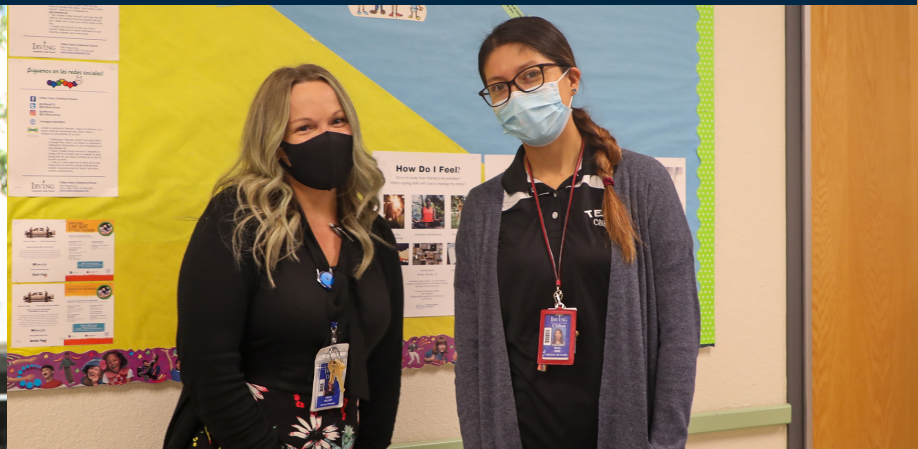




IRVING INDEPENDENT SCHOOL DISTRICT

EMPLOYEE SALARY SCHEDULES

2021 - 2022



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
2021-2022 New Hire Schedule
Teachers, Nurses, and Librarians

Years of Experience	New Hire Bachelor's Degree Daily Rate	New Hire Bachelor's Degree Annual Salary	New Hire Master's Degree Daily Rate	New Hire Master's Degree Annual Salary	New Hire Doctorate Degree Daily Rate	New Hire Doctorate Degree Annual Salary
0	\$303.35	\$56,727	\$311.37	\$58,227	\$322.07	\$60,227
1	\$304.27	\$56,898	\$312.34	\$58,408	\$323.25	\$60,448
2	\$306.41	\$57,298	\$314.48	\$58,808	\$325.39	\$60,848
3	\$310.42	\$58,048	\$318.49	\$59,558	\$329.40	\$61,598
4	\$316.83	\$59,248	\$324.91	\$60,758	\$335.82	\$62,798
5	\$323.25	\$60,448	\$331.45	\$61,982	\$342.36	\$64,022
6	\$331.27	\$61,948	\$340.28	\$63,632	\$351.19	\$65,672
7	\$337.69	\$63,148	\$346.17	\$64,733	\$357.07	\$66,773
8	\$341.06	\$63,778	\$349.13	\$65,288	\$360.04	\$67,328
9	\$344.27	\$64,378	\$352.34	\$65,888	\$363.25	\$67,928
10	\$345.87	\$64,678	\$353.95	\$66,188	\$364.86	\$68,228
11	\$347.05	\$64,898	\$355.12	\$66,408	\$366.03	\$68,448
12	\$348.12	\$65,098	\$356.19	\$66,608	\$367.10	\$68,648
13	\$349.19	\$65,298	\$357.26	\$66,808	\$368.17	\$68,848
14	\$350.26	\$65,498	\$358.33	\$67,008	\$369.24	\$69,048
15	\$351.33	\$65,698	\$359.40	\$67,208	\$370.31	\$69,248
16	\$352.40	\$65,898	\$360.47	\$67,408	\$371.38	\$69,448
17	\$354.53	\$66,298	\$365.28	\$68,308	\$376.19	\$70,348
18	\$355.60	\$66,498	\$366.35	\$68,508	\$377.26	\$70,548
19	\$356.67	\$66,698	\$367.42	\$68,708	\$378.33	\$70,748
20	\$360.15	\$67,348	\$370.90	\$69,358	\$381.81	\$71,398
21	\$361.49	\$67,598	\$372.24	\$69,608	\$383.14	\$71,648
22	\$364.38	\$68,139	\$375.13	\$70,149	\$386.04	\$72,189
23	\$368.28	\$68,869	\$379.03	\$70,879	\$389.94	\$72,919
24	\$371.14	\$69,403	\$381.89	\$71,413	\$392.80	\$73,453
25	\$375.93	\$70,298	\$386.67	\$72,308	\$397.58	\$74,348
26	\$376.65	\$70,434	\$387.83	\$72,524	\$398.74	\$74,564
27	\$379.77	\$71,017	\$393.19	\$73,527	\$404.10	\$75,567
28	\$385.82	\$72,148	\$399.24	\$74,658	\$410.15	\$76,698
29	\$392.24	\$73,348	\$405.66	\$75,858	\$416.57	\$77,898
30+	\$397.58	\$74,348	\$411.01	\$76,858	\$421.91	\$78,898

*This new hire schedule is for 2021-2022 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
2021-2022 New Hire Guide
Counselors - Master's Degree Required

Years of Experience	New Hire Daily Rate	New Hire 195-Day Annual Salary	New Hire 200-Day Annual Salary	New Hire 205-Day Annual Salary	New Hire 220-Day Annual Salary
0	\$318.53	\$62,114	\$63,707	\$65,299	\$70,077
1	\$320.41	\$62,480	\$64,082	\$65,684	\$70,490
2	\$321.23	\$62,640	\$64,246	\$65,852	\$70,671
3	\$325.59	\$63,490	\$65,118	\$66,746	\$71,630
4	\$331.35	\$64,614	\$66,271	\$67,928	\$72,898
5	\$337.17	\$65,748	\$67,434	\$69,120	\$74,177
6	\$346.21	\$67,511	\$69,242	\$70,973	\$76,166
7	\$350.48	\$68,343	\$70,095	\$71,848	\$77,105
8	\$353.30	\$68,893	\$70,659	\$72,426	\$77,725
9	\$356.25	\$69,468	\$71,249	\$73,030	\$78,374
10	\$357.82	\$69,775	\$71,564	\$73,353	\$78,721
11	\$359.18	\$70,041	\$71,837	\$73,633	\$79,021
12	\$360.23	\$70,244	\$72,045	\$73,846	\$79,250
13	\$361.24	\$70,442	\$72,248	\$74,054	\$79,473
14	\$362.23	\$70,635	\$72,446	\$74,257	\$79,691
15	\$363.36	\$70,855	\$72,672	\$74,489	\$79,939
16	\$366.52	\$71,471	\$73,304	\$75,136	\$80,634
17	\$368.69	\$71,895	\$73,738	\$75,582	\$81,112
18	\$371.36	\$72,415	\$74,272	\$76,129	\$81,699
19	\$374.36	\$73,000	\$74,872	\$76,744	\$82,359
20	\$376.56	\$73,429	\$75,312	\$77,195	\$82,843
21	\$379.73	\$74,047	\$75,946	\$77,844	\$83,540
22	\$381.89	\$74,469	\$76,378	\$78,288	\$84,016
23	\$383.80	\$74,841	\$76,760	\$78,679	\$84,436
24	\$387.04	\$75,473	\$77,408	\$79,343	\$85,149
25	\$390.19	\$76,088	\$78,039	\$79,990	\$85,843
26	\$393.21	\$76,675	\$78,641	\$80,607	\$86,505
27	\$396.58	\$77,333	\$79,316	\$81,299	\$87,247
28	\$402.83	\$78,552	\$80,566	\$82,580	\$88,623
29	\$409.85	\$79,920	\$81,969	\$84,018	\$90,166
30+	\$414.73	\$80,872	\$82,946	\$85,019	\$91,240

