



Seguin exceptional students to exceptional citizens
INDEPENDENT SCHOOL DISTRICT

Compensation Handbook



2022 2023

Table of Contents

General Information	1
General Salary Increase / Salary Range Change	1
Supplemental Stipend Pay	1
Critical Need Teaching Positions	1
Substitute Pay	1
New Hire Teacher Salary Schedule	2
Professional Classifications	3 - 4
Clerical / Technical Classifications	5 - 6
Manual Trades Classifications	7
Food Service Classifications	8
Transportation Classifications	9
Temporary Employee Positions	10
Substitute Pay Schedule	11
High School Salary Supplements	12
Middle School Salary Supplements	13
Elementary Salary Supplements	14
Extra Duty Pay Supplements	15
District Level Stipends	15
Stipends for Critical Need Classes	16
High School Athletics Extra Duty Stipend	17
Middle School Athletics Extra Duty Stipend	18
Employees on Teacher Salary Scale that Work More than 187 Days	19
Contract/Employment Dates	20

GENERAL INFORMATION

Teacher, Librarian and Nurse Salary Increases:

The minimum salary for a new teacher, librarian, licensed speech therapist & nurse to Seguin ISD is \$53,000 for an individual with a Bachelor's Degree and \$54,000 for an individual with a Master's Degree. New teachers will be placed on the teacher salary schedule based on years of experience. In addition, the administration recommends the continuation of all teachers, librarians and nurses who have worked for Seguin ISD for 25 or more years as of September 1, 2022 to receive longevity pay of \$1,000 per year. Retire/Rehire on Teacher Salary Scale will be capped at 25 years.

Counselor Pay Table:

The Counselor Scale reflects a minimum of \$3500 above teacher bachelor's scale. Retire /Rehire on Counselor Salary Scale will be capped at 25 years.

Employee Insurance Contribution

The district will contribute \$368 per month to assist with health insurance premium costs for those employees who participate in the Seguin ISD Health Insurance Plan.

Supplemental Stipend Pay : (Including Areas Identified as Critical Shortage)

Supplemental stipend salaries are approved on a year-to year basis and do not become a part of the base salary of an employee. A salary supplement may be changed upward, downward, or eliminated as the Board deems is in the best interest of the district. Recommended supplemental salary changes are effective for the 2022-2023 school year. Supplemental salary and day changes are for teachers changing assignments and new hires with added responsibilities, such as club sponsor or coach.

Substitute Pay

Please refer to ESS pay table

SEGUIN INDEPENDENT SCHOOL DISTRICT 2022-2023

TEACHER / LIBRARIAN / NURSE / COUNSELOR SALARY SCHEDULE

BACHELORS		MASTERS		COUNSELORS <small>(based on 187 days)</small>	
EXP	21-22 Bachelor	EXP	21-22 Masters	EXP	21-22 Counselor
0	54,000	0	55,000	0	57,500
1	54,250	1	55,250	1	57,750
2	54,895	2	55,895	2	58,395
3	55,430	3	56,430	3	58,930
4	55,645	4	56,645	4	59,145
5	55,860	5	56,860	5	59,360
6	56,080	6	57,080	6	59,580
7	56,295	7	57,295	7	59,795
8	58,081	8	59,081	8	61,581
9	58,640	9	59,640	9	62,140
10	59,088	10	60,088	10	62,588
11	59,312	11	60,312	11	62,812
12	59,760	12	60,760	12	63,260
13	60,432	13	61,432	13	63,932
14	60,655	14	61,655	14	64,155
15	60,880	15	61,880	15	64,380
16	61,440	16	62,440	16	64,940
17	61,999	17	62,999	17	65,499
18	62,279	18	63,279	18	65,779
19	63,120	19	64,120	19	66,620
20	63,260	20	64,260	20	66,760
21	63,367	21	64,367	21	66,867
22	63,680	22	64,680	22	67,180
23	63,960	23	64,960	23	67,460
24	64,240	24	65,240	24	67,740
25	64,519	25	65,519	25	68,019
26	64,855	26	65,855	26	68,355
27	66,073	27	67,073	27	69,573
28	67,588	28	68,588	28	71,088
29	67,980	29	68,980	29	71,480
30	68,595	30	69,595	30	72,095
31	69,492	31	70,492	31	72,992
		*Masters Scale minimum of \$1,000 above Bachelors		*Counselors Scale minimum of \$3,500 above Bachelors	

Retire/Rehire:
capped at 25 yrs

Elem Counselors - 192 contract days
MS Counselors - 207 contract days

HS Counselors - 207 contract days
HS Lead Counselor - 215 contract days

SEGUIN INDEPENDENT SCHOOL DISTRICT PROFESSIONAL CLASSIFICATIONS

2022-2023

Teacher Pay Scale	Title	#days
	Administrative Intern (PK-Elem)	207
P0	Administrative Intern (MS/HS)	212
P0	Behavior Specialist	192
P0	Campus Integration Specialist	197
P0	Color Guard Instructor	197
P0	Grant - Elementary Reading & Math Interventionist	187
P0	Grant - Middle School Math Interventionist	187
P0	Grant - High School Math Interventionist	187

