. Employees may advance within the pay range according to the amount of increase established from year to year by the Board of Trustees.

**NEW HIRE SALARY PLACEMENT** New employees must provide evidence of job-related professional work experience at the time of employment in order to be appropriately placed in a pay range. The salary guides shall determine salary placement based on experience allotted.

**PROMOTION** Employees within the district may be promoted to a new job position with a higher salary guide. When being placed in a higher paygrade, the salary will be based on the employee's experience in the same or similar job, or years of experience in education.

**DEMOTION** A voluntary demotion in position will require that the employee earn the salary associated with the paygrade of the new position. An involuntary demotion or reassignment determined by VISD may or may not result in the employee retaining his/her existing salary. The time of year and amount of notice given to the employee regarding the involuntary demotion or reassignment will be factored into the salary decisions.

**RETIRE-REHIRE**

All retire/rehire employees' salaries will be established and maintained by daily or hourly base rates according to the position and years of work experience. Retire/rehire employees are responsible for contacting TRS for updated rules and guidelines related to returning to work.

### Section III: TEACHER SALARY SCHEDULE

*NOTE: Instructional Coaches, Librarians, High School Campus Testing Coordinators and Registered Nurses' salaries are also based on the Teacher Salary Schedule.*

#### 2021 - 2022 SCHOOL YEAR

Experience Placement	Salary for Bachelor's Degree	Daily Rate	Salary for Master's Degree	Daily Rate	Salary for Doctorate's Degree	Daily Rate
0	46,200	247.06	47,200	252.41	48,200	257.75
1	48,400	258.82	49,400	264.17	50,400	269.52
2	48,965	261.84	49,965	267.19	50,965	272.54
3	49,020	262.14	50,020	267.49	51,020	272.83
4	49,070	262.41	50,070	267.75	51,070	273.10
5	49,119	262.67	50,119	268.02	51,119	273.36
6	50,088	267.85	51,088	273.20	52,088	278.55
7	50,360	269.30	51,360	274.65	52,360	280.00
8	50,710	271.18	51,710	276.52	52,710	281.87
9	51,060	273.05	52,060	278.40	53,060	283.74
10	51,410	274.92	52,410	280.27	53,410	285.61
11	51,760	276.79	52,760	282.14	53,760	287.49
12	52,110	278.66	53,110	284.01	54,110	289.36
13	52,460	280.53	53,460	285.88	54,460	291.23
14	52,810	282.41	53,810	287.75	54,810	293.10
15	53,160	284.28	54,160	289.63	55,160	294.97
16	53,670	287.01	54,670	292.35	55,670	297.70
17	54,470	291.28	55,470	296.63	56,470	301.98
18	55,240	295.40	56,240	300.75	57,240	306.10
19	55,960	299.25	56,960	304.60	57,960	309.95
20	56,640	302.89	57,640	308.24	58,640	313.58
21	56,740	303.42	57,740	308.77	58,740	314.12
22	57,140	305.56	58,140	310.91	59,140	316.26
23	57,640	308.24	58,640	313.58	59,640	318.93
24	58,140	310.91	59,140	316.26	60,140	321.60
25+	58,640	313.58	59,640	318.93	60,640	324.28

Teacher pay scale salaries are based on 10-month employment. Salary plans are determined annually based on the budget approved by the Board of Trustees. The 2021-2022 salary scales should not be used to determine the VISD 2022 - 2023 salary schedule.

## Section IV: TEACHER & OTHER PROFESSIONAL STAFF EMPLOYMENT DATES

TEACHER, COACH, IC, LIB, RN, ETC.

JOB TITLE	EMPLOYMENT DATES	CALENDAR
3-Hour Teacher (\$26/hr--use MOU & Time Clock)	9/7/21- 5/5/22	145
	8/18/21- 5/23/22	170
Classroom Teachers	8/4/21- 5/27/22	187
Registered Nurses	8/4/21- 5/27/22	187
Volleyball Coaches (MS)	7/28/21-5/27/22	192
Band Directors (MS)	7/28/21-5/27/22	192
Choir Directors (HS)	7/28/21-5/27/22	192
CTI Teachers: (Auto Technology, Cosmetology, Criminal Justice, Health Science, Welding)	7/28/21-5/27/22	192
Librarians: (MS, Elem)	7/27/21-5/27/22	193
Information Literacy Specialists	7/27/21-5/27/22	193
Cross Country Coaches	7/26/21-5/31/22	195
Volleyball Coaches (HS)	7/20/21-5/27/22	197
Football Coaches (M)	7/20/21-5/27/22	197
Secondary Instructional Coaches	7/21/21-5/27/22	197
Orchestra Directors	7/21/21-5/27/22	197
Band Flag Coordinators (HS)	7/21/21-5/27/22	197
CTE Career-Prep Teachers	7/21/21-5/27/22	197
Elementary Instructional Coaches	7/26/21-6/2/22	197
Special Education Instructional Coaches	7/26/21-6/2/22	197
SE VAC Teacher	7/26/21-6/7/21	200
Sub Varsity Football Coaches (HS)	7/14/21-5/27/22	201
Head Volleyball Coach (HS)	7/14/21-5/27/22	202
Reading Academy Cohort Leader, Early Intervention Specialist	7/19/21-6/3/22	203
Head Librarians (HS)	7/26/21-6/14/22	205
Varsity Football Coaches	7/7/21-5/28/22	206

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Athletic Trainers	7/26/21-6/2/22	207
Campus Testing Coordinator (HS)	7/29/21, 8/2/21- 5/27/22, 6/6/22-6/24/22	207
Assistant Band Directors (HS)	7/13/21-6/8/22	210
CTE Agriculture Teachers	7/5/21-6/14/22	220
Head Band Director (HS)	7/5/21-6/14/22	220
Aquatics Center Coordinator	7/5/21-7/30/21, 8/16/21-6/27/22	220