*This new hire schedule is for 2021-2022 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.

*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
2021-2022 New Hire Guide
Counselors - Doctorate Degree

Years of Experience	New Hire Daily Rate	New Hire 195-Day Annual Salary	New Hire 200-Day Annual Salary	New Hire 205-Day Annual Salary	New Hire 220-Day Annual Salary
0	\$328.79	\$64,114	\$65,758	\$67,402	\$72,334
1	\$330.67	\$64,480	\$66,133	\$67,787	\$72,747
2	\$331.49	\$64,640	\$66,297	\$67,955	\$72,927
3	\$335.85	\$65,490	\$67,169	\$68,848	\$73,886
4	\$341.61	\$66,614	\$68,322	\$70,030	\$75,154
5	\$347.43	\$67,748	\$69,485	\$71,222	\$76,434
6	\$356.47	\$69,511	\$71,293	\$73,076	\$78,423
7	\$360.73	\$70,343	\$72,147	\$73,950	\$79,361
8	\$363.55	\$70,893	\$72,711	\$74,529	\$79,982
9	\$366.50	\$71,468	\$73,301	\$75,133	\$80,631
10	\$368.08	\$71,775	\$73,615	\$75,456	\$80,977
11	\$369.44	\$72,041	\$73,888	\$75,735	\$81,277
12	\$370.48	\$72,244	\$74,096	\$75,949	\$81,506
13	\$371.50	\$72,442	\$74,299	\$76,157	\$81,729
14	\$372.49	\$72,635	\$74,497	\$76,360	\$81,947
15	\$373.62	\$72,855	\$74,723	\$76,591	\$82,195
16	\$376.77	\$73,471	\$75,355	\$77,239	\$82,890
17	\$378.95	\$73,895	\$75,790	\$77,684	\$83,369
18	\$381.62	\$74,415	\$76,323	\$78,231	\$83,955
19	\$384.62	\$75,000	\$76,923	\$78,846	\$84,615
20	\$386.82	\$75,429	\$77,363	\$79,297	\$85,099
21	\$389.98	\$76,047	\$77,997	\$79,947	\$85,797
22	\$392.15	\$76,469	\$78,430	\$80,390	\$86,273
23	\$394.06	\$76,841	\$78,811	\$80,782	\$86,692
24	\$397.30	\$77,473	\$79,459	\$81,446	\$87,405
25	\$400.45	\$78,088	\$80,090	\$82,093	\$88,099
26	\$403.46	\$78,675	\$80,692	\$82,710	\$88,762
27	\$406.84	\$79,333	\$81,367	\$83,401	\$89,504
28	\$413.09	\$80,552	\$82,617	\$84,683	\$90,879
29	\$420.10	\$81,920	\$84,021	\$86,121	\$92,423
30+	\$424.98	\$82,872	\$84,997	\$87,122	\$93,497

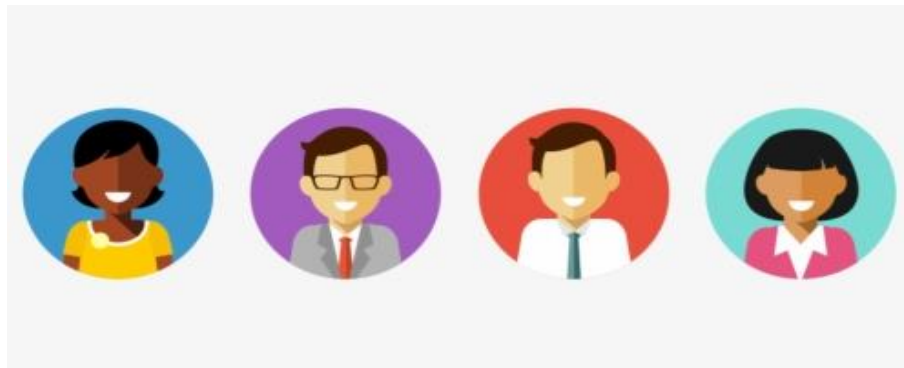
*This new hire schedule is for 2021-2022 school year only. No salary increases are granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicated on the basis of this schedule.

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

*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 2021-2022 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.

2021-2022 Administrative/Professional Pay Plan

Irving ISD

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 2%	
			Minimum	Midpoint		
1			Daily	\$225.23	\$274.67	\$5.49
	District Textbook Manager	230	200 Days	\$45,046	\$54,934	\$1,099
	Federal Funds Monitoring & Compliance Spec.	230	230 Days	\$51,803	\$63,174	\$1,263
	HIPPY EC Specialist	200	261 Days	\$58,785	\$71,689	\$1,434
	Manager of Office Operations - ISF	230				
	Reg. Compliance/Training Coordinator	261				
	Science Center Manager	230				
	SHARS Specialist	230				
	Supervisor, Food Service	230				
	Supervisor, Accounts Payable	230				