Pay Grade	Title	#days
P1	Autism Specialist	212
P1	Campus Integration Specialist	197
P1	Criminal Justice Instructor	187
P1	DCAP Behavior Specialist	197
P1	Director of Community Outreach & SEF	197
P1	District ARD Facilitator	212
P1	District Technologist / Web Master	226
P1	Dual Language Instructional Coach	212
P1	Elementary Math Specialist	212
P1	Food Service - Field Supervisor & Production Coordinator	226
P1	General Ledger Specialist	226
P1	Grant - Autism Behavior Specialist	192
P1	Grant - Autism Family Specialist	192
P1	Grant- Software/Hardware Campus Technician	226
P1	Grant- Truancy Case Manager (Lead & Asst)	197
P1	HS Testing Coordinator	207
P1	Maintenance Coordinator	240
P1	Marketing Media Specialist	226
P1	Middle School Math Specialist	202
P1	Network Assistant	226
P1	Occupational Therapist	187
P1	PEIMS Specialist	
P1	Physical Therapist	187
P1	RTI and Instructional Media Specialist	226
P1	SLP Assistant	
P1	Special Education-Behavior Specialist-HS	192
P1	Student Services Coordinator	226
P1	Social Worker (MSW)	187
P1	Student Support Officer	187
P1	Transportation Coordinator	226

	Min	Mid	Max
Hourly Rate	\$30.88	\$38.16	\$51.33
Daily Rate (based on 8 hrs)	\$247.06	\$305.30	\$410.66

Pay Grade	Title	#days
P2	Academic Transition Facilitator - JDC	220
P2	Coord of Purchasing	226
P2	Coord of Special Education - Behavior	212
P2	Coord of Special Education - Compliance	226
P2	Coord of Special Education - Programming	226
P2	Diagnostician	197
P2	Digital Learning Specialist	226
P2	Director of Nurses	197
P2	Grant-Prevention Coordinator	226
P2	Grant-Safety Coordinator	226
P2	Grant - Math Coordinator	226
P2	Lead ARD Facilitator	226
P2	LSSP (Licensed Specialist in School Psychology)	197
P2	Mainframe/PEIMS Specialist	226
P2	Network Specialist	226
P2	Student Support Coordinator	226
P2	Speech Language Pathologist (SLP)	187
P2	Speech Therapist (CC)	187
P2	Women's Athletic Coordinator	226

	Min	Mid	Max
Hourly Rate	\$33.85	\$41.12	\$52.70
(based on 8 hrs)	\$270.76	\$328.92	\$421.56

Pay Grade	Title	#days
P3	Academic Dean, Elementary	197
P3	Academic Dean, MS	226
P3	Asst Principal, Elementary	207

	Min	Mid	Max
Hourly Rate	\$36.30	\$44.10	\$54.06
Daily Rate (based on 8 hrs)	\$290.40	\$352.80	\$432.48

SEGUIN INDEPENDENT SCHOOL DISTRICT PROFESSIONAL CLASSIFICATIONS

2022-2023

P3	Asst Principal, MS	212
P3	Associate Principal, MS	226
P3	Grant - College, Career and Military Readiness (CCMR) Coordinator	212
P3	Coord of Contents (Math, Science, Eng/LA)	226
P3	Coord of PK- 5 Eng/LA & Bilingual Ed.	226
P3	Dual Language Coordinator	226
P3	Elementary Coordinator	226
P3	Education Data Analyst Coordinator	226
P3	General Ledger Coordinator	226
P3	Grant-Mental Health Coordinator	226
P3	Grant-Restorative Practices Coordinator	226
P3	Network Administrator	226

Pay Grade	Title	#days
P4	Assistant Principal, HS	212
P4	Principal, Alternative School	212
P4	Principal, Ball ECC	207
P4	Principal, MBLC	212

	Min	Mid	Max
Hourly Rate	\$38.57	\$47.54	\$55.10
Daily Rate (based on 8 hrs)	\$308.59	\$380.35	\$440.83

Pay Grade	Title	#days
P5	Ath. Director /Head Football Coach	240
P5	Director of Child Nutrition	226
P5	Director of Career Technical Education	226
P5	Director of Digital Learning	226
P5	Director of Early College High School	226
P5	Director of Elementary/Multilingual Services	226
P5	Director of Federal/State Accountability	226
P5	Director of Fine Arts	226
P5	Director of Integrated Support Services	226
P5	Director of Innovative Instruction	226
P5	Director of Safety	226
P5	Director of Secondary/Professional Learning	226
P5	Director of Special Education	226
P5	Director of Whole Child Initiative	226
P5	Grant- Director of School Transformation	226
P5	Head Band Director	226
P5	Principal, Associate & Academic Dean (HS)	212
P5	Principal, Elementary	212
P5	Principal, MS	226

	Min	Mid	Max
Hourly Rate	\$42.72	\$51.90	\$63.38
Daily Rate (based on 8 hrs)	\$341.79	\$415.23	\$507.07

Pay Grade	Title	#days
P6	Chief Communication Officer	226
P6	Deputy Chief of Human Resources	226
P6	Deputy Chief of Innovation and Learning	226
P6	Executive Director of Operations	226
P6	High School Principal	226

	Min	Mid	Max
Hourly Rate	\$48.25	\$58.63	\$69.26
Daily Rate (based on 8 hrs)	\$386.00	\$469.04	\$554.08

Pay Grade	Title	#days
P7	Chief Innovation Officer*	226
P7	Chief Financial Officer	226
P7	Chief Human Resource Officer*	226
P7	Chief Student Services Officer	226

	Min	Mid	Max
Hourly Rate	\$53.41	\$64.89	\$76.36
Daily Rate (based on 8 hrs)	\$427.26	\$519.10	\$610.86

Pay Grade	Title	#days
P8	Chief Operating Officer/Associate Superintendent*	226

	Min	Mid	Max
Hourly Rate	\$68.17	\$82.82	\$97.56
Daily Rate (based on 8 hrs)	\$545.34	\$662.54	\$780.46

