

IRVING INDEPENDENT SCHOOL DISTRICT

EMPLOYEE SALARY SCHEDULES

2022 - 2023



Employee Services / Human Resources Division

2621 W. Airport Fwy

Irving, TX 75062

www.irvingisd.net

AN EQUAL OPPORTUNITY EMPLOYER

The Board of Trustees adopts a new compensation plan each year.
Salary increases are not given automatically.

Neither past nor future salaries can be accurately calculated or predicted from information in this manual. ***Only salaries for the 2022 - 2023 school year may be obtained from the information in this manual.***

The Compensation and/or Payroll departments shall determine final calculations of all salaries, ***regardless of possible typographical errors contained in this manual.***

The Board of Trustees, the Superintendent, and/or designee ***retain the right to adjust salaries anytime during the fiscal year.***

For further clarification or information, please contact the Employee Services/Human Resources Department at (972) 600-5417, or the Payroll Department at (972) 600-5410.

Teachers, Nurses, Librarians, Other Instructional Professionals, and Counselors Salary Schedules



*Must have completed at least 90 days in the previous work calendar year to receive step movement.

*All service records and/or transcripts must also be received for salary credit purposes.

*Nursing experience outside of public education may be given salary credit per TRS Guidelines.

Irving ISD
2022-2023 Compensation Schedule
New Hire Teachers, Nurses, and Librarians

Years of Experience	Bachelor's Degree Daily Rate	Bachelor's Degree Annual Salary	Master's Degree Daily Rate	Master's Degree Annual Salary	Doctorate Degree Daily Rate	Doctorate Degree Annual Salary
0	\$306.39	\$57,294	\$314.49	\$58,809	\$325.29	\$60,829
1	\$307.31	\$57,467	\$315.47	\$58,992	\$326.48	\$61,052
2	\$309.47	\$57,871	\$317.63	\$59,396	\$328.64	\$61,456
3	\$313.52	\$58,628	\$321.68	\$60,154	\$332.70	\$62,214
4	\$320.00	\$59,840	\$328.16	\$61,366	\$339.18	\$63,426
5	\$326.48	\$61,052	\$334.77	\$62,602	\$345.79	\$64,662
6	\$334.59	\$62,567	\$343.68	\$64,268	\$354.70	\$66,329
7	\$341.07	\$63,779	\$349.63	\$65,380	\$360.65	\$67,441
8	\$344.47	\$64,416	\$352.63	\$65,941	\$363.64	\$68,001
9	\$347.71	\$65,022	\$355.87	\$66,547	\$366.88	\$68,607
10	\$349.33	\$65,325	\$357.49	\$66,850	\$368.50	\$68,910
11	\$350.52	\$65,547	\$358.67	\$67,072	\$369.69	\$69,132
12	\$351.60	\$65,749	\$359.75	\$67,274	\$370.77	\$69,334
13	\$352.68	\$65,951	\$360.83	\$67,476	\$371.85	\$69,536
14	\$353.76	\$66,153	\$361.91	\$67,678	\$372.93	\$69,738
15	\$354.84	\$66,355	\$363.00	\$67,880	\$374.01	\$69,940
16	\$355.92	\$66,557	\$364.08	\$68,082	\$375.09	\$70,142
17	\$358.08	\$66,961	\$368.94	\$68,991	\$379.95	\$71,051
18	\$359.16	\$67,163	\$370.02	\$69,193	\$381.03	\$71,253
19	\$360.24	\$67,365	\$371.10	\$69,395	\$382.11	\$71,455
20	\$363.75	\$68,021	\$374.61	\$70,052	\$385.63	\$72,112
21	\$365.10	\$68,274	\$375.96	\$70,304	\$386.98	\$72,364
22	\$368.02	\$68,820	\$378.88	\$70,850	\$389.90	\$72,911
23	\$371.97	\$69,558	\$382.82	\$71,588	\$393.84	\$73,648
24	\$374.85	\$70,097	\$385.71	\$72,127	\$396.72	\$74,188
25	\$379.68	\$71,001	\$390.54	\$73,031	\$401.56	\$75,091
26	\$380.42	\$71,138	\$391.71	\$73,249	\$402.73	\$75,310
27	\$383.57	\$71,727	\$397.12	\$74,262	\$408.14	\$76,323
28	\$389.68	\$72,869	\$403.23	\$75,405	\$414.25	\$77,465
29	\$396.16	\$74,081	\$409.71	\$76,617	\$420.73	\$78,677
30+	\$401.56	\$75,091	\$415.12	\$77,627	\$426.13	\$79,687

*This new hire schedule is for the 2022-2023 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicated on the basis of this schedule.

*To obtain salaries for 31 or more years, please contact Human Resources.

*Salary is based on a 187 work days.

*Base pay does not include any stipends or other salary supplements.

*Salary is based on the pay approved by the Board of Trustees each year.

Irving ISD					
2022-2023 Compensation Schedule					
New Hire School Counselors (Masters Degree)					
Years of Experience	Daily Rate	195-Day Annual Salary	200-Day Annual Salary	205-Day Annual Salary	220-Day Annual Salary
0	\$321.72	\$62,735	\$64,344	\$65,952	\$70,778
1	\$323.61	\$63,105	\$64,723	\$66,341	\$71,195
2	\$324.44	\$63,266	\$64,889	\$66,511	\$71,377
3	\$328.85	\$64,125	\$65,769	\$67,413	\$72,346
4	\$334.67	\$65,260	\$66,933	\$68,607	\$73,627
5	\$340.54	\$66,405	\$68,108	\$69,811	\$74,919
6	\$349.67	\$68,186	\$69,934	\$71,683	\$76,928
7	\$353.98	\$69,026	\$70,796	\$72,566	\$77,876
8	\$356.83	\$69,582	\$71,366	\$73,150	\$78,503
9	\$359.81	\$70,163	\$71,962	\$73,761	\$79,158
10	\$361.40	\$70,473	\$72,280	\$74,087	\$79,508
11	\$362.78	\$70,741	\$72,555	\$74,369	\$79,811
12	\$363.83	\$70,946	\$72,766	\$74,585	\$80,042
13	\$364.85	\$71,146	\$72,971	\$74,795	\$80,268
14	\$365.85	\$71,341	\$73,171	\$75,000	\$80,488
15	\$366.99	\$71,564	\$73,399	\$75,233	\$80,738
16	\$370.18	\$72,186	\$74,037	\$75,888	\$81,440
17	\$372.38	\$72,614	\$74,476	\$76,338	\$81,923
18	\$375.07	\$73,139	\$75,015	\$76,890	\$82,516
19	\$378.10	\$73,730	\$75,621	\$77,511	\$83,183
20	\$380.32	\$74,163	\$76,065	\$77,967	\$83,671
21	\$383.53	\$74,787	\$76,705	\$78,623	\$84,376
22	\$385.71	\$75,214	\$77,142	\$79,071	\$84,856
23	\$387.64	\$75,589	\$77,528	\$79,466	\$85,280
24	\$390.91	\$76,228	\$78,182	\$80,137	\$86,001
25	\$394.10	\$76,849	\$78,819	\$80,790	\$86,701
26	\$397.14	\$77,442	\$79,427	\$81,413	\$87,370
27	\$400.55	\$78,106	\$80,109	\$82,112	\$88,120
28	\$406.86	\$79,338	\$81,372	\$83,406	\$89,509
29	\$413.94	\$80,719	\$82,789	\$84,859	\$91,068
30+	\$418.88	\$81,681	\$83,775	\$85,869	\$92,153

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*To obtain salaries for 31 or more years, please contact Human Resources.

*Base pay does not include any stipends or other salary supplements, if applicable.

*Salary is based on the pay approved by the Board of Trustees each year.

Irving ISD					
2022-2023 Compensation Schedule					
New Hire School Counselors (Doctoral Degree)					
Years of Experience	Daily Rate	195-Day Annual Salary	200-Day Annual Salary	205-Day Annual Salary	220-Day Annual Salary
0	\$332.08	\$64,755	\$66,416	\$68,076	\$73,057
1	\$333.97	\$65,125	\$66,795	\$68,465	\$73,474
2	\$334.80	\$65,286	\$66,960	\$68,634	\$73,656
3	\$339.20	\$66,145	\$67,841	\$69,537	\$74,625
4	\$345.03	\$67,280	\$69,005	\$70,730	\$75,906
5	\$350.90	\$68,425	\$70,180	\$71,934	\$77,198
6	\$360.03	\$70,206	\$72,006	\$73,806	\$79,207
7	\$364.34	\$71,046	\$72,868	\$74,690	\$80,155
8	\$367.19	\$71,602	\$73,438	\$75,274	\$80,782
9	\$370.17	\$72,183	\$74,034	\$75,884	\$81,437
10	\$371.76	\$72,493	\$74,352	\$76,210	\$81,787
11	\$373.14	\$72,761	\$74,627	\$76,493	\$82,090
12	\$374.19	\$72,966	\$74,837	\$76,708	\$82,321
13	\$375.21	\$73,166	\$75,042	\$76,919	\$82,547
14	\$376.21	\$73,361	\$75,242	\$77,123	\$82,767
15	\$377.35	\$73,584	\$75,470	\$77,357	\$83,017
16	\$380.54	\$74,206	\$76,108	\$78,011	\$83,719
17	\$382.74	\$74,634	\$76,548	\$78,461	\$84,202
18	\$385.43	\$75,159	\$77,086	\$79,013	\$84,795
19	\$388.46	\$75,750	\$77,692	\$79,635	\$85,462
20	\$390.68	\$76,183	\$78,137	\$80,090	\$85,950
21	\$393.88	\$76,807	\$78,777	\$80,746	\$86,655
22	\$396.07	\$77,234	\$79,214	\$81,194	\$87,135
23	\$398.00	\$77,609	\$79,599	\$81,589	\$87,559
24	\$401.27	\$78,248	\$80,254	\$82,260	\$88,279
25	\$404.46	\$78,869	\$80,891	\$82,913	\$88,980
26	\$407.50	\$79,462	\$81,499	\$83,537	\$89,649
27	\$410.90	\$80,126	\$82,181	\$84,235	\$90,399
28	\$417.22	\$81,358	\$83,444	\$85,530	\$91,788
29	\$424.30	\$82,739	\$84,861	\$86,982	\$93,347
30+	\$429.23	\$83,701	\$85,847	\$87,993	\$94,432

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*Base pay does not include any stipends or other salary supplements, if applicable.

*Salary is based on the pay approved by the Board of Trustees each year.

Administrative/Professional Pay Bands



*These hiring pay bands are for the 2022-2023 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicated on the basis of these pay bands.

*Increase is based on the mid-point of the 2021-2022 salary schedule.

*Must have worked at least 90 days in the position to receive a salary increase.

***ESSER positions are grant funded.** Funds are expected to be available through the end of the 2023-2024 school year. In addition to other specified conditions of employment, the applicant understands that no guarantee of continued employment, beyond the availability of the funds, is expressed or implied by Irving Independent School District.