2			Daily	\$265.12	\$323.32	\$6.47
	Accountant	230	187 Days	\$49,577	\$60,461	\$1,209
	Assistant Director of Facilities/Maintenance Mgr	261	230 Days	\$60,978	\$74,364	\$1,487
	Benefits & Billing Specialist	230	261 Days	\$69,196	\$84,387	\$1,688
	Certification Officer	230				
	Coordinator, Communications	230				
	Coordinator, Graphics and Webpage	230				
	Coordinator, Program and Events - ISF	230				
	Energy Manager	261				
	Facility Planner	261				
	F.S. Culinary Supervisor	230				
	Human Resources Generalist	230				
	Manager, Grounds & Environmental Quality	261				
	Emergency Management Coordinator	261				
	Menu Planner/Dietician	230				
	Occupational Therapist Assistant	187				
	Operations and Events Manager	261				
	Payroll Analyst	230				
	Project Manager - ISF	230				
	Purchasing Supervisor	230				
	Social Worker	187				
	Speech-Language Pathology Assistant	187				
	Technology Supervisor, Food Service	230				
	Translator	230				
	Transportation Tech Specialist	230				
	Video Production Specialist	230				
	Warehouse Manager	261				

2021-2022 Administrative/Professional Pay Plan

Irving ISD

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase %	
			Minimum	Midpoint		
3A	Non-Administrative		Daily	\$306.88	\$365.34	\$7.31
	Assistive Technology Specialist	198	187 Days	\$57,387	\$68,319	\$1,366
	AVID Coordinator	220	192 Days	\$58,921	\$70,145	\$1,403
	Behavior Specialist	198	198 Days	\$60,762	\$72,337	\$1,447
	Board Certified Behavior Analyst	210	220 Days	\$67,514	\$80,375	\$1,607
	Coordinator, Parent/SS, HIPYP & ECEd	220	230 Days	\$70,582	\$84,028	\$1,681
	Coordinator, TAPPS/Foster Care	220				
	Data Facilitator	230				
	Diagnostician	198				
	Licensed Spec School Psychologist	198				
	Occupational Therapist	187				
	Program Evaluation Specialist	230				
	Speech Pathologist	192				
	Purch., Nutrition, and Menu Operations CRD	230				
	Supervisor, Accounting	230				
	Transition Specialist	198				

3B	Administrative		Daily	\$306.88	\$365.34	\$7.31
	Asst. Director, Food Service	230	210 Days	\$64,445	\$76,721	\$1,534
	Asst. Principal, Early Childhood	210	220 Days	\$67,514	\$80,375	\$1,607
	Asst. Principal, Elementary	210	230 Days	\$70,582	\$84,028	\$1,681
	Campus Operations Administrator	220				
	Director, Tax Office Operations	230				

4A	Non-Administrative		Daily	\$330.67	\$393.61	\$7.87
	Coordinator, Advanced Academics & LOTE	220	187 Days	\$61,835	\$73,605	\$1,472
	Coordinator, CTE	220	220 Days	\$72,747	\$86,594	\$1,732
	Coordinator, Digital Learning	230	230 Days	\$76,054	\$90,530	\$1,811
	Coordinator, Dyslexia & Rtl	220				
	Coordinator, Employee Wellness & Support Srvc	230				
	Coordinator, Homeless Education	220				
	Coordinator, Human Resources	230				
	Coordinator, Library Services PK-12	230				
	Coordinator, Parent Involvement	220				
	Coordinator, Payroll	230				
	Coordinator, Performance Reporting & Analysis	230				
	Coordinator, Physical Education	220				
	Coordinator, Professional Development	220				
	Coordinator, Secondary Academic Support	230				
	Coordinator, Special Education	220				

2021-2022 Administrative/Professional Pay Plan

Irving ISD

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 2%	
			Minimum	Midpoint		
4A	Non-Administrative (Cont.)		Daily	\$330.67	\$393.61	\$7.87
	Coordinator, HR/Transportation	230	187 Days	\$61,835	\$73,605	\$1,472
	HR Analyst	230	220 Days	\$72,747	\$86,594	\$1,732
	HR Investigations Officer	230	230 Days	\$76,054	\$90,530	\$1,811
	Instructional Coordinator	220				
	Internal Auditor	230				
	Instructional Lead, ESL/Bilg/Dual Lang./Migrant	220				
	Intervention Coordinator	220				
	Manager, AEL Grant Program	230				
	Orientation and Mobility Specialist	187				
	Physical Therapist	187				
	Reading Academy Instructional Cohort Leader	220				
	Supervisor, School For The Deaf	220				
4B	Administrative		Daily	\$330.67	\$393.61	\$7.87
	Asst. Principal, Alternative Campus	220	220 Days	\$72,747.4	\$86,594.2	\$1,732
	Asst. Principal, Middle School	220				
5			Daily	\$353.61	\$420.96	\$8.42
	Assoc. Principal Early College High School	225	220 Days	\$77,794	\$92,611	\$1,852
	Assoc. Principal, High School	225	225 Days	\$79,562	\$94,716	\$1,894
	Asst. Principal, High School	220	230 Days	\$81,330	\$96,821	\$1,936
	Asst. Principal, Singley Academy	220				
	Records Management & Document Services Officer	230				
	Early Literacy Instructional Strategist	230				
6			Daily	\$381.89	\$454.65	\$9.09
	Director, At Risk & Responsive Services	230	220 Days	\$84,016	\$100,023	\$2,000
	Director, Clinic & Health Svcs	230	230 Days	\$87,835	\$104,570	\$2,091
	Director, Communications & Marketing	230				
	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				

2021-2022 Administrative/Professional Pay Plan

Irving ISD

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 2%	
			Minimum	Midpoint		
7			Daily	\$412.45	\$491.00	\$9.82
	Athletic Coordinator	230	225 Days	\$92,801	\$110,475	\$2,210
	Director, Bilingual, ESL & Language Services	230	230 Days	\$94,864	\$112,930	\$2,259
	Director, Campus Operations & Attendance PK-12	230				
	Director, Career & Tech Ed	230				
	Director, Data Governance & Management Srvc	230				
	Director, Digital Learning	230				
	Director, Early Childhood Education	230				
	Director, Food Service	230				
	Director, Guidance, Counseling & Collg Readiness	230				
	Director, Information Systems	230				
	Director, Professional Development	230				
	Director, Risk Management	230				
	Director, School Safety & Security	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				
	Director, Enterprise Content Management	230				
	Director, Social Emotional Learning	230				

8			Daily	\$445.44	\$530.30	\$10.61
	Director, Business Operations	230	225 Days	\$100,224	\$119,318	\$2,386
	Director, Compensation, Benefits & HRIS	230	230 Days	\$102,451	\$121,969	\$2,439
	Director, Fine Arts & Enrichment	230				
	Director, Human Resources (East/West)	230				
	Director, Performing Arts	230				
	Director, Visual & Enrichment Arts	230				
	Principal, Singley Academy	225				

