



Minutes of School Board Meeting
June 24, 2019

1 The Joaquin ISD School Board met tonight in regular session at 6:00 p.m. in the Joaquin Boardroom with the following members present: Chrisco Bragg, Tam Hearnberger, Thomas Harvey, Brandon Neal, Jeff Hamilton and Jeff Cater.

Board members absent: Ronnie Belrose

Guest(s) Present: Mr. Ryan Fuller

Joaquin ISD Employee(s) Present: Phil Worsham, Superintendent; Joel Bumback, Director of Finance; Sherry Scruggs, Elementary Principal; Bert Coan, Assistant Elementary Principal; Kathy Carrington, Special Education Director; Terri Gray, Jr. High/High Principal

Chrisco Bragg, President, called the meeting to order at 6:00 p.m.

2 The invocation was led by Chrisco Bragg, and the Pledge of Allegiance to the United States of America by Thomas Harvey, and the Pledge of Allegiance to the Texas Flag was led by Tam Hearnberger.

3 Reorganize the Board –

It was moved by Brandon Neal, and seconded by Thomas Harvey, to leave the present officers as is. Chrisco Bragg, President; Ronnie Belrose, Vice President; Tam Hearnberger, Secretary. Following discussion, a vote was taken on the motion. It carried unanimously.

4 Audience Participation – Joel Bumback announced to the retirement reception for Mr. Worsham will be Thursday, August 22nd from 4 to 7 p.m. in the Joaquin ISD Bandhall.

5 Report/Information items:

- 5.1 Review Monthly Financial Reports – Joel Bumback, Director of Finance
- 5.2 Quarterly Investment Report – Joel Bumback, Director of Finance
- 5.3 Review 2019 Budget and Tax Planning Calendar
- 5.4 TASB policy update 113 local and regulations resource manual update 59
- 5.5 Correspondence

6 Agenda Items for discussion, consideration, and possible action:

6.1 It was moved by Jeff Cater, and seconded by Brandon Neal, to approve the previous meeting minutes. Following discussion, a vote was taken on the motion. It carried unanimously.

6.2 It was moved by Thomas Harvey, and seconded by Jeff Cater, to approve the adoption for revisions to Joaquin ISD's Local Policy DC - Employment Practices, Employment of noncontractual personnel (attached). Following discussion, a vote was taken on the motion. It carried unanimously.

6.3 It was moved by Thomas Harvey, and seconded by Tam Hearnberger, to approve 19-20 Compensation Plan for Joaquin ISD (attached). Following discussion, a vote was taken on the motion. It carried unanimously.

7 The board entered closed session in accordance with the Texas Open Meetings Act, Texas Government Code at 6:43 p.m. on June 24, 2019.

§551.074 Appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear a complaint or charge against an officer or employee

- 7.1 Resignations, hiring and Contracts –
 - a. Resignations
 - b. Teacher positions

8 The board entered open session in accordance with the Texas Open Meetings Act at 7:04 p.m. on June 24, 2019. Agenda Items for discussion, consideration, and possible action:

- 8.1 a. It was moved by Tam Hearnberger, and seconded by Jeff Hamilton, to confirm acceptance of resignations from Mrs. Traci Bryant and Mr. Collin Wallace by Mr. Phil Worsham, Superintendent. Following discussion, a vote was taken on the motion. It carried unanimously.
- 8.2 b. It was moved by Jeff Cater, and seconded by Tam Hearnberger, to approve probationary contract for Deborah Wilkinson subject to assignment. Following discussion, a vote was taken on the motion. It carried unanimously.