*T-TESS & T-PSS Evaluators

SEGUIN INDEPENDENT SCHOOL DISTRICT CLERICAL / TECHNICAL CLASSIFICATIONS 2022-2023

Pay Grade	Title	#hrs	# days
C1	Parent Liaison - 4 year College Degree	4	186
C1	Parent Liaison - Associates Degree	4	186
C1	Parent Liaison - No Degree	4	186

	Min	Mid	Max
4 yr Degree	\$12.75		per hour
AA Degree	\$11.18		per hour
No Degree	\$10.04		per hour

Pay Grade	Title	#hrs	# days
C1	Hall Monitors (SHS)	8	186
C1	Instructional Aide (all campuses)	7.5	186
C1	PE Aide	7.5	186
C1	Title I Aide (w/o AA)	7.5	186

	Min	Mid	Max
Hourly Rate	\$13.66	\$16.59	\$19.27
Daily Rate (based on 8 hrs)	\$109.25	\$132.69	\$154.13

Pay Grade	Title	#hrs	#days
C2	Aide - DAEP Saegert	8	186
C2	Appraisal Clerk	8	207
C2	Bilingual/ESL Aide	7.5	186
C2	Early College HS Clerk	8	196
C2	ISS Aide	7.5	186
C2	Grant - Literacy Instructional Aide	7.5	186
C2	Nurse Aide	8	186
C2	Sp Ed - Clerk (MS,HS)	8	196
C2	Sp Ed Job Coach	8	186
C2	SpEd CM Aide	7.5	186
C2	SpEd Res Aide	7.5	186
C2	SpEd PPCD Aide	7.5	186
C2	Title I Aide (w/AA)	7.5	186
C2	Truancy / Dropout Prevention Aide	8	186

	Min	Mid	Max
Hourly Rate	\$14.13	\$17.87	\$20.91
Daily Rate (based on 8 hrs)	\$113.04	\$142.96	\$167.28

Pay Grade	Title	#hrs	#days
C3	Appraisal Clerk	8	207
C3	Athletic Ticket Clerk	4	186
C3	Attendance Clerk (all levels)	8	196
C3	Attendance Clerk / OCS Aide	8	196
C3	Child Nutrition - Office Manager	8	226
C3	CN- Asst. Program Specialist/Receptionist	8	226
C3	Library Media Clerk (Ball)	8	192
C3	Library Media Clerk (SHS)	8	186
C3	Maintenance Clerk	8	226
C3	Receptionist High School	8	226
C3	Sec MBLC, DAEP (Saegert)	8	212
C3	Sp Ed-Behavior/EA Aide	7.5	186
C3	Tech Assistant & Tech Lab Manager	8	186

	Min	Mid	Max
Hourly Rate	\$15.96	\$19.53	\$23.61
Daily Rate (based on 8 hrs)	\$63.83	\$78.11	\$94.43

Pay Grade	Title	#hrs	#days
C4	Attendance Coordinator (SHS)	8	202
C4	Book Keeper-SHS	8	212
C4	Compliance Clerk - Bilingual Dept	8	207
C4	Dispatcher	8	186
C4	Family Specialist - Ball (PK Grant)	8	186
C4	HR Receptionist / Records Clerk	8	226
C4	LPAC Clerk	8	207
C4	LVN	8	186

	Min	Mid	Max
Hourly Rate	\$18.11	\$20.82	\$26.78
Daily Rate (based on 8 hrs)	\$144.90	\$166.58	\$214.26

SEGUIN INDEPENDENT SCHOOL DISTRICT CLERICAL / TECHNICAL CLASSIFICATIONS 2022-2023

C4	Registrar High School	8	226
C4	Registrar MS	8	207
C4	Safety Coord/Trans Training Spec/Route Writer	8	226
C4	Sec to Asst Principal (SHS)	8	186
C4	Sec to Elementary Principal	8	212
C4	Sec to PK Principal	8	207
C4	Sec to CTE Director	8	207
C4	Sec to MS Principal	8	226
C4	Sp Ed -Compliance, Program, ARD Clerk	8	226
C4	Tech Lab Manager - Campus	8	186

Pay Grade	Title	#hrs	#days
C5	Assistant Accounts Payable Specialist	8	226
C5	Data Controller	8	226
C5	Assistant Purchasing Specialist	8	226
C5	Sec to Director of Ace- Grant	8	226
C5	Sec to Director of Operations	8	226
C5	Sec to Athletic Director	8	226
C5	Sec to Director of State & Fed Acct.	8	226
C5	Sec to Director of Curr & Prof Learning	8	226
C5	Sec to Director of SP ED	8	226
C5	Sec to Principal (SHS)	8	226

	Min	Mid	Max
Hourly Rate	\$19.79	\$22.52	\$28.97
Daily Rate (based on 8 hrs)	\$158.36	\$180.20	\$231.80

Pay Grade	Title	#hrs	#days
C6	Accounts Payable Specialist	8	226
C6	Employee Benefits Specialist	8	226
C6	Leaves & Absences Specialist	8	226
C6	Sec to Chief Academic Officer	8	226
C6	Sec to Chief Communication Officer & School Improvement	8	226
C6	Sec to Chief Financial Officer	8	226
C6	Sec to Deputy Chief Operations Officer	8	226
C6	Sec to Chief Human Resource Officer	8	226
C6	Software/Hardware Technicians	8	226
C6	Textbook & Business Applications	8	226

	Min	Mid	Max
Hourly Rate	\$22.16	\$26.24	\$32.16
Daily Rate (based on 8 hrs)	\$177.26	\$209.90	\$257.26

Pay Grade	Title	#hrs	#days
C7	Certification Officer / Staffing	8	226
C7	Payroll Specialist	8	226
C7	Sec. to Associate Superintendent	8	226

	Min	Mid	Max
Hourly Rate	\$24.05	\$28.53	\$33.28
Daily Rate (based on 8 hrs)	\$192.38	\$228.22	\$266.22