2021-2022 Administrative/Professional Pay Plan

Irving ISD

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 2%	
			Minimum	Midpoint		
9			Daily	\$481.09	\$572.70	\$11.45
	District General Counsel	230	225 Days	\$108,245	\$128,858	\$2,577
	Executive Director, Athletics	230	230 Days	\$110,651	\$131,721	\$2,634
	Executive Director, Curriculum & Instruction	230				
	Executive Director, Employee Services	230				
	Executive Director, Facilities & School Support Srv	230				
	Executive Director, Human Resources	230				
	Executive Director, PK- 5 (East/West)	230				
	Executive Director, Plan/Eval/Research	230				
	Executive Director, Secondary Schools	230				
	Executive Director, Specialized Learning Services	230				
	Principal, High School	225				

10			Daily	\$529.19	\$629.98	\$12.60
	Assistant Chief of Finance & State/Federal Prog.	230	230 Days	\$121,714	\$144,895	\$2,898
	Assistant Chief of Campus Operations	230				

11			Daily	\$677.22	\$787.48	\$15.75
	Chief of Learning Services	230	230 Days	\$155,761	\$181,120	\$3,622
	Chief of Communications & Marketing	230				
	Chief Financial Officer	230				
	Chief of Technology & Innovation	230				
	Chief of Administrative Services	230				

12			Daily	\$714.47	\$834.93	\$16.70
	Deputy Superintendent of School Operations	230	230 Days	\$164,328	\$192,034	\$3,841
	Deputy Superintendent of School Leadership	230				

Paraprofessional Pay Bands

Paraprofessionals
making a difference
every day....



*These hiring pay bands are for 2021-2022 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.

**2021-2022 Clerical/Paraprofessional Pay Plan
Irving ISD**

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase %	
			Minimum	Midpoint		
030			Daily	\$102.80	\$128.56	\$2.57
	Aide, Bilingual	187	Hourly	\$12.85	\$16.07	\$0.32
	Aide, ESL	187	176 Days	\$18,093	\$22,627	\$453
	Aide, General	187	187 Days	\$19,224	\$24,041	\$481
	Aide, General - Non-Instruction	187	192 Days	\$19,738	\$24,684	\$494
	Aide, Head Start Bil Pre-K	187	220 Days	\$22,616	\$28,283	\$566
	Aide, Head Start Pre-K/ESL	187	230 Days	\$23,644	\$29,569	\$591
	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				
	Clerk, Gifted & Talented	220				
	Clerk I, Instructional Materials Inventory	230				
	Clerk I, Instructional Materials Warehouse	230				
	Clerk, Library	187				
	HIPPY Home Instructor	176				
	Home Instructor, Instr. Ext. for Parents as Educ.	176				
	Permanent Substitute	187				
	Receptionist, HS	187				
	SPED Speech Therapy Communication Aide	187				

035			Daily	\$112.00	\$139.04	\$2.78
	Aide, Special Ed Life; Active Learning; ECSE	187	Hourly	\$14.00	\$17.38	\$0.35
	Aide, Special Ed PASS	192	187 Days	\$20,944	\$26,000	\$520
	Clerk II, Acquisition/Acct	230	195 Days	\$21,840	\$27,113	\$542
	Clerk II, Circulation Dept	230	198 Days	\$22,176	\$27,530	\$551
	Clerk, Language Assessment/Data	198	200 Days	\$22,400	\$27,808	\$556
	Clerk, Homeless-Intake	200	230 Days	\$25,760	\$31,979	\$640
	Clerk, Library Processing	230				
	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				

2021-2022 Clerical/Paraprofessional Pay Plan
Irving ISD

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase %	
			Minimum	Midpoint		
040			Daily	\$116.24	\$148.96	\$2.98
	AEL Data & Attendance Clerk	210	Hourly	\$14.53	\$18.62	\$0.37
	AEL Program Secretary	230	188 Days	\$21,853	\$28,004	\$560
	Attendance Clerk - EC, Elem, SRC	195	193 Days	\$22,434	\$28,749	\$575
	Attendance Clerk - BCCPC	193	195 Days	\$22,667	\$29,047	\$581
	Attendance Clerk - MS	195	200 Days	\$23,248	\$29,792	\$596
	Attendance Clerk - HS	188	210 Days	\$24,410	\$31,282	\$626
	Bilingual/ESL Testing Facilitator	210	213 Days	\$24,759	\$31,728	\$635
	Clerk, Data Processing/Counselor	213	225 Days	\$26,154	\$33,516	\$670
	Clerk, F&NS Meal Application	200	230 Days	\$26,735	\$34,261	\$685
	Clerk, HS Counselor	193				
	Comp Ed Attendance Facilitator	200				
	Home Instr. Prog. (HIPPY) Testing Facilitator	210				
	HR General Assistant	230				
	Secy, Collegiate Academy	225				
	Secy, Counselor	200				
	Secy, Early College High School	225				
	Secy, HS Assistant Principal	200				
	Special Ed SEMS & PEIMS	230				

050			Daily	\$125.60	\$160.64	\$3.21
	Attendance Clerk, Head/Lead	193	Hourly	\$15.70	\$20.08	\$0.40
	Academic Services Clerk	230	187 Days	\$23,487	\$30,040	\$601
	Accompanist	187	193 Days	\$24,241	\$31,004	\$620
	Cashier	193	210 Days	\$26,376	\$33,734	\$675
	Clerk, Accounts Payable- FS	193	213 Days	\$26,753	\$34,216	\$684
	Clerk, Athletic Office	215	215 Days	\$27,004	\$34,538	\$691
	Clerk, Learning Resources Automation	230	220 Days	\$27,632	\$35,341	\$707
	Clerk, CTE	230	225 Days	\$28,260	\$36,144	\$723
	Clerk, Data Processing	225	230 Days	\$28,888	\$36,947	\$739
	Clerk Data Processing/Counselor – BCCP	225				
	Clerk, Spec Ed Records Mgmt	213				
	Compulsory Attendance Officer	215				
	Registrar High School	225				
	Secy, Compulsory Attendance	230				
	Secy, EC Campus	210				
	Service Desk Advisor	230				
	Special Ed Acct/Transportation	220				

