



NATALIA INDEPENDENT SCHOOL DISTRICT

P.O. Box 548, 805 Pearson St.

[www.nataliaisd.net](http://www.nataliaisd.net)

Phone: 830 663-4416

Fax: 830 663-4186



# Natalia ISD 2022–2023 Compensation Plan



### Pay Structures

The following pay structures were presented to the Board of Trustees of Natalia ISD for approval on May 23, 2022 and will be effective for the 2022–2023 school year.

#### 2022-2023 New Hire Guide for Classroom Teachers & Certified Librarians. Annualized Salaries.

Years Completed	Annual Salary	Daily rate (187 days)	Years Completed	Annual Salary	Daily rate (187 days)
0	\$ 50,000	\$ 267.38	18	\$ 57,350	\$ 306.68
1	\$ 50,300	\$ 268.98	19	\$ 57,650	\$ 308.29
2	\$ 50,720	\$ 271.23	20	\$ 57,950	\$ 309.89
3	\$ 51,240	\$ 274.01	21	\$ 58,250	\$ 311.50
4	\$ 51,760	\$ 276.79	22	\$ 58,550	\$ 313.10
5	\$ 52,280	\$ 279.57	23	\$ 58,850	\$ 314.71
6	\$ 52,800	\$ 282.35	24	\$ 59,150	\$ 316.31
7	\$ 54,050	\$ 289.04	25	\$ 59,565	\$ 318.53
8	\$ 54,350	\$ 290.64	26	\$ 60,090	\$ 321.34
9	\$ 54,650	\$ 292.25	27	\$ 60,560	\$ 323.85
10	\$ 54,950	\$ 293.85	28	\$ 61,080	\$ 326.63
11	\$ 55,250	\$ 295.45	29	\$ 61,610	\$ 329.47
12	\$ 55,550	\$ 297.06	30	\$ 62,125	\$ 332.22
13	\$ 55,850	\$ 298.66	31	\$ 62,650	\$ 335.03
14	\$ 56,150	\$ 300.27	32	\$ 63,170	\$ 337.81
15	\$ 56,450	\$ 301.87	33	\$ 63,695	\$ 340.61
16	\$ 56,750	\$ 303.48	34	\$ 64,215	\$ 343.40
17	\$ 57,050	\$ 305.08	35	\$ 64,740	\$ 346.20

35 years+ \$500.00 per step

The Salaries listed above are based on 10-month employment.

Salary advancement is based on the annual pay raise budget when approved by the Board of Trustees for each school year.

Service Records are required to determine years of service completed and are due to Human Resources within 30 days of start date.

This scale is based on initial information provided by current statute. Adjustments may be necessary when additional information is provided.



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### **Specific Teaching Assignments and other Positions placed on Teacher 10-Month scale but adjusted by the daily rate for additional days.**

- Band Director 226 days, July-pay cycle
- AG Teachers 226 days, July-pay cycle
- Assistant Band Director, 207 days, August-pay cycle
- Full-Time Speech Language Pathologist Assistant (SLPA), 187 days, September-pay cycle
- Part-Time Speech Language Pathologist Assistant (PT-SLPA), Days TBD as needed, September-pay cycle
- District Librarian, 207 days, August-pay cycle
- Intervention Teachers, 187 days, September-pay cycle
- (ESSER-while funding is available) Intervention Teachers, 187 days, September-pay cycle



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## 2022–2023 Administrative Professional Pay Plan

*Paygrades are arranged by Job Title, Alphabetically.*

*Their PayScale Code name corresponds with the table named in Ascender. Some amounts may be rounded.*