## Section V: ADMINISTRATIVE – INSTRUCTIONAL SALARY GUIDE

Administrative- INSTRUCTIONAL		EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
1				Daily		\$209.10	\$255.00	\$300.90
OT/ PT Assistant		8/2/21-5/31/22	190	190	Days	\$39,729	\$48,450	\$57,171
Speech Language Pathologist Assistant (SLPA)		8/2/21-5/31/22	190					

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM	
2				Daily		\$238.37	\$290.70	\$343.03
Coordinator, Truancy Prev & Credit Recovery		7/19/21-6/14/22	210	187	Days	\$44,575	\$54,361	\$64,147
Special Ed - Parent Liaison		8/2/21-6/15/22	201	201	Days	\$47,912	\$58,431	\$68,949
Student Success Facilitator		8/4/21-5/27/22	187	210	Days	\$50,058	\$61,047	\$72,036
Supervisor, Parents as Teachers		7/1/21-6/30/22	226 + 8 NDD	226	Days	\$53,872	\$65,698	\$77,525

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM	
3				Daily		\$266.37	\$320.93	\$375.49
Academic Administrator, JJC		8/4/21-5/27/22	187	187	Days	\$49,811	\$60,014	\$70,217
BCBA Behavior Specialist		8/2/21-6/8/22	196	192	Days	\$51,143	\$61,619	\$72,094
Coordinator, CTE Curr/IC		7/19/21-6/14/22	210	193	Days	\$51,409	\$61,939	\$72,470
Coordinator, Deaf Ed.		7/1/21-6/30/22	226 + 8 NDD	196	Days	\$52,209	\$62,902	\$73,596
Coordinator, District Truancy Prevention		7/1/21-6/30/22	226 + 8 NDD	198	Days	\$52,741	\$63,544	\$74,347
Coordinator, Elem. or Second. Curriculum		7/19/21-6/14/22	210	200	Days	\$53,274	\$64,186	\$75,098
Coordinator, Family & Community Partnerships		7/28/21-6/30/22	215	201	Days	\$53,540	\$64,507	\$75,473
Coordinator, Gifted & Talented		7/19/21-6/14/22	210	202	Days	\$53,807	\$64,828	\$75,849
Coordinator, Health Services		7/21/21-6/2/22	200	210	Days	\$55,938	\$67,395	\$78,853
Coordinator, Highly Mobile & At-Risk		7/05/21-6/7/22	215	211	Days	\$56,204	\$67,716	\$79,228
Coordinator, Instr. Tech. Curr. & Library		7/19/21-6/14/22	210	215	Days	\$57,270	\$69,000	\$80,730
Coordinator, Student Support		7/27/21-5/27/22	193	226	Days	\$60,200	\$72,530	\$84,861
Coordinator, Early Childhood Program		7/19/21-6/14/22	210					
Coordinator, College & Career Readiness		7/19/21-6/15/22	211					

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Counselor, Head (HS)	7/19/21-6/15/22	211
Counselor, Innovations	7/19/21-6/15/22	211
Counselor, Elem.	7/27/21-5/27/22	193
Counselor, MS	7/26/21-6/7/22	200
Counselor, HS	7/19/21-6/2/22	202
Diagnostician	8/2/21-6/8/22	196
Interventionist, Student Success	7/19/21-6/2/22	202
Lead Speech Therapist/Pathologist	8/2/21-6/1/22	191 (+7)
LSSP Intern / LSSP Trainee	8/2/21-6/8/22	196
Specialist, Assessment	7/1/21-6/30/22	226 + 8 NDD
Specialist, Dyslexia	7/21/21-6/16/22	210
Specialist, Enviro Science	7/19/21-6/14/22	210
Specialist, Lead Evaluation	8/2/21-6/8/22	196 (+5)
Specialist, SE OEM / VI	8/4/21-5/27/22	187 (+5)
Specialist, SEBS	7/27/21-5/27/22	193
Speech Therapist / Pathologist	8/2/21-6/1/22	191 (+2)

*+ days are for ESY and Evaluations*

*NDD = Non-Duty Days*

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
4			Daily		\$282.36	\$340.19	\$398.02
Assistant Principal, Elem.	7/26/21-6/10/22	203	196	Days	\$55,343	\$66,677	\$78,012
Coordinator, District MTSS	7/14/21-6/23/22	220	198	Days	\$55,907	\$67,358	\$78,808
Lead LSSP	8/2/21-6/8/22	196 (+5)	201	Days	\$56,754	\$68,378	\$80,002
Lead Related Services	8/2/21-6/8/22	196 (+10)	203	Days	\$57,319	\$69,059	\$80,798
Lead Evaluation Specialist	8/2/21-6/8/22	196 (+5)	206	Days	\$58,166	\$70,079	\$81,992
Specialist, Innovation	7/1/21-6/30/22	226 + 8 NDD	220	Days	\$62,119	\$74,842	\$87,564
Specialist, SE Assistive Technology	8/2/21-6/8/22	196 (+2)	226	Days	\$63,813	\$76,883	\$89,953
Therapist, Occupational	8/2/21-6/8/22	196 (+5)					
Therapist, Physical	8/2/21-6/8/22	196 (+5)					
LSSP	8/2/21-6/8/22	196					

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Data Fellow	7/1/21-6/30/22	226 + 8 NDD
Specialist, Extended Learning & Intervention Programs	7/1/21-6/30/22	226 + 8 NDD

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
5			Daily		\$299.30	\$360.60	\$421.90
Administrator, P-Tech	7/14/21-6/23/22	220	203	Days	\$60,758	\$73,202	\$85,646
Administrator, RISE	7/26/21-6/10/22	203	210	Days	\$62,853	\$75,726	\$88,599
Asst. Principal, MS	7/26/21-6/10/22	203	220	Days	\$65,846	\$79,332	\$92,818
Coordinator, Athletic / Head Football	7/5/21-6/14/22	220					
Coordinator, Special Education	7/19/21-6/14/22	210					
Coordinator, Special Education	7/14/21-6/23/22	220					