**2021-2022 Clerical/Paraprofessional Pay Plan
Irving ISD**

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase 2%	
			Minimum	Midpoint		
060			Daily	\$136.08	\$173.68	\$3.47
	AEL Assessment Specialist	210	Hourly	\$17.01	\$21.71	\$0.43
	Aide, SCE Bilingual Intervention	187	187 Days	\$25,447	\$32,478	\$650
	Aide, Title I Bilingual Intervention	187	210 Days	\$28,577	\$36,473	\$729
	Benefits Assistant	230	220 Days	\$29,938	\$38,210	\$764
	Clerk, Accounts Payable	230	225 Days	\$30,618	\$39,078	\$782
	Clerk, Cashier & Accounting	230	230 Days	\$31,298	\$39,946	\$799
	Clerk, Nutrition & Purchasing F. S.	210				
	Clerk, Payroll	230				
	Clerk, Tax Office II	230				
	Clinic Assistant	187				
	Clinic Assistant - LVN	187				
	Compulsory Attendance Lead	220				
	Human Resources - Staffing Assistant	230				
	Internal Auditor Assistant	230				
	Office Manager, FNS Meal Application	187				
	Professional Learning & Records Specialist	230				
	Quality Assur Coord/Int Audit, FS	230				
	Scheduling Advisor	230				
	Secy, Business Services	230				
	Secy, Bilingual, ESL & Language Services	230				
	Secy, CTE	230				
	Secy, Regional Day School Program for the Deaf	210				
	Secy, Elem Campus	210				
	Secy, Elem Teaching & Learning	230				
	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, Security Operations	230				
	Secy, Special Education	230				
	Secy, Staff Development	230				

2021-2022 Clerical/Paraprofessional Pay Plan
Irving ISD

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase %	
			Minimum	Midpoint		
065			Daily	\$149.68	\$190.72	\$3.81
	Accounting Specialist	230	Hourly	\$18.71	\$23.84	\$0.48
	Benefits & Leaves Assistant	230	230 Days	\$34,426	\$43,866	\$877
	Deputy Tax Collector	230				
	Guest Educator Specialist	230				
	Lead Payroll Clerk	230				
	Office Manager, Document Services	230				
	Office Manager, Fine Arts & Enrichment	230				
	Office Manager, Technical Services	230				
	Office Manager, Transportation	230				
	Risk Management Specialist	230				
	State & Federal Programs Compliance Asst.	230				
	Staffing Assistant Lead	230				

070			Daily	\$172.32	\$219.52	\$4.39
	Administrative Assistant I -		Hourly	\$21.54	\$27.44	\$0.55
	-Assistant Chiefs	230	187 Days	\$32,224	\$41,050	\$821
	-Facilities Services	230	230 Days	\$39,634	\$50,490	\$1,010
	-Human Resources	230				
	-Executive Directors	230				
	Interpreter for the Deaf	187				
	Lead Risk Management Specialist	230				
	Legal Services	230				

075			Daily	\$197.04	\$244.16	\$4.88
	Administrative Assistant II - Chiefs	230	Hourly	\$24.63	\$30.52	\$0.61
	Buyer	230	230 Days	\$45,319	\$56,157	\$1,123
	Enterprise Content Management Specialist	230				

080			Daily	\$228.96	\$292.32	\$5.85
	Spec. Asst., Deputy Sup. of School Leadership	230	Hourly	\$28.62	\$36.54	\$0.73
	Spec. Asst., Deputy Sup. of School Operations	230	230 Days	\$52,661	\$67,234	\$1,345

085			Daily	\$269.36	\$332.72	\$6.65
	Exec. Asst., Superintendent & Board of Trustees	230	Hourly	\$33.67	\$41.59	\$0.83
			230 Days	\$61,953	\$76,526	\$1,531

Technical Pay Bands



*These hiring pay bands are for 2021-2022 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.

2021-2022 Technical Pay Plan

Irving ISD

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase %	
			Minimum	Midpoint		
1	Non-Exempt		Daily	\$156.96	\$196.16	\$3.92
	Campus Technician- High School	230	Hourly	\$19.62	\$24.52	\$0.49
	Campus Technician- Elem/EC	192	192 Days	\$30,136	\$37,663	\$753
	Campus Technician- Middle School	192	230 Days	\$36,101	\$45,117	\$902
	Service Desk Analyst I	230				
	Technical Service Desk	230				
2	Non-Exempt		Daily	\$217.36	\$264.96	\$5.30
	Computer Technician, District	230	Hourly	\$27.17	\$33.12	\$0.66
	Service Desk Analyst II	230	230 Days	\$49,993	\$60,941	\$1,219
3	Non-Exempt		Daily	\$244.80	\$291.44	\$5.83
	Cybersecurity Administrator (non-degreed)	230	Hourly	\$30.60	\$36.43	\$0.73
	Network Technician I	230	230 Days	\$56,304	\$67,031	\$1,341
	Telecommunications Technician II	230				
4	Exempt		Daily	\$275.52	\$327.98	\$6.56
	Network Technician II	230	230 Days	\$63,370	\$75,435	\$1,509
5	Exempt		Daily	\$297.54	\$354.23	\$7.08
	Network Administrator	230	230 Days	\$68,434	\$81,473	\$1,629
	Business Application Analyst	230				
	Report Writer	230				
	Senior Business Application Analyst	230				
6	Exempt		Daily	\$321.36	\$387.29	\$7.75
	Assist. Dir, Information Systems	230	230 Days	\$73,913	\$89,077	\$1,782
	Network Manager	230				
	Server Manager	230				
7	Exempt		Daily	\$365.96	\$435.68	\$8.71
	Director, Technical Services	230	230 Days	\$84,171	\$100,206	\$2,004

Facilities Services Pay Bands



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*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.

2021-2022 Facilities Pay Plan
Irving ISD

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase \$1.00/hour
			Minimum	Midpoint	

1			Hourly	\$11.83	\$14.55	
	Custodian	261	261 Days	\$24,701	\$30,380	
	Delivery Helper	261				
	Grounds Person	261				
	Preventive Maintenance Helper	261				
	Utility Helper	261				

2			Hourly	\$12.92	\$15.91	
	Admin Operations/Delivery Person	261	261 Days	\$26,977	\$33,220	

	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				

3			Hourly	\$13.76	\$16.94	
	Building Manager, Elem	261	261 Days	\$28,731	\$35,371	

	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 Expeditor	261				
	Preventive Maintenance Tech	261				
	Production Specialist	261				
	Warehouse/Records Person	261				

