



Seguin exceptional students to exceptional citizens
INDEPENDENT SCHOOL DISTRICT

Compensation Handbook



2020-2021

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GENERAL INFORMATION

Teacher, Librarian and Nurse Salary Increases:

The minimum salary for a new teacher, librarian, licensed speech therapist & nurse to Seguin ISD is \$51,000 for an individual with a Bachelor's Degree and \$52,000 for an individual with a Master's Degree. All returning current and experienced teachers, librarians, licensed speech therapists & nurses with Master's Degree will continue to receive a minimum of \$1,000 more than those with a Bachelor'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, 2020 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 2020-2021 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 the substitute pay schedule on page 11.

SEGUIN INDEPENDENT SCHOOL DISTRICT 2020-2021

TEACHER / LIBRARIAN / NURSE / COUNSELOR SALARY SCHEDULE

BACHELORS		Special Ed, Math, Science	Bilingual Education	MASTERS		COUNSELORS (based on 187 days)	
EXP	20-21 Bachelor	\$1,500 Stipend	\$4,500 Stipend	EXP	20-21 Masters	EXP	20-21 Counselor
0	51,000	52,500	55,500	0	52,000	0	54,500
1	51,500	53,000	56,000	1	52,500	1	55,000
2	51,700	53,200	56,200	2	52,700	2	55,200
3	51,900	53,400	56,400	3	52,900	3	55,400
4	52,100	53,600	56,600	4	53,100	4	55,600
5	52,300	53,800	56,800	5	53,300	5	55,873
6	53,959	55,459	58,459	6	55,000	6	57,601
7	54,480	55,980	58,980	7	55,520	7	58,121
8	54,896	56,396	59,396	8	55,936	8	58,537
9	55,104	56,604	59,604	9	56,144	9	58,745
10	55,520	57,020	60,020	10	56,560	10	59,161
11	56,144	57,644	60,644	11	57,185	11	59,786
12	56,352	57,852	60,852	12	57,393	12	59,994
13	56,560	58,060	61,060	13	57,601	13	60,202
14	57,081	58,581	61,581	14	58,121	14	60,722
15	57,601	59,101	62,101	15	58,641	15	61,242
16	57,861	59,361	62,361	16	58,901	16	61,502
17	58,641	60,141	63,141	17	59,682	17	62,283
18	58,771	60,271	63,271	18	59,812	18	62,413
19	58,871	60,371	63,371	19	59,890	19	62,491
20	59,161	60,661	63,661	20	60,202	20	62,803
21	59,422	60,922	63,922	21	60,462	21	63,063
22	59,682	61,182	64,182	22	60,722	22	63,323
23	59,942	61,442	64,442	23	60,982	23	63,583
24	60,254	61,754	64,754	24	61,294	24	64,051
25	61,385	62,885	65,885	25	62,483	25	65,072
26	62,793	64,293	67,293	26	63,833	26	65,834
27	63,157	64,657	67,657	27	64,197	27	66,933
28	63,729	65,229	68,229	28	64,769	28	67,485
29	64,561	66,061	69,061	29	65,602	29	68,354
30	65,529	67,029	70,029	30	66,569	30	69,326
31	66,236	67,736	70,736	31	67,277	31	70,018

*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

ADDITIONAL STIPENDS	
Teaching Certificate / Degree	Stipend Amount
Bilingual	\$ 4,500
Special Education, Math, Science	\$ 1,500
Doctorate	\$ 1,000

**Stipend provided to Teacher of Record Only.

SEGUIN INDEPENDENT SCHOOL DISTRICT PROFESSIONAL CLASSIFICATIONS 2020-2021

Teacher Pay Scale	Title	#days
	Administrative Intern (PK-Elem)	207
P0	Administrative Intern (MS/HS)	212
P0	Behavior Specialist	192
P0	Color Guard Instructor	197
P0	Elementary Specialist	210
P0	Gifted and Talented Specialist	210
P0	Multilingual Specialist	210