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
6			Daily		\$325.63	\$392.33	\$459.03
Asst. Principal, HS	7/19/21-6/14/22	210	210	Days	\$68,382	\$82,389	\$96,396
Dean, Liberty	7/19/21-6/14/22	210	220	Days	\$71,639	\$86,313	\$100,987
Director, Advanced Academics	7/1/21-6/30/22	226 + 8 NDD	226	Days	\$73,592	\$88,667	\$103,741
Director, Assessment & Accountability	7/1/21-6/30/22	226 + 8 NDD					
Director, Multilingual Program	7/1/21-6/30/22	226 + 8 NDD					
Director, District Counseling	7/1/21-6/30/22	226 + 8 NDD					
Director, Fine Arts	7/5/21-6/14/22	220					
Director, Head Start	7/14/21-6/23/22	220					
Director, State/Federal Programs	7/1/21-6/30/22	226 + 8 NDD					
Director, Student Services	7/1/21-6/30/22	226 + 8 NDD					
Principal, CTI / CTE Specialist	7/1/21-6/30/22	226 + 8 NDD					
Principal, Elem.	7/14/21-6/23-22	220					
Principal, Smith STEM	7/14/21-6/23/22	220					

**NDD = Non-Duty Days**

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PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
7			Daily		\$348.43	\$419.79	\$491.15
Director, Special Education	7/1/21-6/30/22	226 + 8 NDD	226	Days	\$78,745	\$94,873	\$111,000
Principal, Stroman STEM	7/5/21-6/24/22	226 + 2 NDD					
Principal, MS	7/5/21-6/24/22	226 + 2 NDD					
Principal, Liberty	7/5/21-6/24/22	226 + 2 NDD					

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
8			Daily		\$397.90	\$479.40	\$560.90
Chief Innovation Officer	7/1/21-6/30/22	226 + 8 NDD	226	Days	\$89,925	\$108,344	\$126,763
Director, Athletics	7/1/21-6/30/22	226 + 8 NDD					
Exec. Dir. of Elem Stud Learn & Talent Dev	7/1/21-6/30/22	226 + 8 NDD					
Exec. Dir. of Sec Stud Learn & Talent Dev	7/1/21-6/30/22	226 + 8 NDD					
Exec. Dir. of Strategic Planning & School Improve.	7/1/21-6/30/22	226 + 8 NDD					
Principal, HS (East /West)	7/5/21-6/24/22	226 + 2 NDD					

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
9			Daily		\$467.12	\$556.10	\$645.08
Asst. Supt. Curriculum, Instruct & Acct.	7/1/21-6/30/22	226 + 8 NDD	226	Days	\$105,569	\$125,679	\$145,788

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## Section VI: ADMINISTRATIVE -- BUSINESS SALARY GUIDE

Administrative-BUSINESS							
PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
1			Daily		\$173.02	\$211.00	\$248.98
Coordinator, SHARS	7/26/21-6/7/22	200	200	Days	\$34,604	\$42,200	\$49,796
Specialist, Communications	7/1/21-6/30/22	226 + 8 NDD	226	Days	\$39,103	\$47,686	\$56,269

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
2			Daily		\$196.38	\$239.49	\$282.60
Coordinator, PEIMS	7/1/21-6/30/22	226 + 8 NDD	220	Days	\$43,204	\$52,688	\$62,172
Data Systems Specialist	7/1/21-6/30/22	226 + 8 NDD	226	Days	\$44,382	\$54,125	\$63,868
Director, Education Foundation	7/1/21-6/30/22	234	234	Days	\$45,953	\$56,041	\$66,128
Help Desk Manager	7/1/21-6/30/22	226 + 8 NDD					
Technology Systems Trainer	7/5/21-6/14/22	220					

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
3			Daily		\$227.80	\$277.81	\$327.82
Accountant I	7/1/21-6/30/22	226 + 8 NDD	210	Days	\$47,838	\$58,340	\$68,842
Administrator, Systems	7/1/21-6/30/22	226 + 8 NDD	226	Days	\$51,483	\$62,785	\$74,087
Asst. Director, Child Nutrition	7/1/21-6/30/22	226 + 8 NDD					
Coordinator, Central Supply	7/1/21-6/30/22	226 + 8 NDD					
Coordinator, Data Mgmt	7/1/21-6/30/22	226 + 8 NDD					
Coordinator, Dist. Safety & Emergency Oper.	7/19/21-6/14/22	210					
Coordinator, Maintenance Operations	7/1/21-6/30/22	226 + 8 NDD					
Coordinator, Maint. Mechanical	7/1/21-6/30/22	226 + 8 NDD					
Manager, Fine Arts Center	7/1/21-6/30/22	226 + 8 NDD					
Payroll Supervisor	7/1/21-6/30/22	226 + 8 NDD					

**NDD = Non-Duty Days**

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
4			Daily		\$264.25	\$322.26	\$380.27
Accountant II	7/1/21-6/30/22	226 + 8 NDD	226	Days	\$59,721	\$72,831	\$85,941
Administrator, Network	7/1/21-6/30/22	226 + 8 NDD					
Coordinator, Auxiliary Staff	7/1/21-6/30/22	226 + 8 NDD					
Coordinator, Employee Benefits	7/1/21-6/30/22	226 + 8 NDD					
Coordinator, Energy Management	7/1/21-6/30/22	226 + 8 NDD					

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
5			Daily		\$319.74	\$389.93	\$460.12
Director, Child Nutrition	7/1/21-6/30/22	226 + 8 NDD	226	Days	\$72,261	\$88,124	\$103,987
Director, Maintenance	7/1/21-6/30/22	226 + 8 NDD					