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase %	
			Minimum	Midpoint		
1			Daily	\$227.48	\$277.42	\$5.49
	District Textbook Manager	230	200 Days	\$45,496	\$55,484	\$1,098
	Home Instruction Coach (ESSER)	200	220 Days	\$50,046	\$61,032	\$1,208
	Manager, Auditorium	200	230 Days	\$52,320	\$63,807	\$1,263
	Manager, Instructional Materials	230	261 Days	\$59,372	\$72,407	\$1,433
	Manager, Office Operations - ISF	230				
	Manager, Science Center	230				
	Reg. Compliance/Training Coordinator	261				
	Specialist, AEL Assessment	220				
	Specialist, Enterprise Content Management	230				
	Specialist, Federal Funds Monitoring & Compliance	230				
	Specialist, HIPPIY EC	200				
	Specialist, Routing (Transportation)	230				
	Specialist, School Security (Uniformed)	261				
	Specialist, Security Systems (Technical)	261				
	Specialist, SHARS	230				
	Supervisor, Accounts Payable	230				
	Supervisor, Food Service	230				
	Supervisor, FNS Culinary	230				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase %	
			Minimum	Midpoint		
2			Daily	\$267.78	\$326.55	\$6.47
	Accountant	230	187 Days	\$50,075	\$61,065	\$1,210
	Accountant (ESSER)	230	198 Days	\$53,020	\$64,657	\$1,281
	Certification Officer	230	230 Days	\$61,589	\$75,107	\$1,488
	Construction Project Manager	261	261 Days	\$69,891	\$85,230	\$1,689
	Coordinator, Communications	230				
	Coordinator, Emergency Management	261				
	Coordinator, Graphics and Webpage	230				
	FNS Talent Acquis. & EE Experience Coach (ESSER)	230				
	Human Resources Generalist	230				
	Human Resources Generalist (ESSER)	230				
	Manager, Custodial Services & Facilities Rental	261				
	Manager, Development - ISF	230				
	Manager, Energy	261				
	Manager, Grounds & Environmental Quality	261				
	Manager, Project - ISF	230				
	Manager, Warehouse	261				
	Menu Planner/Dietician	230				
	Occupational Therapist Assistant	187				
	Payroll Analyst	230				
	Social Worker	187				
	Social Worker (ESSER)	187				
	Specialist, Benefits & Billing	230				
	Specialist, Safety (Transportation)	230				
	Specialist, Technology (Transportation)	230				
	Specialist, Video Production	230				
	Speech-Language Pathology Assistant	187				
	Supervisor, Technology Food Service	230				
	Translator	230				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase %	
			Minimum	Midpoint		
3A	Non-Administrative		Daily	\$309.95	\$368.99	\$7.31
	Board Certified Behavior Analyst	210	187 Days	\$57,961	\$69,001	\$1,367
	Coordinator, AVID	220	192 Days	\$59,510	\$70,846	\$1,404
	Coordinator, Parent/SS, HIPPY & ECEd	220	198 Days	\$61,370	\$73,060	\$1,447
	Coordinator, Purch., Nutri., & Menu Ops	230	200 Days	\$61,990	\$73,798	\$1,462
	Coordinator, P-Tech Workplace	220	210 Days	\$65,090	\$77,488	\$1,535
	Coordinator, TAPPS/Foster Care	220	220 Days	\$68,189	\$81,178	\$1,608
	Data Facilitator	230	230 Days	\$71,289	\$84,868	\$1,681
	Diagnostician	198				
	Document Control & Mgmt. Coach (ESSER)	230				
	Lead, Employee Wellness Cluster (ESSER)	230				
	Lead, Academic MTSS (ESSER)	220				
	Lead, THRIVE (ESSER)	220				
	Licensed Spec School Psychologist (LSSP)	198				
	Occupational Therapist	187				
	Specialist, Assistive Technology	198				
	Specialist, Behavior	198				
	Specialist, College Career Military Readiness (ESSER)	220				
	Specialist, Performance Reporting & Analysis	230				
	Specialist, Transition	198				
	Speech Language Pathologist	192				
	Staff Auditor	230				
	Student Advocate Counselor	200				
	Supervisor, Accounting	230				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase %	
			Minimum	Midpoint		
3B	Administrative		Daily	\$309.95	\$368.99	\$7.31
	Asst. Director, Food Service	230	210 Days	\$65,090	\$77,488	\$1,535
	Asst. Director, Payroll	230	220 Days	\$68,189	\$81,178	\$1,608
	Asst. Principal, Early Childhood	210	230 Days	\$71,289	\$84,868	\$1,681
	Asst. Principal, Elementary	210				
	Asst. Principal, Night School (ESSER)	220				
	Campus Operations Administrator	220				
	Director, Tax Office Operations	230				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase %	
			Minimum	Midpoint		
4A	Non-Administrative		Daily	\$333.97	\$397.54	\$7.87
	Coordinator, Advanced Academics & LOTE	220	187 Days	\$62,452	\$74,340	\$1,472
	Coordinator, CTE	220	220 Days	\$73,473	\$87,459	\$1,731
	Coordinator, Digital Learning	230	225 Days	\$75,143	\$89,447	\$1,771
	Coordinator, Dyslexia & Rtl	220	230 Days	\$76,813	\$91,434	\$1,810
	Coordinator, Employee Wellness & Support Srvc	230				
	Coordinator, Homeless Education	220				
	Coordinator, HR/Transportation	230				
	Coordinator, Human Resources	230				
	Coordinator, Instructional	220				
	Coordinator, Intervention	220				
	Coordinator, Compliance/Migrant Testing PK-12	225				
	Coordinator, Library Services PK-12	230				
	Coordinator, Parent Involvement	220				
	Coordinator, Performance Reporting & Analysis	230				
	Coordinator, Physical Education	220				
	Coordinator, Professional Learning	230				
	Coordinator, School Improvement	220				
	Coordinator, Secondary Academic Support	230				
	Coordinator, Special Education	220				
	Coordinator, Student Assessments	230				
	Employee Wellness Licensed Prof. Counselor (ESSER)	230				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase %	
			Minimum	Midpoint		
4A	Non-Administrative (Cont.)		Daily	\$333.97	\$397.54	\$7.87
	Facilitator, Ext. Learning Prog. BIL/ESL Elem. (ESSER)	225	187 Days	\$62,452	\$74,340	\$1,472
	Facilitator, Ext. Learning Prog. BIL/ESL Sec. (ESSER)	225	220 Days	\$73,473	\$87,459	\$1,731
	HR Analyst	230	225 Days	\$75,143	\$89,447	\$1,771
	HR Investigations Officer	230	230 Days	\$76,813	\$91,434	\$1,810
	Internal Auditor	230				
	Lead, Behavior - MTSS All Levels (ESSER)	220				
	Lead, Behavior - MTSS EC-K (ESSER)	220				
	Lead, Benefits & Risk Mgmt. (ESSER)	230				
	Coordinator, Guidance & Counseling	220				
	Lead, Human Resources (ESSER)	230				
	Lead, Parent Edu. & Community Engmt. (ESSER)	220				
	Lead, Social Emotional Learning Elem. (ESSER)	220				
	Lead, Social Emotional Learning Sec. (ESSER)	220				
	Manager, AEL Grant Program	230				
	Physical Therapist	187				
	Reading Academy Instructional Cohort Leader	220				
	Specialist, Orientation & Mobility	187				
	Supervisor, School For The Deaf	220				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase %	
			Minimum	Midpoint		
4B	Administrative		Daily	\$333.97	\$397.54	\$7.87
	Asst. Director, Purchasing	230	220 Days	\$73,473	\$87,459	\$1,731
	Asst. Principal, Alternative Campus	220	230 Days	\$76,813	\$91,434	\$1,810
	Asst. Principal, Middle School	220				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase %	
			Minimum	Midpoint		
5			Daily	\$357.14	\$425.17	\$8.42
	Assoc. Principal, High School	225	220 Days	\$78,571	\$93,537	\$1,852
	Asst. Director, Digital Learning	230	225 Days	\$80,357	\$95,663	\$1,895
	Asst. Director, Professional Learning	230	230 Days	\$82,142	\$97,789	\$1,937
	Asst. Director, Transportation	230				
	Asst. Principal, High School	220				
	Asst. Principal, Singley Academy	220				
	Records Management & Document Services Officer	230				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase %	
			Minimum	Midpoint		
6			Daily	\$385.71	\$459.19	\$9.09
	Director, At Risk & Responsive Services	230	220 Days	\$84,856	\$101,022	\$2,000
	Director, Clinic & Health Svcs	230	230 Days	\$88,713	\$105,614	\$2,091
	Director, Communications/Marketing	230	261 Days	\$100,670	\$119,849	\$2,372
	Director, Enterprise Content Management	230				
	Director, Facilities/Maintenance	261				
	Director, Purchasing & Inventory	230				
	Director, Science Discovery Education	230				
	Director, Transportation	230				
	Principal, Early Childhood	220				
	Principal, Elementary	220				
	Stadium Crd/Asst. Ath Dir	230				
	Strategist, Employee Wellness & Support (ESSER)	230				
	Strategist, HIPPY & HIEPE (ESSER)	230				
	Strategist, Parent Edu. & Community Engmt. (ESSER)	230				
	Strategist, Parent Engmt. & Special Prog. (ESSER)	230				
	Strategist, Social Emotional Learning (ESSER)	230				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase %	
			Minimum	Midpoint		
7			Daily	\$416.57	\$495.91	\$9.82
	Coordinator, Athletics	230	225 Days	\$93,728	\$111,580	\$2,210
	Director, Bilingual, ESL & Language Services	230	230 Days	\$95,811	\$114,059	\$2,259
	Director, Campus Operations & Attendance PK-12	230				
	Director, Career & Tech Ed	230				
	Director, Curriculum & Instruction	230				
	Director, Data Governance & Management Srvc	230				
	Director, Digital Learning	230				
	Director, Early Childhood Education	230				
	Director, Guidance, Counseling & Collg Readiness	230				
	Director, Information Systems	230				
	Director, Professional Development	230				
	Director, School Safety & Security	230				
	Director, Social Emotional Learning	230				
	Director, Special Education Compliance	230				
	Director, Special Education Instruction	230				
	Director, Student Assessment	230				
	Principal, Alternative Campus	225				
	Principal, Collegiate Academy	225				
	Principal, Middle School	225				
	Strategist, Early Literacy Instructional	230				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase %	
			Minimum	Midpoint		
8			Daily	\$449.89	\$535.60	\$10.61
	Director, Benefits, Risk Management & HRIS	230	225 Days	\$101,225	\$120,510	\$2,387
	Director, Business Operations	230	230 Days	\$103,475	\$123,188	\$2,440
	Director, Human Resources	230				
	Director, Payroll	230				
	Director, Talent Acquisition & Org Development	230				
	Director, Visual Arts & Enrichment Programs	230				
	Principal, Singley Academy	225				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase %	
			Minimum	Midpoint		
9			Daily	\$485.90	\$578.43	\$11.45
	District General Counsel	230	225 Days	\$109,328	\$130,147	\$2,576
	Executive Director, Academic Support Services	230	230 Days	\$111,757	\$133,039	\$2,634
	Executive Director, Athletics	230				
	Executive Director, Campus Operations	230				
	Executive Director, Communications, Mrktg, Parent & Comm Engage	230				
	Executive Director, Curriculum & Instruction	230				
	Executive Director, Employee Services & HR Systems	230				
	Executive Director, Federal Prog. & Community Eng.	230				
	Executive Director, Human Resources	230				
	Executive Director, MTSS	230				
	Executive Director, Performing Arts	230				
	Executive Director, PK- 8 Schools	230				
	Executive Director, Secondary Schools	230				
	Executive Director, Specialized Learning Services	230				
	Executive Director, Teaching & Learning	230				
	Principal, High School	225				
	Senior Executive of Performance Outcomes	230				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase %	
			Minimum	Midpoint		
10			Daily	\$534.48	\$636.28	\$12.60
	Finance & State/Federal Programs Officer	230	230 Days	\$122,930	\$146,344	\$2,898

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase %	
			Minimum	Midpoint		
11			Daily	\$680.61	\$791.41	\$15.75
	Chief, Administrative Services	230	230 Days	\$156,540	\$182,024	\$3,623
	Chief, Communications, Marketing & Strat. Initiatives	230				
	Chief, Financial Officer	230				
	Chief, Learning Services	230				
	Chief, Technology & Innovation	230				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase %	
			Minimum	Midpoint		
12			Daily	\$718.05	\$839.10	\$16.70
	Deputy Superintendent	230	230 Days	\$165,152	\$192,993	\$3,841

Paraprofessional Pay Bands



*These hiring pay bands are for the 2022-2023 school year only. No salary increases are granted automatically each year.