2021-2022 Facilities Pay Plan

Irving ISD

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase \$1.00/hour
			Minimum	Midpoint	
4			Hourly	\$14.65	\$18.06
	Appliance Tech		261 Days	\$30,589	\$37,709
	Building Manager, MS	261			
	Campus Auxil Officer Admn Building	261			
	Campus Auxiliary Officer	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			
	Preventive Maintenance Lead	261			
	Security Dispatcher	261			
	Security Patrol	261			
	Stock Handler	261			
	Warehouse Clerk	261			

5			Hourly	\$16.57	\$20.46
	Asst Science Center Manager	261	261 Days	\$34,598	\$42,720
	Building Manager, High School	261			
	Carpenter	261			
	Campus Auxiliary Officer Lead	261			
	Dispatch/Patrol Lead	261			
	Irrigation Tech	261			
	Locksmith	261			
	Painter	261			
	Security Systems Specialist	261			
	Security Systems Technician	261			
	Small Campus Coordinator/Appl/Lead Tech	261			
	Specialist/Lead	261			
	Warehouse Lead	261			

2021-2022 Facilities Pay Plan

Irving ISD

Pay Grade	Job Title	Work Days	Hiring Salary Range		Increase \$1.00/hour	
			Minimum	Midpoint		
6			Hourly	\$18.42	\$22.79	
	Carpenter Lead	261	261 Days	\$38,461	\$47,586	
	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				
	Security Lead	261				
7			Hourly	\$20.51	\$25.39	
	Custodian Coordinator	261	261 Days	\$42,825	\$53,014	
	Electrician, Journeyman	261				
	Electronics Audio/Visual Lead	261				
	HVAC Technician I	261				
	Plumber, Journeyman	261				
8			Hourly	\$24.22	\$30.04	
	Energy Management Technician	261	261 Days	\$50,571	\$62,724	
	Food Service Refrig Technician	261				
	HVAC Technician II	261				
9			Hourly	\$26.55	\$32.93	
	Electrician, Master	261	261 Days	\$55,436	\$68,758	
	HVAC Lead	261				
	Operations Trainer	261				
	Plumber, Master	261				
10			Hourly	\$28.39	\$35.23	
	Foreman, Grounds & Heavy Equipment	261	261 Days	\$59,278	\$73,560	
	Foreman, Structural	261				
	Foreman, Utilities	261				

Food and Nutrition Service Pay Bands



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*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.

2021-2022 Food and Nutrition Services Pay Plan
Irving ISD

Pay Grad	Job Title	Work Days	Hiring Salary Range		Increase \$1.50/hour	
			Minimum	Midpoint		
1			Hourly	\$11.41	\$13.12	
	Food Service Assistant, Early Childhood/Elementary	177				
	Food Service Assistant, Middle/High School	177				
	Food Service Tech, Elementary/Early Childhood School	177				
	Food Service Technician, Middle/High School	177				
2			Hourly	\$12.37	\$14.75	
	Food Service Manager Trainee, Early Childhood/Elem.	183				
	Food Service Manager Trainee, Middle/High School	183				
	Food Service Catering Tech	200				
3			Hourly	\$14.25	\$16.97	
	Food Service Manager - Small Campus	183				
	Catering Food Service Manager	210				
4			Hourly	\$16.84	\$19.01	
	Food Service Manager - ELEM	183				
	Food Service Assistant Manager	183				
5			Hourly	\$17.87	\$21.09	
	Food Service Manager - MS	183				
6			Hourly	\$20.57	\$24.25	
	Food Service Manager - HS	183				

Stipends, Extra Earnings, and Incentives



2021-2022 Stipends and Extra Earnings

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

ACADEMIC

Stipend Title	Description	Extra Days	Amount	Munis Code
Academic Decathlon	District Coordinator		\$1,000	
Academic Decathlon	Head Coach		\$4,750	
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	
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	
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	
Facilitator of District Approved Events	Executive Level Approval Required; per day		\$30	
Mathematics - Secondary Only	Certified Math: must teach 4/6 classes per day		\$2,000	
Mathematics - SRC & BCCP	Certified Math: Must teach 3/6 classes per day		\$1,500	
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	
Science - Secondary Only	Certified science; must teach 4/6 classes per day		\$2,000	
Science - SRC & BCCP	Certified Math: Must teach 3/6 classes per day		\$1,500	
Special Olympics	Head of Delegation		\$1,000	
Special Olympics	Coaches per sport sponsored; paid in June		\$300	
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	
Professional Development Presentation	Same rate of pay as preparation		\$35	
Student Teacher Mentor	8-12 week internship ; paid in June		\$1,000	
Student Teacher Mentor	Less than 8 weeks internship: paid in June		\$500	
Teacher substituting during conference or planning time	Per hour		\$25	
Translation (written)	Per word		\$0.20	
Tutor - Certified Teacher	Per hour		\$25	
Tutor - Non-certified (including Certified paraprofessionals)	Per hour		\$15	
Planning for Major Staff Development Event	Per hour		\$15	
Required Training for Professionals	Per day; approved by Executive Level Academic Services		\$75	

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 ESL 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
Elementary Bilingual Lead Teacher	1 per campus (may be combined with ESL Lead) and must be teacher of record		\$600	
Elementary ESL 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	
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	

2021-2022 Stipends and Extra Earnings

Middle School

Stipend Title	Description	Extra Days	Amount	Munis Code
Jr Honor Society - Middle School	1 per campus		\$250	
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 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)		\$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	
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 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 Student Council BCCP	1 per campus		\$750	
High School UIL Contest Sponsor	Per event; Paid in May		\$550	
High School Yearbook	Additional duty days plus stipend amount	4	\$1,500	
JROTC	Additional duty days plus stipend amount	30	\$3,000	
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	
National Honor Society	1 per campus		\$750	

Athletics

Stipend Title	Description	Extra Days	Amount	Munis Code
Athletic High School 9th Coach	Football & Volleyball; additional days plus stipend amount	11	\$3,400	
Athletic High School Assistant Athletic Trainer	Additional duty days plus stipend amount	16	\$5,800	
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 Soccer	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 Team Tennis	Additional duty days plus stipend amount	5	\$3,400	
Athletic High School Assistant Tennis (Spring)	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 Athletic Coordinator	Assigned by Athletics Department; additional duty days	16	\$0	
Athletic High School Athletic Trainer	Assigned by Athletics Department; additional days plus stipend	16	\$6,800	
Athletic High School Baseball	Additional duty days plus stipend amount	5	\$3,400	
Athletic High School Baseball Field Maintenance Supplement	Assigned by Athletics Department; 1 per HS Campus		\$4,500	
Athletic High School Coach After-School Only Assignment	Additional duty days plus stipend amount	4	\$800	
Athletic High School Football Defensive Coordinator	Additional duty days plus stipend amount	13	\$4,800	
Athletic High School Football Offensive Coordinator	Additional duty days plus stipend amount	13	\$4,800	
Athletic High School Head Coach Baseball	Additional duty days plus stipend amount	5	\$5,500	
Athletic High School Head Coach Basketball	Additional duty days plus stipend amount	7	\$7,700	
Athletic High School Head Coach Cross Country	Additional duty days plus stipend amount	5	\$3,700	
Athletic High School Head Coach Golf	Additional duty days plus stipend amount	5	\$3,700	

