

2020-2021 STAFF COMPENSATION GUIDE

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TEMPLE
WILDCAT Wellness



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TEACHING AND PROFESSIONAL STAFF SALARY SCHEDULES

NOTES ON ADMINISTRATIVE AND PROFESSIONAL SALARY SCHEDULES

- 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. A pay grade for each position shall be based on a "Teacher Model" to recognize years of work history.
- JOB CLASSIFICATION/PAY GRADE** Positions shall be assigned pay grades based on a 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 reviewed before placing positions within pay grades. The superintendent or his 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 Staff Compensation Guide is the superintendent of schools.
- 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 experience in the same manner of the Teacher Salary Table.
- 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 pay grade charts shall determine salary placement based on experience allotted. The Work History Chart is located on page 32.
- PROMOTION** Employees within the district may be promoted to a job with a higher pay grade. When being placed in a higher pay grade, 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 pay grade of the new position. When being placed in a lower pay grade, the salary will be based on years of service for that pay grade. An involuntary demotion or reassignment determined by TISD may result in the employee retaining his/her existing salary, but not necessarily. The demotion may cause an employee's salary to be frozen until the salary is within the current pay grade or, more appropriately, to change to the correct amount or days between school years to align with the new position.

NOTES ON TEACHER SALARY SCHEDULE

- EXTRA-DUTY ASSIGNMENTS** The salary for teachers with certain extra-duty assignments shall be teacher's annual base salary plus a stipend. The supervisor 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 Assistant Superintendent of Human Resources upon receipt of a written recommendation submitted by the individual's supervisor. When appropriate, and with the approval of the Assistant Superintendent of Human Resources, stipends may be shared.
- SALARY PLACEMENT FOR AFJROTC PERSONNEL** The salary for commissioned or noncommissioned officers shall be based on the Air Force Minimum Instructor Pay (MIP). AFJROTC personnel salary increases are given each January when a new MIP calculation is received. The Air Force reimburses the district for one-half of the Minimum Instructor Pay. Salaries will be calculated based on contract days.

3. **EDUCATION SALARY FOR MASTER'S DEGREE** A salary increase of \$1,000 is provided to full-time campus-based employees with an earned master's degree from an accredited educational institution in a field related to education or an instructional subject provided that their current position does not require a master's degree. The decision as to whether it is an educational institution that is qualified will be made by the Senior Director of Staffing. All **new** employees must apply for the advanced degree stipend by September 1, to the Assistant Superintendent of Human Resources. Payment will be included in monthly payroll checks.

- Included are teachers, librarians, nurses, instructional coaches, coordinators and other instructional positions closely related to the campuses
- Excluded are principals, counselors, diagnosticians, LSSP's, directors, etc.

4. **EDUCATION SALARY FOR DOCTORAL DEGREE** An annual stipend of \$1,500 is provided to full-time employees with earned doctoral degrees from an accredited educational institution if their position does not require a doctoral degree. The decision as to whether it is an educational institution that is qualified will be made by the Senior Director of Personnel. A one-time request for the stipend which includes transcripts, if not already on file, must be made to the Assistant Superintendent of Human Resources by September 1. Payment will be included in monthly payroll checks.

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

6. **LONGEVITY PAY PROFESSIONAL EMPLOYEES** Full-time professional employees, who have worked in full-time positions in the Temple Independent School District, qualify for longevity pay after 20 or more continuous years of service. TRS has approved that longevity pay be paid in one lump sum starting in November during the 21st year upon the employee's return to TISD. Prior to 2002-03, continuous years of service were not required to qualify for longevity pay. However, any employee hired during or after the 2002-03 school year must have continuous years. Part-time employees do not receive longevity pay nor do part-time years calculate toward longevity; however, part-time employment will not interrupt continuous service years. Employees are eligible to receive longevity pay in accordance to the following scale based on years completed:

➤ 20-29	\$ 1,000
➤ 30+	\$ 2,000

7. **LONGEVITY PAY AUXILIARY EMPLOYEES** Full-time auxiliary employees, who have worked in full-time positions in the Temple Independent School District, qualify for longevity pay after fifteen (15) or more continuous years of service. TRS has approved that longevity pay be paid in one lump sum starting in November during the sixteenth (16th) year upon the employee's return to TISD. Prior to 2002-03, continuous years of service were not required to qualify for longevity pay. However, any employee hired during or after the 2002-03 school year must have continuous years. Part-time employees do not receive longevity pay nor do part-time years calculate toward longevity; however, part-time positions will not interrupt continuous service years. Employees are eligible to receive longevity pay in accordance to the following scale based on years completed:

➤ 15-19	\$ 500
➤ 20-29	\$ 1,000
➤ 30+	\$ 2,000

Salary schedules are intended to be informational and not contractual in nature.

TEACHER, REGISTERED NURSE and LIBRARIAN

Pay Step	BACHELOR'S DEGREE	DAILY RATE	MASTER'S DEGREE
0	50,500	\$270.05	51,500
1	50,900	\$272.19	51,900
2	51,300	\$274.33	52,300
3	51,700	\$276.47	52,700
4	52,100	\$278.61	53,100
5	52,500	\$280.75	53,500
6	52,900	\$282.89	53,900
7	53,300	\$285.03	54,300
8	53,700	\$287.17	54,700
9	54,100	\$289.30	55,100
10	54,500	\$291.44	55,500
11	54,900	\$293.58	55,900
12	55,300	\$295.72	56,300
13	55,700	\$297.86	56,700
14	56,100	\$300.00	57,100
15	56,500	\$302.14	57,500
16	57,100	\$305.35	58,100
17	57,700	\$308.56	58,700
18	58,300	\$311.76	59,300
19	58,900	\$314.97	59,900
20	59,500	\$318.18	60,500
21	60,100	\$321.39	61,100
22	60,700	\$324.60	61,700
23	61,300	\$327.81	62,300
24	61,900	\$331.02	62,900
25	62,500	\$334.22	63,500
26	63,100	\$337.43	64,100
27	63,700	\$340.64	64,700
28	64,300	\$343.85	65,300
29	64,900	\$347.06	65,900
30	65,500	\$350.27	66,500
31	66,100	\$353.48	67,100
32+	66,700	\$356.68	67,700

Classroom Teacher	187
Registered Nurse	187
Librarian	187
Early Literacy Coach/Dyslexia	187
Associate Speech Pathologist	187

RETIRE-REHIRE

All retire/rehire teachers employed with Temple ISD will be paid at \$48,204. All new retire/rehire non-teaching employees will be paid based on the current Pay Grade and Pay Step at which they retired minus the TRS 15.2% Surcharge and the TRS Care Surcharge of \$535 per month if applicable.