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Director, Transportation	7/1/21-6/30/22	226 + 8 NDD
Director, Elementary & Classified Talent	7/1/21-6/30/22	226 + 8 NDD
Director, Secondary & Paraprofessional Talent	7/1/21-6/30/22	226 + 8 NDD
Exec. Director, Communications/PR	7/1/21-6/30/22	226 + 8 NDD
Manager of Technical Services	7/1/21-6/30/22	226 + 8 NDD

<b>PAY GRADE/JOB TITLE</b>	<b>EMPLOYMENT DATES</b>	<b>CALENDAR</b>			<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
6			Daily		\$364.51	\$444.52	\$524.53
Director, Technology	7/1/21-6/30/22	226 + 8 NDD	226	Days	\$82,379	\$100,462	\$118,544

<b>PAY GRADE/JOB TITLE</b>	<b>EMPLOYMENT DATES</b>	<b>CALENDAR</b>			<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
7			Daily		\$426.47	\$520.09	\$613.71
Executive Dir., TASR	7/1/21-6/30/22	226 + 8 NDD	226	Days	\$96,382	\$117,540	\$138,698
Risk Manager	7/1/21-6/30/22	226 + 8 NDD					

<b>PAY GRADE/JOB TITLE</b>	<b>EMPLOYMENT DATES</b>	<b>CALENDAR</b>			<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
8			Daily		\$487.79	\$587.70	\$687.61
Asst. Supt., Administration	7/1/21-6/30/22	226 + 8 NDD	226	Days	\$110,241	\$132,820	\$155,400
Chief Financial Officer	7/1/21-6/30/22	226 + 8 NDD					

<b>PAY GRADE/JOB TITLE</b>	<b>EMPLOYMENT DATES</b>	<b>CALENDAR</b>			<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
9			Daily		\$592.40	\$705.24	\$818.08
Deputy Supt., Operations	7/1/21-6/30/22	226 + 8 NDD	226	Days	\$133,882	\$159,384	\$184,886

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## Section VII: PARAPROFESSIONAL/CLERICAL SALARY GUIDE

Clerical/Paraprofessional								
PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM	
1			Daily		\$82.16	\$102.40	\$122.64	
Aide, CLI Classroom	8/4/21-5/27/22	187	187	Days	\$15,364	\$19,149	\$22,934	
Aide, DAEP	8/4/21-5/27/22	187						
Aide, Elevate	8/4/21-5/27/22	187						
Aide, ISS	8/4/21-5/27/22	187						
Aide, Kindergarten	8/4/21-5/27/22	187						
Aide, PE	8/4/21-5/27/22	187						
Aide, Prekindergarten	8/4/21-5/27/22	187						
Aide, Special Ed. Resource/Inclusion	8/4/21-5/27/22	187						
Aide, Special Ed. 1:1	8/4/21-5/27/22	187						
Aide, Teaching/Instructional	8/4/21-5/27/22	187						
Aide, Title 1	8/4/21-5/27/22	187						
Early Literacy Interventionist	8/4/21-5/27/22	187						
Tutor, Accelerated Instruction	8/4/21-5/27/22	187						

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM	
2			Daily		\$88.64	\$110.80	\$132.96	
			187	Days	\$16,576	\$20,720	\$24,864	
Admin, Business Office Clerk	7/1/21-6/30/22	226 + 8 NDD	210	Days	\$18,614	\$23,268	\$27,922	
Aide, Art Lab	8/4/21-5/27/22	187	226	Days	\$20,033	\$25,041	\$30,049	
Aide, Bilingual	8/4/21-5/27/22	187						
Aide, Computer Lab	8/4/21-5/27/22	187						
Aide, Cosmetology	8/4/21-5/27/22	187						
Aide, Head Start	8/4/21-5/27/22	187						
Aide, Head Start Support Services	8/4/21-5/27/22	187						
Aide, HOST	8/4/21-5/27/22	187						
Aide, Library	8/4/21-5/27/22	187						
Aide, Science Lab	8/4/21-5/27/22	187						
Aide, Special Ed ABA	8/4/21-5/27/22	187						
Aide, Special Ed ECSE	8/4/21-5/27/22	187						
Aide, Special Ed RISE	8/4/21-5/27/22	187						
Aide, Special Ed Life Skills	8/4/21-5/27/22	187						
Behavior Support Personnel	8/4/21-5/27/22	187						
First Steps Transition Para	8/4/21-5/27/22	187						
Receptionist	8/4/21-5/27/22	187						
Transition Support Personnel	8/4/21-5/27/22	187						
Tutor, Intervention	7/19/21-6/14/22	210						