Pay Grade	Title	#days
P1	Budgeting & Program Specialist	226
P1	Dean of Students	207
P1	District ARD Facilitator	212
P1	District Technologist / Web Master	226
P1	Fixed Asset & Inventory Specialist	226
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-Transition Manager	187
P1	Grant- Truancy Case Manager (Lead & Asst)	197
P1	HS Testing Coordinator	207
P1	Maintenance Coordinator	240
P1	Marketing Support Specialist	207
P1	Media Specialist	192
P1	Middle School Math Specialist	202
P1	Network Assistant	226
P1	Occupational Therapist	187
P1	Physical Therapist	187
P1	Special Education-Behavior Specialist-HS	192
P1	Special Program Administrator	207
P1	Student Services Coordinator	226
P1	Student Support Specialist	207
P1	Social Worker (MSW)	187
P1	Student Support Officer	187
P1	Transportation Coordinator	226

	Min	Mid	Max
Hourly Rate	\$28.52	\$35.80	\$48.97
Daily Rate (based on 8 hrs)	\$228.18	\$286.42	\$391.78

Pay Grade	Title	#days
P2	Academic Transition Facilitator - JDC	220
P2	Academic Deans, Elementary	197
P2	Coord of Contents (Math, Science, Eng/LA)	226
P2	Coord of PK- 5 Eng/LA & Bilingual Ed.	226
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	Grant-Prevention Coordinator	226
P2	Grant-Safety Coordinator	226
P2	Instructional Coach (K-5)	197
P2	LSSP (Licensed Specialist in School Psychology)	197
P2	Mainframe/PEIMS Specialist	226
P2	Network Specialist	226
P2	Speech Therapist (CC)	187
P2	Women's Athletic Coordinator	226

	Min	Mid	Max
Hourly Rate	31.30	38.57	50.15
(based on 8 hrs)	\$250.41	\$308.57	\$401.21

SEGUIN INDEPENDENT SCHOOL DISTRICT PROFESSIONAL CLASSIFICATIONS 2020-2021

Pay Grade	Title	#days
P3	Academic Dean, MS	226
P3	Asst Principal, Elementary	207
P3	Asst Principal, MS	212
P3	Grant-Mental Health Coordinator	226
P3	Grant-Restorative Practices Coordinator	226
P3	Network Administrator	226

	Min	Mid	Max
Hourly Rate	\$33.57	\$41.37	\$51.33
Daily Rate (based on 8 hrs)	\$268.57	\$330.97	\$410.65

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

	Min	Mid	Max
Hourly Rate	\$35.63	\$44.60	\$52.16
Daily Rate (based on 8 hrs)	\$285.01	\$356.77	\$417.25

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 Human Resources/Transportation	226
P5	Director of Integrated Support Services	226
P5	Director of Innovative Instruction	226
P5	Director of Operations	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- Autism Program Director	212
P5	Grant- Director of School Transformation	226
P5	Head Band Director	226
P5	Principal, Associate & Academic Dean (HS)	226
P5	Principal, Elementary	212
P5	Principal, MS	226

	Min	Mid	Max
Hourly Rate	\$39.51	\$48.69	\$60.17
Daily Rate (based on 8 hrs)	\$316.09	\$389.53	\$481.37

Pay Grade	Title	#days
P6	Chief Communication Officer	226
P6	Deputy Chief Operations Officer	226
P6	Deputy Chief of Staff & HR	226
P6	High School Principal	226

	Min	Mid	Max
Hourly Rate	\$44.62	\$55.00	\$65.63
Daily Rate (based on 8 hrs)	\$356.98	\$440.02	\$525.06

Pay Grade	Title	#days
P7	Chief Academic Officer*	226
P7	Chief Financial Officer	226
P7	Chief Human Resource Officer*	226
P7	Chief of Staff & School Improvement	226

	Min	Mid	Max
Hourly Rate	\$49.39	\$60.87	\$72.34
Daily Rate (based on 8 hrs)	\$395.11	\$486.95	\$578.71

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

	Min	Mid	Max
Hourly Rate	\$63.04	\$77.69	\$92.43
Daily Rate (based on 8 hrs)	\$504.34	\$621.54	\$739.46