Pay Scale Code	Job Title	Pay cycle	Minimum Daily Rate (Year 0)	Minimum Annual (Year 0)	Midpoint Daily Rate (Year 15)	Midpoint Annual (Year 15)	Maximum Daily Rate (Year 30)	Maximum Annual (Year 30)
T12	AG Teacher	July-Start	\$ 267.38	\$ 58,824	\$ 301.87	\$ 66,411	\$ 332.22	\$ 73,088
T1A	Assistant Band Director(s)	August-Start	\$ 267.38	\$ 54,546	\$ 301.87	\$ 61,581	\$ 332.22	\$ 67,773
EPG	Athletic Director & Head Football Coach	July-Start	\$ 330.78	\$ 72,772	\$ 356.47	\$ 78,423	\$ 384.16	\$ 84,515
T12	Band Director	July-Start	\$ 267.38	\$ 58,824	\$ 301.87	\$ 66,411	\$ 332.22	\$ 73,088
EP4	Campus Assistant Principal	August-Start	\$ 319.34	\$ 67,700	\$ 346.48	\$ 73,454	\$ 373.40	\$ 79,161
EPH	Campus Counselor	August-Start	\$ 271.20	\$ 55,325	\$ 292.27	\$ 59,623	\$ 314.97	\$ 64,254
EP7	Campus Principal	July-Start	\$ 373.91	\$ 82,260	\$ 402.96	\$ 88,651	\$ 434.26	\$ 95,537
EPB	Child Nutrition Program Director	August-Start	\$ 235.02	\$ 50,999	\$ 253.28	\$ 54,962	\$ 272.96	\$ 59,232
EPI	Community Liaison	July-Start	\$ 155.41	\$ 34,190	\$ 180.42	\$ 39,692	\$ 209.46	\$ 46,081
EP1	Custodial Manager	September-Start	\$ 144.00	\$ 32,544	\$ 167.20	\$ 37,787	\$ 194.08	\$ 43,862
EPC	Director of Operations	September-Start	\$ 278.00	\$ 62,828	\$ 299.60	\$ 67,710	\$ 322.87	\$ 72,969
EP3	District Nurse (RN)	August-Start	\$ 276.08	\$ 56,320	\$ 355.40	\$ 72,502	\$ 383.01	\$ 78,134
EP2	District PEIMS Coordinator	July-Start	\$ 201.35	\$ 44,297	\$ 233.76	\$ 51,427	\$ 271.38	\$ 59,704
EP3	Educational Diagnostician	August-Start	\$ 276.08	\$ 56,320	\$ 355.40	\$ 72,502	\$ 383.01	\$ 78,134
EPD	Executive Director of Academic Services	July-Start	\$ 369.05	\$ 81,191	\$ 397.72	\$ 87,498	\$ 428.61	\$ 94,294
EP6	Executive Director of Curriculum & Instruction	July-Start	\$ 349.32	\$ 76,850	\$ 376.45	\$ 82,819	\$ 405.70	\$ 89,254
EPF	Executive Director of Finance	July-Start	\$ 413.64	\$ 91,001	\$ 480.22	\$ 105,648	\$ 557.52	\$ 122,654
EP2	Human Resources & Payroll Services Coordinator	July-Start	\$ 201.35	\$ 44,297	\$ 233.76	\$ 51,427	\$ 271.38	\$ 59,704
EP5	Instructional Coordinator/Coach; Secondary Academic Dean	August-Start	\$ 318.63	\$ 65,001	\$ 343.38	\$ 70,050	\$ 370.05	\$ 75,490
EP8	Licensed Specialist in School Psychology (LSSP) \$5,000 first year, new hire sign-on bonus)	August-Start	\$ 343.14	\$ 70,001	\$ 369.79	\$ 75,437	\$ 398.52	\$ 81,298
EP2	Network Administrator	July-Start	\$ 201.35	\$ 44,297	\$ 233.76	\$ 51,427	\$ 271.38	\$ 59,704
EP2	Operations Coordinator	September-Start	\$ 196.00	\$ 44,296	\$ 227.55	\$ 51,426	\$ 264.18	\$ 59,705
E3A	Speech Language Pathologist (SLP)	August-Start	\$ 273.47	\$ 53,600	\$ 352.04	\$ 69,000	\$ 379.38	\$ 74,358
TCH	Speech Language Pathologist Assistant (SLPA)	September-Start	\$ 267.38	\$ 50,000	\$ 301.87	\$ 56,450	\$ 332.22	\$ 62,125
EPC	Technology Director	July-Start	\$ 285.59	\$ 62,830	\$ 307.77	\$ 67,709	\$ 331.68	\$ 72,970

Annual Amounts are rounded



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**2022–2023 Clerical Paraprofessional Pay Plan**

*Paygrades are arranged by Job Title, Alphabetically.*

*Their PayScale Code name corresponds with the table named in Ascender. Some amounts may be rounded.*

