

2021 - 2022
TEACHER COMPENSATION GUIDE

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TEMPLE
WILDCAT Wellness

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 and step 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 34.
- 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 and REASSIGNMENT** 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, some 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.

8. **PERFORMANCE PAY: TEACHER INCENTIVE ALLOTMENT (TIA)** For any funds received by Temple ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90% percent 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 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 practicable.

❖ TIA Designated Teachers: 90% of funds

TIA compensation stipends will be eligible for use when calculating retirement benefits for TRS-eligible staff. Employees are responsible to pay both the employee and employer benefit and tax costs in excess of what TIA funding covers. Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax, and TRS contributions as part of an employee's annual wages reported to the state and federal governments, as well as the Teacher Retirement System (TRS).

Eligibility

Teachers with TIA designation (90% of funds)

- PEIMS coded 087
- Receive salary compensation for a minimum of 90 full-time days in the school year or 180 days at half-time in the school year
- Hold a TEA Standard, Professional, Provisional or One-year Certificate

Employees at multiple campuses

- Will be eligible, amount to be determined based on the percentage of time serving at each campus.
- Receive salary compensation for a minimum of 90 full-time days in the school year or 180 days at half time in the school year

Part-time Staff

- Will be eligible for a percentage comparable to the percentage of time serving at the campus
- Receive salary compensation for a minimum of 180 days at half time in the school year

Definitions

TIA designated teacher

- Holds a valid TEA Standard, Provisional or One Year Certificate
- Identified by PEIMS code 087
- Receives salary compensation for a minimum of 90 days @ 100% or 180 days at 50-99%.
- A combination of teacher performance and student achievement meets the minimum requirements as set forth in the plan

Compensation Payout

All compensation is to be paid as a stipend in August of each school year

TEACHER, REGISTERED NURSE and LIBRARIAN

Pay Step	BACHELOR DEGREE	DAILY RATE	MASTER DEGREE
0	50,900	\$272.19	51,900
1	51,300	\$274.33	52,300
2	51,700	\$276.47	52,700
3	52,100	\$278.61	53,100
4	52,500	\$280.75	53,500
5	52,900	\$282.89	53,900
6	53,300	\$285.03	54,300
7	53,700	\$287.17	54,700
8	54,100	\$289.30	55,100
9	54,500	\$291.44	55,500
10	54,900	\$293.58	55,900
11	55,300	\$295.72	56,300
12	55,700	\$297.86	56,700
13	56,100	\$300.00	57,100
14	56,500	\$302.14	57,500
15	57,100	\$305.35	58,100
16	57,700	\$308.56	58,700
17	58,300	\$311.76	59,300
18	58,900	\$314.97	59,900
19	59,500	\$318.18	60,500
20	60,100	\$321.39	61,100
21	60,700	\$324.60	61,700
22	61,300	\$327.81	62,300
23	61,900	\$331.02	62,900
24	62,500	\$334.22	63,500
25	63,100	\$337.43	64,100
26	63,700	\$340.64	64,700
27	64,300	\$343.85	65,300
28	64,900	\$347.06	65,900
29	65,500	\$350.27	66,500
30	66,100	\$353.48	67,100
31	66,700	\$356.68	67,700
32+	67,300	\$359.89	68,300

Classroom Teacher	187
Registered Nurse	187
Librarian	187
Early Literacy Coach	187
Dyslexia Specialist	187
Dyslexia Assessment Specialist	192
Speech Pathology Assistant	192

- All **RETIRE/REHIRE** teachers employed by Temple ISD will be paid at the same step as earned at retirement (HB202/2021).
- All new, retire/rehire non-teaching employees will be paid based on the current Pay Grade at Pay Step 10.

STIPEND SCHEDULE

District Coordinators	
Facilities and Events Coordinator (226)	\$9,000
Strength and Conditioning Coordinator (220)	\$10,000
Girls' Athletic Coordinator (220)	\$7,000
Academic Coordinator	\$5,000
Middle School Coordinator	\$5,000
Recruiting Coordinator	\$5,000
Lead Announcer	\$4,000
Assistant Announcer	\$2,000
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)	\$7,000
Assistant (2)	\$3,000
Football	
Offensive & Defensive Coordinator (226)	\$10,000
Special Teams Coordinator (207)	\$10,000
Level 1 (4)	\$10,000
Level 2 (5) and Video Productions (1)	\$7,500
Level 3 (4)	\$5,000
Golf (Boys/Girls)	
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 (Boys/Girls)	
Head (1)	\$9,000
Assistant (1)	\$3,000
Tennis (Boys/Girls)	
Head (1)	\$9,000
Assistant (1)	\$3,000
Track (Boys/Girls)	
Head (2)	\$7,000
Assistants (10)	\$3,000
Volleyball	
Head (1)	\$7,000
JV (1)	\$4,000
Freshmen (2)	\$3,000
Wrestling (Boys/Girls)	
Head (1)	\$9,000
Assistant (1)	\$3,000
Trainers	
Head (1)	\$12,000
Assistant (1)	\$ 9,000
Middle School (1)	\$5,000
Middle School (Boys/Girls)	
Coordinator (3)	\$2,500
Assistant Coordinator (3)	\$1,500
Tennis (3) & Golf (3)	\$1,500
Soccer Boys (3) & Girls (3)	\$1,000
Boys: Football (12) Basketball (6) Off Season (6) Track (12)	
Girls: Cross Country (6) Volleyball (6) Off Season (6) Basketball (6) Track (12)	\$4,500