2021-2022 Stipends and Extra Earnings

Athletic High School Head Coach Gymnastics	Additional duty days plus stipend amount	5	\$3,700
Athletic High School Head Coach Soccer	Additional duty days plus stipend amount	5	\$3,700
Athletic High School Head Coach Softball	Additional duty days plus stipend amount	5	\$5,500
Athletic High School Head Coach Swimming	Additional duty days plus stipend amount	5	\$3,700
Athletic High School Head Coach Team Tennis	Additional duty days plus stipend amount	5	\$3,700
Athletic High School Head Coach Tennis (Spring)	Additional duty days plus stipend amount	5	\$3,700
Athletic High School Head Coach Track	Additional duty days plus stipend amount	5	\$3,700
Athletic High School Head Coach Volleyball	Additional duty days plus stipend amount	13	\$3,700
Athletic High School Head Coach Wrestling	Additional duty days plus stipend amount	5	\$3,700
Athletic High School JV	Additional duty days plus stipend amount	11	\$3,400
Athletic High School Off-Season	Assigned by Athletics Department	3	\$0
Athletic High School Other Varsity	Additional duty days plus stipend amount	11	\$4,200
Athletic High School Power Lift	Assigned by Athletics Department	4	\$0
Athletic Middle School After-School Only Assignment	Assigned by Athletics Department		\$800
Athletic Middle School Asst. Coach with Football	Additional duty days plus stipend amount	7	\$4,200
Athletic Middle School Head Coach/Athletic Coordinator	Additional duty days plus stipend amount	10	\$5,200
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 Softball Field Maintenance Supplement	Assigned by Athletics Department		\$2,500
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 (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 (qualified status)	Qualified status to drive bus to athletic events; A maximum of \$1,400 may be awarded per coach per school year		\$200
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

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 (hired after 2012-2013 school year)	Bilingual Certification or passing score on TOPT, BTLPT		\$2,500	
Bilingual Counselors (hired before 2012-2013 school year)	Bilingual Certification or passing score on TOPT, BTLPT		\$3,500	
Bilingual Diagnosticians (hired after 2012-2013 school year)	Bilingual Certification or passing score on TOPT, BTLPT		\$2,500	
Bilingual Diagnosticians (hired before 2012-2013 school year)	Bilingual Certification or passing score on TOPT, BTLPT		\$3,500	
Bilingual Dyslexia Assessor	Bilingual Certification or passing score on TOPT, BTLPT		\$3,500	
Bilingual Interventionist & Academic Specialist	Bilingual Certification required		\$1,750	
Bilingual Librarians (hired after 2012-2013 school year)	Bilingual Certification or passing score on TOPT, BTLPT		\$2,500	
Bilingual Librarians (hired before 2012-2013 school year)	Bilingual Certification or passing score on TOPT, BTLPT		\$3,500	
Bilingual Specialized Learning Professional (Orientation & Mobility Specialist, Licensed Specialist in School Psychology(LSSP))	Bilingual Certification or passing score on TOPT, BTLPT		\$1,750	
Bilingual Speech Therapist (hired before 2012-2013 school year)	Bilingual Certification or passing score on TOPT, BTLPT		\$3,500	
Bilingual Speech Therapist/SLP (hired after 2012-2013 school year)	Bilingual Certification or passing score on TOPT, BTLPT		\$2,500	
Bilingual Teacher (hired after 2012-2013 school year)	Certified in Bilingual Classroom or Dual Language (Spanish) Assignment		\$3,000	
Bilingual Teacher (hired before 2012-2013 school year)	Certified in Bilingual Classroom or Dual Language (Spanish) Assignment		\$4,000	

Career and Technology Education

Stipend Title	Description	Extra Days	Amount	Munis Code
CTE Assignment - Advanced Technology; Video-game Design; GIS; Computer Tech; Robotic Manufacturing	Additional days assigned by CTE department	Limit of 13		
CTE Assignment - Agriculture	Additional days assigned by CTE department	Limit of 33		
CTE Assignment - Practicum; Instructional Practice; Career prep	Additional days assigned by CTE department	Limit of 13		
CTE Assignment - Arts, AV Technology	Additional days assigned by CTE department	Limit of 5		
CTE Assignment - Automotive	Additional days assigned by CTE department	Limit of 13		
CTE Assignment - Business and Marketing	Additional days assigned by CTE department	Limit of 5		
CTE Assignment - Cosmetology	Additional days assigned by CTE department	Limit of 13		
CTE Assignment - Health Science (Practicum/Lab/Med Camp/Student Orientation)	Additional days assigned by CTE department	Limit of 13		

2021-2022 Stipends and Extra Earnings

CTE Assignment - Hospitality and Culinary	Additional days assigned by CTE department	Limit of 13		
CTE Assignment - Information Technology (Lab)	Additional days assigned by CTE department	Limit of 5		
CTE Assignment -School of Law and Public Service; Law Enforcement; Homeland Security; Cyber Security; Firefighter (Practicum/Lab)	Additional days assigned by CTE department	Limit of 13		
CTE Assignment Signature Program - Aviation; Drone Engineering; Aviation Tech; Aviation Operations	Additional days assigned by CTE department	Limit of 13		
CTE Assignment Signature Program - Civil Engineering; Architecture; Construction; Welding	Additional days assigned by CTE department	Limit of 13		
CTE Assignment Signature Program - School of Business; Entrepreneurship; Marketing; Finance	Additional days assigned by CTE department	Limit of 13		
CTE Assignment Health Science - Critical Needs TE	Health Science teacher assigned by CTE department			\$2,500
CTE Career Cluster Advisory Board Chair (4 meeting annual)	(4 meetings annual) max per person; communicated and confirmed by CTE department			\$800
CTE Career Cluster Advisory Board Chair (meeting)	Meeting; communicated and confirmed by CTE department			\$100
CTE Career Cluster Advisory Board Chair (prep for meeting)	Prep for meeting; communicated and confirmed by CTE department			\$100
CTE High School Signature Program Assistant Coordinator	Assigned by CTE Department			\$2,000
CTE High School Signature Program Coordinator	Assigned by CTE Department			\$4,000
CTE Tournament Coordinators	Sponsored by District Administration; per hour			\$25
Career & Technology Competition Sponsor	Paid in May			\$350