HEALTH INSURANCE PAY: TISD pays \$400 per month for Health Insurance. For those not taking coverage, TISD pays \$500 annually which may be used for medical reimburse flex plan, childcare payments or a 457 account.

COUNSELOR, INSTRUCTIONAL & DIGITAL LEARNING COACH

Pay Step	192 Days	197 Days	207 Days	216 Days
0	53,350	54,701	57,401	59,832
1	53,761	55,122	57,844	60,294
2	54,172	55,543	58,287	60,756
3	54,582	55,965	58,729	61,218
4	54,993	56,386	59,172	61,680
5	55,404	56,807	59,615	62,142
6	55,814	57,229	60,058	62,604
7	56,225	57,650	60,501	63,066
8	56,636	58,072	60,943	63,528
9	57,047	58,493	61,386	63,990
10	57,457	58,914	61,829	64,452
11	57,868	59,336	62,272	64,914
12	58,279	59,757	62,714	65,376
13	58,689	60,179	63,157	65,838
14	59,100	60,600	63,600	66,300
15	59,511	61,021	64,043	66,762
16	60,127	61,653	64,707	67,455
17	60,743	62,286	65,371	68,148
18	61,359	62,918	66,035	68,841
19	61,975	63,550	66,699	69,534
20	62,591	64,182	67,364	70,227
21	63,207	64,814	68,028	70,920
22	63,823	65,446	68,692	71,613
23	64,439	66,078	69,356	72,306
24	65,055	66,710	70,020	72,999
25	65,671	67,342	70,684	73,693
26	66,287	67,974	71,349	74,386
27	66,903	68,606	72,013	75,079
28	67,519	69,239	72,677	75,772
29	68,135	69,871	73,341	76,465
30	68,751	70,503	74,005	77,158
31	69,367	71,135	74,670	77,851
32+	69,983	71,767	75,334	78,544

Master Teacher	192
CTE Coordinator	197
Elementary Counselor	197
Student Behavior Interventionist	207
Middle School Counselor	207
High School Counselor	207
Instructional Coach	207
Digital Learning Coach	216

DIAGNOSTICIAN, LSSP & SPEECH PATHOLOGIST

Pay Step	192 Days	202 Days
0	54,000	56,813
1	54,700	57,549
2	55,400	58,285
3	56,100	59,022
4	56,800	59,758
5	57,500	60,495
6	58,200	61,231
7	58,900	61,968
8	59,600	62,704
9	60,300	63,441
10	61,000	64,177
11	61,700	64,914
12	62,400	65,650
13	63,100	66,386
14	63,800	67,123
15	64,500	67,859
16	65,200	68,596
17	65,900	69,332
18	66,600	70,069
19	67,300	70,805
20	68,000	71,542
21	68,700	72,278
22	69,400	73,015
23	70,100	73,751
24	70,800	74,488
25	71,500	75,224
26	72,200	75,960
27	72,900	76,697
28	73,600	77,433
29	74,300	78,170
30	75,000	78,906
31	75,700	79,643
32+	76,400	80,379

Diagnostician	192, 202
LSSP	192, 202
Occupational Therapist	192
Speech Pathologist	192, 202

Pay Step is based on total of following formula: Years in education + Years in same position outside education x .75

PAY GRADE 1

Pay Step	0-29 CCH Under 450 CUs	30-59 CCH 450+ CUs	60+ CCH 900+ CU's	BA 1,800+ CUs
Level	1	2	3	4
0	14,705	15,692	16,678	22,140
1	14,915	15,909	16,903	22,390
2	15,125	16,127	17,128	22,640
3	15,335	16,344	17,353	22,890
4	15,545	16,562	17,578	23,140
5	15,755	16,779	17,803	23,390
6	15,965	16,997	18,028	23,640
7	16,175	17,214	18,253	23,890
8	16,385	17,432	18,478	24,140
9	16,595	17,649	18,703	24,390
10	16,805	17,867	18,928	24,640
11	17,015	18,084	19,153	24,890
12	17,225	18,302	19,378	25,140
13	17,435	18,519	19,603	25,390
14	17,645	18,737	19,828	25,640
15	17,855	18,954	20,053	25,890
16	18,065	19,172	20,278	26,140
17	18,275	19,389	20,503	26,390
18	18,485	19,607	20,728	26,640
19	18,695	19,824	20,953	26,890
20	18,905	20,042	21,178	27,140
21	19,115	20,259	21,403	27,390
22	19,325	20,477	21,628	27,640
23	19,535	20,694	21,853	27,890
24	19,745	20,912	22,078	28,140
25	19,955	21,129	22,303	28,390
26	20,165	21,347	22,528	28,640
27	20,375	21,564	22,753	28,890
28	20,585	21,782	22,978	29,140
29	20,795	21,999	23,203	29,390
30	21,005	22,217	23,428	29,640
31	21,215	22,434	23,653	29,890
32	21,425	22,652	23,878	30,140
33	21,635	22,869	24,103	30,390
34	21,845	23,087	24,328	30,640
35+	22,055	23,304	24,553	30,890

Instructional Aide 187
 | Aide: Computer, SPED, PE, Library & Workroom
 Receptionist 187
 SERS Aide 187