Pay Grade	Title	#hrs	#days
C8	Sec Superintendent	8	226

	Min	Mid	Max
Hourly Rate	\$25.46	\$30.89	\$35.83
Daily Rate (based on 8 hrs)	\$203.70	\$247.14	\$286.66

SEGUIN INDEPENDENT SCHOOL DISTRICT

MANUAL TRADES CLASSIFICATIONS

2022-2023

Pay Grade	Title	#hrs	# days
M1	Custodian	8	240
M1	Grounds Worker	8	240

	Min	Mid	Max
Hourly Rate	\$14.94	\$17.83	\$20.22
Daily Rate (based on 8 hrs)	\$119.52	\$142.64	\$193.08

Pay Grade	Title	#hrs	# days
M2	General Maintenance Worker	8	240
M2	Head Custodian	8	240
M2	Lead Grounds	8	240

	Min	Mid	Max
Hourly Rate	\$15.97	\$18.01	\$24.13
Daily Rate (based on 8 hrs)	\$127.80	\$144.12	\$193.08

Pay Grade	Title	#hrs	# days
M3	Carpenter	8	240
M3	District Lead Custodian	8	240
M3	HVAC-PM	8	240
M3	IPM Tech/Gen. Maint.	8	240
M3	Warehouse Worker	8	240

	Min	Mid	Max
Hourly Rate	\$19.16	\$20.69	\$25.28
Daily Rate (based on 8 hrs)	\$153.26	\$165.50	\$202.22

Pay Grade	Title	#hrs	# days
M4	Electrician	8	240
M4	Vehicle Mechanic	8	240
M4	Plumber	8	240
M4	HVAC Technician	8	240

	Min	Mid	Max
Hourly Rate	\$20.22	\$21.48	\$30.68
Daily Rate (based on 8 hrs)	\$161.73	\$171.81	\$245.41

Pay Grade	Position	#hrs	# days
M5	ASC Mechanic (Transportation Foreman)	8	240
M5	Master Electrician	8	240
M5	Licensed HVAC	8	240

	Min	Mid	Max
Hourly Rate	\$20.94	\$25.17	\$34.42
Daily Rate (based on 8 hrs)	\$167.54	\$201.38	\$275.38

SEGUIN INDEPENDENT SCHOOL DISTRICT

CHILD NUTRITION CLASSIFICATIONS

2022-2023

Pay Grade	Title	#hrs	# days
F1	Food Service Assistant - 1	7	175
F1	Food Service Assistant - 2	7	175
F1	Lunchroom Monitor (Temp)	varies	173

	Min	Mid	Max
Hourly Rate	\$13.50	\$15.46	\$17.53
Daily Rate (based on 7 hrs)	\$94.50	\$108.22	\$122.71

Pay Grade	Title	#hrs	# days
F2	Cashiers	7	175

	Min	Mid	Max
Hourly Rate	\$13.98	\$16.14	\$19.13
Daily Rate (based on 7 hrs)	\$97.86	\$112.98	\$133.91

Pay Grade	Title	#hrs	# days
F3	Baker	8	175
F3	Truck Driver	8	175

	Min	Mid	Max
Hourly Rate	\$15.08	\$17.45	\$19.82
Daily Rate (based on 8 hrs)	\$120.64	\$139.60	\$158.56

Pay Grade	Title	#hrs	# days
F4	Assistant Manager PK-12	8	175

	Min	Mid	Max
Hourly Rate	\$15.88	\$18.49	\$21.10
Daily Rate (based on 8 hrs)	\$127.04	\$147.92	\$168.80

Pay Grade	Title	#hrs	# days
F5	Cafeteria Manager	8	178
F5	Warehouse Mgr/Driver	8	226

	Min	Mid	Max
Hourly Rate	\$17.19	\$20.06	\$22.92
Daily Rate (based on 8 hrs)	\$137.52	\$160.48	\$183.36

Pay Grade	Title	#hrs	# days
F6	Central Kitchen Manager (SHS)	8	182

	Min	Mid	Max
Hourly Rate	\$17.98	\$21.12	\$24.26
Daily Rate (based on 8 hrs)	\$143.84	\$168.96	\$194.08

SEGUIN INDEPENDENT SCHOOL DISTRICT TRANSPORTATION CLASSIFICATIONS 2022-2023

Pay Grade	Title	#hrs	# days
T1	Bus Driver Assistant	5	173

	Min	Mid	Max
Hourly Rate	\$12.46	\$16.38	\$18.34
Daily Rate (based on 5 hrs)	\$62.30	\$81.90	\$91.70

Pay Grade	Title	#hrs	# days
T2	Bus Driver	5	173

	Min	Mid	Max
Hourly Rate	\$17.93	\$20.94	\$24.76
Daily Rate (based on 5 hrs)	\$89.65	\$104.70	\$123.80

Pay Grade	Title	#hrs	# days
T3	Cover Driver	6	173

	Min	Mid	Max
Hourly Rate	\$16.27	\$19.27	\$23.33
Daily Rate (based on 6 hrs)	\$81.35	\$96.35	\$116.65

**SEGUIN INDEPENDENT SCHOOL DISTRICT
2022-2023**

Temporary Employee Positions

POSITION	AMOUNT
BUS DRIVER IN TRAINING	\$ 10.00
LUNCH MONITORS	\$ 10.00
STUDENT TEMPS	\$ 10.00
SUBSTITUTE BUS DRIVER	\$ 15.00
SUBSTITUTE CAFETERIA	\$ 10.00
SUBSTITUTE CUSTODIAN	\$ 10.00
SUBSTITUTE LUNCHROOM MONITOR	\$ 10.00
TEMPORARY PARA-PROFESSIONALS/TEACHING ASST.	\$ 15.00
TEMPORARY PROFESSIONALS (DEGREED/CERTIFIED)	\$ 20.00
TEMPORARY CLERICAL	\$ 10.00