*T-TESS & T-PESS Evaluators

SEGUIN INDEPENDENT SCHOOL DISTRICT CLERICAL / TECHNICAL CLASSIFICATIONS 2020-2021

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

4 yr Degree	\$11.92	per hour
AA Degree	\$10.70	per hour
No Degree	\$9.61	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	\$12.57	\$15.50	\$18.18
Daily Rate (based on 8 hrs)	\$100.59	\$124.03	\$145.47

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	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	\$12.96	\$16.70	\$19.74
Daily Rate (based on 8 hrs)	\$103.68	\$133.62	\$157.94

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	Food Service - Office Manager	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	\$14.68	\$18.25	\$22.33
Daily Rate (based on 8 hrs)	\$117.44	\$146.00	\$178.64

SEGUIN INDEPENDENT SCHOOL DISTRICT

CLERICAL / TECHNICAL CLASSIFICATIONS

2020-2021

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
C4	Registrar High School	8	226
C4	Registrar MS	8	207
C4	Safety Coord/Trans Training	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

	Min	Mid	Max
Hourly Rate	\$16.75	\$19.46	\$25.42
Daily Rate (based on 8 hrs)	\$134.00	\$155.68	\$203.36

Pay Grade	Title	#hrs	#days
C5	Assistant Accounts Payable & Purchases Specialist	8	226
C5	Data Controller	8	226
C5	Employee Benefits Specialist	8	226
C5	Leaves & Absences Specialist	8	226
C5	Risk Management/Purchasing Specialist	8	226
C5	Assistant Purchasing Specialist	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	\$18.32	\$21.05	\$27.50
Daily Rate (based on 8 hrs)	\$146.55	\$168.39	\$219.99

Pay Grade	Title	#hrs	#days
C6	Accounts Payable Specialist	8	226
C6	Purchasing 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

	Min	Mid	Max
Hourly Rate	\$20.44	\$24.52	\$30.44
Daily Rate (based on 8 hrs)	\$163.55	\$196.19	\$243.55

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

	Min	Mid	Max
Hourly Rate	\$22.18	\$26.66	\$31.41
Daily Rate (based on 8 hrs)	\$177.41	\$213.25	\$251.25

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

	Min	Mid	Max
Hourly Rate	\$23.44	\$28.87	\$33.81
Daily Rate (based on 8 hrs)	\$187.52	\$230.96	\$270.48

SEGUIN INDEPENDENT SCHOOL DISTRICT

MANUAL TRADES CLASSIFICATIONS

2020-2021

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

	Min	Mid	Max
Hourly Rate	\$12.57	\$15.46	\$17.85
Daily Rate (based on 8 hrs)	\$100.58	\$123.70	\$142.82

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

	Min	Mid	Max
Hourly Rate	\$13.60	\$15.64	\$21.76
Daily Rate (based on 8 hrs)	\$108.78	\$125.10	\$174.06

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

	Min	Mid	Max
Hourly Rate	\$16.72	\$18.25	\$22.84
Daily Rate (based on 8 hrs)	\$133.77	\$146.01	\$182.73

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

	Min	Mid	Max
Hourly Rate	\$17.76	\$19.02	\$28.22
Daily Rate (based on 8 hrs)	\$142.08	\$152.16	\$225.76

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	\$18.40	\$22.63	\$31.88
Daily Rate (based on 8 hrs)	\$147.18	\$181.02	\$255.02

SEGUIN INDEPENDENT SCHOOL DISTRICT

CHILD NUTRITION CLASSIFICATIONS

2020-2021

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	\$11.50	\$13.46	\$15.53
Daily Rate (based on 7 hrs)	\$80.53	\$94.25	\$108.74

Pay Grade	Title	#hrs	# days
F2	Cashiers	7	175

	Min	Mid	Max
Hourly Rate	\$11.98	\$14.14	\$17.13
Daily Rate (based on 7 hrs)	\$83.86	\$98.98	\$119.91

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

	Min	Mid	Max
Hourly Rate	\$13.08	\$15.45	\$17.82
Daily Rate (based on 8 hrs)	\$104.66	\$123.62	\$142.58

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

	Min	Mid	Max
Hourly Rate	\$13.88	\$16.49	\$19.10
Daily Rate (based on 8 hrs)	\$111.02	\$131.90	\$152.78