Neither past nor future salaries can be calculated, assumed, or predicated on the basis of these pay bands.

*Increase is based on the mid-point of the 2021-2022 salary schedule.

*Must have worked at least 90 days in the position to receive a salary increase.

***ESSER positions are grant funded.** Funds are expected to be available up to the end of the 2023-2024 school year. In addition to other specified conditions of employment, the applicant understands that no guarantee of continued employment, beyond the availability of the funds, is expressed or implied by Irving Independent School District.

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 4%	
			Minimum	Midpoint		
030			Daily	\$104.88	\$131.12	\$5.12
	Aide, Bilingual	187	Hourly	\$13.11	\$16.39	\$0.64
	Aide, ESL	187	176 Days	\$18,459	\$23,077	\$901
	Aide, General	187	187 Days	\$19,613	\$24,519	\$957
	Aide, General - Math Teacher Asst. (ESSER)	187	192 Days	\$20,137	\$25,175	\$983
	Aide, General - Non-Instruction	187	220 Days	\$23,074	\$28,846	\$1,126
	Aide, Head Start Bil Pre-K	187	230 Days	\$24,122	\$30,158	\$1,178
	Aide, Head Start Pre-K/ESL	187				
	Aide, In-School Suspension	187				
	Aide, Physical Education	187				
	Aide, Pre-Kindergarten/ESL	187				
	Aide, Special Ed Resource/Inclusion	187				
	Aide, Special Ed Deaf	187				
	Aide, Special Ed/Bil	187				
	Aide, SPED Speech Therapy Communication	187				
	Clerk, Gifted & Talented	220				
	Clerk I, Instructional Materials Inventory	230				
	Clerk I, Instructional Materials Warehouse	230				
	Clerk, Library	187				
	HIPPY Home Instructor	176				
	HIEPE Home Instructor	176				
	HIEPE Home Instructor (ESSER)	176				
	Permanent Substitute	187				
	Receptionist, HS	187				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 4%	
			Minimum	Midpoint		
035			Daily	\$114.24	\$141.84	\$5.60
	Aide, Special Ed Life; Active Learning; ECSE; Blended	187	Hourly	\$14.28	\$17.73	\$0.70
	Aide, Special Ed PASS	192	187 Days	\$21,363	\$26,524	\$1,047
	Clerk II, Acquisition/Acct	230	192 Days	\$21,934	\$27,233	\$1,075
	Clerk II, Circulation Dept	230	195 Days	\$22,277	\$27,659	\$1,092
	Clerk, Language Assessment/Data	198	198 Days	\$22,620	\$28,084	\$1,109
	Clerk, Homeless-Intake	200	200 Days	\$22,848	\$28,368	\$1,120
	Clerk, Library Processing	230	230 Days	\$26,275	\$32,623	\$1,288
	Clerk, Records - Elem/EC	195				
	Clerk, Special Education	187				
	Comp Ed. Parent Liaison	187				
	Receptionist, Admin Bldg	230				
	Receptionist, Food Service	200				
	RTI Aide	187				
	SHARS Clerk/Annex Receptionist	230				
	SPED Permanent Substitute	187				
	Title I Parent Liaison	187				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 4%	
			Minimum	Midpoint		
040			Daily	\$118.56	\$151.92	\$5.92
			Hourly	\$14.82	\$18.99	\$0.74
	Clerk, AEL Data & Attendance	210				
	Clerk, Attendance - EC, Elem, SRC	195	188 Days	\$22,289	\$28,561	\$1,113
	Clerk, Attendance - BCCPC	193	193 Days	\$22,882	\$29,321	\$1,143
	Clerk, Attendance - MS	195	195 Days	\$23,119	\$29,624	\$1,154
	Clerk, Attendance - HS	188	200 Days	\$23,712	\$30,384	\$1,184
	Clerk, Data Processing/Counselor	213	210 Days	\$24,898	\$31,903	\$1,243
	Clerk, F&NS Meal Application	200	213 Days	\$25,253	\$32,359	\$1,261
	Clerk, HS Counselor	193	225 Days	\$26,676	\$34,182	\$1,332
	Facilitator, Bilingual/ESL Testing	210	230 Days	\$27,269	\$34,942	\$1,362
	Facilitator, Comp Ed Attendance	200				
	Facilitator, Home Instr. Prog. (HIPPY) Testing	210				
	Secy, AEL Program	230				
	Secy, Collegiate Academy	225				
	Secy, Counselor	200				
	Secy, Early College High School	225				
	Secy, HS Assistant Principal	200				
	Special Ed SEMS & PEIMS	230				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 4%	
			Minimum	Midpoint		
050			Daily	\$128.08	\$163.84	\$6.40
			Hourly	\$16.01	\$20.48	\$0.80
	Accompanist	187				
	Cashier	193	187 Days	\$23,951	\$30,638	\$1,197
	Clerk, Academic Services	230	193 Days	\$24,719	\$31,621	\$1,235
	Clerk, Athletic Office	215	210 Days	\$26,897	\$34,406	\$1,344
	Clerk, Attendance, Head/Lead	193	213 Days	\$27,281	\$34,898	\$1,363
	Clerk, CTE	230	215 Days	\$27,537	\$35,226	\$1,376
	Clerk, Data Processing	225	220 Days	\$28,178	\$36,045	\$1,408
	Clerk, Data Processing/Counselor – BCCP	225	225 Days	\$28,818	\$36,864	\$1,440
	Clerk, Learning Resources Automation	230	230 Days	\$29,458	\$37,683	\$1,472
	Clerk, Spec Ed Records Mgmt	213				
	Compulsory Attendance Officer	215				
	Registrar High School	225				
	Secy, Compulsory Attd	230				
	Secy, EC Campus	210				
	Service Desk Advisor	230				
	Special Ed Acct/Transportation	220				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 4%	
			Minimum	Midpoint		
060			Daily	\$138.80	\$177.12	\$6.96
			Hourly	\$17.35	\$22.14	\$0.87
	Aide, SCE Bilingual Intervention	187				
	Aide, Title I Bilingual Intervention	187	187 Days	\$25,956	\$33,121	\$1,302
	Assistant, Benefits	230	193 Days	\$26,788	\$34,184	\$1,343
	Assistant, Clinic	187	210 Days	\$29,148	\$37,195	\$1,462
	Assistant, Clinic - LVN	187	220 Days	\$30,536	\$38,966	\$1,531
	Assistant, Emp. Wellness Compliance (ESSER)	230	225 Days	\$31,230	\$39,852	\$1,566
	Assistant, Federal Programs Compliance (ESSER)	230	230 Days	\$31,924	\$40,738	\$1,601
	Assistant, Human Resources - General	230				
	Assistant, Human Resources/Transportation - Staffing	230				
	Clerk, Accounts Payable (Business Office)	230				
	Clerk, Accounts Payable (FNS)	193				
	Clerk, Cashier & Accounting	230				
	Cler, Food & Nutrition Services	210				
	Clerk, Nutrition & Purchasing - FNS	210				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 4%	
			Minimum	Midpoint		
060	(Continued)		Daily	\$138.80	\$177.12	\$6.96
	Clerk, Payroll	230	Hourly	\$17.35	\$22.14	\$0.87
	Clerk, Tax Office II	230	187 Days	\$25,956	\$33,121	\$1,302
	Compulsory Attendance Lead	220	193 Days	\$26,788	\$34,184	\$1,343
	Office Manager, FNS Meal Application	187	210 Days	\$29,148	\$37,195	\$1,462
	Scheduling Advisor	230	220 Days	\$30,536	\$38,966	\$1,531
	Secy, Business Services	230	225 Days	\$31,230	\$39,852	\$1,566
	Secy, Elem Campus	210	230 Days	\$31,924	\$40,738	\$1,601
	Secy, Food Service	230				
	Secy, Gifted and Advanced Academic Svcs	230				
	Secy, HS/MS Campus	225				
	Secy, Instructional Technology	230				
	Secy, Learning Resources	230				
	Secy, Purchasing	230				
	Secy, Regional Day School Program for the Deaf	210				
	Secy, Security Operations	230				
	Secy, Special Education	230				
	Specialist, Professional Learning & Records	230				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 4%	
			Minimum	Midpoint		
065			Daily	\$152.64	\$194.56	\$7.60
	Assistant, Benefits & Leaves	230	Hourly	\$19.08	\$24.32	\$0.95
	Assistant, State, Federal & Parent Programs	230	230 Days	\$35,107	\$44,749	\$1,748
	Assistant, Staffing Lead	230				
	Clerk, Payroll Lead	230				
	Deputy Tax Collector	230				
	Office Manager, CTE	230				
	Office Manager, Counseling & At Risk	230				
	Office Manager, Document Services	230				
	Office Manager, Fine Arts & Enrichment	230				
	Office Manager, Health Services	230				
	Office Manager, Professional Learning	230				
	Office Manager, Technical Services	230				
	Office Manager, Transportation	230				
	Specialist, Accounting	230				
	Specialist, Guest Educator	230				
	Specialist, Risk Management	230				