Temple High School/Fred Edwards Academy

Agriculture Sponsors	\$8,000
AP Coordinator	\$2,000
Band Director Head	\$15,000
Band Director Assistant (2)	\$8,000
Color Guard Director	\$4,000
Choir Director	\$8,000
Cheerleading Varsity	\$6,000
Cheerleading J.V. and Instructor (2)	\$3,000
Choir Director Assistant	\$4,000
THS Dean of Students	\$3,500
Drama/Theatre Arts Director	\$8,000
Drama/Theatre Arts Assistant and Tech (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, 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
Coordinator Diploma Programme	\$3,500
Vision	\$1,500



Temple Independent School District
Standard Professional Contract Days

PROFESSIONAL CONTRACTS		
Contract Length	Start Date	End Date
226	July 5, 2021	June 17, 2022
220	July 13, 2021	June 17, 2022
216	July 19, 2021	June 17, 2022
212	July 19, 2021	June 13, 2022
207	July 26, 2021	June 13, 2022
202	July 26, 2021	June 6, 2022
197	August 2, 2021	June 6, 2022
192	August 5, 2021	June 2, 2022
187 Aide	August 9, 2021	May 27, 2022
187	August 9, 2021	May 27, 2022

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 226 Contract Days may not apply to Support or Professional Staff not directly related to campus assignments or student services. Their contract days are July 1, 2021 to June 30, 2022, 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 assistance 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

2021-2022 DAILY WORK SCHEDULE

Campus	Office Hours	Support Staff Non-Exempt*	Professional Staff Exempt*	Beginning/Dismissal Times
Pre-K Program	7:00am – 3:45 pm	Assigned by Principal	7:30 am – 4:00pm*	7:40 am – 3:20 pm
Elementary Schools	7:30 am – 4:00 pm	Assigned by Principal	7:40am – 4:10pm*	7:55 am - 3:35 pm
Middle Schools	8:00 am – 4:30 pm	Assigned by Principal	8:10 am – 4:40pm*	8:25 am – 4:05 pm
High Schools	7:00am – 3:30 pm	Assigned by Principal	7:15 am – 3:45pm*	7:30 am - 3:10 pm
Administrative Building/FHTB	8:00 am – 5:00 pm (Mon-Thurs) 8:00 am – 4:30 pm (Fri)		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

2021-2022 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

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/>

2021-2022 HEALTH INSURANCE BENEFITS

TRS MONTHLY MEDICAL PREMIUMS					
	Monthly Premium	District Contribution	2021/2022 Employee Cost	2020/2021 Employee Cost	INCREASE DECREASE
Blue Cross and Blue Shield (BCBSTX) Primary					
Employee Only	\$417	\$400	\$17	\$0	\$17
Employee & Spouse	\$1,176	\$400	\$776	\$689	\$87
Employee & Children	\$751	\$400	\$351	\$295	\$56
Employee & Family	\$1,405	\$400	\$1,005	\$901	\$104
Blue Cross and Blue Shield (BCBSTX) Primary Plus					
Employee Only	\$542	\$400	\$142	\$114	\$28
Employee & Spouse	\$1,334	\$400	\$934	\$864	\$70
Employee & Children	\$879	\$400	\$479	\$434	\$45
Employee & Family	\$1,675	\$400	\$1,275	\$1,188	\$87
Blue Cross and Blue Shield (BCBSTX) ActiveCare 2					
Employee Only	\$1,013	\$400	\$613	\$537	\$76
Employee & Spouse	\$2,402	\$400	\$2,002	\$1,822	\$180
Employee & Children	\$1,507	\$400	\$1,107	\$993	\$114
Employee & Family	\$2,841	\$400	\$2,441	\$2,227	\$214
Blue Cross and Blue Shield (BCBSTX) High Deductible					
Employee Only	\$429	\$400	\$29	\$0	\$29
Employee & Spouse	\$1,209	\$400	\$809	\$720	\$89
Employee & Children	\$772	\$400	\$372	\$315	\$57
Employee & Family	\$1,445	\$400	\$1,045	\$938	\$107
Baylor Scott and White HMO					
Employee Only	\$542.00	\$400.00	\$142.00	\$151.10	\$9.10
Employee & Spouse	\$1,363.00	\$400.00	\$963.00	\$982.06	\$19.06
Employee & Children	\$872.00	\$400.00	\$472.00	\$483.50	\$11.50
Employee & Family	\$1,568.00	\$400.00	\$1,168.00	\$1,078.56	\$89.44