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

	Min	Mid	Max
Hourly Rate	\$15.19	\$18.06	\$20.92
Daily Rate (based on 8 hrs)	\$121.49	\$144.45	\$167.33

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

	Min	Mid	Max
Hourly Rate	\$15.98	\$19.12	\$22.26
Daily Rate (based on 8 hrs)	\$127.86	\$152.98	\$178.10

SEGUIN INDEPENDENT SCHOOL DISTRICT TRANSPORTATION CLASSIFICATIONS 2020-2021

Pay Grade	Title	#hrs	# days
T1	Bus Driver Assistant	4	173

	Min	Mid	Max
Hourly Rate	\$9.46	\$13.38	\$15.34
Daily Rate (based on 4 hrs)	\$37.85	\$53.53	\$61.37

Pay Grade	Title	#hrs	# days
T2	Bus Driver	4	173

	Min	Mid	Max
Hourly Rate	\$14.93	\$17.94	\$21.76
Daily Rate (based on 4 hrs)	\$59.73	\$71.77	\$87.05

Pay Grade	Title	#hrs	# days
T3	Cover Driver	5	173

	Min	Mid	Max
Hourly Rate	\$15.27	\$18.27	\$22.33
Daily Rate (based on 4 hrs)	\$76.36	\$91.36	\$111.66

Note: Effective January of 2016, all drivers will be paid their "hourly rate" for all duties related to transporting students. (Ex: Field trips, special routes, etc.) Other duties for drivers, transporting NO students, will be paid a flat rate of \$10.00 per hour. (Ex: Fueling, clerical, bus washing, etc.)

SEGUIN INDEPENDENT SCHOOL DISTRICT

2020-2021

Temporary Employee Positions

POSITION	AMOUNT
BUS DRIVER IN TRAINING	\$ 10.00
LUNCH MONITORS	\$ 9.00
STUDENT TEMPS	\$ 10.00
SUBSTITUTE BUS DRIVER	\$ 15.00
SUBSTITUTE CAFETERIA	\$ 10.00
SUBSTITUTE CUSTODIAN	\$ 10.00
SUBSTITUTE LUNCHROOM MONITOR	\$ 9.00
TEMPORARY PARA-PROFESSIONALS	\$ 10.00
TEMPORARY PROFESSIONALS (DEGREED/CERTIFIED)	\$ 20.00

Summer School & Camp Positions

POSITION	AMOUNT
	DAILY RATE
ADMINISTRATOR	
AIDES	\$ 10.00 PER HOUR
TEACHERS	\$ 25.00 PER HOUR
INSTRUCTIONAL COACHES	\$ 27.50 PER HOUR
SECRETARY and NURSE	\$ 15.00 PER HOUR
TECHNOLOGIST	\$ 20.00 PER HOUR
LUNCH ROOM MONITOR	\$ 9.00 PER HOUR
STUDENT TEMP WORKERS	\$ 10.00 PER HOUR

**SEGUIN INDEPENDENT SCHOOL DISTRICT
SUBSTITUE PAY SCHEDULE
2020-2021**

CATEGORY	DAILY RATE (PK-5)	DAILY RATE (6-12)	LONG TERM (PK-5) (6weeks +)	LONG TERM (6-12) (6weeks +)
HS Diploma	\$75.00	\$105.00	N/A	N/A
60 + College Hrs	\$80.00	\$110.00	\$90.00	\$120.00
Degreed	\$85.00	\$115.00	\$95.00	\$125.00
Certified Teacher	\$90.00	\$120.00	\$130.00	\$150.00
Clerical/Aide	\$65.00	\$65.00	N/A	N/A
Principal/ Counselor:	Rate set between Min & Mid Point of job pay grade (using verified experience)			