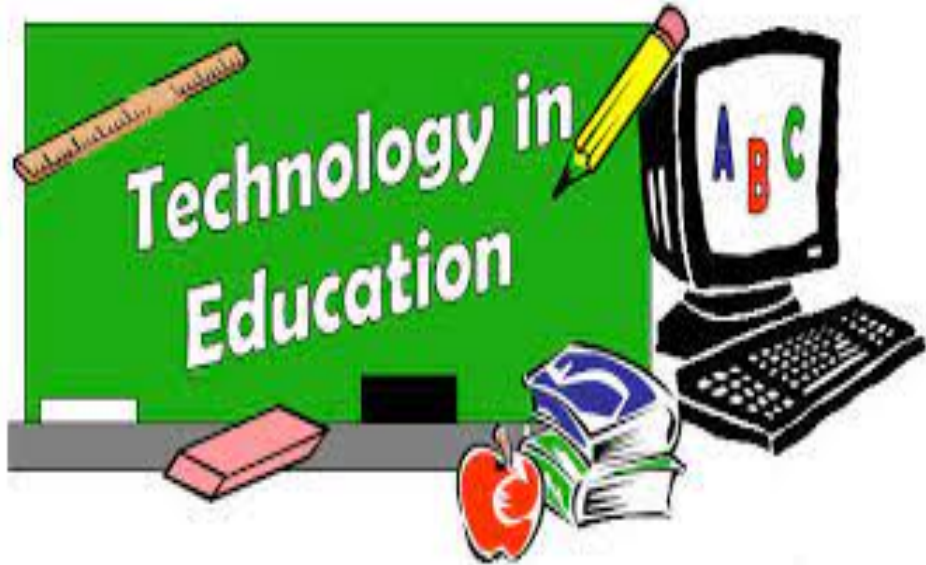
Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 4%	
			Minimum	Midpoint		
070			Daily	\$175.76	\$223.92	\$8.80
	Administrative Assistant I -		Hourly	\$21.97	\$27.99	\$1.10
	-Assistant Chiefs	230	187 Days	\$32,867	\$41,873	\$1,646
	-Executive Directors	230	230 Days	\$40,425	\$51,502	\$2,024
	Interpreter for the Deaf	187				
	Legal Services	230				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 4%	
			Minimum	Midpoint		
075			Daily	\$200.96	\$249.04	\$9.76
	Administrative Assistant II - Chiefs	230	Hourly	\$25.12	\$31.13	\$1.22
	Buyer	230	187 Days	\$37,580	\$46,570	\$1,825
	Buyer (ESSER)	230	230 Days	\$46,221	\$57,279	\$2,245
	Enterprise Content Management Specialist	230				
	LSSP Intern	187				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 4%	
			Minimum	Midpoint		
080			Daily	\$228.96	\$292.32	\$11.68
	Clerk, Field Trip (Transportation)	230	Hourly	\$28.62	\$36.54	\$1.46
	Spec. Asst., Deputy Sup. of School Leadership	230	230 Days	\$52,661	\$67,234	\$2,686
	Spec. Asst., Deputy Sup. of School Operations	230				
	Trainer (Transportation)	230				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 4%	
			Minimum	Midpoint		
085			Daily	\$269.36	\$332.72	\$13.28
	Exec. Asst., Superintendent & Board of Trustees	230	Hourly	\$33.67	\$41.59	\$1.66
			230 Days	\$61,953	\$76,526	\$3,054

Technical Pay Bands



- *These hiring pay bands are for the 2022-2023 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicated on the basis of these pay bands.
- *Increase is based on the mid-point of the 2021-2022 salary schedule.
- *Must have worked at least 90 days in the position to receive a salary increase.

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 4%	
			Minimum	Midpoint		
1	Non-Exempt		Daily	\$160.08	\$200.08	\$7.84
	Campus Technician-Elem/EC	192	Hourly	\$20.01	\$25.01	\$0.98
	Campus Technician- High School	230	192 Days	\$30,735	\$38,415	\$1,505
	Campus Technician-Middle School	192	230 Days	\$36,818	\$46,018	\$1,803
	Service Desk Analyst I	230				
	Technical Service Desk	230				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 4%	
			Minimum	Midpoint		
2	Non-Exempt		Daily	\$221.68	\$270.32	\$10.56
	Computer Technician, District	230	Hourly	\$27.71	\$33.79	\$1.32
	Service Desk Analyst II	230	230 Days	\$50,986	\$62,174	\$2,429

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 4%	
			Minimum	Midpoint		
3	Non-Exempt		Daily	\$247.28	\$294.32	\$11.68
	Cybersecurity Administrator (non-degreed)	230	Hourly	\$30.91	\$36.79	\$1.46
	Network Technician I	230	230 Days	\$56,874	\$67,694	\$2,686
	Telecommunications Technician II	230				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 2%	
			Minimum	Midpoint		
4	Exempt		Daily	\$278.27	\$331.26	\$6.56
	Cybersecurity Administrator (degreed)	230	230 Days	\$64,002	\$76,190	\$1,509
	Cybersecurity Analyst (non-degreed)	230				
	Network Technician II	230				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 2%	
			Minimum	Midpoint		
5	Exempt		Daily	\$300.52	\$357.77	\$7.08
	Business Application Analyst	230	230 Days	\$69,120	\$82,287	\$1,628
	Cybersecurity Analyst (degreed)	230				
	Database & Application Server Admin	230				
	Network Administrator	230				
	Report Writer	230				
	Senior Business Application Analyst	230				
	System Integration Specialist	230				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 2%	
			Minimum	Midpoint		
6	Exempt		Daily	\$324.58	\$391.16	\$7.75
	Network Manager	230	230 Days	\$74,653	\$89,967	\$1,783
	Server Manager	230				

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 2%	
			Minimum	Midpoint		
7	Exempt		Daily	\$369.62	\$440.04	\$8.71
	Director, Technical Services	230	230 Days	\$85,013	\$101,209	\$2,003

Facilities Services Pay Bands



*These hiring pay bands are for the 2022-2023 school year only. No salary increases are granted automatically each year.

Neither past nor future salaries can be calculated, assumed, or predicated on the basis of these pay bands.

*Must have worked at least 90 days in the position to receive a salary increase.

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase \$1.50/hour
			Minimum	Midpoint	
1			Hourly	\$12.30	\$15.13
	Custodian	261	261 Days	\$25,682	\$31,591
	Delivery Helper	261			
	Grounds Person	261			
	Preventive Maintenance Helper	261			
	Utility Helper	261			

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase \$1.50/hour
			Minimum	Midpoint	
2			Hourly	\$13.44	\$16.55
	Admin Operations/Delivery Person	261	261 Days	\$28,063	\$34,556
	Building Manager, Small Campus	261			
	Custodian, Elem Night Lead	261			
	Elem Night Lead Custodian	261			
	Floor Careteam Leader	261			
	Mechanic Assistant	261			
	Night Lead Custodian/Small Campus	261			
	Production Clerk	261			
	Science Ctr Clerk/Replenisher	261			
	Stadium Grounds	261			

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase \$1.50/hour
			Minimum	Midpoint	
3			Hourly	\$14.31	\$17.62
	Building Manager, Elem	261	261 Days	\$29,879	\$36,791
	Custodian, MS Night Lead	261			
	Delivery Driver	261			
	Food Service Warehouse Person	261			
	Food Service Warehouse Driver	261			
	Grounds Lead	261			
	Grounds Utility Lead	261			
	Maintenance Clerk	261			
	Maintenance Clerk/Receptionist	261			
	Preventive Maintenance Tech	261			
	Production Specialist	261			
	Warehouse/Records Person	261			

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase \$1.50/hour
			Minimum	Midpoint	
4			Hourly	\$15.24	\$18.78
	Appliance Tech	261	261 Days	\$31,821	\$39,213
	Building Manager, MS	261			
	Campus Auxil Officer Admn Building	261			
	Custodian, HS Night Lead	261			
	Delivery Lead	261			
	Emergency Response Technician	261			
	Food Service Warehouse Clerk	261			
	Mechanic-Small Motors	261			
	Parts/Inventory Clerk	261			
	Plumber Tech	261			

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase
			Minimum	Midpoint	\$1.50/hour
4	(Continued)		Hourly	\$15.24	\$18.78
	Preventive Maintenance Lead	261	261 Days	\$31,821	\$39,213
	Security Dispatcher	261			
	Security Patrol	261			
	Stock Handler	261			
	Warehouse Clerk	261			

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase
			Minimum	Midpoint	\$1.50/hour
5			Hourly	\$17.23	\$21.28
	Asst Science Center Manager	261	220 Days	\$30,325	\$37,453
	Building Manager, High School	261	261 Days	\$35,976	\$44,433
	Carpenter	261			
	Campus Auxiliary Officer	220			
	Campus Auxiliary Officer Lead	261			
	Dispatch/Patrol Lead	261			
	Fence/Welding Tech	261			
	Integrated Pest Management (IPM) Tech	261			
	Irrigation Tech	261			
	Locksmith	261			
	Painter	261			
	Security Systems Specialist	261			
	Security Systems Technician	261			
	Small Campus Coordinator/Appl/Lead Tech	261			

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase
			Minimum	Midpoint	\$1.50/hour
6			Hourly	\$19.16	\$23.70
	Carpenter Lead	261	261 Days	\$40,006	\$49,486
	Electronics A/V Technician	261			
	Energy Mgmt Systems Specialist	261			
	Irrigation Chem Appl Lead	261			
	Mechanic-Vehicle	261			
	Operations and Events Clerk	261			
	Painter Lead	261			
	Production Lead	261			

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase
			Minimum	Midpoint	\$1.50/hour
7			Hourly	\$21.33	\$26.41
	Custodian Coordinator	261	261 Days	\$44,537	\$55,144
	Electrician, Journeyman	261			
	Electronics Audio/Visual Lead	261			
	HVAC Technician I	261			
	Plumber, Journeyman	261			
	Warehouse Coordinator	261			

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase
			Minimum	Midpoint	\$1.50/hour
8			Hourly	\$25.19	\$31.24
	Energy Management Technician	261	261 Days	\$52,597	\$65,229
	Food Service Refrig Technician	261			
	HVAC Technician II	261			

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase
			Minimum	Midpoint	\$1.50/hour
9			Hourly	\$27.08	\$33.59
	Electrician, Master	261	261 Days	\$56,543	\$70,136
	HVAC Lead	261			
	Operations Trainer	261			
	Plumber, Master	261			

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase
			Minimum	Midpoint	\$1.50/hour
10			Hourly	\$28.96	\$35.93
	Foreman, Grounds & Heavy Equipment	261	261 Days	\$60,468	\$75,022
	Foreman, Structural	261			
	Foreman, Utilities	261			

Food and Nutrition Service Pay Bands



*These hiring pay bands are for the 2022-2023 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicated on the basis of these pay bands.

*Must have worked at least 90 days in the position to receive a salary increase.

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase
			Minimum	Midpoint	\$1.50/hour
1		Hourly	\$12.30	\$15.13	
	Food Service Assistant, Early Childhood/Elementary	185			
	Food Service Assistant, Middle/High School	185			
	Food Service Tech, Elementary/Early Childhood School	185			
	Food Service Tech, Middle/High School	185			

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase
			Minimum	Midpoint	\$1.50/hour
2		Hourly	\$13.48	\$16.08	
	Food Service Manager Trainee, Early Childhood/Elem.	191			
	Food Service Manager Trainee, Middle/High School	191			
	Food Service Catering Tech	200			

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase
			Minimum	Midpoint	\$1.50/hour
3		Hourly	\$14.82	\$17.65	
	Food Service Manager - Small Campus	191			
	Catering Food Service Manager	210			

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase
			Minimum	Midpoint	\$1.50/hour
4		Hourly	\$17.51	\$19.77	
	Food Service Manager - ELEM	191			
	Food Service Assistant Manager	191			

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase
			Minimum	Midpoint	\$1.50/hour
5		Hourly	\$18.58	\$21.93	
	Food Service Manager - MS	191			

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase
			Minimum	Midpoint	\$1.50/hour
6		Hourly	\$21.39	\$25.22	
	Food Service Manager - HS	191			

Transportation Pay Bands



*These hiring pay bands are for the 2022-2023 school year only. No salary increases are granted automatically each year.