Pay Scale Code	Job Title	Pay cycle	Hourly Rate (Year 0)	Minimum Annual (Year 0)	Midpoint Hourly Rate (Year 15)	Midpoint Annual (Year 15)	Hourly Rate (Year 30)	Maximum Annual (Year 30)
<b>Academic Services</b>								
NE6	<b>Administrative Assistant</b>	July-Start	\$ 16.44	\$ 28,934	\$ 19.09	\$ 33,598	\$ 20.57	\$ 36,203
NEB	<b>Administrative Assistant to the Superintendent &amp; School Board</b>	July-Start	\$ 19.43	\$ 34,197	\$ 22.55	\$ 39,688	\$ 26.18	\$ 46,077
<b>Athletic Department</b>								
N5A	<b>Administrative Assistant</b>	July-Start	\$ 13.50	\$ 20,196	\$ 14.55	\$ 21,767	\$ 15.68	\$ 23,457
NEA	<b>Business Office Support Specialist</b>	July-Start	\$ 18.49	\$ 32,542	\$ 23.69	\$ 41,694	\$ 27.50	\$ 48,400
NE6	<b>Campus Administrative Assistants</b>	July-Start	\$ 16.44	\$ 28,934	\$ 19.09	\$ 33,598	\$ 20.57	\$ 36,203
NE2	<b>Classroom Instructional Aide</b> (all categories: DAEP, ESL, Head Start/Pk3/Pk4, ISS, KG, Library, PE, PT Office Support, Special Ed; Federal, Title I & ESSER-funded positions)	September-Start	\$ 12.60	\$ 18,850	\$ 13.58	\$ 20,316	\$ 14.63	\$ 21,886
NE8	<b>Computer Technician</b>	July-Start	\$ 22.14	\$ 38,966	\$ 23.86	\$ 41,994	\$ 25.72	\$ 45,267
NE5	<b>ECC/ELEM Office Support</b>	August-Start	\$ 13.57	\$ 21,278	\$ 14.62	\$ 22,924	\$ 15.76	\$ 24,712
NET	<b>Instructional Technology Assistant</b>	July-Start	\$ 13.87	\$ 24,411	\$ 14.95	\$ 26,312	\$ 16.11	\$ 28,354
NE5	<b>Nurse Aide (Certified Nurse Assistant, Health Clinic Aide, or Medical Assistant)</b>	August-Start	\$ 13.57	\$ 21,278	\$ 14.62	\$ 22,924	\$ 15.76	\$ 24,712
NE6	<b>PEIMS/Registrars</b>	August-Start	\$ 16.44	\$ 26,830	\$ 19.09	\$ 31,155	\$ 20.57	\$ 33,570

Annual Amounts are rounded



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**2022–2023 Auxiliary Pay Plan**

*Paygrades are arranged by Job Title, Alphabetically.*

*Their PayScale Code name corresponds with the table named in Ascender. Some amounts may be rounded.*

Pay Scale Code	Job Title	Pay cycle	Minimum Hourly Rate (year 0)	Minimum Annual (year 0)	Midpoint Hourly Rate (year 15)	Midpoint Annual (year 15)	Maximum Hourly Rate (year 30)	Maximum Annual (year 30)
NSB	<b>Bus Drivers</b>	September-Start	\$ 17.50	<b>\$13,090</b>	\$ 19.75	<b>\$ 14,773</b>	\$ 22.00	<b>\$16,456</b>
NE1	<b>Bus Monitors</b>	September-Start	\$ 10.30	<b>\$ 7,704</b>	\$ 11.96	<b>\$ 8,946</b>	\$ 13.88	<b>\$10,382</b>
NC2	<b>Cafeteria Managers</b>	September-Start	\$ 12.50	<b>\$18,700</b>	\$ 14.51	<b>\$ 21,707</b>	\$ 16.85	<b>\$25,208</b>
NC1	<b>Cafeteria Workers, (from 4-7.5 hrs/day)</b>	September-Start	\$ 10.30	<b>\$15,409</b>	\$ 11.96	<b>\$ 16,774</b>	\$ 13.88	<b>\$19,467</b>
NE1	<b>Custodians</b>	September-Start	\$ 10.30	<b>\$18,622</b>	\$ 11.96	<b>\$ 21,624</b>	\$ 13.88	<b>\$25,095</b>
NE7	<b>District Mechanic</b>	September-Start	\$ 18.00	<b>\$32,544</b>	\$ 20.13	<b>\$ 36,395</b>	\$ 22.52	<b>\$40,716</b>
NE7	<b>Electrician (Maintenance Support)</b>	September-Start	\$ 18.00	<b>\$32,544</b>	\$ 20.13	<b>\$ 36,395</b>	\$ 22.52	<b>\$40,716</b>
NE4	<b>General Maintenance Worker</b>	September-Start	\$ 13.50	<b>\$24,408</b>	\$ 15.29	<b>\$ 27,644</b>	\$ 18.74	<b>\$33,882</b>
NE4	<b>Grounds (Maintenance Support)</b>	September-Start	\$ 13.50	<b>\$24,408</b>	\$ 15.29	<b>\$ 27,644</b>	\$ 18.74	<b>\$33,882</b>
NE7	<b>HVAC Technician (Maintenance Support)</b>	September-Start	\$ 18.00	<b>\$32,544</b>	\$ 20.13	<b>\$ 36,395</b>	\$ 22.52	<b>\$40,716</b>
	<b>Annual Amounts are rounded</b>							