SEGUIN INDEPENDENT SCHOOL DISTRICT

HIGH SCHOOL SALARY SUPPLEMENTS

2020-2021

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
ACADEMIC DECATHLON (2)	\$ 1,500	0
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	\$ 3,000	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	\$ 3,000	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
DRAMA COACH (ASSISTANT)	\$ 1,500	0
DRAMA COACH / THEATER ARTS (HEAD)	\$ 3,000	0
EARLY COLLEGE HIGH SCHOOL - AVID	\$ 3,000	0
EARLY COLLEGE HIGH SCHOOL - DUAL CREDIT	\$ 1,200	0
FLAG RUNNER SPONSOR	\$ 800	0
INTRAMURAL COORDINATOR - 1st Semester	\$ 1,500	0
INTRAMURAL COORDINATOR - 2nd Semester	\$ 1,500	0
JUNIOR CLASS SPONSOR (ASSISTANT)	\$ 800	0
JUNIOR CLASS SPONSOR (HEAD)	\$ 1,000	0
JUNIOR/SENIOR ACTIVITIES SPONSOR	\$ 1,000	0
MARIACHI DIRECTOR	\$ 1,000	0
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
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.

SEGUIN INDEPENDENT SCHOOL DISTRICT

MIDDLE SCHOOL SALARY SUPPLEMENTS

2020-2021

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	\$ 1,500	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	\$ 500	0
MENTOR TEACHER	\$ 300	0
NATIONAL JUNIOR HONOR SOCIETY	\$ 300	0
PAL SPONSOR	\$ 300	0
PEP SQUAD SPONSOR	\$ 500	0
ROBOTICS SPONSOR	\$ 300	0
SCIENCE FAIR COORDINATOR	\$ 400	0
STUDENT COUNCIL	\$ 300	0
THEATER ARTS* - total for 2 campuses	\$ 1,500	0
UIL COACH***	(see bottom statement)	0
UIL COORDINATOR	\$ 500	0

* This stipend is to be paid only if a production is done.

** 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

2020-2021

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/READING INTERVENTIONIST	\$ -	5 (extra duty pay)
ELEMENTARY CHOIR SPONSOR***	\$ 500	0
ELEMENTARY MATH SPECIALIST	\$ 10,000	0
GRADE LEVEL - LEAD TEACHER	\$ 350	0
MENTOR TEACHER	\$ 300	0
ROBOTICS SPONSOR	\$ 300	0
TEACHER - TRAILBLAZER	\$ 500	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

2020-2021

DISTRICT LEVEL STIPENDS

POSITION	AMOUNT
DISTRICT REGISTERED NURSE (RN)	\$ 1,500
DISTRICT LEAD LIBRARIAN	\$ 1,500
IPM COORDINATOR	\$ 1,500
MARKETING SPECIALIST	\$ 2,000 (per semester)
PRINCIPAL MENTOR STIPEND	\$ 2,500 (TBD annually)
SPECIAL EVENTS / FACILITIES SUPERVISOR	\$ 1,500
504 DISTRICT COUNSELOR SUPPORT	\$ 2,000

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
COMPUTER LAB MANAGERS	\$ 20 PER HOUR \$10 (Aides)
D-HALL	\$ 20 PER HOUR
EVENING SCHOOL	\$ 20 PER HOUR
EXTENDED DAY AIDES	\$ 10 PER HOUR
FRIDAY SCHOOL	\$ 20 PER HOUR
SATURDAY/EVENING SCHOOL	\$ 20 PER HOUR

RETIREMENT (UNUSED LEAVE) - POLICY DEC (LOCAL)

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

SEGUIN INDEPENDENT SCHOOL DISTRICT

STIPENDS FOR CRITICAL NEED CLASSES

2020-2021

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
SPECIAL EDUCATION PROFESSIONAL- BILINGUAL	\$4,500
SPECIAL EDUCATION/ BEHAVIOR SPECIALIST	\$4,500
SPECIAL EDUCATION/ ESSENTIAL ACADEMICS SPECIALIST	\$4,500
SP. ED.- SPEECH THERAPIST (Certified Clinical Competency)	\$2,500
SP.ED- VISUALLY IMPAIRED	\$1,500
MATH	\$1,500
ELEMENTARY (Cert with 18 hrs of math)*	\$500
SCIENCE	\$1,500
ELEMENTARY (Cert with 18 hrs of science)*	\$500
BILINGUAL (Teacher of Record)	\$4,500
BILINGUAL Campus Professional Support Staff	\$1,500
ESL (Teacher of Record)	\$1,000

Special Education: The district identifies a certified, special education teacher to support students identified as special education in life skills programs, solid roots 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. In instances where the bilingual students are being monitored on a non-bilingual campuses, the identified ESL-certified teacher will be compensated for carrying out required ESL responsibilities, including attending scheduled LPAC meetings as scheduled.