Neither past nor future salaries can be calculated, assumed, or predicated on the basis of these pay bands.

*Must have worked at least 90 days in the position to receive a salary increase.

Pay Grade	Job Title	Work Days	Hiring Salary Range	
			Minimum	Midpoint
1	Bus Monitor	185	\$13.50	\$16.88
			Non-Exempt Hourly	

Pay Grade	Job Title	Work Days	Hiring Salary Range	
			Minimum	Midpoint
2	Non CDL Driver	185	\$15.98	\$19.98
			Non-Exempt Hourly	

Pay Grade	Job Title	Work Days	Hiring Salary Range	
			Minimum	Midpoint
3	Dispatcher [AM]	230	\$17.80	\$21.72
	Dispatcher [PM]	230		
	* Dispatcher [Night/Weekend]	261		
			Non-Exempt Hourly	

Pay Grade	Job Title	Work Days	Hiring Salary Range	
			Minimum	Midpoint
4	Technician	261	\$18.50	\$23.13
			Non-Exempt Hourly	

Pay Grade	Job Title	Work Days	Hiring Salary Range	
			Minimum	Midpoint
5	Bus Driver	185	\$22.70	\$28.38
	Field Trip Driver	185		
	Flex Bus Driver	185		
			Non-Exempt Hourly	

Pay Grade	Job Title	Work Days	Hiring Salary Range	
			Minimum	Midpoint
6	Shop Foreman	261	\$25.41	\$31.76
			Non-Exempt Hourly	

Pay Grade	Job Title	Work Days	Hiring Salary Range	
			Minimum	Midpoint
7	Fleet Manager	261	\$235.44	\$287.24
			Exempt Daily	

**position averages 20-25 hours per week*

Supplemental Pay Schedules (Stipends, Extra Earnings, and Incentives)



**A stipend associated with a particular supplemental duty may be prorated if the duty is not completed, or if the supplemental duty is terminated for any reason.*

****Supplemental pay is authorized on a year-to-year basis and is not part of the employment contract with the district. There is no property right to the continuation of supplemental duties.***

Stipends or supplemental pay not described in this section of the handbook must be verified and approved by the Executive Director of Employee Services and HRIS before submitting to Payroll for processing. All unapproved rates submitted without approval will be adjusted by Payroll and/or Human Resources, at the approved rate on record. All approvals require the signature of the appropriate Leadership Team member.

Also, please note that some stipends are dependent upon the employee meeting professional development and/or other job-specific requirements. Failure to meet those requirements will cause the employee to be ineligible to receive the stipend.

Employees paid from grant funds will be paid in accordance with the approved rates in this handbook, regardless of what may be allowable in the grant.

All stipends are reported annually unless otherwise noted. Information will reflect dollar amount or additional days.

ACADEMICS				
Stipend Title	Description	Extra Days	Amount	Munis Code
Academic Decathlon	District Coordinator		\$1,000	
Academic Decathlon	Head Coach		\$4,750	471
Academic Decathlon	Assistant Coach		\$4,250	
Academic Decathlon	Other Coaches; max of \$2,000 per person; these funds shall not be designated or allocated to the Head Coach or Asst. Coach		\$4,000	
Academic Decathlon National Meet	Head Coach		\$2,000	
Academic Decathlon National Meet	Assistant Coach		\$1,500	
Academic Decathlon National Meet	Other Coaches; max of \$1,000 per person; these funds shall not be designated or allocated to the Head Coach or Asst. Coach		\$2,000	
Academic Decathlon State Meet	Head Coach		\$2,250	
Academic Decathlon State Meet	Assistant Coach		\$1,750	
Academic Decathlon State Meet	Other Coaches; max of \$1,200 per person; these funds shall not be designated or allocated to the Head Coach or Asst. Coach		\$2,400	
AVID Summer Conference			\$100	
Career Ladder	Teachers and Librarians in qualifying position who received stipend prior and has remained continuously employed since 1993		\$1500/\$3000	
Credit by Exam or Test Proctor	Per hour (Administrators are not eligible)		\$20	665
Curriculum Writing Project	Per project (shall not receive extra duty days for project)		\$1,000	
Destination Imagination District Coordinator			\$1,000	
Destination Imagination Team Manager	Paid in May		\$350	428
Detention/Saturday School	Per hour		\$25	
ESL	Teacher of Record; 3 of 8 ESL Classes; Certified in ESL; Meet Dept Criteria		\$1,000	
Facilitator for Major Staff Development Event	Per day		\$50	625
Facilitator of District Approved Events	Executive Level Approval Required; per day		\$30	
Mathematics - Secondary Only	Teacher of Record; Certified Math: Must teach 4 of 6, or 5 of 8 classes per day		\$2,000	
Mathematics - SRC & BCCP	Teacher of Record; Certified Math: Must teach 3 of 6, or 4 of 8 classes per day		\$1,500	
Mentor Lead, ConnectED	Supports cohorts of Mentors for 1st & 2nd year teachers		\$1,000	
Mentor for First Year Teacher	Mentoring one teacher: paid in June		\$1,000	
Mentor for First Year Teacher	Mentoring two teachers: paid in June		\$1,500	
Mentor for Second Year Teacher	Mentoring 2nd year teachers: paid in June		\$500	
Mentor for Student Teacher	8-12 week internship ; paid in June		\$1,000	460
Mentor for Student Teacher	Less than 8 weeks internship: paid in June		\$500	459
Mentor, Master Principal	Mentor 1st & 2nd year principals, support Exec Dir of PreK-5 & Exec Dir of Secondary; to be paid 1/2 in December and 1/2 in June		\$5,000	
Science - Secondary Only	Teacher of Record; Certified Science: Must teach 4 of 6, or 5 of 8 classes per day		\$2,000	
Science - SRC & BCCP	Teacher of Record; Certified Science: Must teach 3 of 6, or 4 of 8 classes per day		\$1,500	
Professional Development Preparation	Paid per hour; Designing & facilitating district wide professional learning directly tied to classroom learning and programs; Supplemental duties are performed outside normal duty day or contract days.		\$35	620
Professional Development Presentation	Same rate of pay as preparation		\$35	620
Teacher substituting during conference or planning time - Regular Schedule	Flat rate		\$35	
Teacher substituting during conference or planning time - Block Schedule	Flat rate		\$45	
Translation (written)	Per word		\$0.20	672
Tutor - Certified Teacher	Per hour; includes Homebound, SLP/OT/PT providing home/private school services after contract hours		\$35	650
Tutor - Non-certified	Per hour; includes certified paraprofessionals - excludes AEL Instructors		\$20	651
Planning for Major Staff Development Event	Per hour		\$15	
Required Training for Professionals	Per day; approved by Executive Level Academic Services		\$75	630

Early Childhood				
Stipend Title	Description	Extra Days	Amount	Munis Code
Early Childhood Bilingual Lead Teacher	1 per campus (may be combined with ESL Lead)		\$600	
Early Childhood Blended Teacher	Teacher of record serving SPED and Gen. ED students		\$800	
Early Childhood ESL (LPAC) Lead Teacher	1 per campus (may be combined with Bilingual Lead)		\$600	
Early Childhood Special Education Lead Teacher	Must lead at least 3 teachers; limited to 1 per campus		\$1,000	
Early Childhood Team Leaders	Limited to 5 per campus		\$800	

Elementary				
Stipend Title	Description	Extra Days	Amount	Munis Code
Dual Language Lead	1 per campus [funded through Bilingual Education Allotment (BEA) grant]		\$350	
Elementary Bilingual Lead Teacher	1 per campus (may be combined with ESL Lead) and must be teacher of record		\$600	
Elementary ESL (LPAC) Lead Teacher	1 per campus (may be combined with Bilingual Lead) and must be teacher of record		\$600	
Elementary National Honor Society	1 per campus		\$250	521
Elementary School Grade Level Chair	K-5, including Enrichment Classes with at least 3 teachers and must be teacher of record		\$1,000	
Elementary School Special Education Lead Teacher	Must lead at least 3 teachers; limited to 1 per campus		\$1,000	
Safety Patrol Sponsor	Shall not be a paraprofessional		\$1,200	

Middle School				
Stipend Title	Description	Extra Days	Amount	Munis Code
Jr Honor Society - Middle School	1 per campus		\$250	521
Middle School Chairpersons	Core Subjects, Special Education and must be teacher of record		\$1,500	
Middle School Chairpersons (Other subjects)	Must lead 4 or more teachers and must be teacher of record		\$800	
Middle School ESL (LPAC) Lead Teacher	1 per campus		\$1,200	
Middle School Student Council	1 per campus		\$750	
Middle School UIL Contest Sponsor	Per event; Paid in May		\$450	
Middle School Yearbook/Newspaper	Additional duty days plus stipend amount	2	\$1,500	

High School				
Stipend Title	Description	Extra Days	Amount	Munis Code
Advanced Placement Teacher (.5 credit)	Per preparation/course title		\$750	
Advanced Placement Teacher (1 credit)	Per preparation/course title		\$1,500	
Assigned Class During Required Planning & Preparation Period 6 period day	Must be voluntary and approved by Academic Services and HR		1/6 of salary	
Assigned Class During Required Planning & Preparation Period 7 period day	Must be voluntary and approved by Academic Services and HR		1/7 of salary	
Assigned Class During Required Planning & Preparation Period 8 period day	Must be voluntary and approved by Academic Services and HR		1/8 of salary	
Dual Enrollment Teacher (.5 credit)	Per preparation/course title		\$750	
Dual Enrollment Teacher (1 credit)	Per preparation/course title		\$1,500	
Future Educator Organization Sponsor (TAFE)			\$1,000	
General Educational Development (GED) Teacher	Will be shared if more than one teacher		\$3,000	
High School Chairperson	CTE (2- Irving, 2-MacArthur, 2-Nimitz, 4-Academy, 1-BCCPC, 1-Ratteree, 1-SICA, 1-Singley Collegiate)		\$2,000	
High School Chairperson	Core Subjects, Special Education and must be teacher of record		\$2,000	
High School Chairperson -Academy Only	District designated Specializations, Special Education		\$2,000	
High School Chairperson (Other Subjects)	Must lead 5 or more teachers and must be teacher of record		\$800	
High School Competition Speech			\$2,000	550
High School English Language Arts Reading	Certified English, Language Arts, Reading: Must teach 4/6 classes		\$2,000	
High School English Language Arts Reading - SRC & BCCP	Certified English, Language Arts, Reading: Must teach 3/6 classes		\$1,500	
High School ESL (LPAC) Lead Teacher	1 per campus		\$1,200	
High School Newspaper	1 per campus		\$1,500	
High School Student Council	1 per campus		\$1,500	
High School UIL Contest Sponsor	Per event; Paid in May		\$550	455
High School Yearbook	Additional duty days plus stipend amount	4	\$1,500	461 / 462
JROTC	Additional duty days plus stipend amount	30	\$3,000	453 / 454
Mock Trial	Co-Coaches (max of two; stipend noted per person)		\$2,000	
Mock Trial	Others		\$1,000	
Mock Trial National Meet	Co-Coaches (max of two; stipend noted per person)		\$1,000	
Mock Trial State Meet	Co-Coaches (max of two; stipend noted per person)		\$1,000	
Mock Trial State Meet	Others		\$1,000	
Student Council Barbara Cardwell Preparatory	1 per campus		\$750	