PAY GRADE 2

Pay Step	187 Days	197 Days	202 Days	212 Days	226 Days
0	15,542	16,373	16,789	17,620	18,783
1	15,772	16,615	17,038	17,881	19,061
2	16,002	16,858	17,286	18,142	19,339
3	16,232	17,100	17,534	18,402	19,617
4	16,462	17,342	17,783	18,663	19,895
5	16,692	17,585	18,031	18,924	20,173
6	16,922	17,827	18,280	19,185	20,451
7	17,152	18,069	18,528	19,445	20,729
8	17,382	18,311	18,777	19,706	21,007
9	17,612	18,554	19,025	19,967	21,285
10	17,842	18,796	19,274	20,228	21,563
11	18,072	19,038	19,522	20,488	21,841
12	18,302	19,281	19,771	20,749	22,119
13	18,532	19,523	20,019	21,010	22,397
14	18,762	19,765	20,267	21,271	22,675
15	18,992	20,008	20,516	21,531	22,953
16	19,222	20,250	20,764	21,792	23,231
17	19,452	20,492	21,013	22,053	23,509
18	19,682	20,734	21,261	22,314	23,787
19	19,912	20,977	21,510	22,574	24,065
20	20,142	21,219	21,758	22,835	24,343
21	20,372	21,461	22,007	23,096	24,621
22	20,602	21,704	22,255	23,357	24,899
23	20,832	21,946	22,503	23,617	25,177
24	21,062	22,188	22,752	23,878	25,455
25	21,292	22,431	23,000	24,139	25,733
26	21,522	22,673	23,249	24,400	26,011
27	21,752	22,915	23,497	24,660	26,289
28	21,982	23,157	23,746	24,921	26,567
29	22,212	23,400	23,994	25,182	26,845
30	22,442	23,642	24,243	25,443	27,123
31	22,672	23,884	24,491	25,703	27,400
32	22,902	24,127	24,739	25,964	27,678
33	23,132	24,369	24,988	26,225	27,956
34	23,362	24,611	25,236	26,486	28,234
35+	23,592	24,854	25,485	26,746	28,512

Records Clerk/ Data Entry 187- 202- 212
 Attendance Clerks Elementary 197
 Referral Specialist 202
 Data Clerk THS 202 & 212

PAY GRADE 3

Pay Step	202 Days	207 Days	212 Days	226 Days
0	18,486	18,944	19,402	20,683
1	18,756	19,221	19,685	20,985
2	19,026	19,497	19,968	21,287
3	19,296	19,774	20,252	21,589
4	19,566	20,051	20,535	21,891
5	19,836	20,327	20,818	22,193
6	20,106	20,604	21,102	22,495
7	20,376	20,881	21,385	22,797
8	20,646	21,157	21,669	23,100
9	20,916	21,434	21,952	23,402
10	21,186	21,711	22,235	23,704
11	21,456	21,987	22,519	24,006
12	21,726	22,264	22,802	24,308
13	21,996	22,541	23,085	24,610
14	22,266	22,817	23,369	24,912
15	22,536	23,094	23,652	25,214
16	22,806	23,371	23,935	25,516
17	23,076	23,647	24,219	25,818
18	23,346	23,924	24,502	26,120
19	23,616	24,201	24,786	26,422
20	23,886	24,477	25,069	26,725
21	24,156	24,754	25,352	27,027
22	24,426	25,031	25,636	27,329
23	24,696	25,308	25,919	27,631
24	24,966	25,584	26,202	27,933
25	25,236	25,861	26,486	28,235
26	25,506	26,138	26,769	28,537
27	25,776	26,414	27,053	28,839
28	26,046	26,691	27,336	29,141
29	26,316	26,968	27,619	29,443
30	26,586	27,244	27,903	29,745
31	26,856	27,521	28,186	30,047
32	27,126	27,798	28,469	30,349
33	27,396	28,074	28,753	30,652
34	27,666	28,351	29,036	30,954
35+	27,936	28,628	29,319	31,256

Campus PEIMS	202 or 212
SPED Records Secretary	202
Secretary – AP Middle School	207
MS Registrar	212
Secretary - THS Counselor	212
Secretary - AP High School	212
Receptionist District	226
Secretary – Departmental Level 1	226

PAY GRADE 4

Pay Step	212 Days	220 Days	226 Days
0	23,239	24,116	24,774
1	23,579	24,468	25,136
2	23,919	24,821	25,499
3	24,259	25,174	25,861
4	24,599	25,527	26,224
5	24,939	25,880	26,586
6	25,279	26,233	26,948
7	25,619	26,585	27,311
8	25,959	26,938	27,673
9	26,299	27,291	28,036
10	26,639	27,644	28,398
11	26,979	27,997	28,761
12	27,319	28,350	29,123
13	27,659	28,702	29,486
14	27,999	29,055	29,848
15	28,339	29,408	30,211
16	28,679	29,761	30,573
17	29,019	30,114	30,935
18	29,359	30,467	31,298
19	29,699	30,819	31,660
20	30,039	31,172	32,023
21	30,379	31,525	32,385
22	30,719	31,878	32,748
23	31,059	32,231	33,110
24	31,399	32,584	33,473
25	31,739	32,936	33,835
26	32,079	33,289	34,198
27	32,419	33,642	34,560
28	32,759	33,995	34,922
29	33,099	34,348	35,285
30	33,439	34,700	35,647
31	33,779	35,053	36,010
32	34,119	35,406	36,372
33	34,459	35,759	36,735
34	34,799	36,112	37,097
35+	35,139	36,465	37,460

THS Tech Assistant	197	
THS Assistant Registrar	212	
Secretary - Elementary Principal	212	
Secretary – Wheatley & Edwards Academy	220	
Secretary – Departmental Level 2	226	
Middle School Principal Secretary		226
Personnel Specialist- Food Services	226	

PAY GRADE 5

Pay Step	187 Days	212 Days	226 Days
0	24,673	27,972	29,818
1	25,053	28,403	30,278
2	25,443	28,845	30,749
3	25,833	29,287	31,220
4	26,223	29,729	31,692
5	26,613	30,171	32,163
6	27,003	30,613	32,634
7	27,393	31,055	33,106
8	27,783	31,498	33,577
9	28,173	31,940	34,048
10	28,563	32,382	34,520
11	28,953	32,824	34,991
12	29,343	33,266	35,462
13	29,733	33,708	35,934
14	30,123	34,150	36,405
15	30,513	34,593	36,876
16	30,903	35,035	37,348
17	31,293	35,477	37,819
18	31,683	35,919	38,290
19	32,073	36,361	38,762
20	32,463	36,803	39,233
21	32,853	37,245	39,704
22	33,243	37,687	40,176
23	33,633	38,130	40,647
24	34,023	38,572	41,118
25	34,413	39,014	41,590
26	34,803	39,456	42,061
27	35,193	39,898	42,532
28	35,583	40,340	43,004
29	35,973	40,782	43,475
30	36,363	41,225	43,947
31	36,753	41,667	44,418
32	37,143	42,109	44,889
33	37,533	42,551	45,361
34	37,923	42,993	45,832
35+	38,313	43,435	46,303