Summer School & Camp Positions

POSITION	AMOUNT
ADMINISTRATOR	DAILY RATE
AIDES	\$ 25.00 PER HOUR
TEACHERS	\$ 30.00 PER HOUR
ACADEMIC DEAN	DAILY RATE
SECRETARY	DAILY RATE
NURSE	\$ 30.00 PER HOUR
LUNCH ROOM MONITOR	\$ 10.00 PER HOUR
STUDENT TEMP WORKERS	\$ 10.00 PER HOUR

**SEGUIN INDEPENDENT SCHOOL DISTRICT
SUBSTITUE PAY SCHEDULE
2022-2023**

CATEGORY	DAILY RATE (PK-5)	DAILY RATE (6-12)
HS Diploma	\$85.00	\$95.00
60 + College Hrs	\$90.00	\$100.00
Degreed	\$95.00	\$105.00
Certified Teacher	\$100.00	\$110.00
Clerical/Aide	\$75.00	\$75.00

Principal/ Counselor:	Rate set between Min & Mid Point of job pay grade (using verified experience)
Nurse (RN/LVN)	Flat rate \$100.00

***Existing substitutes hired prior to May 2021 will have their rates grandfathered from the 2020-2021 pay scale.

SEGUIN INDEPENDENT SCHOOL DISTRICT

HIGH SCHOOL SALARY SUPPLEMENTS

2022-2023

The amounts stated below are per activity not per person unless otherwise indicated. In order to pay stipends, all required documentation needs to be submitted to Human Resources.

POSITION	AMOUNT	EXTRA DAYS
BAND DIRECTOR (HEAD)	\$ 8,000	33
BAND DIRECTOR (ASSISTANT)	\$ 4,000	15
BROADCAST JOURNALISM	\$ 1,100	0
CHEERLEADER SPONSOR (ASSISTANT)	\$ 2,100	10
CHEERLEADER SPONSOR (HEAD)	\$ 3,600	15
CHOIR DIRECTOR	\$ 4,000	0
COUNSELOR (HEAD)	\$ 3,000	0
CYBER-PATRIOT SPONSOR	\$ 1,000	0
DANCE/DRILL TEAM SPONSOR (ASSISTANT)	\$ 2,100	10
DANCE/DRILL TEAM SPONSOR (HEAD)	\$ 3,600	15
DEPARTMENT LEADS - Core Subjects	\$ 4,000	0
DEPARTMENT LEADS - Non-Core Subjects	\$ 2,000	0
DI COACH - TEAMS PREPARING FOR/COMPETING IN GLOBAL COMPETITION*	\$ 100	0
DI COACH - TEAMS PREPARING FOR/COMPETING IN REGIONAL COMPETITION*	\$ 300	0
DI COACH - TEAMS PREPARING FOR/COMPETING IN STATE COMPETITION*	\$ 100	0
EARLY COLLEGE HIGH SCHOOL - AVID Coordinator	\$ 3,000	0
EARLY COLLEGE HIGH SCHOOL - DUAL CREDIT*	\$3500-5000	0
FLAG RUNNER SPONSOR	\$ 800	0
JUNIOR CLASS SPONSOR (ASSISTANT)	\$ 800	0
JUNIOR CLASS SPONSOR (HEAD)	\$ 1,000	0
JUNIOR/SENIOR ACTIVITIES SPONSOR	\$ 1,000	0
MARIACHI DIRECTOR	\$ 3,000	10
1st Year Cohort Mentor Teacher	\$ 400	0
2nd Year Cohort Mentor Teacher	\$ 300	0
NATIONAL HONOR SOCIETY	\$ 750	0
NEWSPAPER	\$ 1,100	0
SCIENCE FAIR COORDINATOR (ASSISTANT)	\$ 1,000	0
SCIENCE FAIR COORDINATOR (HEAD)	\$ 2,500	0
SCIENCE FAIR SPONSOR	\$ 800	0
SOCIAL STUDIES SPECIALIST	\$ 10,000	0
STUDENT COUNCIL SPONSOR	\$ 800	0
THEATRE ARTS (HEAD)	\$ 4,000	0
THEATRE ARTS (ASST)	\$ 1,500	0
UIL COACH**	(see bottom statement)	0
UIL COORDINATOR	\$ 2,500	0
VIDEO SCOREBOARD (LEAD)	\$ 500	0
VIDEO SCOREBOARD (ASSITANT)	\$ 250	0
YEARBOOK	\$ 1,100	0

CAREER & TECHNOLOGY (CTE) YOUTH ORGANIZATION SPONSORS:

15-20 STUDENT MEMBERS	\$500	31-50 STUDENT MEMBERS	\$1,000
21-30 STUDENT MEMBERS	\$750	MORE THAN 50 STUDENT MEMBERS	\$1,500

* D.I. Coach: An employee may receive a stipend for coaching a team his/her child is on so long as other students from the assigned campus are also being served. An employee may not be paid a stipend for strictly serving as the coordinator within the school day. The intent of the stipend is to compensate employees for the additional "after hours" time involved in coaching.

** U.I.L. sponsors are expected to meet established criteria in order to earn the U.I.L. coaching stipend. Failure to meet the criteria, as determined by the principal, will result in loss of some or all of the coaching stipend.

