

# 2022–2023 STAFF COMPENSATION GUIDE

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TEMPLE  
WILDCAT Wellness

APPROVED 6.15.22

## TEACHING AND PROFESSIONAL STAFF SALARY SCHEDULES

### NOTES ON ADMINISTRATIVE AND PROFESSIONAL SALARY SCHEDULES

1. **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
2. **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.
3. **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.
4. **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.
5. **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 Nonexempt/Salary Schedule Placement Guideline is located on page 34.
6. **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.
7. **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

1. **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.
2. **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 21<sup>st</sup> 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 (16<sup>th</sup>) 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.

## 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 disburse the funds to the department or grade level team the teacher taught.

❖ 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

### **Definitions**

TIA designated teacher

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 for TIA will be paid in August.

If a TIA designated teacher retires from Temple ISD after the Class Roster Winter Submission, the teacher will receive the funding amount allocated to them based on the TIA approved by TEA. These funds will be paid prior to August 31st.

If a TIA designated teacher leaves Temple ISD for reasons other than retirement after the Class Roster Winter Submission, the teacher will not receive the funding amount allocated to them based on the TIA approved by TEA. The TIA funds will be re-distributed at the campus where the TIA designated teacher was employed at Class Roster Winter Submission.

## TEACHER, REGISTERED NURSE and LIBRARIAN

Pay Step	BACHELOR'S DEGREE	DAILY RATE	MASTER'S DEGREE
0	52,500	281	53,500
1	53,000	283	54,000
2	53,500	286	54,500
3	54,000	289	55,000
4	54,500	291	55,500
5	55,000	294	56,000
6	55,500	297	56,500
7	56,000	299	57,000
8	56,500	302	57,500
9	57,000	305	58,000
10	57,500	307	58,500
11	58,000	310	59,000
12	58,500	313	59,500
13	59,000	316	60,000
14	59,500	318	60,500
15	60,000	321	61,000
16	60,500	324	61,500
17	61,000	326	62,000
18	61,500	329	62,500
19	62,000	332	63,000
20	62,500	334	63,500
21	63,000	337	64,000
22	63,500	340	64,500
23	64,000	342	65,000
24	64,500	345	65,500
25	65,000	348	66,000
26	65,500	350	66,500
27	66,000	353	67,000
28	66,500	356	67,500
29	67,000	358	68,000
30	67,500	361	68,500
31	68,000	364	69,000
32+	68,500	366	69,500

Classroom Teacher	187
Registered Nurse	187
Librarian	187
Early Literacy Coach	187
Dyslexia Specialist	187
Speech Path. 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

<b>District Coordinators</b>	
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
Game Administrator	\$5,000
<b>Baseball/Softball</b>	
Head (2)	\$7,000
JV (2)	\$4,000
Freshmen (4)	\$3,000
<b>Basketball (Boys/Girls)</b>	
Head (2)	\$7,000
JV (2)	\$4,000
Freshmen (4)	\$3,000
<b>Cross Country (Boys/Girls)</b>	
Head (2)	\$7,000
Assistant (2)	\$3,000
<b>Football</b>	
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
<b>Golf (Boys/Girls)</b>	
Head (1)	\$9,000
Assistant (1)	\$3,000
<b>Power Lifting (Boys/Girls)</b>	
Head (2)	\$ 5,000
Assistant (3)	\$4,000
<b>Soccer (Boys/Girls)</b>	
Head (2)	\$7,000
JV (2)	\$4,000
Freshmen (2)	\$3,000
<b>Swimming (Boys/Girls)</b>	
Head (1)	\$9,000
Assistant (1)	\$3,000
<b>Tennis (Boys/Girls)</b>	
Head (1)	\$9,000
Assistant (1)	\$3,000
<b>Track (Boys &amp; Girls)</b>	
Head (2)	\$7,000
Assistants (10) [5Boys & 5Girls]	\$3,000
<b>Volleyball</b>	
Head (1)	\$7,000
JV (1)	\$4,000
Freshmen (2)	\$3,000
<b>Wrestling (Boys/Girls)</b>	
Head (1)	\$9,000
Assistant (2)	\$3,000
<b>Trainers</b>	
Head (1)	\$12,000
Assistant (1)	\$ 9,000
Middle School (1)	\$5,000
<b>Middle School (Boys/Girls)</b>	
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 (2)	\$4,000
Dance Team	\$8,000
Dance Team Assistant	\$4,000
Dual Credit (Teacher or Counselor) Semester*	<b>\$ 500*</b>
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)*	<b>\$ 400*</b>
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)*	<b>\$ 500*</b>
UIL Academic Contests (per grade level, per event)*	<b>\$ 100*</b>
Yearbook	\$1,500