LVN	187
District PEIMS Specialist	226
Accounting Clerk & Specialist	226
Benefits Specialist	226
Payroll Specialist	226
Secretary - Executive Directors	226
THS Registrar & PEIMS/Skyward Specialist	226
Technology Assistant (FS)	226

PAY GRADE 6

Pay Step	187 Days	197 Days	226 Days
0	28,635	30,166	34,607
1	29,055	30,609	35,115
2	29,475	31,051	35,622
3	29,895	31,494	36,130
4	30,315	31,936	36,637
5	30,735	32,379	37,145
6	31,155	32,821	37,653
7	31,575	33,264	38,160
8	31,995	33,706	38,668
9	32,415	34,149	39,175
10	32,835	34,591	39,683
11	33,255	35,033	40,191
12	33,675	35,476	40,698
13	34,095	35,918	41,206
14	34,515	36,361	41,713
15	34,935	36,803	42,221
16	35,355	37,246	42,729
17	35,775	37,688	43,236
18	36,195	38,131	43,744
19	36,615	38,573	44,251
20	37,035	39,016	44,759
21	37,455	39,458	45,267
22	37,875	39,901	45,774
23	38,295	40,343	46,282
24	38,715	40,785	46,789
25	39,135	41,228	47,297
26	39,555	41,670	47,804
27	39,975	42,113	48,312
28	40,395	42,555	48,820
29	40,815	42,998	49,327
30	41,235	43,440	49,835
31	41,655	43,883	50,342
32	42,075	44,325	50,850
33	42,495	44,768	51,358
34	42,915	45,210	51,865
35+	43,335	45,652	52,373

Certified Deaf Ed Interpreter	187
Certified OT Assistant	197
Help Desk Tech	226
Administrative Assistant to Athletic Director	226
Administrative Assistant THS Principal	226

PAY GRADE 7

Pay Step	226 Days
0	37,460
1	37,986
2	38,512
3	39,038
4	39,564
5	40,090
6	40,616
7	41,142
8	41,668
9	42,194
10	42,720
11	43,246
12	43,772
13	44,298
14	44,824
15	45,350
16	45,876
17	46,402
18	46,928
19	47,454
20	47,980
21	48,506
22	49,032
23	49,558
24	50,084
25	50,610
26	51,136
27	51,662
28	52,188
29	52,714
30	53,240
31	53,766
32	54,292
33	54,818
34	55,344
35+	55,870

Administrative Assistant to Asst. Supt.
Field Technician

226
226

PAY GRADE 8

Pay Step	187 Days	226 Days
0	34,470	41,659
1	34,950	42,239
2	35,430	42,819
3	35,910	43,399
4	36,390	43,979
5	36,870	44,559
6	37,350	45,139
7	37,830	45,719
8	38,310	46,300
9	38,790	46,880
10	39,270	47,460
11	39,750	48,040
12	40,230	48,620
13	40,710	49,200
14	41,190	49,780
15	41,670	50,360
16	42,150	50,940
17	42,630	51,520
18	43,110	52,101
19	43,590	52,681
20	44,070	53,261
21	44,550	53,841
22	45,030	54,421
23	45,510	55,001
24	45,990	55,581
25	46,470	56,161
26	46,950	56,741
27	47,430	57,322
28	47,910	57,902
29	48,390	58,482
30	48,870	59,062
31	49,350	59,642
32	49,830	60,222
33	50,310	60,802
34	50,790	61,382
35+	51,270	61,962

ACE Site Coordinator (Non-Degree)	187
Administrative Assistant to Superintendent	226
Assistant Director of School Nutrition	226
Assistant Director of Transportation	226
Client Administrator Technology	226
Coordinator of PEIMS	226

PAY GRADE 9

Pay Step	187 Days	207 Days	226 Days
0	38,807	42,957	46,900
1	39,297	43,500	47,492
2	39,787	44,042	48,085
3	40,277	44,585	48,677
4	40,767	45,127	49,269
5	41,257	45,669	49,861
6	41,747	46,212	50,453
7	42,237	46,754	51,046
8	42,727	47,297	51,638
9	43,217	47,839	52,230
10	43,707	48,381	52,822
11	44,197	48,924	53,414
12	44,687	49,466	54,007
13	45,177	50,009	54,599
14	45,667	50,551	55,191
15	46,157	51,093	55,783
16	46,647	51,636	56,375
17	47,137	52,178	56,968
18	47,627	52,721	57,560
19	48,117	53,263	58,152
20	48,607	53,805	58,744
21	49,097	54,348	59,336
22	49,587	54,890	59,929
23	50,077	55,433	60,521
24	50,567	55,975	61,113
25	51,057	56,518	61,705
26	51,547	57,060	62,297
27	52,037	57,602	62,889
28	52,527	58,145	63,482
29	53,017	58,687	64,074
30	53,507	59,230	64,666
31	53,997	59,772	65,258
32+	54,487	60,314	65,850

ACE Site Coordinator (D)	187
Athletic Trainer	207
Coordinator of Purchasing	226
Payroll Supervisor	226
Accounting Supervisor	226

PAY GRADE 10

Pay Step	187 Days	212 Days	220 Days	226 Days
MINIMUM	48,445	54,921	56,994	58,549
MIDPOINT	56,365	63,900	66,312	68,120
MAXIMUM	64,285	72,879	75,630	77,692

Truancy Officer	187
Vision Specialist	187
Special Education Social Worker	187
Coordinator of THS Testing	202
Dietitian School Nutrition	226
Applications Specialist	226

PAY GRADE 11

Pay Step	197 Days	202 Days	207 Days	212 Days	216 Days	226 Days
MINIMUM	54,511	55,894	57,278	58,661	59,769	62,535
MIDPOINT	64,431	66,066	67,701	69,336	70,645	73,916
MAXIMUM	74,351	76,238	78,125	80,012	81,522	85,296