*** Early College- Dual Credit teacher's compensation will be based on years of experience and education.

SEGUIN INDEPENDENT SCHOOL DISTRICT

MIDDLE SCHOOL SALARY SUPPLEMENTS

2022-2023

The amounts stated below are per activity not per person unless otherwise indicated. In order to pay stipends, all required documentation needs to be submitted to Human Resources.

POSITION	AMOUNT	EXTRA DAYS
BAND DIRECTOR (Assistant)	\$ 3,000	15
BAND DIRECTOR (Head)	\$ 4,000	15
CHEERLEADER SPONSOR (ASSISTANT)	\$ 500	0
CHEERLEADER SPONSOR (HEAD)	\$ 900	0
CHOIR DIRECTOR	\$ 2,000	0
CLUB SPONSOR	\$ 500	0
DEPARTMENT LEAD- Core Subjects	\$ 1,500	0
DEPARTMENT LEAD - Non-Core Subjects	\$ 750	0
DI COACH - TEAMS PREPARING FOR/COMPETING IN REGIONAL COMPETITION	\$ 300	0
DI COACH - TEAMS PREPARING FOR/COMPETING IN STATE COMPETITION*	\$ 100	0
DI COACH - TEAMS PREPARING FOR/COMPETING IN GLOBAL COMPETITION	\$ 100	0
INSTRUCTIONAL COACHES (CORE)	\$ 3,000	6
JOURNALISM/YEARBOOK	\$ 500	0
MARIACHI DIRECTOR	\$ 1,000	0
1st Year Cohort Mentor Teacher	\$ 400	0
2nd Year Cohort Mentor Teacher	\$ 300	0
NATIONAL JUNIOR HONOR SOCIETY	\$ 300	0
PEP SQUAD SPONSOR	\$ 500	0
ROBOTICS SPONSOR	\$ 300	0
SOCIAL STUDIES STIPEND (MS Academic Deans)	\$ 3,300	0
SCIENCE FAIR COORDINATOR	\$ 400	0
STUDENT COUNCIL	\$ 300	0
THEATER ARTS	\$ 1,250	0
UIL COACH***	(see bottom statement)	0
UIL COORDINATOR	\$ 500	0

** D.I. Coach: This stipend pertains only to those exempt SISD employees who coach a team for their assigned campus. An exempt SISD employee may receive a stipend for coaching a team his/her child is on so long as other students from the assigned campus are also being served. An employee may not be paid a stipend for strictly serving as a coordinator within the school day. The intent of the stipend is to compensate employees for the additional "after hours" time involved in coaching.

*** U.I.L. sponsors are expected to meet established criteria in order to earn the U.I.L. coaching stipend. Failure to meet the criteria, as determined by the principal, will result in loss of some or all of the coaching stipend.

**SEGUIN INDEPENDENT SCHOOL DISTRICT
ELEMENTARY SALARY SUPPLEMENTS
2022-2023**

The amounts stated below are per activity not per person unless otherwise indicated. In order to pay stipends, all required documentation needs to be submitted to Human Resources.

POSITION	AMOUNT	EXTRA DAYS
DI COACH - RISING STARS*	\$ 200	0
DI COACH - TEAMS PREPARING FOR/COMPETING IN REGIONAL COMPETITION*	\$ 300	0
DI COACH - TEAMS PREPARING FOR/COMPETING IN STATE COMPETITION*	\$ 100	0
DI COACH - TEAMS PREPARING FOR/COMPETING IN GLOBAL COMPETITION*	\$ 100	0
DI CLUB SPONSOR & COACH TRAINER (2)	\$ 2,000	0
DYSLEXIA INTERVENTIONIST	\$ -	5 (extra duty pay)
ELEMENTARY CHOIR SPONSOR***	\$ 500	0
ELEMENTARY MATH SPECIALIST	\$ 10,000	0
GRADE LEVEL - LEAD TEACHER	\$ 350	0
1st Year Cohort Mentor Teacher	\$ 400	0
2nd Year Cohort Mentor Teacher	\$ 300	0
ROBOTICS SPONSOR	\$ 300	0
UIL ELEMENTARY COORDINATOR	\$ 150	0
UIL COACH**	(plus see bottom statement) \$ 150	0

* D.I. Coach: This stipend pertains only to those exempt SISD employees who coach a team for their assigned campus. An employee may receive a stipend for coaching a team his/her child is on so long as other students from the assigned campus are also being served. An employee may not be paid a stipend for strictly serving as the coordinator within the school day. The intent of the stipend is to compensate employees for the additional “after hours” time involved in coaching.

** U.I.L. sponsors are expected to meet established criteria in order to earn the U.I.L. coaching stipend. Failure to meet the criteria, as determined by the principal, will result in loss of some or all of the coaching stipend.

*** TBD annually

SEGUIN INDEPENDENT SCHOOL DISTRICT

2022-2023

DISTRICT LEVEL STIPENDS

POSITION	AMOUNT
DISTRICT LEAD COUNSELOR	\$ 1,500
DISTRICT LEAD LIBRARIAN	\$ 1,500
IPM COORDINATOR	\$ 1,500
PRINCIPAL MENTOR STIPEND	\$ 5,000 (TBD annually)
SPECIAL EVENTS / FACILITIES SUPERVISOR	\$ 1,500
504 DISTRICT COUNSELOR SUPPORT	\$ 2,000
LPC CERTIFICATION- COUNSELOR	\$ 3,000

EXTRA DUTY SALARY SUPPLEMENTS

The amounts stated below are per activity not per person unless otherwise indicated. In order to pay Stipends all required documentation needs to be filled out and turned in.