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<b>PAY GRADE/JOB TITLE</b>	<b>EMPLOYMENT DATES</b>	<b>CALENDAR</b>			<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
<b>3</b>			<b>Daily</b>		<b>\$101.92</b>	<b>\$127.44</b>	<b>\$152.96</b>
Adaptive PE Assistant	8/4/21-5/27/22	187	<b>187</b>	<b>Days</b>	\$19,059	\$23,831	\$28,604
Auditor, SP ED Compliance	8/2/21-6/8/22	196	<b>192</b>	<b>Days</b>	\$19,569	\$24,468	\$29,368
Bookkeeper, VEHS & VWHS	7/29/21-6/3/22	195	<b>195</b>	<b>Days</b>	\$19,874	\$24,851	\$29,827
Clerk, Athletic Office	7/1/21-6/30/22	226 + 8 NDD	<b>193</b>	<b>Days</b>	\$19,671	\$24,596	\$29,521
Clerk, Attendance (Elem)	8/4/21-5/27/22	187	<b>196</b>	<b>Days</b>	\$19,976	\$24,978	\$29,980
Clerk, Attendance (MS/HS)	8/4/21-6/7/22	193	<b>200</b>	<b>Days</b>	\$20,384	\$25,488	\$30,592
Clerk, Campus (Elem)	7/28/21-5/27/22	192	<b>205</b>	<b>Days</b>	\$20,894	\$26,125	\$31,357
Clerk, CARS	8/4/21-5/27/22	187	<b>210</b>	<b>Days</b>	\$21,403	\$26,762	\$32,122
Clerk, Counselor (HS)	7/19/21-6/14/22	210	<b>220</b>	<b>Days</b>	\$22,422	\$28,037	\$33,651
Clerk, Dyslexia	7/15/21-6/10/22	210	<b>226</b>	<b>Days</b>	\$23,034	\$28,801	\$34,569
Clerk, Early Childhood Prog.	7/1/21-6/30/22	226 + 8 NDD	<b>NDD = Non-Duty Days</b>				
Clerk, Environmental	7/1/21-6/30/22	226 + 8 NDD					
Clerk, LPAC Assistant		210					
Clerk, Pregnancy Related Services	8/4/21-5/27/22	187					
Clerk, Purchasing	7/1/21-6/30/22	226 + 8 NDD					
Clerk, SEMS (SP ED Mgmt Systems)	7/26/21-6/7/22	200					
Clerk, SERS (SP ED Resource Systems)	7/1/21-6/30/22	226 + 8 NDD					
Clerk, SPED Coordinator	7/14/21-6/23/22	220					
Clerk, Sp Ed (Speech/Diag.)	8/2/21-6/8/22	196					
Clerk, Technician Office	7/1/21-6/30/22	226 + 8 NDD					
Clerk, Transportation	7/1/21-6/30/22	226 + 8 NDD					
Clerk, Truancy	7/26/21-6/14/22	205					
Clerk, VISD Ed. Foundation (P-T)	8/4/21-5/27/22	187					
Clerk, Work Order	7/1/21-6/30/22	226 + 8 NDD					
Deaf Ed. Interpreter	8/4/21-5/27/22	187					
Historian	7/1/21-6/30/22	226 + 8 NDD					
Mobile Motor Unit Para	8/4/21-5/27/22	187					
Receptionist, Central Office	7/1/21-6/30/22	226 + 8 NDD					
Receptionist, Maintenance	7/1/21-6/30/22	226 + 8 NDD					
Student Success Facilitator	8/4/21-5/27/22	187					
Secretary, Asst. Principal (HS)	7/19/21-6/14/22	210					
Secretary, Asst. Principal (MS)	7/27/21-5/27/22	193					
Secretary, Guidance Office (MS)	7/26/21-6/7/22	200					

<b>PAY GRADE/JOB TITLE</b>	<b>EMPLOYMENT DATES</b>	<b>CALENDAR</b>			<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
<b>4</b>			<b>Daily</b>		<b>\$112.16</b>	<b>\$140.16</b>	<b>\$168.16</b>
Aide, PT (Motor Tech)	8/4/21-5/27/22	187	<b>187</b>	<b>Days</b>	\$20,974	\$26,210	\$31,446
Asst., KIDZconnection Project Success	8/4/21-5/27/22	187	<b>192</b>	<b>Days</b>	\$21,535	\$26,911	\$32,287

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Braille Transcriptionist	8/4/21-5/27/22	187	197	Days	\$22,096	\$27,612	\$33,128
Clerk, Office (P/T) – JJC	8/4/21-6/6/22	192	202	Days	\$22,656	\$28,312	\$33,968
Clerk, State/Fed Programs	7/1/21-6/30/22	226 + 8 NDD	203	Days	\$22,768	\$28,452	\$34,136
Clerk, TASR	7/1/21-6/30/22	226 + 8 NDD	210	Days	\$23,554	\$29,434	\$35,314
KIDZconnection Liaison	7/27/21-6/3/22	197	220	Days	\$24,675	\$30,835	\$36,995
KIDZconnection Project Success Mentor	8/4/21-5/27/22	187	226	Days	\$25,348	\$31,676	\$38,004
PEIMS Specialist	7/12/21-6/21/22	220					
Print Shop Tech	7/1/21-6/30/22	226 + 8 NND					
PRS Mentor	8/4/21-5/27/22	187					
Registrar (HS)	7/5/21-6/24/22	226 + 2 NND					
Registrar Liberty DAEP	8/2/21-6/16/22	202					
Secretary, Assessment & Accountability	7/1/21-6/30/22	226 + 8 NND					
Secretary, Campus Elem.	7/19/21-6/14/22	210					
Secretary, Campus MS	7/5/21-6/24/22	226 + 2 NDD					
Secretary, Child Nutrition	7/1/21-6/30/22	226 + 8 NDD					
Secretary, Child Nutrition Warehouse	8/2/21-6/17/22	203					
Secretary, CTI	7/1/21-6/30/22	226 + 8 NDD					
Secretary, Chief Innovation Officer	7/1/21 - 06/30/22	226 + 8 NDD					
Secretary, Employee Benefits	7/1/21-6/30/22	226 + 8 NDD					
Secretary, Federal Programs Child Nutrition	7/28/21-5/27/22	192					
Secretary, Fine Arts	7/1/21-6/30/22	226 + 8 NDD					
Secretary, Special Education	7/1/21-6/30/22	226 + 8 NDD					
Secretary, Technology	7/1/21-6/30/22	226 + 8 NDD					
Support Specialist (Supt)	7/1/21-6/30/22	226 + 8 NDD					
System Analyst SPED	7/1/21-6/30/22	226 + 8 NDD					
Volunteers in Public Schools Liaison	7/27/21-6/3/22	197					