Behavioral Specialist SpEd	197
Coordinator of Middle Years Program	197
Coordinator of Elementary GATE	207
ACE District Coordinator	220
Coordinator of Bilingual Education	226
Coordinator of Assessment and Data Management	226
Coordinator of Student Intervention Services	226
Systems Administrator	226
Network Manager	226

PAY GRADE 12

Pay Step	202 Days	212 Days	226 Days
MINIMUM	58,327	61,214	65,257
MIDPOINT	69,767	73,221	78,056
MAXIMUM	81,207	85,227	90,856

Assistant Principal Elementary School	202
Assistant Principal HS	212
Assistant Principal Middle School	212
Dean of Students THS	212
Dean of Students MS	220
Director of Health Services	226
Director of Athletic Operations	226
Director of Career and Technology Education	226
Director of Communications	226
Director of Digital Learning	226
Director of Finance	226
Director of Fine Arts	226
Director of School Nutrition	226
Director of Transportation	226
Supervisor of Facilities and Construction	226

PAY GRADE 13

Pay Step	212 Days	226 Days
MINIMUM	66,113	70,479
MIDPOINT	79,233	84,465
MAXIMUM	92,353	98,452

Associate Principal THS 226
 Director of Bilingual and ELL 226
 Director of Wellness & Benefits 226
 Director of Acct. and Planning 226

PAY GRADE 14

Pay Step	212 Days	220 Days	226 Days
MINIMUM	73,479	76,251	78,331
MIDPOINT	87,355	90,651	93,124
MAXIMUM	101,231	105,051	107,917

Elementary Principal 212
 Principal Fred Edwards Academy 220
 Principal Wheatley DAEP 220
 Director of Employee Relations 226
 Director of Special Education 226
 Middle School Principal 226
 Senior Director of Staffing 226

PAY GRADE 15

Pay Step	226 Days
MINIMUM	81,255
MIDPOINT	97,255
MAXIMUM	113,255

Chief of Communications and Community Relations 226
 Chief of Technology 226
 Executive Director of Elementary Education 226
 Executive Director of Secondary Education 226

PAY GRADE 16

Pay Step	226 Days
MINIMUM	93,553
MIDPOINT	111,153
MAXIMUM	128,753

Chief Financial Officer 226
 Director of Athletics/Head Football 226
 Principal, Temple High School 226

PAY GRADE 17

Pay Step	226 Days
MINIMUM	94,668
MIDPOINT	114,668
MAXIMUM	134,668

Assistant Superintendent of Curriculum and Instruction	226
Assistant Superintendent of Finance and Operations	226
Assistant Superintendent of Human Resource	226
Assistant Superintendent of Student Services	226

AUXILIARY PAY SCALE

Pay Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
	\$0.10	\$0.11	\$0.13	\$0.16	\$0.20	\$0.25	\$0.30
0	10.02	11.07	12.27	13.43	15.02	17.06	18.45
1	10.12	11.18	12.40	13.59	15.22	17.31	18.75
2	10.22	11.29	12.53	13.75	15.42	17.56	19.05
3	10.32	11.40	12.66	13.91	15.62	17.81	19.35
4	10.42	11.51	12.79	14.07	15.82	18.06	19.65
5	10.52	11.62	12.92	14.23	16.02	18.31	19.95
6	10.62	11.73	13.05	14.39	16.22	18.56	20.25
7	10.72	11.84	13.18	14.55	16.42	18.81	20.55
8	10.82	11.95	13.31	14.71	16.62	19.06	20.85
9	10.92	12.06	13.44	14.87	16.82	19.31	21.15
10	11.02	12.17	13.57	15.03	17.02	19.56	21.45
11	11.12	12.28	13.70	15.19	17.22	19.81	21.75
12	11.22	12.39	13.83	15.35	17.42	20.06	22.05
13	11.32	12.50	13.96	15.51	17.62	20.31	22.35
14	11.42	12.61	14.09	15.67	17.82	20.56	22.65
15	11.52	12.72	14.22	15.83	18.02	20.81	22.95
16	11.62	12.83	14.35	15.99	18.22	21.06	23.25
17	11.72	12.94	14.48	16.15	18.42	21.31	23.55
18	11.82	13.05	14.61	16.31	18.62	21.56	23.85
19	11.92	13.16	14.74	16.47	18.82	21.81	24.15
20	12.02	13.27	14.87	16.63	19.02	22.06	24.45
21	12.12	13.38	15.00	16.79	19.22	22.31	24.75
22	12.22	13.49	15.13	16.95	19.42	22.56	25.05
23	12.32	13.60	15.26	17.11	19.62	22.81	25.35
24	12.42	13.71	15.39	17.27	19.82	23.06	25.65
25	12.52	13.82	15.52	17.43	20.02	23.31	25.95
26	12.62	13.93	15.65	17.59	20.22	23.56	26.25
27	12.72	14.04	15.78	17.75	20.42	23.81	26.55
28	12.82	14.15	15.91	17.91	20.62	24.06	26.85
29	12.92	14.26	16.04	18.07	20.82	24.31	27.15
30	13.02	14.37	16.17	18.23	21.02	24.56	27.45
31	13.12	14.48	16.30	18.39	21.22	24.81	27.75
32	13.22	14.59	16.43	18.55	21.42	25.06	28.05
33	13.32	14.70	16.56	18.71	21.62	25.31	28.35
34	13.32	14.81	16.69	18.87	21.82	25.56	28.65
35+	13.32	14.92	16.82	19.03	22.02	25.81	28.95
Food Services	Food Services Subs/Temps	Food Service Workers	Café Manager Mgr. Trainee Delivery / WH	Café Manager Asst. Mgr. THS Sect. / WH Mgr.	Café. Manager THS		
Transportation	Crossing Guard	Bus Attendant		Bus Driver	Mechanic	Mechanic Foreman	Mechanic Supervisor
Grounds			Grounds Keepers				Grounds Supervisor
Maintenance			General Maintenance 3	General Maintenance 4	General Maintenance 5		Maintenance Supervisor
				Plumber Asst.	Lead Plumber	Plumbing Foreman	
				Electrician Assistant	Electrician Locksmith	Electrician Foreman	
			HVAC Assistant		HVAC Technician	HVAC Foreman	
Childcare		TLC and LWEC Worker			Director: TLC, PREP & LWEC		
Security			Security Guard 1	Security Guard 2		Head Security	