9 Chrisco Bragg, Board President, asked for items to be placed on the next board agenda.
Move August Regular meeting date to the 12th, TASB Update 113, Report STAAR scores

10 Designation of date and time of next meeting of the Board of Trustees of the Joaquin ISD
July 15th at 6:00 p.m.

11 With no further business on the agenda the meeting was adjourned at 7:07 p.m.

Chrisco Bragg, President

Tam Hearnberger, Secretary

**JOAQUIN ISD
COMPENSATION PLAN
2019-2020
June 24, 2019**

According to policy DEA (Local) the Superintendent shall recommend an annual compensation plan for all district employees to be reviewed and approved by the board. The 86th Legislature passed **House Bill 3** signed by Governor Abbott on June 11, 2019 which marks a monumental year for Texas public education with \$11.6 billion for school finance reform, lower property tax rates, and teacher pay raises.

The additional revenue generated by this bill has a spending requirement of 30% of the additional revenue to be spent on salary and benefits increases for all full-time employees other than administrators. Of the 30% that must be spent on increases, 75% of that amount must be used for teachers, counselors, librarians, and registered nurses while the remaining 25% may be used for all other employees. *The Joaquin ISD plan meets the new state minimum salary scale, increases Joaquin ISD beginning teacher pay to be more marketable with our area and provides differentiated compensation to teachers with five or more years of experience required by HB3. The plan exceeds the spending requirements of the additional revenue under HB3 and provides a 19-20 raise for Joaquin ISD teachers of \$4,750 to \$7,500 depending on the pay step. See chart below for comparison of the cost of the local plan with the requirements of House Bill 3.*

**ESTIMATED COMPENSATION PLAN COSTS &
COMPARISON WITH HB3 SALARY AND BENEFITS
REQUIREMENTS**

	HB3 Requirement	Joaquin ISD Plan	Spending Above Required
<i>Additional M&O Revenue Under HB 3</i>	\$ 1,039,781		
<i>30% Spending on Salaries & Benefits—other than Administrators</i>	\$ 311,934		
<i>75% Requirement for Teachers, etc.</i>	\$ 233,951	\$ 388,000	\$ 154,049
<i>Remaining raises for all Other Employees</i>		\$ 199,000	
<i>Cost of Salary & Benefits Increases</i>		\$ 587,000	
<i>Reduction in Payroll Costs</i>		\$ (244,000)	
****Net Cost of 19-20 Plan		\$ 343,000	

**** includes \$100,000 for increased TRS Active Care Insurance Contributions

SALARY SCALES 1-12 & STIPEND SCHEDULES ATTACHED

SCALE 1 – TEACHERS/COUNSELORS/LIBRARIANS/SPEECH PATHOLOGISTS

*-- remain at 182 days instead of state minimum days of 187
Employees' average annual step raise increase on this scale is 13.65% ranging from 8.33% to 17.21% depending on the step.*

SCALE 2 – ADMINISTRATORS & OTHER PROFESSIONALS --

Used annual salaries paid to administrators and other professionals in the prior year to calculate a multiplier for each position. Added the position multipliers to Scale 2 and removed those position stipends from Stipend Schedule. Also moved some positions paid less than 100% of this scale in prior years to Scale 2 to consolidate the number of pay scales. Average annual increase for this group is 10.5%.

**SCALES 4, 5 – STUDENT PEIMS/ATTENDANCE ACCOUNTANT/ADMINISTRATIVE
6,9 & 11 ASSISTANT/HUMAN RESOURCES/TECH SPECIALIST & SECRETARIES/
AIDES/CUSTODIANS/MAINTENANCE/CAFETERIA WORKERS**

Adjusted the percentages of these scales as a percentage of Scale 1 to equal an average annual increase of 8.9%

SCALE 7 – SUBSTITUTES –Increased in 2018-19. No change recommended

SCALE 3 & 8 --- Omitted and Moved to Scale 2

SCALE 10 - BUS DRIVERS -- 5% increase to hourly rate for bus route drivers and added \$500 to the Years of experience stipends. *Average annual increase of 7.97% for the route drivers.* Also increased the extra-trip hourly rate from \$15 to \$18 per hour or 20%.

SCALE 12 – DISTRICT INCENTIVE PAY –no changes at this time. Adjustments for 2019-20 will be presented in the future to adjust our current plan to comply with the new HB3 Teacher Incentive Allotment.