**NDD = Non-Duty Days**

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
5				Daily	\$121.12	\$151.36	\$181.60
Campus Data Processor (HS)	7/5/21-6/24/22	226 + 2 NDD	187	Days	\$22,649	\$28,304	\$33,959
Deaf Ed. Interpreter-Certified	8/4/21-5/27/22	187	226	Days	\$27,373	\$34,207	\$41,042
LVN	8/4/21-5/27/22	187					
PEIMS Data Analyst	7/1/21-6/30/22	226 + 8 NDD					
Secretary, Athletics	7/1/21-6/30/22	226 + 8 NND					
Secretary, TASR Staffing	7/1/21-6/30/22	226 + 8 NDD					
Secretary, Campus--HS	7/5/21-6/24/22	226 + 2 NDD					
Secretary, Federal Programs	7/1/21-6/30/22	226 + 8 NDD					
Secretary, Maintenance	7/1/21-6/30/22	226 + 8 NDD					
Secretary, State Programs	7/1/21-6/30/22	226 + 8 NDD					

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Secretary, Student Services	7/1/21-6/30/22	226 + 8 NDD
Secretary, Transportation	7/1/21-6/30/22	226 + 8 NDD

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
6			Daily		\$136.80	\$171.04	\$205.28
Clerk, Accounts Payable	7/1/21-6/30/22	226 + 8 NDD	205	Days	\$28,044	\$35,063	\$42,082
Clerk, Payroll	7/1/21-6/30/22	226 + 8 NDD	226	Days	\$30,917	\$38,655	\$46,393
Dist. Instruct. Material Mgr.	7/1/21-6/30/22	226 + 8 NDD					
Print Shop Lead	7/1/21-6/30/22	226 + 8 NDD					
Sec. Exec. Dir. Of Elem/Sec.	7/1/21-6/30/22	226 + 8 NDD					
TASR System Analyst	7/1/21-6/30/22	226 + 8 NDD					
Home Visiting Grant P.A.T Educator	7/5/21-6/24/22	226 + 2 NDD					
Title 1-Parents as Teachers Parent Educator	7/26/21-6/14/22	205					

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
7			Daily		\$150.56	\$188.16	\$225.76
Buyer, Central Supply	7/1/21-6/30/22	226 + 8 NDD	226	Days	\$34,027	\$42,524	\$51,022
Secretary, Asst. Supt. Administration	7/1/21-6/30/22	226 + 8 NDD					
Secretary, Asst. Supt. CIA	7/1/21-6/30/22	226 + 8 NDD					
Secretary, CFO	7/1/21-6/30/22	226 + 8 NDD					
Secretary, Deputy Supt.	7/1/21-6/30/22	226 + 8 NDD					
Secretary, Exec. Director TASR	7/1/21-6/30/22	226 + 8 NDD					
Senior Bookkeeper	7/1/21-6/30/22	226 + 8 NDD					
Senior Payroll Clerk	7/1/21-6/30/22	226 + 8 NDD					
Specialist, Digital Media	7/1/21-6/30/22	226 + 8 NDD					

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
8			Daily		\$197.20	\$246.48	\$295.76
Executive Secretary, Supt	7/1/21-6/30/22	226 + 8 NDD	226	Days	\$44,567	\$55,704	\$66,842

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## Section VIII: CLASSIFIED SALARY GUIDE

Classified							
PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
<b>1</b>			Hourly		<b>\$9.20</b>	<b>\$11.50</b>	<b>\$13.80</b>
Child Nutrition Specialist *	8/11/21-5/27/22	189	<b>189</b>	Days	\$13,910	\$17,388	\$20,866
Child Nutrition/Floater @ Head Start	8/12/21-5/27/22	189	<b>261</b>	Days	\$19,210	\$24,012	\$28,814
Custodian	9/1/21-8/31/22	261					
Gardener	9/1/21-8/31/22	261					
(*) Number of work hours per day may vary per workload.							

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
<b>2</b>			Hourly		<b>\$10.22</b>	<b>\$12.77</b>	<b>\$15.32</b>
Bus Monitor *	8/10/21-5/27/22	190	<b>189</b>	Days	\$15,453	\$19,308	\$23,164
Child Nutrition Specialist 2 *	8/10/21-5/27/22	189	<b>190</b>	Days	\$15,534	\$19,410	\$23,286
Mechanic Helper	9/1/21-8/31/22	261	<b>261</b>	Days	\$21,339	\$26,664	\$31,988
Road & Grounds Crew	9/1/21-8/31/22	261					
(*) Number of work hours per day may vary per workload.							

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
<b>3</b>			Hourly		<b>\$11.34</b>	<b>\$14.17</b>	<b>\$17.00</b>
Child Nutrition Manager Trainee	8/9/21-5/27/22	191	<b>188</b>	Days	\$17,055	\$21,312	\$25,568
Custodian, Lead	9/1/21-8/31/22	261	<b>191</b>	Days	\$17,328	\$21,652	\$25,976
Furniture Crew	9/1/21-8/31/22	261	<b>261</b>	Days	\$23,678	\$29,587	\$35,496
Head Start Custodian/Groundskeeper	9/1/21-8/31/22	261					
Head Start Child Nutrition Manager	8/9/21-5/27/22	191					
Lube/Tire Technician	9/1/21-8/31/22	261					
Mail Clerk	9/1/21-8/31/22	261					
Security Guard	8/12/21-5/27/22	188					
Skilled Trades Apprentice	9/1/21-8/31/22	261					
Tractor Operator	9/1/21-8/31/22	261					
Utility Maintenance	9/1/21-8/31/22	261					

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PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
4			Hourly		\$12.64	\$15.80	\$18.96
Manager, Child Nutrition-Elem.	8/9/21-5/27/22	191	191	Days	\$19,314	\$24,142	\$28,971
Road & Grounds, Lead	9/1/21-8/31/22	261	261	Days	\$26,392	\$32,990	\$39,588
Sanitation Driver	9/1/21-8/31/22	261					
Warehouse Worker/ Driver	9/1/21-8/31/22	261					