Bus Driver Sign-on Bonus \$2000.00. Must be CDL certified & pass School Bus Driver Certification. Bonus will begin 30 days after employment. Employee must be employed for 12 months to receive full bonus. To be eligible, must not have been employed with Natalia ISD 12 months prior to re-hire.



### **Summer School and Supplemental Pay**

The following pay structures were presented to the Board of Trustees of Natalia ISD on May 23, 2022 and if approved are effective for the 2022–2023 school year. This is not an exhaustive list of supplemental pay available.

- Summer school and additional tutoring: Teachers \$40.00 per hour
- Summer Athletic Pay \$25.00 per hour, for voluntary Summer Strength training & conditioning prior to the start of the UIL-approved sports seasons.

### **Stipends and Extracurricular Duty Pay**

The following pay structures were presented to the Board of Trustees of Natalia ISD on May 23, 2022 and if approved are effective for the 2022–2023 school year. This is not an exhaustive list of supplemental pay available.

See table on next page.



### 2022-23 Stipend Schedule

<b>Education and Certifications for Teachers</b>	<b>Amount*</b>
Master’s Degree	\$1,000.00
Math/Science (Jr. High & High School)	\$4,000.00
ESL (Certified & Servicing Students)	\$1,000.00
Special Programs Specialist, as assigned	\$5,000.00
Special Education Certification & serving students	\$1,000.00
Special Education Life Skills Assignment, -in addition to Certification Stipend	\$500.00

<b>Academic and Clubs</b>	
Dual Credit, per course, per Semester	\$1,500.00
UIL Coach, per event, upon completion	\$300.00
UIL Campus Coordinator, upon completion	\$1,000.00
One Act Play- JH	\$1,000.00
One Act Play- HS	\$2,000.00
Student Drug Testing Coordinator	\$3,000.00
Mentor (upon completion of required tasks)	Total up to \$500.00
Robotics (Elementary, Jr. High & High School)	\$2,000.00
FCCLA (High School)	\$1,000.00
HS AG	\$4,000.00
National Honor Society (Jr. High & High School)	\$500.00
Student Council Sponsor (Jr. High & High School)	\$500.00
Club Sponsor, upon completion	\$350.00

<b>Extra-Curricular</b>	
Color Guard Technician	\$3,500.00
Drumline Technician	\$3,500.00
Assistant Band Director	\$3,500.00
Marching Band Director	\$7,200.00
Jr. High Cheer Sponsor	\$1,500.00
HS Cheer Sponsor	\$3,000.00
Fall Sports Stipend (Football, Volleyball, Cross Country & Cheer)	\$2,000.00
Football Offensive Coordinator	\$5,000.00
Football Defensive Coordinator	\$5,000.00
Athletic Trainer	\$5,000.00
Head Coach of Boys or Girls High School Sport	\$4,000.00
High School Boys/Girls Assistant Coach	\$2,500.00
JH Boys/Girls Coach	\$2,000.00

<b>Additional Supplemental Pay</b>	
Special Education Teaching Assistant, Life Skills Assignment	\$1,000.00
Athletic Event Gatekeeper: Hourly Personnel – Current Hourly Rate w/Overtime (OT), as applicable	
Athletic Event Gatekeeper: Exempt Personnel- \$25.00/Indoor Game - \$45.00/Outdoor Game	
Bookkeeper/Scorekeeper: Exempt Personnel-\$30.00/Game	
Bus Driver: Exempt Personnel-\$40.00/Game or Route	
Security (Athletic events) \$25.00/hr.	

\*Stipend is annual unless otherwise specified, in stipend document. Other supplemental pay may be paid in accordance with the pay period schedule.  
Pre-approved District Facility Requests/Events may pay premium rates.  
Not an exhaustive list of all supplemental pay.