Athletics				
Head Coaches for High School				
Assignment	Description	Extra Days	Amount	Munis Code
Athletic High School Head Coach Basketball	Additional duty days plus stipend amount	7	\$7,700	
Athletic High School Head Coach Baseball	Additional duty days plus stipend amount OR \$ for 2nd sport + \$2,500	7	\$5,500	
Athletic High School Head Coach Cross Country	Additional duty days plus stipend amount OR \$ for 2nd sport + \$1,200	7	\$5,500	
Athletic High School Head Coach Softball	Additional duty days plus stipend amount OR \$ for 2nd sport + \$2,500	7	\$5,500	
Athletic High School Head Coach Golf	Additional duty days plus stipend amount OR \$ for 2nd sport + \$1,200	7	\$5,500	
Athletic High School Head Coach Gymnastics	Additional duty days plus stipend amount OR \$ for 2nd sport + \$1,200	7	\$5,500	
Athletic High School Head Coach Soccer	Additional duty days plus stipend amount OR \$ for 2nd sport + \$1,200	7	\$5,500	
Athletic High School Head Coach Swimming	Additional duty days plus stipend amount OR \$ for 2nd sport + \$1,200	7	\$5,500	
Athletic High School Head Coach Team Tennis	Additional duty days plus stipend amount OR \$ for 2nd sport + \$1,200	7	\$5,500	
Athletic High School Head Coach Track	Additional duty days plus stipend amount OR \$ for 2nd sport + \$1,200	7	\$5,500	
Athletic High School Head Coach Volleyball	Additional duty days plus stipend amount OR \$ for 2nd sport + \$1,200	13	\$5,500	
Athletic High School Head Coach Water Polo	Additional duty days plus stipend amount OR \$ for 2nd sport + \$1,200	7	\$5,500	
Athletic High School Head Coach Wrestling	Additional duty days plus stipend amount OR \$ for 2nd sport + \$1,200	7	\$5,500	
Football and Volleyball Assistants for High School				
Athletic High School Football Offensive Coordinator	Additional duty days plus stipend amount	13	\$4,800	
Athletic High School Football Defensive Coordinator	Additional duty days plus stipend amount	13	\$4,800	
Athletic High School Other Varsity	Additional duty days plus stipend amount	11	\$4,200	
Athletic High School JV	Additional duty days plus stipend amount	11	\$3,400	
Athletic High School 9th Coach	Additional duty days plus stipend amount	11	\$3,400	
Other Assistants for High School				
Athletic High School Assistant Baseball	Additional duty days plus stipend amount	5	\$3,400	
Athletic High School Assistant Basketball	Additional duty days plus stipend amount	5	\$3,400	
Athletic High School Assistant Cross Country	Additional duty days plus stipend amount	5	\$3,400	
Athletic High School Assistant Softball	Additional duty days plus stipend amount	5	\$3,400	
Athletic High School Assistant Track	Additional duty days plus stipend amount	5	\$3,400	
Athletic High School Assistant Soccer	Additional duty days plus stipend amount	5	\$3,400	
Athletic High School Assistant Team Tennis	Additional duty days plus stipend amount	5	\$3,400	
Athletic High School Assistant Wrestling	Additional duty days plus stipend amount	5	\$3,400	
Athletic Coordinator and Trainers for High School				
Athletic High School Athletic Trainer	Assigned by Athletics Department; additional days plus stipend	16	\$6,800	
Athletic High School Assistant Athletic Trainer	Additional duty days plus stipend amount	16	\$5,800	
Athletic High School Assistant Athletic Coordinator	Assigned by Athletics Department; additional duty days	16	\$0	
Middle School				
Athletic Middle School Head Coach/Athletic Coordinator	Additional duty days plus stipend amount	10	\$5,200	
Athletic Middle School Asst. Coach with Football	Additional duty days plus stipend amount	7	\$4,200	
Athletic Middle School Other Assistant Coach	Additional duty days plus stipend amount	2	\$4,200	
Athletic Middle School Soccer Only	Assigned by Athletics Department		\$1,200	
Athletic Middle School After-School Only Assignment	Assigned by Athletics Department		\$800	
Miscellaneous				
Assignment	Description	Extra Days	Amount	Munis Code
Athletic High School Coach After-School Only Assignment	Additional duty days plus stipend amount	4	\$800	
Athletic High School Power Lift	Assigned by Athletics Department	4	\$0	
Athletic High School Off-Season	Assigned by Athletics Department	3	\$0	
Athletic High School Baseball Field Maintenance Supplement	Assigned by Athletics Department; 1 per HS Campus		\$4,500	
Athletic Softball Field Maintenance Supplement	Assigned by Athletics Department		\$2,500	
Score Board Operators (Football Only)	Per hour		\$25	
Summer Athletic Camp - Assistant Coach	Per hour (pending available funding)		\$25	
Summer Athletic Camp - Head Coach	Per hour (pending available funding)		\$35	

Athletics (continued)				
Bus Driving for Coaches				
Coach Bus Driving Stipend (after 5 trips)	Stipend awarded after completing 5 bus trips; A maximum of \$1,400 may be awarded per coach per school year		\$400	
Coach Bus Driving Stipend (after 10 trips)	Stipend awarded after completing 10 bus trips; A maximum of \$1,400 may be awarded per coach per school year		\$400	
Coach Bus Driving Stipend (after 15 trips)	Stipend awarded after completing 15 bus trips; A maximum of \$1,400 may be awarded per coach per school year		\$400	
Coach Bus Driving Stipend (qualified status)	Qualified status to drive bus to athletic events; A maximum of \$1,400 may be awarded per coach per school year		\$200	

NOTES ON EXTRA DUTY DAYS AND MONETARY SUPPLEMENTS:

Teachers are compensated with extra duty days when the activity requires them to be on duty during days other than the normal 187 days of the teacher contract period. The daily rate of the individual teacher is taken from the Teacher Salary Schedule as approved by the Board of Trustees and is multiplied by the number of extra duty days to determine the monetary equivalent. Payment is made as part of the teacher's annual salary.

Monetary supplements are paid for extra time given on days that are part of the 187 days of the teacher contract. Payment is made as part of the teacher's annual salary.

Paraprofessionals who are assigned athletic responsibilities and paid a stipend listed on this schedule must be compensated at a rate equal to, or greater than, their overtime rate for any work performed beyond the 40 hour work week. Supervisors should determine how many hours a paraprofessional may perform athletic duties by dividing the stipend amount by their specific overtime rate. **Campuses are not authorized to allow a paraprofessional to earn more money than the stipend rate posted.**

Multiple Coaching Assignments: Coaches who have two or more coaching assignments allotting extra duty days receive the sum of additional duty days, but not to exceed 16 days. Coaches receive only the higher or highest of the monetary supplements.

Head Coaches: To ensure that Head Coaches are appropriately compensated for their extra responsibilities, they are given the better of two options for their monetary supplement. They will receive the listed monetary supplement or the monetary supplement of their other sport + \$1,200, whichever is greater. They also receive the sum of days for each sport without exceeding 16 days.

Example: A Head Soccer Coach who also is a freshman football coach

Head Soccer Coach	5 days	plus	\$3,400 OR (\$3,400 + \$1,200)
9th Grade Football	11 days	plus	\$3,400
Final Supplement for this Coach	16 days	plus	\$4,600 (used 2nd option for Head Coach to yield most favorable compensation)

Bilingual Education				
Stipend Title	Description	Extra Days	Amount	Munis Code
Best plus Testers (AEL Program)	Per hour		\$15	
Bilingual Testers	Per hour		\$15	
Bilingual Counselors	Bilingual Certification or passing score on TOPT, BTLPT		\$4,000	
Bilingual Diagnosticians	Bilingual Certification or passing score on TOPT, BTLPT		\$4,000	
Bilingual Dyslexia Assessor	Bilingual Certification or passing score on TOPT, BTLPT		\$3,500	
Bilingual Dyslexia Interventionist	Bilingual Certification or passing score on TOPT, BTLPT		\$2,000	
Bilingual Interventionist & Academic Specialist	Bilingual Certification required		\$3,000	417
Bilingual Librarians	Bilingual Certification or passing score on TOPT, BTLPT		\$4,000	
Bilingual Specialized Learning Professional (Orientation & Mobility Specialist, Licensed Specialist in School Psychology(LSSP), Physical Therapist (PT), Occupational Therapist (OT), Speech Language Pathologist (SLP))	Proficiency determined by passing score (6 or higher in each domain) on AVANT Stamp 4S assessment		\$2,000	
Bilingual Speech Therapist	Bilingual Certification or passing score on TOPT, BTLPT		\$4,000	
Bilingual Special Education Teacher	Bilingual Certification or passing score on TOPT, BTLPT		\$2,000	583
Bilingual Teacher	Certified in Bilingual Classroom or Dual Language (Spanish) Assignment		\$4,000	

Career and Technology Education				
<i>Teachers will be made aware of their teaching assignment prior to the last contract day. Final confirmation of assigned extra days will be provided in August. Extra days are based on additional tasks assigned to the initial assignment as determined by the master schedule created by the campus principal, with guidance from the CTE Department.</i>				
Stipend Title	Description	Extra Days	Amount	Munis Code
Base Extra Duty Days for All High School CTE Teachers	Days for all high school CTE teachers to use for miscellaneous approved activities, task.	3		
Lab Set Up/Breakdown	2 Days in August to set up Culinary, Agriculture, Science, and Computer labs. 1 day in June to breakdown labs.	3		
Off Campus Practicums	For teachers to visit employers of off campus practicum students (1 day per six weeks).	6		
Education Instructional Practices and Practicum Teachers	For Education teachers to arrange internship sites before the school year begins.	3		
Enterprise Teachers	For student enterprise activities that take place outside of contract hours	5		
Career Technical Student Organization [CTSO] Advisors	For practice and competition days; 5 days per CTSO	5		
CTE Assignment Agriculture - Critical Needs	Agriculture teacher assigned by CTE department		\$2,500	
CTE Assignment Health Science - Critical Needs	Health Science teacher assigned by CTE department		\$2,500	
CTE High School Chairperson	2- Irving, 2-MacArthur, 2-Nimitz, 4-Academy, 1-BCCPC, 1 Ratteree		\$2,000	
CTE Career Cluster Advisory Board Chair	4 meetings annual max per person; communicated and confirmed by CTE department		\$800	
CTE Program Lead	Per cluster; 6- Irving, 6-MacArthur, 6-Nimitz		\$1,500	
Career & Technology Competition Sponsor (CTSO)	Lead sponsor only; Paid in May		\$350	
CTSO Summer Competitions	For summer travel		\$500	
Program Summer Camps	For CTE summer camps		\$500	
National Honor Society	1 per campus		\$750	520