STIPEND SCHEDULE

COACHING ASSIGNMENT	STIPEND
District Coordinators	
Strength and Conditioning Coordinator	\$10,000
Girls' Athletic Coordinator	\$7,000
Academic and Recruiting Coordinator	\$5,000
Middle School Coordinator	\$5,000
Baseball/Softball	
Head (2)	\$7,000
JV (2)	\$4,000
Freshmen (4)	\$3,000
Basketball (Boys/Girls)	
Head (2)	\$7,000
JV (2)	\$4,000
Freshmen (4)	\$3,000
Cross Country (Boys/Girls)	
Head (2)	\$5,000
Assistant (2)	\$3,000
Football	
Level 1 (7)	\$10,000
Level 2 (5)	\$7,500
Level 3 (4)	\$5,000
Video Productions (1)	\$7,500
Golf	
Head (1)	\$9,000
Assistant (1)	\$3,000
Power Lifting (Boys/Girls)	
Head (2)	\$ 5,000
Assistant (2)	\$4,000
Soccer (Boys/Girls)	
Head (2)	\$7,000
JV (2)	\$4,000
Freshmen (2)	\$3,000
Swimming	
Head (1)	\$7,000
Assistant (1)	\$3,000
Tennis	
Head (1)	\$9,000
Assistant (1)	\$3,000
Track (Boys/Girls)	
Head (2)	\$7,000
Assistants (8)	\$3,000
Volleyball	
Head (1)	\$7,000
JV (1)	\$4,000
Freshmen (2)	\$3,000
Wrestling	
Head	\$7,000
Assistant (1)	\$3,000
Trainers	
Head (1)	\$12,000
Assistant (2)	\$ 9,000
Middle School (1)	\$5,000
Middle School	
Coordinator (3)	\$2,500
Assistant Coordinator (3)	\$1,500
Tennis (3) Golf (3) Soccer (3)	\$1,500
Boys: Football (12) Basketball (6) Off Season (6) Track (12) Plus Additional Duties (books, clock, security) (24)	\$4,500
Girls: Cross Country (6) Volleyball (6) Off Season (6) Basketball (6) Track (12) Plus Additional Duties (books, clock, security) (24)	

Temple High School/Fred Edwards Academy

AP Coordinator	\$2,000
Band Director Head	\$15,000
Band Director Assistant (2)	\$8,000
Color Guard Director	\$4,000
Brainstorm Team	\$1,000
Choir Director	\$8,000
Cheerleading Varsity	\$6,000
Cheerleading J.V. & Frosh (2)	\$3,000
Choir Director Assistant	\$4,000
THS Dean of Students	\$3,500
Drama/Theatre Arts Director	\$8,000
Drama/Theatre Arts Assistant (2)	\$4,000
Dance Team	\$8,000
Dance Team Assistant	\$4,000
Dual Credit (Teacher or Counselor) Semester*	\$ 500*
Event Coordinator	\$1,500
Lead Teacher (THS 4 Core; FEA 1)	\$2,000
Lead Teacher (THS 4 Non-core: CTE, Fine Arts, LOTE & SPED)	\$1,500
One Act Play Director	\$3,000
Orchestra Director	\$8,000
ROTC (2)	\$2,500
Student Council	\$2,000
UIL Coordinator	\$3,000
UIL Academic Contests (per event)*	\$ 400*
Yearbook	\$4,000

Middle School *Paid from Campus or Departmental Budget

Band Director (3)	\$5,000
Assistant Band Director (3)	\$3,000
Cheerleading (3)	\$2,000
Choir Director (3)	\$2,000
Lead Teacher (4 Core + SPED per MS Campus)	\$1,000
Grade Level Leader (3 per MS campus)	\$ 500
Orchestra Director (3)	\$1,500
Theatre Arts (3)	\$1,500
UIL Coordinator (3)*	\$ 500*
UIL Academic Contests (per grade level, per event)*	\$ 100*
Yearbook	\$1,500

District Wide *Paid from Campus or Departmental Budget

Adult Education Administrator	\$3,000
Campus Social Media Manager* (12)	\$ 500*
Campus Webmaster* (12)	\$ 500*
Campus Secretary Spanish Speaker	\$ 750
Campus Technology Liaison	\$ 900
Deaf Education	\$1,500
District Secretary Spanish Speaker	\$1,000
HS Chemistry, Physics, All Levels SPED with Certification Health Science with Certification; MS Math with Math Certification	\$2,500
Elementary Bilingual Certified Classroom Teacher	\$5,000
ESL Teacher MS (3) HS (1)	\$1,500
Project Diploma Administrator	\$3,000
Mentor Teacher (per Mentee Teacher per Year)	\$ 500*
Special Olympics	\$1,000
Secondary Advanced Academics Coordinator	\$3,500
Vision	\$1,500



Temple Independent School District
Standard Professional Contract Days

PROFESSIONAL CONTRACTS			
Contract Length	Start Date	Restart Date	End Date
226	July 1, 2020	-	June 18, 2021
220	July 7, 2020	-	June 15, 2021
216	July 13, 2020	-	June 15, 2021
212	July 15, 2020	August 26, 2020	June 15, 2021
207	July 20, 2020	August 27, 2020	June 14, 2021
202	July 27, 2020	August 27, 2020	June 14, 2021
197	July 29, 2020	September 1, 2020	June 14, 2021
192	August 3, 2020	September 3, 2020	June 14, 2021
187 Aide	August 6, 2020	September 3, 2020	June 10, 2021
187	August 6, 2020	September 3, 2020	June 10, 2021

***Teachers will need to earn Exchange Days during the summer if they wish to be off August 8 & 9**

All campus related personnel MUST follow the Professional Calendar (above) unless they receive prior, written permission from the Assistant Superintendent of Human Resources.