POSITION	AMOUNT
AFTER-SCHOOL D-HALL	\$ 20 PER HOUR
COMMUNITY SERVICE	\$ 20 PER HOUR
CURRICULUM WRITING	\$ 25 PER HOUR
D-HALL	\$ 20 PER HOUR
EVENING SCHOOL	\$ 20 PER HOUR
EXTENDED DAY AIDES	\$ 15 PER HOUR
TEACHER TRAINING (PRE-APPROVED)	\$ 25 PER HOUR

RETIREMENT (UNUSED LEAVE) - POLICY DEC (LOCAL)

Employed with the district for 10+ years:
 Professional - \$75.00 per day (unlimited days)
 Nonprofessional - \$50. per day (unlimited days)

SEGUIN INDEPENDENT SCHOOL DISTRICT

STIPENDS FOR CRITICAL NEED AREAS

2022-2023

The amounts stated below are per activity not per person unless otherwise indicated. In order to pay stipends, all required documentation needs to be submitted to Human Resources.

POSITION	AMOUNT
BILINGUAL (Teacher of Record)	\$6,000
DUAL LANGUAGE ESL (Teacher of Record)	\$2,000
MATH CERTIFICATION	\$1,500
ELEMENTARY (CORE Cert with 18 hrs of math)*	\$500
SCIENCE CERTIFICATION	\$1,500
ELEMENTARY (CORE Cert with 18 hrs of science)*	\$500
SPECIAL EDUCATION PROFESSIONAL- BILINGUAL	\$5,000
SPECIAL EDUCATION/ BEHAVIOR SPECIALIST	\$4,500
SPECIAL EDUCATION/ ESSENTIAL ACADEMICS SPECIALIST	\$4,500
SP. ED.- SPEECH THERAPIST (Certified Clinical Competency)	\$2,500
LICENSED SPECIALIST IN SCHOOL PSYCHOLOGY (LSSP)	\$3,500
SP.ED- VISUALLY IMPAIRED	\$1,500
New Teacher Bonus: Bilingual Teachers	\$1,000
New Custodial Bonus	\$500
Refer a Friend to work in Seguin ISD	\$500
Bonus for Middle School Core Teachers	\$2,000
Bonus for Middle School non-core teachers	\$750

Special Education: The district identifies a certified, special education teacher to support students identified as special education in life skills programs, behavior programs and inclusion classes. Responsibilities include managing student IEP's, participate in ARD meetings, communicate with classroom teacher of record and attend meetings as scheduled.

Bilingual: The district identifies a bilingual certified teacher to teach one class per grade level per campus in grades K-5. These bilingual classroom teachers receive a stipend for providing additional language support, attending monthly professional development, participating in LPACS, submitting reports, maintaining bilingual program folders for each of the program students at the campus and grade level, and performing other duties which may arise in order to fulfill the bilingual program requirements.

* TBD

High School Coaching Stipends			
2022-2023			
Assignment		Stipend	# of Days
Athletic Director	Administrative Duties	\$ 10,000.00	n/a
	Athletic Academic Coord.	\$ 7,600.00	n/a
Coordinators	Football- OC	\$ 13,000.00	25
	Football - DC	\$ 12,000.00	25
	Football- Asst. Head Coach	\$ 13,000.00	25
Administrative Stipends	Athletic Academic Asst. Coord.	\$ 7,000.00	0
	Middle School Supervisor	\$ 5,000.00	n/a
	Lead Coach Administrative Duties	\$ 1,500.00	n/a
Head	Boys/Girls Basketball	\$ 3,500.00	20
Head	Baseball	\$ 3,500.00	20
Head	Power lifting	\$ 3,500.00	20
Head	Boys/Girls Soccer	\$ 3,500.00	20
Head	Softball	\$ 3,500.00	20
Head	Strength/Conditioning	\$ 2,000.00	25
Head	Swimming	\$ 2,500.00	10
Head	Boy's/Girls Track	\$ 3,500.00	20
Head	Cross Country	\$ 2,500.00	20
Head	Trainer	\$ 4,500.00	20
Head	Volleyball	\$ 3,500.00	20
Head (Dual Semester)	Golf	\$ 4,500.00	20
Head (Dual Semester)	Tennis	\$ 4,500.00	20
Head (Freshman)	Football	\$ 3,500.00	20
Varsity Assistant	Boys/Girls Basketball	\$ 2,000.00	varies on # of sports coached
Varsity Assistant	Football - Varsity	\$ 3,000.00	25
Varsity Assistant	Special Teams	\$ 4,000.00	25
Varsity Assistant	Baseball	\$ 2,000.00	varies on # of sports coached
Varsity Assistant	Cross Country	\$ 1,500.00	varies on # of sports coached
Varsity Assistant	Golf	\$ 3,500.00	15
Varsity Assistant	Power lifting	\$ 2,000.00	varies on # of sports coached
Varsity Assistant	Boys/Girls Soccer	\$ 2,000.00	varies on # of sports coached
Varsity Assistant	Softball	\$ 2,000.00	varies on # of sports coached
Varsity Assistant	Tennis	\$ 3,500.00	15
Varsity Assistant	Boy's/Girls Track	\$ 2,000.00	varies on # of sports coached
Varsity Assistant	Trainer	\$ 3,500.00	20
Varsity Assistant	Volleyball	\$ 2,000.00	varies on # of sports coached
JV/Freshman	Football	\$ 2,000.00	20
	Baseball	\$ 1,500.00	varies on # of sports coached
	Basketball	\$ 1,500.00	varies on # of sports coached
	Softball	\$ 1,500.00	varies on # of sports coached
	Volleyball	\$ 1,500.00	varies on # of sports coached
	Power lifting	\$ 1,500.00	varies on # of sports coached
	Soccer	\$ 1,500.00	varies on # of sports coached
	Track	\$ 1,500.00	varies on # of sports coached
Other:	Equipment Manager	\$ 1,500.00	
	Video	\$ 1,500.00	
	Recruiting Coord.	\$ 1,500.00	
	Game Supervisor/Admin	\$ 1,500.00	
	Assistant Head Football	\$ 4,000.00	