## District Wide

**\*Paid from Campus or Departmental Budget**

Adult Education Administrator	\$3,000
Lead Announcer	\$4,000
Asst. Lead Announcer	\$2,000
Campus Social Media Manager* (12)	<b>\$ 500*</b>
Campus Webmaster* (12)	<b>\$ 500*</b>
Campus Secretary Spanish Speaker	\$ 750
Campus Technology Liaison	\$ 900
Deaf Education	\$1,500
District Secretary Spanish Speaker	\$1,000
HS Chemistry, Physics, 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)	<b>\$ 500*</b>
Special Olympics	\$1,000
Diploma Programme Coordinator	\$3,500
Vision	\$1,500
PASS Teacher	\$2,500
CTSO Stipend	\$1,500





Temple Independent School District  
Standard Professional Contract Days

<b>PROFESSIONAL CONTRACTS</b>		
<b>Contract Length</b>	<b>Start Date</b>	<b>End Date</b>
<b>226</b>	<b>July 1, 2022</b>	<b>June 20 2023</b>
<b>220</b>	<b>July 12 2022</b>	<b>June 20 2023</b>
<b>216</b>	<b>July 18, 2022</b>	<b>June 20 2023</b>
<b>212</b>	<b>July 18, 2022</b>	<b>June 14, 2023</b>
<b>207</b>	<b>July 25, 2022</b>	<b>June 14, 2023</b>
<b>202</b>	<b>July 25, 2022</b>	<b>June 7, 2023</b>
<b>197</b>	<b>August 1, 2022</b>	<b>June 7, 2023</b>
<b>192</b>	<b>August 1, 2022</b>	<b>May 31, 2023</b>
<b>187 Aide</b>	<b>August 8, 2022</b>	<b>May 31, 2023</b>
<b>187</b>	<b>August 8, 2022</b>	<b>May 31, 2023</b>

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**

## 2022-2023 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
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*	

\*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.

## 2022-2023 SUBSTITUTE TEACHER PAYSCALE

### Daily Rates

Non-Degreed	Degreed	State Certified/RN	Long Term or After 15 <sup>th</sup> Day of Regular Subbing			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/>

## 2022-2023 HEALTH INSURANCE BENEFITS

TRS MONTHLY MEDICAL PREMIUMS			
	Monthly Premium	District Contribution	Employee Cost
<b>Blue Cross and Blue Shield (BCBSTX) Primary</b>			
Employee Only	\$365	\$365	\$0
Employee & Spouse	\$1029	\$400	\$629
Employee & Children	\$656	\$400	\$256
Employee & Family	\$1232	\$400	\$832
<b>Blue Cross and Blue Shield (BCBSTX) Primary Plus</b>			
Employee Only	\$548	\$400	\$58
Employee & Spouse	\$1,120	\$400	\$720
Employee & Children	\$737	\$400	\$337
Employee & Family	\$1,409	\$400	\$1,009
<b>Blue Cross and Blue Shield (BCBSTX) ActiveCare 2</b>			
Employee Only	\$1,013	\$400	\$613
Employee & Spouse	\$2,402	\$400	\$2,002
Employee & Children	\$1,507	\$400	\$1,107
Employee & Family	\$2,841	\$400	\$2,441
<b>Blue Cross and Blue Shield (BCBSTX) High Deductible</b>			
Employee Only	\$375	\$400	\$0
Employee & Spouse	\$1,055	\$400	\$655
Employee & Children	\$673	\$400	\$273
Employee & Family	\$1,261	\$400	\$861
<b>Baylor Scott and White HMO</b>			
Employee Only	\$491.55	\$400.00	\$91.55
Employee & Spouse	\$1,232.58	\$400.00	\$832.58
Employee & Children	\$789.39	\$400.00	\$389.39
Employee & Family	\$1,418.42	\$400.00	\$1,018.42