STIPENDS - 2019-20 Extra-Duty & Position Stipends is presented as part of our annual Compensation Plan according to policy DEAA (Local). The schedule lists amounts paid in 2018-19 and amounts proposed for 2019-20. Position Stipends for those paid on Scales 2 and Scales 4 were removed and funded in the multiplier added for these positions. Any changes from last year's schedule are noted in bold and italics.

EMPLOYEE BENEFITS

Group Insurance

Increase the monthly contribution from \$275 to \$375 per month toward premiums for employees participating in TRS Active Care Health Insurance. The district contributes \$25 per month for other employer-sponsored group health products for those not participating in TRS Active Care.

**REIMBURSEMENT FOR LEAVE
UPON RETIREMENT**

The district reimburses employees \$100 per day up to a maximum of 50 days for unused state leave upon retirement, according to policy DEC (Local).
No change recommended.

Scale 1		Teachers, Librarians, Counselors, Speech Language Pathologists					
Days	182	192	202	221			
	Local Scale	Local Scale	Local Scale	Local Scale	Local Scale		HB3
Years Exp.	Yearly	Yearly	Yearly	Yearly	Daily	Annual	STATE
						% Increase	BASE
0	\$ 38,000	\$ 40,088	\$ 42,176	\$ 46,143	\$ 208.791		\$33,660
1	\$ 38,500	\$ 40,615	\$ 42,731	\$ 46,750	\$ 211.538	1.32%	\$34,390
2	\$ 39,000	\$ 41,143	\$ 43,286	\$ 47,357	\$ 214.286	1.30%	\$35,100
3	\$ 39,500	\$ 41,670	\$ 43,841	\$ 47,964	\$ 217.033	1.28%	\$35,830
4	\$ 40,000	\$ 42,198	\$ 44,396	\$ 48,571	\$ 219.780	1.27%	\$37,350
5	\$ 42,000	\$ 44,308	\$ 46,615	\$ 51,000	\$ 230.769	5.00%	\$38,880
6	\$ 43,000	\$ 45,363	\$ 47,725	\$ 52,214	\$ 236.264	2.38%	\$40,410
7	\$ 44,000	\$ 46,418	\$ 48,835	\$ 53,429	\$ 241.758	2.33%	\$41,830
8	\$ 45,000	\$ 47,473	\$ 49,945	\$ 54,643	\$ 247.253	2.27%	\$43,170
9	\$ 46,000	\$ 48,527	\$ 51,055	\$ 55,857	\$ 252.747	2.22%	\$44,440
10	\$ 47,000	\$ 49,582	\$ 52,165	\$ 57,071	\$ 258.242	2.17%	\$45,630
11	\$ 48,000	\$ 50,637	\$ 53,275	\$ 58,286	\$ 263.736	2.13%	\$46,770
12	\$ 49,000	\$ 51,692	\$ 54,385	\$ 59,500	\$ 269.231	2.08%	\$47,850
13	\$ 50,000	\$ 52,747	\$ 55,495	\$ 60,714	\$ 274.725	2.04%	\$48,850
14	\$ 51,000	\$ 53,802	\$ 56,604	\$ 61,929	\$ 280.220	2.00%	\$49,810
15	\$ 52,000	\$ 54,857	\$ 57,714	\$ 63,143	\$ 285.714	1.96%	\$50,710
16	\$ 52,500	\$ 55,385	\$ 58,269	\$ 63,750	\$ 288.462	0.96%	\$51,570
17	\$ 53,000	\$ 55,912	\$ 58,824	\$ 64,357	\$ 291.209	0.95%	\$52,370
18	\$ 53,500	\$ 56,440	\$ 59,379	\$ 64,964	\$ 293.956	0.94%	\$53,140
19	\$ 54,000	\$ 56,967	\$ 59,934	\$ 65,571	\$ 296.703	0.93%	\$53,860
20	\$ 54,700	\$ 57,705	\$ 60,711	\$ 66,421	\$ 300.549	1.30%	\$54,540
21	\$ 55,000	\$ 58,022	\$ 61,044	\$ 66,786	\$ 302.198	0.55%	\$54,540
22	\$ 55,300	\$ 58,338	\$ 61,377	\$ 67,150	\$ 303.846	0.55%	\$54,540
23	\$ 55,600	\$ 58,655	\$ 61,710	\$ 67,514	\$ 305.495	0.54%	\$54,540
24	\$ 55,900	\$ 58,971	\$ 62,043	\$ 67,879	\$ 307.143	0.54%	\$54,540
25	\$ 56,200	\$ 59,288	\$ 62,376	\$ 68,243	\$ 308.791	0.54%	\$54,540
26	\$ 56,700	\$ 59,815	\$ 62,931	\$ 68,850	\$ 311.538	0.89%	\$54,540
27	\$ 57,200	\$ 60,343	\$ 63,486	\$ 69,457	\$ 314.286	0.88%	\$54,540
28	\$ 57,700	\$ 60,870	\$ 64,041	\$ 70,064	\$ 317.033	0.87%	\$54,540
29	\$ 58,300	\$ 61,503	\$ 64,707	\$ 70,793	\$ 320.330	1.04%	\$54,540
30+	\$ 59,000	\$ 62,242	\$ 65,484	\$ 71,643	\$ 324.176	1.20%	\$54,540