The Standard Professional Contract Days may not apply to Support Staff that are not directly related to campus assignments or student services. Their contract days are July 1, 2020 to June 30, 2021, with non-contract days determined by the departmental supervisor or the Assistant Superintendent of Human Resources.

The standard expectation is that work calendars for all support staff shall be similar to that of their immediate supervisor unless prior arrangements are made through the immediate supervisor; e.g. clerical and office staff has the same work calendar as their supervisor.

Supervisors may approve deviations from the calendar of standard contract days (documented in Time Off). Realizing there are atypical circumstances that negate the ability to take time away from work during the summer months, consideration for approval of requests for “non-contract days” during the regular school year may be provided through the supervisor. In addition, we realize many of our professionals go well beyond the call of duty, and supervisors have the ability to exert modest flexibility while being reasonable. This may be accomplished by a conference followed by a memo addressing the issue with the appropriate signatures for approval.

Record Keeping for Salaried Employees

For all personnel not on TrueTime (Salaried/Exempt not needing Sub), the plan is to use Skyward® to document your days of contracted work. Use Skyward® for days used for sickness or personal leave and for your non-contract days that vary from the Professional Contract calendar (above). When you use a personal or sick day, they are counted the same as a workday as does a professional development and school business day.

Non-contract days will not carry from year to year without prior approval from the Assistant Supt. of HR

2020-2021 DAILY WORK SCHEDULE

Campus	Office Hours	Support Staff Non-Exempt*	Professional Staff Exempt*	Beginning/ Dismissal Times
Pre-K Program	7:00 am – 4:00 pm	7:00 am – 4:00 pm*	7:30 am – 4:00pm*	7:30 am – 3:00 pm
Elementary Schools	7:15 am – 3:45 pm	7:00 am – 4:00pm*	7:30 am – 4:00pm*	7:35 am - 3:15 pm
Middle Schools	7:25 am – 4:00 pm	7:25 am - 4:05 pm*	7:30 am – 4:00pm*	7:50 am - 3:45 pm
High Schools	7:50 am – 4:20 pm	7:45 am - 4:30 pm*	8:00 am – 4:30pm*	8:20 am - 4:10 pm
Santa Fe Administrative Building/FHTB	8:00 am – 5:00 pm (Mon-Thurs) 8:00 am – 4:30 pm (Fri)	8:00 am - 5:00 pm	8:00 am – 5:00 pm*	

*Campuses may “flex” start and stop times to cover arrival and dismissal while creating an 8-hour workday.

The administration shall determine the distribution of work among members of the staff. The superintendent and principals shall require each staff member to be on duty before and after regular school hours long enough to plan and carry out individual professional responsibilities. These responsibilities shall include planning, supervision, guidance, instruction, and other routine duties or assignments made by the superintendent or the principal, such as work related to extracurricular activities, hall duty, and cafeteria duty. All full time non-exempt employees will be on a 40-hour work week which will be documented through the **TrueTime** software program unless employed for fewer hours per week as per job assignment.

2020-2021 SUBSTITUTE TEACHER PAYSCALE

Daily Rates

Non-Degreed	Degreed	State Certified/RN	Long Term			Days to Long Term
			Non -Degreed	Degreed	State Certified	
\$75.00	\$85.00	\$100.00	\$85.00	\$95.00	\$110.00	11

- Each campus reports days worked by substitutes to the Payroll Office.
- Paychecks are through Direct Deposit or mailed monthly to the home address.
- All substitutes must attend a substitute orientation meeting.
- Subs are paid for the orientation meeting once a position is accepted

2020-2021 HEALTH INSURANCE BENEFITS

Temple ISD provides a competitive, comprehensive benefits package to all eligible employees.

Health Insurance Options

Temple ISD provides health insurance through TRS-Active Care which offers several affordable PPO and HMO plan options to employees. TISD also contributes \$400 monthly towards monthly medical premiums. Eligible employees NOT electing TISD health insurance are eligible to receive \$500 annually into either a medical or dependent care flexible spending account or a 457 Retirement Savings Plan. *Rates are subject to change.*

District Paid Benefits

For eligible employees, the district pays 100% for the following benefits:

- Telehealth for employee and family
- \$10,000 Group Life Insurance

Voluntary Benefits

- Dental
- Vision
- Flexible Spending Account
- Health Savings Account
- Basic and Supplemental Life Insurance Policy (Term and Permanent)
- Hospital Indemnity Plan
- Supplemental Cancer Coverage
- Short-Term and Long-Term Disability
- Employee Assistance Program (EAP)
- Wildcat Wellness Program
- Employee Discount Program

For specific rates and details surrounding our current benefit offerings, please visit <http://www.mybenefitshub.com/templeisd!>



**Non – Exempt & Exempt Salary Schedule
Placement Guidelines**

Pay Grade: _____

Days: _____

Employee: _____

Position: _____

Instructional Aides need to attach a college transcript if you have college hours.

Projected Salary: _____
[Office Use Only]

Work History

School Jobs: TISD or Other Districts

School	Position	Years (TRS)

Years of Experience Value Ranges from Multiplier of .75 to 1.0

Not in Education but Same or Similar Job

Employer	Position	Years (SS)

Years of Experience Value Ranges from Multiplier of .25 to .75

Not in Education and not Similar Job

Employer	Position	Years (SS)

Years of Experience Value Ranges from Multiplier of 0.0 to .25

I declare that all information above is accurate and if requested will provide documentation of employment including TRS Notice and Social Security Statement. Any incorrect information can be reason for termination by the Temple Independent School District.

Name: _____ Signature: _____ Date: _____



Advanced Degree Salary Request Form

Name _____ ID# _____

Campus/Department _____

Teaching Assignment/ Position _____

Degree Title: _____

University: _____

- Transcript attached
- Transcript on file

Requests for advanced degree salary must be made within one month of employment. Employees must submit requests no later than **Tuesday After Labor Day** in order to receive the advanced degree salary. Requests submitted after the deadline will be reviewed the following school year.

Payments will be included in October through July checks for 11-month employee or **September through June** if 12-month employee.