* TBD

High School Coaching Stipends

2020-2021

Assignment		Stipend	# of Positions	# of Days
Athletic Director	Administrative Duties	\$ 10,000.00	1	
	Athletic Academic Coord.	\$ 7,600.00	1	
Coordinators	Football - OC & DC	\$ 6,000.00	2	25
	Football - Special Teams	\$ 4,000.00	1	20
	Middle School Supervisor	\$ 2,500.00	2	n/a
Head	Boys/Girls Basketball	\$ 3,500.00	1	20
Head	Baseball	\$ 3,500.00	1	20
Head	Power lifting	\$ 3,500.00	1	20
Head	Boys/Girls Soccer	\$ 3,500.00	1	20
Head	Softball	\$ 3,500.00	1	20
Head	Swimming	\$ 2,500.00	1	10
Head	Boy's/Girls Track	\$ 3,500.00	1	20
Head	Cross Country	\$ 2,500.00	1	20
Head	Trainer	\$ 4,500.00	1	20
Head	Volleyball	\$ 3,500.00	1	20
Head (Dual Semester)	Golf	\$ 4,500.00	1	20
Head (Dual Semester)	Tennis	\$ 4,500.00	1	20
Head (Freshman)	Football	\$ 3,500.00	1	20
Varsity Assistant	Boys/Girls Basketball	\$ 2,000.00	1	varies on # of sports coached
Varsity Assistant	Football - Varsity	\$ 3,000.00	6	25
Varsity Assistant	Baseball	\$ 2,000.00	1	varies on # of sports coached
Varsity Assistant	Cross Country	\$ 1,500.00	1	varies on # of sports coached
Varsity Assistant	Golf	\$ 3,500.00	1	15
Varsity Assistant	Power lifting	\$ 2,000.00	1	varies on # of sports coached
Varsity Assistant	Boys/Girls Soccer	\$ 2,000.00	1	varies on # of sports coached
Varsity Assistant	Softball	\$ 2,000.00	1	varies on # of sports coached
Varsity Assistant	Tennis	\$ 3,500.00	1	15
Varsity Assistant	Boy's/Girls Track	\$ 2,000.00	1	varies on # of sports coached
Varsity Assistant	Trainer	\$ 3,500.00	1	20
Varsity Assistant	Volleyball	\$ 2,000.00	3	varies on # of sports coached
JV/Freshman	Football	\$ 2,000.00	2	20
	Baseball	\$ 1,500.00	1	varies on # of sports coached
	Basketball	\$ 1,500.00	2	varies on # of sports coached
	Softball	\$ 1,500.00	1	varies on # of sports coached
	Volleyball	\$ 1,500.00	1	varies on # of sports coached
	Power lifting	\$ 1,500.00		varies on # of sports coached
	Soccer	\$ 1,500.00	2	varies on # of sports coached
	Track	\$ 1,500.00	4	varies on # of sports coached
Other:	Equipment Manager	\$ 1,500.00	1	
	Video	\$ 1,500.00	1	
	Recruiting Coord.	\$ 1,500.00	1	
	Game Supervisor/Admin	\$ 1,500.00	1	
	Assistant Head Football	\$ 4,000.00	1	

* Head Coach / Asst Coach = 20 extra days (FB- 25 days)

* Asst Coach / Asst Coach = 15 extra days

* Asst Coach (1 sport) = 10 extra days

Middle School Coaching Stipends

Assignment		Stipend	# of Positions	
Coordinators	All sports	\$ 3,600.00	2 Male/2 Female	20 days
Asst	Basketball	\$ 1,200.00	16	7 days
Asst	Football	\$ 1,200.00	8	7 days
Asst	Golf	\$ 1,200.00	2	
Asst	Tennis	\$ 1,200.00	2	
Asst	Track	\$ 1,200.00	16	7 days
Asst	Volleyball	\$ 1,200.00	8	7 days
Asst	X-Country	\$ 1,200.00	2	
Asst	Soccer	\$ 1,200.00	2	