*****\$1,500 supplement will be paid for Masters Degrees

Scale 2 Administrators & Other Professionals													
Days	182	200	207	226	260								
	100%	100%	100%	100%	100%								
Years Exp.	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly
													Daily
0	\$ 38,000	\$ 41,758	\$ 43,220	\$ 47,187	\$ 54,286								208.79
1	\$ 38,500	\$ 42,308	\$ 43,788	\$ 47,808	\$ 55,000								211.54
2	\$ 39,000	\$ 42,857	\$ 44,357	\$ 48,429	\$ 55,714								214.29
3	\$ 39,500	\$ 43,407	\$ 44,926	\$ 49,049	\$ 56,429								217.03
4	\$ 40,000	\$ 43,956	\$ 45,495	\$ 49,670	\$ 57,143								219.78
5	\$ 42,000	\$ 46,154	\$ 47,769	\$ 52,154	\$ 60,000								230.77
6	\$ 43,000	\$ 47,253	\$ 48,907	\$ 53,396	\$ 61,429								236.26
7	\$ 44,000	\$ 48,352	\$ 50,044	\$ 54,637	\$ 62,857								241.76
8	\$ 45,000	\$ 49,451	\$ 51,181	\$ 55,879	\$ 64,286								247.25
9	\$ 46,000	\$ 50,549	\$ 52,319	\$ 57,121	\$ 65,714								252.75
10	\$ 47,000	\$ 51,648	\$ 53,456	\$ 58,363	\$ 67,143								258.24
11	\$ 48,000	\$ 52,747	\$ 54,593	\$ 59,604	\$ 68,571								263.74
12	\$ 49,000	\$ 53,846	\$ 55,731	\$ 60,846	\$ 70,000								269.23
13	\$ 50,000	\$ 54,945	\$ 56,868	\$ 62,088	\$ 71,429								274.73
14	\$ 51,000	\$ 56,044	\$ 58,005	\$ 63,330	\$ 72,857								280.22
15	\$ 52,000	\$ 57,143	\$ 59,143	\$ 64,571	\$ 74,286								285.71
16	\$ 52,500	\$ 57,692	\$ 59,712	\$ 65,192	\$ 75,000								288.46
17	\$ 53,000	\$ 58,242	\$ 60,280	\$ 65,813	\$ 75,714								291.21
18	\$ 53,500	\$ 58,791	\$ 60,849	\$ 66,434	\$ 76,429								293.96
19	\$ 54,000	\$ 59,341	\$ 61,418	\$ 67,055	\$ 77,143								296.70
20	\$ 54,700	\$ 60,110	\$ 62,214	\$ 67,924	\$ 78,143								300.55
21	\$ 55,000	\$ 60,440	\$ 62,555	\$ 68,297	\$ 78,571								302.20
22	\$ 55,300	\$ 60,769	\$ 62,896	\$ 68,669	\$ 79,000								303.85
23	\$ 55,600	\$ 61,099	\$ 63,237	\$ 69,042	\$ 79,429								305.49
24	\$ 55,900	\$ 61,429	\$ 63,579	\$ 69,414	\$ 79,857								307.14
25	\$ 56,200	\$ 61,758	\$ 63,920	\$ 69,787	\$ 80,286								308.79
26	\$ 56,700	\$ 62,308	\$ 64,488	\$ 70,408	\$ 81,000								311.54
27	\$ 57,200	\$ 62,857	\$ 65,057	\$ 71,029	\$ 81,714								314.29
28	\$ 57,700	\$ 63,407	\$ 65,626	\$ 71,649	\$ 82,429								317.03
29	\$ 58,300	\$ 64,066	\$ 66,308	\$ 72,395	\$ 83,286								320.33
30+	\$ 59,000	\$ 64,835	\$ 67,104	\$ 73,264	\$ 84,286								324.18