Fine Arts				
Stipend Title	Description	Extra Days	Amount	Munis Code
Fine Arts Accompanist Concert Rate	Per hour		\$100	
Fine Arts Accompanist Texas State Solo and Ensemble Contest	TSSEC Fee + Travel Expenses; minimum/maximum		\$200/\$500	
Fine Arts Accompanist UIL Performance	Per choir		\$100	
Fine Arts All City Event	Coordinator \$100/Host Facilitator \$100		\$200	
Fine Arts Dance and Drill Team Director	Additional duty days plus stipend amount	10	\$4,000	
Fine Arts Drill Team Assistant			\$2,000	
Fine Arts Event Coordinator/Facilitator	Per event		\$100	
Fine Arts High School Assistant Band Director	Additional duty days plus stipend amount	13	\$6,000	
Fine Arts High School Assistant Choir Director			\$2,500	
Fine Arts High School Associate Band Director	Additional duty days plus stipend amount	13	\$7,500	
Fine Arts High School Band Director	Additional duty days plus stipend amount	31	\$15,000	
Fine Arts High School Choir Director	Additional duty days plus stipend amount	4	\$5,000	
Fine Arts High School Orchestra Director	Additional duty days plus stipend amount	4	\$5,000	
Fine Arts High School Theatre - Assistant			\$3,000	
Fine Arts High School Theatre - Lead			\$4,500	
Fine Arts High School Mariachi/Alternative Music			\$1,500	
Fine Arts High School Cheerleader Sponsor, Freshman	If the same person sponsors additional Cheer groups, the lesser of the two stipend amounts will be split in half and additional duty days may be adjusted	4	\$2,000	
Fine Arts High School Cheerleader Sponsor, Jr. Varsity	If the same person sponsors additional Cheer groups, the lesser of the two stipend amounts will be split in half and additional duty days may be adjusted	8	\$2,000	

Fine Arts (continued)				
Stipend Title	Description	Extra Days	Amount	Munis Code
Fine Arts High School Cheerleader Sponsor, Varsity	If the same person sponsors additional Cheer groups, the lesser of the two stipend amounts will be split in half and additional duty days may be adjusted	8	\$4,000	
Fine Arts High School Spirit Squad	1 per campus		\$1,000	
Fine Arts Irving Children's Chorus Accompanist			\$750	
Fine Arts Irving Children's Chorus Assistant Director			\$1,750	
Fine Arts Irving Children's Chorus Director			\$2,000	
Fine Arts Lead Teacher (6-12 Choral)	Assigned by Fine Arts Department		\$1,000	
Fine Arts Lead Teacher (9-12 Visual Arts)	Assigned by Fine Arts Department		\$1,500	
Fine Arts Lead Teacher (PK-5 Music)	Assigned by Fine Arts Department		\$1,500	
Fine Arts Lead Teacher (PK-5 Visual Arts)	Assigned by Fine Arts Department		\$1,500	
Fine Arts Middle School Assistant Band Director	Additional duty days plus stipend amount	7	\$3,000	
Fine Arts Middle School Assistant Choir Director			\$1,500	
Fine Arts Middle School Assistant Orchestra Director			\$1,500	
Fine Arts Middle School Band Director	Additional duty days plus stipend amount	13	\$6,500	
Fine Arts Middle School Cheerleader Sponsor	Additional duty days plus stipend amount	8	\$1,500	
Fine Arts Middle School Choir Director			\$3,000	
Fine Arts Middle School Orchestra Director			\$3,500	
Fine Arts Pre-UIL District-wide Facilitator	Per event		\$100	
Fine Arts Solo & Ensemble Contest	Contest Coordinator \$175/ Host Facilitator \$175		\$350	

Special Education / Dyslexia				
Stipend Title	Description	Extra Days	Amount	Munis Code
Clinical Fellowship Year (CFY) Supervision	Per SLP		\$2,000	
Clinical Year (CY) Supervisor	Per LSSP		\$2,000	
Deaf Education Teacher - Critical needs	Certified in that assignment		\$2,500	
Dyslexia Specialist Lead	Coaching and mentoring Dyslexia Interventionists & Specialists		\$1,500	
Occupational Therapist Supervision	Must be certified OT; Must be supervising an OT Assistant		\$500	
Physical Therapist - Critical Needs	Licensed		\$2,500	
Physical Therapist Supervision	Must be certified PT; Must be supervising PT Assistant		\$500	
Sign Language Interpreter - Special Events	Per hour		\$35	
Sign Language Interpreters - Certified	Certification Level 1 & 2		\$2,500	
Sign Language Interpreters - Certified	Basic Certification		\$3,000	
Sign Language Interpreters - Certified	Certification Level 3/Advance		\$3,500	
Sign Language Interpreters - Certified	Certification Level 4 & 5/Master		\$4,500	
Special Education Assessment Lead Stipend	Maximum of 4 assigned per year (2- Diag, 1- LSSP, 1- SLP)		\$1,500	
Special Olympics	Head of Delegation		\$1,000	425
Special Olympics	Coaches per sport sponsored; paid in June		\$300	785
Special Education Supervising Coordinators (includes Dyslexia Coordinator)	Supervising up to 15 employees		\$2,500	437
Special Education Supervising Coordinators (includes Dyslexia Coordinator)	Supervising 16 to 30 employees		\$3,000	438
Special Education Supervising Coordinators (includes Dyslexia Coordinator)	Supervising 31+ employees		\$4,000	439
Special Education Life Active Learning PPCD	SPED Teacher teaching Life, Active Learning PPCD		\$500	432
Special Education Life Skills & PASS	SPED Teacher teaching Life Skills or PASS		\$3,500	433
Special Education Evaluation Testing	Summer testing to evaluate students		\$35	
Speech Language Pathologist (SLP) - Critical Needs	Licensed		\$2,500	
Licensed Specialist in School Psychology (LSSP) - Critical Needs	Licensed		\$2,500	
Vision Impaired Teacher	Must be certified in that assignment		\$3,000	590

Technology				
Stipend Title	Description	Extra Days	Amount	Munis Code
1:1 Laptop Program	Campus Techician; Certification must remain current or stipend will be terminated		\$2,000	574
A+, Microsoft Certified Professional (MCP) certification	Campus Technician; Certification must remain current or stipend will be terminated; Current employees who have the lifetime A+ certification are grandfathered. New employees must obtain the renewable certification.		\$2,000	571
Cisco Certified Network Associate (CCNA) certification	District Network Administrator/Technician; Certification must remain current or stipend will be terminated		\$2,000	561
Cisco Certified Network Professional (CCNP) certification	District Network Administrator/Technician; Certification must remain current or stipend will be terminated		\$3,000	562
Certified Information Systems Security Professional (CISSP) certification	Certification must remain current or stipend will be terminated		\$3,500	575

Summer School Programs				
Stipend Title	Description	Extra Days	Amount	Munis Code
Summer School HIPPY Instructors	Per hour		\$18	
Summer School Aide	Per hour		\$20	
Summer School Assistant Principal	Non-contract days, extra duty day, per hour		\$50	
Summer School Campus Technician	Non-contract days, extra duty day, per hour		\$18	
Summer School Principal	Non-contract days, extra duty day, per hour		\$55	
Summer School Secretary, Cashier	Performs both duties, no-duty days, per hour		\$18	
Summer School Support Professional Positions	Counselors, Diagnosticians, Nurses, Therapist, Librarians, etc.; non-contract-extra duty pay; per hour		\$35	
Summer School Teacher	(Credit Recovery Lab, programs not assessed through state assessments); per hour		\$35	
Summer School Teacher	STAAR/EOC/ESY for Special Education; per hour		\$35	
Summer School Supervisor (ESY)	for Special Education; Masters degree required		\$50	
Summer School Preparation	For Summer School Principal/Assistant Principal		\$1,000	

Cell Phone Allowance				
<i>This rate is designed to compensate certain District personnel (listed below) to cover cellular phone expenses when used for the District. For additional approvals or information please contact your Leadership Team member. Personnel with a district cell phone is not eligible to receive this allowance.</i>				
Stipend Title	Description	Extra Days	Amount	Munis Code
Power Usage	Division Chiefs / Legal Counsel / Principals		\$720	
Regular Usage	Other Executive Staff		\$600	
Occasional Usage	Assistant Principals / Managerial Staff		\$480	

Other Stipends and Extra Duty				
Stipend Title	Description	Extra Days	Amount	Munis Code
Adult Education and Literacy Program Childcare Worker	Grant funded		\$15	
Food Service Special Events	Identified by Food Service Department Director		Employee's OT rate	
Interpretation Services - Special Events	Per hour		\$25	
Bus Driver (extra duty)	Per hour; Teachers, coaches, or paraprofessionals that possess a Class B CDL license with a passenger and school bus endorsement		\$25	
On-Call (Facilities/Operations employees only)	Employee will be paid 2 hours of regular hourly rate for the on-call schedule, 2-hour minimum should the employee be required to be on-site.		Employee's hourly rate	

*Teachers qualifying for a stipend, including those employed under the District of Innovation distinction, receive full stipend.

*An individual employed under an interim teacher or temporary campus support professional designation does not qualify for any stipends for special assignments.

*Unless noted differently, flat amount stipends are for professional staff only.

*A stipend associated with a particular supplemental duty may be prorated if the duty is not completed, or if the supplemental duty is terminated for any reason.

*Supplemental duties are at-will and are not part of the employment contract with the District. There is no property right to the continuation of supplemental duties.

IISD Graduates Teaching in IISD \$4000 over 2 years*	Grow with Irving Alumni \$6000 over 3 years**
<p>Must be first year of creditable teaching experience as a certified teacher</p> <p>Must present high school diploma within 30 days of hire</p>	<p>Must be first year of creditable teaching experience as a certified teacher in the 2022-2023 school year</p> <p>Must present high school diploma within 30 days of hire</p> <p>Must participate in the IISD graduate tracking process with the "Grow with Irving" program</p> <p>Must have graduated from IISD in the 2018-2019 school year or later to be considered (i.e., participated in I Am Next OR are pursuing a degree in education)</p>

* \$1,000 at the completion of each semester (December and June)-Year One
 * \$1,000 at the completion of each semester (December and June)-Year Two
 ** \$1,000 at the completion of each semester (December and June)-Year Three

College Coursework Reimbursements

Employees who earn at least 3 semester hours at a college or university in a course leading towards certification in a field where there is critical shortage of certified teachers may be reimbursed \$300 per course. For 2022-2023, those fields of critical shortage are Bilingual/English as a Second Language, Special Education (elementary and secondary), Career and Technical Education (including technology applications and computer science), English Language Arts and Reading, Secondary Science and Secondary Mathematics.

Irving ISD does not have a reimbursement program to receive a master's. However, there are certain graduate courses that are reimbursable under the following conditions: Employees who earn at least 3 hours for a course completed beyond their master's degree in any specific teaching field in which high school dual enrollment credit is given may be reimbursed \$300 per course. The purpose of this reimbursement program is to increase the number of qualified teachers to teach dual enrollment courses at the high school level. Teachers of dual enrollment courses must have a master's degree plus at least 18 hours in the subject area taught.