Middle School Coaching Stipends

Assignment	Stipend	# of Days
Coordinators	\$ 3,600.00	20 days
Asst	\$ 1,200.00	7 days
Asst	\$ 1,200.00	7 days
Asst	\$ 1,200.00	
Asst	\$ 1,200.00	
Asst	\$ 1,200.00	7 days
Asst	\$ 1,200.00	7 days
Asst	\$ 1,200.00	
Asst	\$ 1,200.00	

** If coaching 3 sports employee will receive 10 extra days

Employees on the Teacher Salary Scale that Work More Than 187 Days

Teachers	# Days to work	Notes
Athletic Director/Head FB	240	
Band Director - HS	226	
Asst. Band Directors - HS	202	
Band Director - MS	202	
CTE Teachers		
Cosmetology	197	
Criminal Justice (Full-Time)	187	
Family & Consumer Science (FACS)	187	
PLTW (Project Lead the Way) - Tech Ed	187	Pre Engineering Program
Tech Ed	187	
Technology	187	
Building Trades	192	
Electrical Trades	187	
FACS - Early Childhood	187	
Industrial Electronics	187	
Small Engine Repair	187	
Welding	187	
Ag Science	220	
Elementary Counselor	192	
MS Counselor	207	
HS Counselor	207	
HS Counselor (Lead)	215	
Classroom Teachers	187	
High School Technologist (Certified)	197	
Librarian - HS	202	
Lead Librarian	197	
Librarian - MS	197	
Librarian - Elementary	192	
Registered Nurse	192	
ROTC Staff	226	Non-contract Days
Vocational Adjustment Coordinator for Sp Ed	197	

Employment Dates - 2022-2023

*Number of Workdays subject to change

* Days	Beginning Date	Ending Date	Employee Group	
172	8/15/2022	5/26/2023	Lunch Monitors	Transportation (Drivers & Monitors)
178	8/10/2022	5/26/2023	Food Service (Assistant, Cashier, Driver)	
182	8/10/2022	5/26/2023	Food Service Assistant Managers	
183	8/9/2022	5/26/2023	Food Service Managers	
186	8/4/2022	5/30/2023	Clerical/Clerks - Various Positions	LVNs / Nurse Aides
			Family Specialists	Secretary, HS Asst. Principals
			Hall Monitors	Tech Lab Managers/Assistants
			Instructional Aide - Various	Truancy/Dropout Prevention Aide
			Library Media Clerk	
187	8/4/2022	6/2/2023	Occupational Therapist	Student Support Officer
			Physical Therapist	Teachers
			Social Worker	Transportation Dispatch
			Speech Therapist	
192	8/1/2022	6/2/2023	Behavior Specialist	Elementary Librarians
			BL Interventionist	Library Media Specialist (Ball)
			Elementary Counselors	Some CTE Teachers
196	8/1/2022	6/7/2023	Attendance Clerks - All campuses	MS Coaches
			ECHS Clerk	
197	8/1/2022	6/8/2023	Campus Instructional Specialist	Diagnostician
			Color Guard Instructor	LSSP
			CTE Teachers	MS Librarians
202	8/1/2022	6/13/2023	Campus Attendance Coordinator	HS Librarians
			HS Asst Band Directors	MS Band Directors
207	7/25/2022	6/13/2023	Clerks, Appraisal & LPAC	HS Testing Coordinator
			CTE Coordinator Secretary	MS Counselors / MS Registrars
			Elementary Administrative Interns	PK Principal/Secretary
			Elementary Asst Principals	Special Prog Admin
			HS Counselors & Secretary	Student Support Specialist
212	7/25/2022	6/20/2023	HS Bookkeeper	Elem & DAEP & MBLC Secretaries
			MS Asst Principals/HS Asst Principals	Special Ed Behavior Coordinator
			MS/HS Administrative Interns	Special Ed Coordinator
			DAEP, Elem, Burges Principals	
215	7/18/2022	6/16/2023	Lead Counselor	
220	7/11/2022	6/16/2023	CTE AG Teachers	
226	7/1/2022	6/30/2023	Cafeteria Field Supervisor	HS Receptionist / Registrar / Data Controller
			Central Office Admin/Professional	HS, MS & Athletic Secretaries
			Central Office Clerical	Marketing/Media Specialist
			Child Nutrition Director	MBLC Principal
			CTE Director	ROTC Staff
			Director Athletics, Head Ftbl Coach	Software/Hardware Technicians
			Early College HS Director	SpEd Program Compliance Coordinator
			HS Band Director	Transportation Clerical / Coordinator
			HS & MS Principals / HS Assoc. Principal	Secondary Academic Deans
240	7/1/2022	6/30/2023	Custodial & Maintenance	Mechanic Transportation
			Maintenance Coordinator	

Pay Schedule

Days	Month	Pay from Month to Month
175 - 200	10	September to August
201 - 219	11	August to July
220 - 240	12	July to June

It is the policy of Seguin I.S.D. not to discriminate on the basis of race, color, national origin, sex, or handicap in its programs, services, or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; and Section 504 of the Rehabilitation of 1973, as amended.

Es norma de Seguin I.S.D. el no discriminar por motivos de raza, color, origen nacional, sexo o impedimento, en sus programas, servicios o actividades, tal como lo requieren el Título VI de la ley de Derechos Civiles the 1964; según enmienda; el Título IX de las Enmiendas de 1972; y la Sección de 504 de la Ley de Rehabilitación de 1973, según la enmienda.