	Duty Days	Scale Multiplier
Food Service Director	200	0.73
School Nurse (LVN)	182	0.73
Maintenance Director	260	0.79
Admin Services Coordinator/A/P/Webmaster	226	0.93
Network Administrator/Tech Coordinator	226	0.98
Elementary Assistant Principal	207	1.10
JH/HS Assistant Principal	226	1.15
Special Ed Director	207	1.24
Director of Finance & Business Services	226	1.32
Elementary Principal/District Dir. Curric./Testing	226	1.32
JH/HS Principal	226	1.32

Scale 4 Student PEIMS/Attendance Accountant/Administrative Assistant/ Human Resources Specialist/Technology Specialist		with 48 hrs of college		4 year degree/certification								
Days	200	226	200	226								
Years Exp	Yearly	Yearly	Yearly	Yearly	Daily							
	58.00%	50.00%	62.00%	71.00%	73.00%							
	Yearly	Daily	Hourly	Yearly	Hourly							
	7.5 hrs	7.5 hrs	7.5 hrs	7.5 hrs	7.5 hrs							
0	\$ 24,220	\$ 23,593	\$ 121,100	\$ 16,15	\$ 25,890	\$ 33,503	\$ 129,450	\$ 17,26	\$ 30,484	\$ 35,862	\$ 152,420	\$ 20,32
1	\$ 24,538	\$ 23,904	\$ 122,690	\$ 16,36	\$ 26,231	\$ 33,943	\$ 131,155	\$ 17,49	\$ 30,885	\$ 36,334	\$ 154,425	\$ 20,59
2	\$ 24,857	\$ 24,214	\$ 124,285	\$ 16,57	\$ 26,571	\$ 34,384	\$ 132,855	\$ 17,71	\$ 31,286	\$ 36,806	\$ 156,430	\$ 20,86
3	\$ 25,176	\$ 24,525	\$ 125,880	\$ 16,78	\$ 26,912	\$ 34,825	\$ 134,560	\$ 17,94	\$ 31,687	\$ 37,278	\$ 158,435	\$ 21,12
4	\$ 25,495	\$ 24,835	\$ 127,475	\$ 17,00	\$ 27,253	\$ 35,266	\$ 136,265	\$ 18,17	\$ 32,088	\$ 37,749	\$ 160,440	\$ 21,39
5	\$ 26,769	\$ 26,077	\$ 133,845	\$ 17,85	\$ 28,615	\$ 37,029	\$ 143,075	\$ 19,08	\$ 33,692	\$ 39,637	\$ 168,460	\$ 22,46
6	\$ 27,407	\$ 26,698	\$ 137,035	\$ 18,27	\$ 29,297	\$ 37,911	\$ 146,485	\$ 19,53	\$ 34,495	\$ 40,581	\$ 172,475	\$ 23,00
7	\$ 28,044	\$ 27,319	\$ 140,220	\$ 18,70	\$ 29,978	\$ 38,793	\$ 149,890	\$ 19,99	\$ 35,297	\$ 41,524	\$ 176,485	\$ 23,53