Employees receiving this incentive will be required to commit to Irving ISD one (1) school year after the course is reimbursed. If the employee should leave Irving ISD, they will be required to reimburse the district for courses paid for.

Grant Funding

Compensation resulting from grants awarded after the adoption of salary schedules will be subject to compensation review and approval from the Superintendent or designee and Human Resources.

Reimbursement of Local Leave Upon Retirement

The following leave provisions shall apply to local leave earned beginning on the original effective date of this program. An employee who retires from the District shall be eligible for payment for accumulated local leave* and/or Exemplary Attendance Days under the following conditions:

1. The employee is retiring from TRS voluntarily and is not being discharged or non-renewed from Irving ISD.
2. The employee provides advance written notice of intent to retire to the Office of Human Resources by the last Monday of November (mid-year retirement) or the first Monday of March (end-of-year retirement).
3. The employee is eligible for retirement benefits from the Teacher Retirement System of Texas (TRS).
4. The effective date of the resignation is the employee's last workday as scheduled on the employment dates of the school calendar.
5. The employee seeking reimbursement for local sick leave must have a balance of at least 15 state personal leave days. Please note that once the employee and supervisor have signed the Leave Request Form, it may not be changed. (i.e., an employee cannot elect to use sick days and later request to change them to personal days. These requests will be denied.) It is the responsibility of the employee to verify the absences are reported correctly.
6. All Exemplary Attendance Days are eligible for buyback upon retirement.

*Unused non-duty days are not eligible for reimbursement

The employees shall be reimbursed for each day of local leave at a rate of \$100 per day up to a maximum of 60 days; and Exemplary Attendance days may be sold in addition to local days, at the same rate. Payment shall be made on the check run following the employee's final paycheck. The employee's balance of local leave shall be reduced to zero upon payment.

The rate established by the Board shall be in effect until the Board adopts a new rate. Any changes to the rate shall apply beginning the school year following the adoption rate change.

Retire/Rehires who are resigning from the district shall not be eligible for this program.

Exceptions

After the **first Monday of March**, requests for reimbursement of leave upon retirement shall be considered by the Superintendent or designee only for reasons due to extenuating circumstances.

If the death of an employee occurs after the employee becomes eligible for participation in this plan, payment shall be made to the beneficiary listed on the employee's life insurance policy provided by the District. If a beneficiary is not named, payment shall be made to the designated representative of the employee's estate.

Employee Referral Incentive

Effective July 26, 2022, the referral incentive is primarily for referring teachers. We welcome referrals for other positions and may consider referral payouts during designated months for non-teaching positions. Eligible employees may refer external candidates to the HR Department for current hard-to-fill vacancies.

Criteria:

- The amount of the incentive shall not exceed \$2000 awarded per each successful referral for positions that meet all qualifications.
- Hiring managers and interview committee members are not eligible for referrals made directly to their campus location. Hiring manager is defined as the administrator who is capable of recommending a candidate in TalentEd.
- New hire must remain employed for the entire school year.
- The employee and the referral must not have submitted an intent to separate from employment with Irving ISD for the current or upcoming school year.
- Referred candidates must be external.
- For the 2022-2023 school year only, former Irving ISD employees may be referred for rehire.
- All submissions will be reviewed to verify eligibility requirements have been met. Payments are issued no later than July 31.

Partial payments: Mid-year hires (December-February) are eligible for no more than one half of the advertised rate. Hires made after February are eligible for one-fourth of the advertised rate. The applicable rate will be halved for Interim and TCS Teacher referrals.

Certified Teachers

Certification areas that will be eligible to fill classroom vacancies include, but are not limited to:	\$2,000
- bilingual elementary & middle	
- elementary core subjects	
- secondary math, science, reading/language arts	
- secondary fine arts, signature studies, and	
- special education at all levels	

Other

Licensed positions include, but are not limited to:	\$2,000
- Educational Diagnosticians	
- Licensed Specialist in School Psychology [LSSP]	
- Speech Language Pathologist [SLP]	

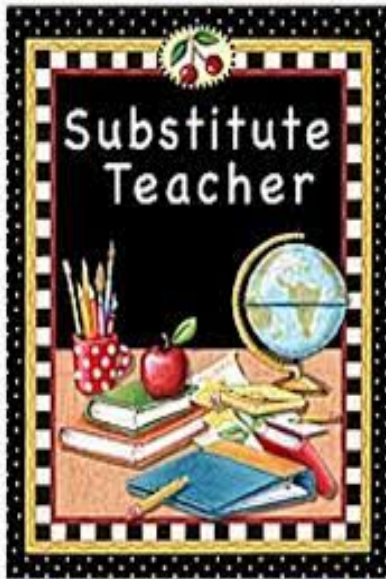
Bus Drivers	\$1,000
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Performance Pay - Teacher Incentive Allotment*

For any funds received by Irving ISD for a designated teacher under the Teacher Incentive Allotment (TIA), ninety (90) percent will be paid to the designated teacher. The remaining ten (10) percent will be used for 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 payments will be made by August 31st.

***The TIA stipend is for incoming teachers with a Teacher Incentive Allotment as designated by TEA.**

Supplemental Pay Schedules (Guest Educators, Part-Time & Hourly)



Stipends or supplemental pay not described in this section of the handbook must be verified and approved by the Executive Director of Employee Services and HRIS before submitting to Payroll for processing. All unapproved rates submitted without approval will be adjusted by Payroll and/or Human Resources, at the approved rate on record. All approvals require the signature of the appropriate Leadership Team member.

Employees paid from grant funds will be paid in accordance with the approved rates in this handbook, regardless of what may be allowable in the grant.

Temporary Positions

Pay rates are aligned by the approved paraprofessional and professional pay schedule.
 Pay rate is based upon experience within the corresponding pay grade.

Paraprofessionals

Pay Grade	Minimum	Maximum
030	13.11/hr	16.39/hr
035	14.28/hr	17.73/hr
040	14.82/hr	18.99/hr
050	16.01/hr	20.48/hr
060	17.35/hr	22.14/hr

Pay Grade	Minimum	Maximum
065	19.08/hr	24.32hr
070	21.97/hr	27.99/hr
075	25.12/hr	31.13/hr
080	28.62/hr	36.54/hr
085	33.67/hr	41.59/hr

Professionals

Pay Grade	Minimum	Maximum
1	\$227.48	\$277.42
2	\$267.78	\$326.55
3	\$309.95	\$368.99
4	\$333.97	\$397.54
5	\$357.14	\$425.17

Pay Grade	Minimum	Maximum
6	\$385.71	\$459.19
7	\$416.57	\$495.91
8	\$449.89	\$535.60
9	\$485.90	\$578.43
10	\$534.48	\$636.28

AVID Instructors

Certified Teacher \$35.00 per hour
 Non-Certified Teacher \$17.00 per hour

Job Coach

\$15.00 per hour

Tutorials

*Certified Teacher \$35.00 per hour
 Non-Certified Teacher (includes Certified Aide) \$20.00 per hour
 Grad Lab Tutors \$20.00 per hour

**includes Homebound, SLP/OT/PT providing home/private school services after contract hours*

Swim Instructors

Certified Teacher \$25.00 per hour
 Non-Certified Teacher \$15.00 per hour

AEL Instructors

Best Plus Certified \$25.00 per hour
 Non-Certified \$17.00 per hour

Omni Presenters Instructor (\$25/hr if Teacher is certified)

\$15.00 per hour

Outdoor Learning (\$25/hr if Teacher is certified)

\$15.00 per hour

Technology Professional Part-Time

\$15.00-\$25.00 per hour

P/T Planetarium Instructor/Manager

Certified Educator \$25.00 per hour
 Non-certified \$15.00 per hour

Student Workers

Minimum Wage

Summer Employment (extra help) for Facility Services (Painters/Custodians)

Additional \$1.00 per hour added to current pay rate*

Fine Arts Part-time

Master Classes

High School Degree \$50.00 per session
 College Degree \$75.00 per session

Color Guard

1 per High School (IHS, MHS, NHS) \$10,000 Annual/12 months

*Summer rate not to exceed \$15.50 per hour

Professional

Administrative (Principal, Assistant Principal)	\$319 per day
Counselors	\$195 per day
Bachelor's Degree, Valid Teaching Certificate, & Former IISD Teacher	*\$120 per day
Bachelor's Degree & Valid Teaching Certificate	*\$115 per day
Bachelor's Degree & No Teaching Certificate (includes clinic guest educators w/non-Nursing degree)	*\$110 per day
No Bachelor's Degree (includes clinic guest educators w/no degree)	*\$105 per day
Registered Nurse	\$200 per day
Deaf Ed	\$120 per day

Paraprofessional (regardless of education or certification)

ALL paraprofessional absences	*\$105 per day
Administration Building Receptionist (training required)*	\$110 per day

Incentives - Applies to Guest Educator for Teachers, Paraprofessionals and Clinic

Monday or Friday (Full Day Assignment)	+ \$10 per day
Consecutive Days of Service	
11th day in the same assignment	+ \$10 per day
21st day in the same assignment	+ \$5 per day

Cumulative Days Worked per semester Bonus:

1st semester: work between 37 and 56 days / 2nd semester: work between 42 and 65 days	\$250
1st semester: work 57 or more days / 2nd semester: work 66 or more days	\$500

In certain long-term assignments*, a negotiated compensation rate not to exceed \$170 per day may be authorized by the Human Resources Department.

If approved, guest educator must be present 93% of assignment timeframe.

*The following guest educator assignments are NOT eligible to receive the Monday/Friday incentives:

- * Guest Educator covering an administrative or clerical office position
- * Long-term Guest Educators who are approved for the \$170 daily rate

A Full-Day Assignment = 4.5 + hours

A Half-Day Assignment = up to and including 4.5 hours

Please note: All Guest Educators, with the exception of classroom teacher Guest Educators, are non-exempt

employees as defined by the United States Department of Labor. All Guest Educator rates are based on an 8 hour day. Any time worked in excess of 40 hours in a work week must be compensated at a rate equivalent to time. 2022-23 Salary Schedules - 051622 any overtime worked by Guest Educators must be approved in advance by the Human Resources Department.

Professional Development: pay is half of the non-degreed daily rate for up to 4.5 hours

Teacher Candidate Pathways

LEAP Resident Teacher (195 days): Needs to pass 2 or less certification tests & completed/in an *EPP or traditional college	\$280/per day
Interim Professional (187 days): Needs to pass 2 or less certification tests & completed (or enrolled in) EPP	** \$272/per day
Temporary Campus Support (187 days): Needs to pass 3 or more certification tests or not enrolled in EPP	\$170/per day
*Educator preparation program	
**pay is annualized	

Classified

Food Service		Facilities Services	
Regular/Retired	\$10.72 per hour	Beginning rate - student	Minimum wage
Retired Manager	\$13.97 per hour	IISD Experience/Maximum rate	\$10.72 per hour
Retired Supervisor	\$16.50 per hour	Substitute Custodians	\$10.72 per hour

***Employment Not Eligible for TRS Membership**

Work as a substitute is not eligible for TRS membership. For TRS purposes, the definition of a substitute is a person who serves on a temporary basis in the place of a current employee and paid at the daily rate of pay as set by the employer.

https://www.trs.texas.gov/Pages/re_employment_eligibility.aspx