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 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 (6-12 Orchestra)	Assigned by Fine Arts Department		\$1,000	
Fine Arts Lead Teacher (6-12 Theatre Arts)	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	

2021-2022 Stipends and Extra Earnings

Special Learning Programs				
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	
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 Lead Stipend	Maximum of 4 assigned per year		\$1,500	
Special Education Supervising Coordinators	Supervising up to 15 employees		\$2,500	
Special Education Supervising Coordinators	Supervising 16 to 30 employees		\$3,000	
Special Education Supervising Coordinators	Supervising 31 or more employees		\$4,000	
Speech Language Pathologist - Critical Needs	Licensed		\$2,500	
Special Education Life Active Learning PPCD	SPED Teacher teaching Life, Active Learning PPCD		\$500	
Special Education Life Skills & PASS	SPED Teacher teaching Life Skills or PASS		\$3,500	
Vision Impaired Teacher	Must be certified in that assignment		\$3,000	

Technology				
Stipend Title	Description	Extra Days	Amount	Munis Code
Campus Technicians 1:1 Programs	Certification must remain current or stipend will stop		\$2,000	
Campus Technicians A+, MCP or equivalent certification	Certification must remain current or stipend will stop; Current employees who have the lifetime A+ certification are grandfathered. New employees must obtain the renewable certification.		\$2,000	
District Network Administrator CCNA or equivalent	Certification must remain current or stipend will stop		\$2,000	
District Network Administrator CCNP or equivalent	Certification must remain current or stipend will stop		\$3,000	
District Network Technicians CCNA or equivalent	Certification must remain current or stipend will stop		\$2,000	
District Network Technicians CCNP or equivalent	Certification must remain current or stipend will stop		\$3,000	
District Server Technicians MCSA	Certification must remain current or stipend will stop		\$2,000	
District Server Technicians MCSE	Certification must remain current or stipend will stop		\$3,000	
Verizon Grant Para Campus Tech			\$2,000	

Summer School Programs				
Stipend Title	Description	Extra Days	Amount	Munis Code
Summer School HIPPIY Instructors	Per hour		\$18	
Summer School Aide	Per hour		\$18	
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	

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		\$25.00	
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 hrly rate	

*Teachers qualifying for a stipend however 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.

**2021-2022 Compensation Plan
DISTRICT INCENTIVES**

A. IISD Graduates Teaching in IISD, and meet the following conditions: \$4,000*

- Must be first year of creditable teaching experience
- Must present high school diploma within 30 days of hire
- \$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

B. 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 2020-2021, those fields of critical shortage are bilingual/English as a second language, special education, career and technical education (including technology applications and computer science), and 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.

C. Grant Funding

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

D. 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 separates from employment with the District for the purpose of retirement, shall be eligible for reimbursement of local leave and/or Exemplary Attendance Days under the following conditions:

1. The employee is retiring voluntarily and is not being discharged or non-renewed.
2. The employee provides advance written notice of intent to separate from employment to the Human Resources department by the last Monday of November for mid-year retirements, or first Monday of March for end of year retirements.
3. The employee seeking reimbursement for local sick leave must have a balance of at least 15 **state** personal days.
4. All Exemplary Attendance Days are eligible for buy back upon retirement.

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 with 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 **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.

Part-Time, Temporary and Guest Educators



**2021-2022 Compensation Plan
PART-TIME AND/OR TEMPORARY POSITIONS**

A. Temporary Positions

Paraprofessionals

Temporary Positions: Pay rates are aligned by the approved paraprofessional pay schedule, pay grades 030-075. Pay rate is based upon experience within the corresponding pay grade.

Pay Grade	Minimum	Maximum	Pay Grade	Minimum	Maximum
030	12.85/hr	16.07/hr	060	17.01/hr	21.71/hr
035	14.00/hr	17.38/hr	065	18.71/hr	23.84/hr
040	14.53/hr	18.62/hr	070	21.54/hr	27.44/hr
050	15.70/hr	20.08/hr	075	24.63/hr	30.52/hr

AVID Instructors \$15.00 per hour

Job Coach \$15.00 per hour

Tutorials

Certified Teacher \$25.00 per hour

Non-Certified Teacher (includes Certified Aide) \$15.00 per hour

Grad Lab Tutors \$20.00 per hour

Swim Instructors - part-time \$15.00 per hour

AEL Instructors \$25.00 per hour

Omni Presenters (Instructor- if Teacher certified, \$25/hr) \$15.00 per hour

Outdoor Learning (If Teacher Certified, \$25/hr) \$15.00 per hour

Professional Part-Time

Pay Grade	Minimum	Maximum	Pay Grade	Minimum	Maximum
1	\$225.23	\$274.67	6	\$381.89	\$454.65
2	\$265.12	\$323.32	7	\$412.45	\$491.00
3	\$306.88	\$365.34	8	\$445.44	\$530.30
4	\$330.67	\$393.61	9	\$481.09	\$572.70
5	\$353.61	\$420.96	10	\$529.19	\$629.98

Technology Professional Part-Time \$15.00-\$25.00 per hour

P/T Planetarium Instructor/Manager

Certified Educator Hourly Based on Teacher Pay Schedule

Non-certified \$25.00 per hour

Student Workers Minimum Wage

B. 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

**2021-2022 Compensation Plan
GUEST EDUCATOR COMPENSATION SCHEDULE**

A. Professional

Administrative (Principal, Assistant Principal)	\$319.00 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	\$130 per day

B. Paraprofessional (regardless of education or certification)

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

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

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

Cumulative Days Worked per semester Bonus:

must work at least 45% (37 days 1st semester/41 days 2nd semester) of student in-person instruction days per semester	\$250
must work at least 70% (57 days 1st semester/64 days 2nd semester) of student in-person instruction days per semester	\$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/ day 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 and a half, and 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

D. Classified

Food Service

Regular/Retired	\$10.72 per hour
Retired Manager	\$13.97 per hour
Retired Supervisor	\$16.50 per hour

Facilities Services

Beginning rate - student	Minimum wage
IISD Experience/Maximum rate	\$10.72 per hour
Substitute Custodians	\$10.72 per hour