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



**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: _____



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 2021

S	M	T	W	T	F	S
				1 HOLIDAY	2 HOLIDAY	3
4	5 226	6	7	8	9	10
11	12	13 220	14	15	16	17
18	19 216,212	20	21	22	23	24
25	26 202,207	27	28	29	30	31

AUGUST 2021

S	M	T	W	T	F	S
1	2 ALT 197	3 DPD	4 DPD	5 192 DPD	6 DPD	7
8	9 187 CPD	10 DPD	11 DPD	12 CPD	13 DPD	14
15	16 CPD	17 CPD	18 DPD	19 WORKDAY	20 CPD/W	21
22	23 CPD/W	24	25	26	27	28
29	30	31				

SEPTEMBER 2021

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

OCTOBER 2021

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

NOVEMBER 2021

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

DECEMBER 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	20
19	20	21	22	23	24	25
26	27	28	29	30	31	77

JANUARY 2022

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

FEBRUARY 2022

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	33
20	21 CPD/W	22	23	24	25	26
27	28					

MARCH 2022

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		

APRIL 2022

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15 HOLIDAY	33
17	18 CPD/W	19	20	21	22	23
24	25	26	27	28	29	30

MAY 2022

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	27 187 CPD/W	28
29	30 HOLIDAY	31	94			

Bad Weather Days will be added to the end of the school year.

JUNE 2022

S	M	T	W	T	F	S
			1	2 192	3	4
5	6 197,202	7	8	9	10	11
12	13 207,212	14	15	16	17 216,220 226	18
19	20	21	22	23	24	25
26	27	28	29	30		

PROFESSIONAL CONTRACTS		
Contract Length	Start Date	End Date
226	July 5, 2021	June 17, 2022
220	July 13, 2021	June 17, 2022
216	July 19, 2021	June 17, 2022
212	July 19, 2021	June 13, 2022
207	July 26, 2021	June 13, 2022
202	July 26, 2021	June 6, 2022
197	August 2, 2021	June 6, 2022
192	August 5, 2021	June 2, 2022
187 Aide	August 9, 2021	May 27, 2022
187	August 9, 2021	May 27, 2022

2021-2022



PROFESSIONAL CALENDAR

Board Approved 2/8/2021

COLOR CODE	
	INSTRUCTIONAL DAY
	STUDENT NON-INSTRUCTIONAL DAYS
	STUDENT AND TEACHER HOLIDAY
	STUDENT HOLIDAY - STAFF WORKDAY/TRAINING
	FIRST YEAR TEACHER PROFESSIONAL DEVELOPMENT
	NEW TEACHER PROFESSIONAL DEVELOPMENT
	STUDENT EARLY RELEASE --- ALL CAMPUSES
	INSTRUCTIONAL DAYS IN GRADING PERIOD
	GRADING PERIOD START --- GRADING PERIOD END
	PRINCIPALS' MEETING
	ADMINISTRATIVE LEADERSHIP TEAM MEETING

JULY 2021

S	M	T	W	T	F	S
				1 HOLIDAY	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	20

AUGUST 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	22			

SEPTEMBER 2021

S	M	T	W	T	F	S
			1	2	3	4
5	6 HOLIDAY	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	

OCTOBER 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
24/31	25	26	27	28	29	21

NOVEMBER 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	19			

DECEMBER 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	20

JANUARY 2022

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

FEBRUARY 2022

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	20				

MARCH 2022

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	24	

APRIL 2022

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	29	20

MAY 2022

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 HOLIDAY	31	21			

JUNE 2022

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	

2021-2022



AUXILIARY 240-DAY CALENDAR

Board Approved 2/8/2021

Auxiliary Calendar

The Auxiliary calendar has 240 workdays and ten (10) days for vacation to be used with the approval of the Departmental Supervisor. The calendar also has twelve (12) holidays including: July 1 and 2 for Independence Day, Labor Day, Thanksgiving Day and the Friday after Thanksgiving, Christmas Eve and the Monday after Christmas Day, New Years Eve, MLK Day, Good Friday and Memorial Day.