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
5			Hourly		\$13.95	\$17.22	\$20.49
Lighting, Lead	9/1/21-8/31/22	261	191	Days	\$21,316	\$26,312	\$31,309
Manager, Child Nutrition-MS	8/9/21-5/27/22	191	261	Days	\$29,128	\$35,955	\$42,783
Mechanic, A/C Filter	9/1/21-8/31/22	261					
Child Nutrition Technology Specialist	8/9/21-5/27/22	191					

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
6			Hourly		\$15.76	\$19.46	\$23.16
Carpenter	9/1/21-8/31/22	261	191	Days	\$24,081	\$29,735	\$35,388
Catering Manager	7/1/21-6/30/22	245	226	Days	\$28,494	\$35,184	\$41,873
Manager, Child Nutrition-HS	8/9/21-5/27/22	191	245	Days	\$30,890	\$38,142	\$45,394
Manager, Conference Center	7/1/21-6/30/22	245	261	Days	\$32,907	\$40,632	\$48,358
Mechanic, Maintenance	9/1/21-8/31/22	261					
Mechanic, Transportation	9/1/21-8/31/22	261					
Painter	9/1/21-8/31/22	261					
Print Shop Lead	7/1/21-6/30/22	226					

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
7			Hourly		\$17.50	\$21.60	\$25.70
Bus Supervisor	9/1/21-8/31/22	261	261	Days	\$36,540	\$45,101	\$53,662
Carpenter, Lead	9/1/21-8/31/22	261					
Computer Tech 1	9/1/21-8/31/22	261					
Construction, Crew Leader	9/1/21-8/31/22	261					
Electrician, Journey	9/1/21-8/31/22	261					
HVAC, Journey	9/1/21-8/31/22	261					
Landscape Lead/Asst Road & Grounds	9/1/21-8/31/22	261					
Mechanic, Lead	9/1/21-8/31/22	261					
Phone Repairman	9/1/21-8/31/22	261					
Plumber, Journey	9/1/21-8/31/22	261					
Supervisor, Warehouse–Central Supply	9/1/21-8/31/22	261					

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Supervisor, Warehouse – Child Nutrition	9/1/21-8/31/22	261
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PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
<b>8</b>			Hourly		\$19.25	\$23.76	\$28.27
Computer Tech 2	9/1/21-8/31/22	261	261	Days	\$40,194	\$49,611	\$59,028
Electrician, Crew Leader	9/1/21-8/31/22	261					
Network Technician	9/1/21-8/31/22	261					
Refrigeration Specialist	9/1/21-8/31/22	261					
Supervisor, Dispatch	9/1/21-8/31/22	261					
Supervisor, HVAC	9/1/21-8/31/22	261					
Supervisor, Maintenance	9/1/21-8/31/22	261					
Supervisor, Mill Shop	9/1/21-8/31/22	261					
Supervisor, Paint Shop	9/1/21-8/31/22	261					
Supervisor, Plumber	9/1/21-8/31/22	261					
Supervisor, Transportation Shop	9/1/21-8/31/22	261					

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
<b>9</b>			Hourly		\$22.13	\$27.32	\$32.51
Specialist, Mechanical Systems	9/1/21-8/31/22	261	245	Days	\$43,375	\$53,547	\$63,720
Supervisor, Child Nutrition	7/1/21-6/30/22	245	261	Days	\$46,207	\$57,044	\$67,881
Supervisor, Construction	9/1/21-8/31/22	261					
Supervisor, Custodial	9/1/21-8/31/22	261					
Supervisor, Dietetic	9/1/21-8/31/22	245					
Supervisor, Electrician	9/1/21-8/31/22	261					
Supervisor, Road & Grounds	9/1/21-8/31/22	261					

PAY GRADE/JOB TITLE	EMPLOYMENT DATES	CALENDAR			MINIMUM	MIDPOINT	MAXIMUM
<b>BD-Bus Drivers</b>			Years of Experience		\$16.75	\$18.75	\$20.75
Bus Driver	8/11/21-5/27/22	189	0	years	\$16.75		
Sub Bus Driver			1	year	\$17.25		
			2	years	\$17.75		
			3	years	\$18.25		
			4	years	\$18.75		
			5	years	\$19.25		
			6	years	\$19.75		
			7	years	\$20.25		
			8+	years	\$20.75		

Teacher pay scale salaries are based on 10-month employment. Salary plans are determined annually based on the budget approved by the Board of Trustees. The 2021-2022 salary scales should not be used to determine the VISD 2022 - 2023 salary schedule.

## Section IX: SUBSTITUTE PAY RATES

### **SUBS for TEACHERS:**

**Substitutes – Certified (Texas) \$104 per day**

Must hold a valid Texas Teaching Certificate

**Substitutes – Degreed \$84 per day**

Must have a Bachelor's or Master's Degree

**Substitutes – High School Diploma/GED/Non-Degreed \$78 per day**

24 college credit hours *preferred* to substitute at the secondary level

**Long-Term – After 21<sup>st</sup> consecutive day in the same classroom**

- Certified (in Texas) **\$110 per day**
- Degreed **\$ 89 per day**
- High School Diploma/GED/ Non-Degreed **\$ 84 per day**
- Pay for any long-term substitute who has a break in service any time after the 21<sup>st</sup> consecutive day will revert to the regular daily rate.

**Perm/Floater Subs – Subs hired to work daily at a designated campus(es)**

- Elementary/Middle/High School:  
 Certified (in Texas): **\$110 per day**    Degreed: **\$99 per day**    Non-Degreed: **\$94 per day**

*Current* VISD Paraprofessionals who work in a teacher substitute capacity are paid an additional \$25 above their current daily rate (per full day of substituting).