** 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		
Business	187	
Business - MS	187	
Cosmetology	187	(10 extra days-stipend)
Criminal Justice (Part-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	187	
Electrical Trades	187	
FACS - Early Childhood	187	
Industrial Electronics	187	
Small Engine Repair	187	
Welding	187	
Business - COOP	197	
FACS - COOP	197	
Health Science - COOP	187	
Ag Science	220	
Ag Science - COOP - MS	220	
Classroom Teachers	187	
High School Technologist (Certified)	197	
Librarian - HS	202	
Librarian - MS	197	
Librarian - Elementary	192	
Registered Nurse (Lead)	197	
Registered Nurse	192	
ROTC Staff	226	Non-contract Days
Vocational Adjustment Coordinator for Sp Ed	197	

Employment Dates - 2020-2021 (Revised July 27, 2020)

*Number of Workdays subject to change

* Days	Beginning Date	Ending Date	Employee Group	
171	9/4/20	6/11/21	Lunch Monitors	
173	9/2/20	6/11/21	Transportation (Drivers & Monitors)	
175	9/2/20	6/11/21	Food Service (Cafeteria Workers)	
178	8/31/20	6/11/21	Food Service Managers	
186	8/26/20	6/12/21	Clerical/Clerks - Various Positions Family Specialists Hall Monitors Instructional Aide - Various Library Media Clerk	LVNs / Nurse Aides Secretary, HS Asst. Principals Tech Lab Managers/Assistants Truancy/Dropout Prevention Aide
187	8/26/20	6/12/21	Occupational Therapist Physical Therapist Social Worker Transportation Dispatch	Speech Therapist Student Support Officer Teachers
192	8/19/21	6/12/21	Behavior Specialist BL Interventionist Elementary Counselors	Elementary Librarians Library Media Specialist (Ball) Some CTE Teachers
196	8/13/20	6/12/21	Attendance Clerks (All Campuses)	ECHS Clerk MS Coaches
197	8/12/20	6/12/21	Color Guard Instructor CTE Teachers Diagnostician	LSSP MS Librarians Campus Instructional Specialist
202	8/5/20	6/15/21	HS Asst Band Directors HS Librarians HS Testing Coordinator	MS Band Directors Campus Attendance Coordinator
207	7/29/20	6/15/21	Clerks, Appraisal & LPAC CTE Coordinator Secretary Elementary Asst Principals MS Registrar PK Principal/Secretary	HS Counselors & Secretary MS Counselors Marketing Support Specialist Student Support Specialist
212	7/29/20	6/22/21	MS HS Asst Principals Elem, DAEP, & MBLC Principals Special Ed Behavior Coordinator	HS Bookkeeper Elem, DAEP, & MBLC Secretaries Special Ed Coordinator
215	7/15/20	6/12/21	Lead Counselor	
220	7/8/20	6/12/21	CTE AG Teachers	HS Band Director
226	7/1/20	6/30/21	Cafeteria Field Supervisor Central Office Admin/Professional Central Office Clerical Director Child Nutrition Director CTE Director Early College HS District Coordinators (various pos.) Coordinator, Women's Athletics Secondary Academic Deans	HS Receptionist HS Registrar HS Data Controller HS & MS Principals/HS Associate Principal HS, MS and Athletic Secretaries ROTC Staff SpEd Program Compliance Coordinator Transportation Clerk/Coordinator
240	7/1/20	6/30/21	Director Athletics, Head Ftbl Coach	
240	7/1/20	6/30/21	Custodial & Maintenance	Maintenance Coordinator Mechanic Transportation

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, sex o impedimento, en sus programas, servicios o actividades, tal como lo requieren el Titulo VI de la ley de Derechos Civiles the 1964; segun enmienda; el Titule IX de las Enmiendas de 1972; y la Seccion de 504 de la Ley de Rehabilitacion de 1973, segun la enmienda.