### 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.



# PROFESSIONAL CALENDAR 2022-2023

## JULY 2022

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

## AUGUST 2022

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

## SEPTEMBER 2022

S	M	T	W	T	F	S
				1	2	3
4	5 HOLIDAY	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	28

## OCTOBER 2022

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

## NOVEMBER 2022

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

## DECEMBER 2022

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

## JANUARY 2023

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

## FEBRUARY 2023

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	32
19	20 WORKDAY	21	22	23	24	25
26	27	28				

## MARCH 2023

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 2023

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

## MAY 2023

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	34
28	29 HOLIDAY	30 DPD	31 WORKDAY 187/192			

## JUNE 2023

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

### PROFESSIONAL CONTRACTS

Contract Length	Start Date	End Date
226	July 1, 2022	June 20 2023
220	July 12 2022	June 20 2023
216	July 18, 2022	June 20 2023
212	July 18, 2022	June 14, 2023
207	July 25, 2022	June 14, 2023
202	July 25, 2022	June 7, 2023
197	August 1, 2022	June 7, 2023
192	August 1, 2022	May 31, 2023
187 Aide	August 8, 2022	May 31, 2023
187	August 8, 2022	May 31, 2023

### QUICK REFERENCE

FIRST DAY OF SCHOOL  
AUGUST 23

LAST DAY OF SCHOOL  
MAY 26

#### STUDENT HOLIDAYS

September 5  
October 10 & 31  
November 11  
November 21 - 25  
December 19 - January 3  
January 16  
February 20  
March 13-17  
April 7 & 10

#### EARLY RELEASE

December 16  
May 26

### CALENDAR CODES

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
GRADING PERIOD START
GRADING PERIOD END
ELEMENTARY MEET THE TEACHER (8/18) M-D ECA MEET THE TEACHER (8/22)
ADMINISTRATIVE LEADERSHIP TEAM MEETING

Board Approved February 14, 2022



### JULY 2022

S	M	T	W	T	F	S
					1	2
3	4 HOLIDAY 240 Day	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	20

### AUGUST 2022

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

### SEPTEMBER 2022

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

### OCTOBER 2022

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				

### NOVEMBER 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 HOLIDAY	24 HOLIDAY	25 2 HOLIDAY	26
27	28	29	30	19		

### DECEMBER 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 HOLIDAY	24
25	26 HOLIDAY	27	28	29	30 HOLIDAY	19

### JANUARY 2023

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

### FEBRUARY 2023

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 2023

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 2023

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
23/30	24	25	26	27	28	19

### MAY 2023

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 HOLIDAY	30	31	22		

### JUNE 2023

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	30 240 End	22

## 2022-2023 AUXILIARY 240-DAY CALENDAR

The Auxiliary calendar has 240 workdays and ten (10) days for vacation to be set with the approval of the Departmental Supervisor or Director. The calendar also has eleven (11) holidays including: July 4th-Independence Day, Labor Day, the Wednesday before Thanksgiving, Thanksgiving Day and the Friday after Thanksgiving, Friday before Christmas and day after Christmas, December 30, MLK Day, Good Friday and Memorial Day.

## COLOR CODES

INSTRUCTIONAL DAY
STUDENT NON-INSTRUCTIONAL DAY
STUDENT AND TEACHER HOLIDAY
STUDENT HOLIDAY - STAFF WORKDAY/TRAINING
NEW TEACHER PROFESSIONAL DEVELOPMENT
STUDENT EARLY RELEASE — ALL CAMPUSES
ADMINISTRATIVE LEADERSHIP TEAM MEETING