*Current* VISD Teachers who volunteer during his/her conference period to work as a teacher substitute will be paid \$20/conference period with ESSER II funds.

### **SUBS for PARAPROFESSIONALS (classroom aides):**

**Paraprofessionals (High School Diploma or GED)—\$66 per day**

**Long Term – After 21<sup>st</sup> consecutive day in the same classroom \$71 per day**

- Pay for any long-term substitute who has a break in service any time after the 21<sup>st</sup> consecutive day will revert to the regular daily rate.

#### ADDITIONAL NOTES:

- Half-day substitute jobs will be paid at half of the daily rate.
- Substitutes for Liberty DAEP, Juvenile Justice Center and RISE Academy @Stroman & @Hope will receive an additional **\$5 per day**.
- Certified Counselor substituting for a Campus Counselor (as approved by the Superintendent): **\$32/hour**
- Certified Administrator substituting for a Campus Administrator (as approved by the Superintendent): **\$300/day** (or rate approved by the superintendent)
- A current VISD employee (other than a classroom teacher) assigned to cover/substitute for another employee will be compensated commensurate with the pay grade at which they are substituting effective on the 11<sup>th</sup> consecutive day in that new role (no retro payment allowed).

## Section X: ACADEMIC EXTRA DUTY PAY RATES

CATEGORY	RATE OF PAY	REQUIRED DOCUMENTATION
<b>Instruction - Extended Day/Week/Year:</b>		
Extended Day Tutorials to address Unfinished Learning (provided between Aug. 18, 2021, and May 27, 2022)	\$40.00 hourly (This is a temporary rate thru May 27, 2022)	MOU & Timecard/Tutoring Log; Accelerated Instruction documentation
Victoria Virtual School (VVS) instruction	\$40.00 hourly	MOU & Timecard
Extended Day/Week/Year (Degreed)	\$25.00 hourly	MOU & Timecard/Tutoring Log
Extended Day/Week/Year (Non-Degreed)	current hourly rate	MOU & Timecard/Tutoring Log
Extended Week Administrator with Instructional Role (Saturday School)	\$30.00 hourly	MOU & Timecard/Tutoring Log
Summer School-Principal/Site Coordinator	\$45.00 hourly	MOU (based on estimated hours)
Summer School — Teacher, Counselor, RN, Substitute Teacher, Administrator who is teaching outside of admin contract dates	\$40.00 hourly	MOU & Timecard/Tutoring Log or Documentation of Work
Summer School-Hourly Employees (Secretary/Paraprofessionals/Clerk)	current hourly rate	MOU & Timecard/Tutoring Log or Documentation of Work
Summer School- Speech Therapist, Diagnostician, LSSP, OT, PT	Prorated daily rate	MOU & Timecard or Documentation of Work
Summer School-Evaluation Services	Prorated daily rate	MOU & Timecard/Tutoring Log or Documentation of Work
Homebound Instruction (Degreed)	\$40.00 hourly	MOU & Timecard/Tutoring Log
Intramural Sports (Degreed)	\$25.00 hourly	Timecard
Intramural Sports (Non-Degreed)	current hourly rate	Timecard
MS/HS Conference Period – Voluntary Instruction	1/7 of daily rate	MOU & Timecard
<b>Special Projects:</b>		
<ul style="list-style-type: none"> <li>▪ Curriculum Development/Planning (outside of regular contract dates; develop/plan academic curricula),</li> <li>▪ Department-Required Project/Initiative (outside of regular contract dates),</li> <li>▪ Creation of a Product</li> </ul>		
District-Required Curriculum Development, Department Initiative, Creation of a Product	Prorated daily rate	MOU (based on estimated hours)
<b>Professional Development (Plan, instruct, facilitate, or participate in professional development):</b>		
District-Required Professional Development* (planning, instructing, facilitating a session - outside of contract hours/days)	\$30.00 hourly	MOU (based on estimated hours)
District-Required Participation in Professional Development* -- Teachers & Administrators (Degreed & beyond contract days)	\$25.00 hourly	MOU & Timecard/Agenda/Minutes/Handouts & Attendance/Sign-In

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District-Required Participation in Professional Development* -- Para/Clerical Staff (Non-Degreed & beyond employment days)	current hourly rate	MOU & Timecard/Agenda/Minutes/Handouts & Attendance/Sign-In
<b>*District-Required Professional Development will be defined by the Asst. Superintendent of Curriculum, Instruction &amp; Accountability.</b>		

**Section XI: SUPPLEMENTAL DUTY STIPENDS**

Category:	Level:	Stipend Amt:	Add'l Info:	Proportional Payments Paid to Designee:
<b>ACADEMICS</b>				
Math Teacher	MS, HS	\$3,000	Prorated based on the number of sections taught	Monthly
Math -- Innovation Campus	MS	\$3,000	Current HS Math Teacher moving directly into MS Math Teacher position at a MS Innovation Campus; Prorated based on the number of sections taught	Monthly
Science Teacher	HS	\$3,000	Prorated based on the number of sections taught	Monthly
Foreign Language Teacher	MS/HS	\$3,000	Prorated based on the number of sections taught	Monthly

**Section XII: TEACHER INCENTIVE ALLOTMENT**

For any funds received by Victoria ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90% will be paid to the designated teacher. The remaining 10% will be used for training and support of the system, expansion of the system, administrative expenses and/or professional development. 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 possible.

### Section XIII: CAMPUS AND DISTRICT OFFICE HOURS

Campuses	Office Hours
Elementary Schools	7:30 am – 4:00 pm (STUDENTS: 8:00 am – 3:15 pm)
Middle Schools	8:00 am – 4:30 pm (STUDENTS: 8:30 am – 3:45 pm)
High Schools, Liberty and CTI	7:00 am – 3:30 pm (STUDENTS: 7:30 am – 2:45 pm)
District	
Administration Offices	7:30 am - 5:00 pm