- Approved
- Denied

HR DESIGNEE

DATE

EDUCATION SALARY FOR MASTER'S DEGREE An annual salary increase of \$1,000 is provided to full time campus-based employees with an earned master's degree from an accredited educational institution in a field related to education or an instructional subject provided that their current position does not require a master's degree. The decision as to whether it is an educational institution that is qualified will be made by the Director of Personnel. All employees must apply for the advanced degree stipend by **Tuesday After Labor Day**, to the Assistant Superintendent of Human Resource. Payment will be included in monthly payroll checks.

- Included are teachers, librarians, nurses and other instructional positions closely related to the campus instruction
- Excluded are principals, counselors, diagnosticians, LSSP's, Facilitators, etc.

EDUCATION SALARY FOR DOCTORAL DEGREE An annual stipend of \$1,500 is provided to full time employees with earned doctoral degrees from an accredited educational institution if their position does not require a doctoral degree. The decision as to whether it is an educational institution that is qualified will be made by the Director of Personnel. A one-time request in by **First Day of Instruction**, which includes transcripts for the stipend if not already on file, must be made to the Assistant Superintendent of Human Resource. Payment will be included in monthly payroll checks.

JULY 2020

S	M	T	W	T	F	S
			226	2	3 HOLIDAY	4
5	6	220	8	9	10	11
12	216	14	212	16	17	18
19	207	21	22	23	24	25
26	202	28	197	30 A.L.T.	31	

AUGUST 2020

S	M	T	W	T	F	S
2	192	4	8	9	7 HR EXCHANGE	8
9	16 CAMPUS	11 DISTRICT	12 DISTRICT	13 CAMPUS MONDAY	14 DISTRICT	15
16	17 CAMPUS	18 CAMPUS	19 CAMPUS	20 CAMPUS	21 CAMPUS	22
23	24	25	26	27	28	29
30	31					

* BOC: Back On Contract

SEPTEMBER 2020

S	M	T	W	T	F	S
		226C ROOMS	3	2	4	5
6	7 HOLIDAY	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

OCTOBER 2020

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	10 HOLIDAY	13	14	15	16	28
18	19 W.C.	20	21	22	23	24
25	26	27	28	29	30	

NOVEMBER 2020

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

DECEMBER 2020

S	M	T	W	T	F	S
		1	2	3	4	29
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JANUARY 2021

S	M	T	W	T	F	S
					1 HOLIDAY	2
3	4 W.C.	5	6	7	8	9
10	11	12	13	14	15	16
17	18 HOLIDAY	19	20	21	22	23
24	25	26	27	28	29	28

FEBRUARY 2021

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15 HOLIDAY	16	17	18	19	20
21	22	23	24	25	26	27
28						

MARCH 2021

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	28
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

APRIL 2021

S	M	T	W	T	F	S
				1	2 HOLIDAY	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	29

MAY 2021

S	M	T	W	T	F	S
2	3	4	5	6	7	1/8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31 HOLIDAY					

JUNE 2021

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	27
13	14	15	16	17	228	85
20	21	22	23	24	25	26
27	28	29	30			

PROFESSIONAL CONTRACTS

Contract Length	Start Date	Restart Date	End Date
228	July 1, 2020	-	June 18, 2021
220	July 7, 2020	-	June 15, 2021
216	July 13, 2020	-	June 15, 2021
212	July 15, 2020	August 26, 2020	June 15, 2021
207	July 20, 2020	August 27, 2020	June 14, 2021
202	July 27, 2020	August 27, 2020	June 14, 2021
197	July 29, 2020	September 1, 2020	June 14, 2021
192	August 3, 2020	September 3, 2020	June 14, 2021
187 Aide	August 6, 2020	September 3, 2020	June 10, 2021
187	August 6, 2020	September 3, 2020	June 10, 2021

2020-2021



PROFESSIONAL CALENDAR

COLOR CODE

INSTRUCTIONAL DAY
STUDENT NON-INSTRUCTIONAL DAYS
STUDENT AND TEACHER HOLIDAY
STUDENT HOLIDAY - STAFF WORKDAY/TRAINING
STUDENT EARLY RELEASE- ALL CAMPUSES
NEW TEACHER TRAINING
INSTRUCTIONAL DAYS In GRADING PERIOD
GRADING PERIOD START — GRADING PERIOD END
EXCHANGE DAYS & NEW TEACHERS
PRINCIPALS' MEETING
ADMINISTRATIVE LEADERSHIP TEAM MEETING

PENDING BOARD APPROVAL

INSTRUCTIONAL DAYS: 170 @ 480min. = 79,200 min.

EARLY RELEASE: 3 Half Days @ 195 = 585 min.

TOTAL MINUTES: 79,200 - 585 = 77,615 min.

EXTRA DAYS: 77,615 - 75,600 = 2,015/60 = 4.38 days

JULY 2020

S	M	T	W	T	F	S
			1	2	3 HOLIDAY	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	22

AUGUST 2020

S	M	T	W	T	F	S
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					21

SEPTEMBER 2020

S	M	T	W	T	F	S
		1	2	3	4	5
6	7 HOLIDAY	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			21

OCTOBER 2020

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12 HOLIDAY	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	21

NOVEMBER 2020

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26 HOLIDAY	27 HOLIDAY	28
29	30					19

DECEMBER 2020

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24 CHRISTMAS	25	26
27	28	29	30	31	21	

JANUARY 2021

S	M	T	W	T	F	S
					1 HOLIDAY	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18 HOLIDAY	19	20	21	22	23
24	25	26	27	28	29	19

FEBRUARY 2021

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						19

MARCH 2021

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			23

APRIL 2021

S	M	T	W	T	F	S
				1	2 HOLIDAY	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	21

MAY 2021

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31 HOLIDAY					20

JUNE 2021

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			22

Information

The Auxiliary calendar has 240 workdays and ten (10) days for vacation to be used with the approval of the Departmental Supervisor or Director. The calendar also has eleven (11) holidays including: Independence Day, Labor Day, Columbus Day, Thanksgiving Day and the Friday after Thanksgiving, Christmas Eve and Christmas Day, New Years Day, MLK Day, Good Friday and Memorial Day.

2020-2021



AUXILIARY CALENDAR

Color Code

INSTRUCTIONAL DAY

STUDENT HOLIDAY

EMPLOYEE HOLIDAY

WORKDAYS IN MONTH