## 2022–2023 Substitute Pay Schedule

### Recommended increase in Classroom sub daily rate and long-term definition and rates effective 1/25/2022. \$20.00/full day increases. (Board approved 1/24/2021)

- Base Pay \$100.00/full day. \$50.00/half day
- Bachelor's degree, any subject. \$105.00/full day. \$52.50/half day
- Certified Teacher \$110.00/full day. \$55.00/half day
  
- Long-Term sub A: \$120.00 (additional \$20.00)/full day
  - (subs for the same Teacher *or the same Instructional Aide* for 10 consecutive days)
- Long-Term sub B: \$125.00 (additional \$20.00)/full day
  - (Sub has a Bachelor's degree in any subject, and subs for the same Teacher *or the same Instructional Aide* for 10 consecutive days)
- Long-Term sub C-1: \$130.00 (additional \$20.00)/full day
  - (subs for the *same Instructional Aide* for 10 consecutive days)
- Long-Term sub C-2: no change to original \$256.68 (additional \$146.68)/full day
  - (if sub has an active teacher certificate, and subs for the same **Teacher** for 10 consecutive days)
- Hourly Subs for Cafeteria/Custodian/Bus Monitors: Starting at \$10.00/hour
- Hourly Certified Bus Drivers: Starting at \$17.00/hour.



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**Summary of Employee Benefits**  
**NATALIA INDEPENDENT SCHOOL DISTRICT |**  
**SUMMARY OF EMPLOYEE BENEFITS**

Benefit	Eligible Employee	Amount	Paid By
FICA Alternative Plan (Social Security Opt-Out)	All employees, including Substitutes, Retirees and Temporary Employees (pay into Social Security, not TRS)	.075 of gross wages	Employee
Medicare	All employees hired after March 1, 1986, including Substitutes, Retirees and Temporary Employees	.0145 of gross wages .0145 of gross wages	District Employee
Workers' Compensation	All employees, including Substitutes and Temporary Employees. Professional, Drivers and all Other Employees	0.5000 of gross wages 1.5421 of gross wages 1.0000 of gross wages	District District District
Unemployment Compensation	All employees, including Substitutes and Temporary Employees	Employer type: Reimbursable	District
Health Plan (TRS ActiveCare)	All employees eligible for TRS (working no less than 15 hours per week), excluding TRS retirees	\$346 per month Remaining premium amount.	District Employee
Teacher Retirement	All employees (except TRS retirees), who work no less than 15 hours per week	.077 of gross wages .077 of gross wages	State Employee
Teacher Retirement Insurance	All employees (except TRS retirees), who work no less than 15 hours per week	.065 of gross wages .075 of gross wages	Employee District
State Personal Leave (See DEC Exhibit)	All employees	½ workday for each 18 days of employment @ daily rate of pay (days accumulate with a maximum 5 days per year)	District
Local Sick Leave (See DEC Exhibit)	All Employees	½ workday for each 18 days worked @ daily rate of pay (days accumulate with a maximum 7 days per year in accordance with Administrative Regs)	District
State Sick Leave	All employees who earned state sick leave prior to September 1, 1995, and have carried a balance of days forward	The number of days carried forward @ daily rate of pay	District
Family and Medical Leave (FMLA)	Employees working 12 consecutive months and at least 1,250 hours over the past twelve (12) months	12 work weeks per year of job protection (unpaid leave) without loss of any employment benefit accrued prior to the beginning of leave	N/A
Cancer Insurance	Employees working 20 hours or more per week	Rates vary with plan options	Employee
Disability Insurance	Employees working 20 hours or more per week	Rates vary with plan options	Employee
Vision Insurance	Employees working 20 hours or more per week	Rates vary with plan options	Employee
Group Term Life Insurance	Employees working 20 hours or more per week	Rates vary with plan options	Employee
Flexible Spending Accounts	Employees working 20 hours or more per week	Determined by employee	Employee
403(b)/457 Tax-Deferred Annuity	All employees, including Substitutes	Determined by employee	Employee



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## Local Policy DEC, Exhibit A

<b>Days</b>		<b>Local</b>	
<b>employed</b>		<b>Leave in</b>	<b>State</b>
		<b>Days</b>	<b>Leave</b>
0	17	0.00	0.00
18	35	0.50	0.50
36	53	1.00	1.00
54	71	1.50	1.50
72	89	2.00	2.00
90	107	2.50	2.50
108	125	3.00	3.00
126	143	3.50	3.50
144	161	4.00	4.00
162	179	4.50	4.50
180	187	5.00	5.00
188	197	5.50	5.50
198	207	6.00	6.00
208	217	6.50	6.50
218	& over	7.00	7.00