8	\$ 28,681	\$ 27,940	\$ 143,405	\$ 19,12	\$ 30,659	\$ 39,674	\$ 153,295	\$ 20,44	\$ 36,099	\$ 42,468	\$ 180,495	\$ 24,07
9	\$ 29,319	\$ 28,560	\$ 146,595	\$ 19,55	\$ 31,341	\$ 40,556	\$ 156,705	\$ 20,89	\$ 36,901	\$ 43,412	\$ 184,505	\$ 24,60
10	\$ 29,956	\$ 29,181	\$ 149,780	\$ 19,97	\$ 32,022	\$ 41,437	\$ 160,110	\$ 21,35	\$ 37,703	\$ 44,356	\$ 188,515	\$ 25,14
11	\$ 30,593	\$ 29,802	\$ 152,965	\$ 20,40	\$ 32,703	\$ 42,319	\$ 163,515	\$ 21,80	\$ 38,505	\$ 45,299	\$ 192,525	\$ 25,67
12	\$ 31,231	\$ 30,423	\$ 156,155	\$ 20,82	\$ 33,385	\$ 43,201	\$ 166,925	\$ 22,26	\$ 39,308	\$ 46,243	\$ 196,540	\$ 26,21
13	\$ 31,868	\$ 31,044	\$ 159,340	\$ 21,25	\$ 34,066	\$ 44,082	\$ 170,330	\$ 22,71	\$ 40,110	\$ 47,187	\$ 200,550	\$ 26,74
14	\$ 32,505	\$ 31,665	\$ 162,525	\$ 21,67	\$ 34,747	\$ 44,964	\$ 173,735	\$ 23,16	\$ 40,912	\$ 48,131	\$ 204,560	\$ 27,27
15	\$ 33,143	\$ 32,286	\$ 165,715	\$ 22,10	\$ 35,429	\$ 45,846	\$ 177,145	\$ 23,62	\$ 41,714	\$ 49,074	\$ 208,570	\$ 27,81
16	\$ 33,780	\$ 32,906	\$ 168,900	\$ 22,52	\$ 36,110	\$ 46,727	\$ 178,845	\$ 23,85	\$ 42,115	\$ 49,546	\$ 210,575	\$ 28,08
17	\$ 33,999	\$ 33,217	\$ 170,495	\$ 22,73	\$ 36,451	\$ 47,168	\$ 180,550	\$ 24,07	\$ 42,516	\$ 50,018	\$ 212,580	\$ 28,34
18	\$ 34,099	\$ 33,217	\$ 172,090	\$ 22,95	\$ 36,791	\$ 47,609	\$ 182,255	\$ 24,30	\$ 42,918	\$ 50,490	\$ 214,590	\$ 28,61
19	\$ 34,418	\$ 33,527	\$ 174,685	\$ 23,24	\$ 37,268	\$ 48,226	\$ 186,340	\$ 24,85	\$ 43,319	\$ 50,962	\$ 216,595	\$ 28,88
20	\$ 34,864	\$ 33,962	\$ 177,280	\$ 23,53	\$ 37,745	\$ 48,843	\$ 187,365	\$ 24,98	\$ 43,880	\$ 51,622	\$ 219,400	\$ 29,25
21	\$ 35,055	\$ 34,148	\$ 178,475	\$ 23,75	\$ 38,086	\$ 49,284	\$ 190,430	\$ 25,39	\$ 44,843	\$ 52,755	\$ 224,215	\$ 29,90
22	\$ 35,246	\$ 34,335	\$ 179,670	\$ 23,97	\$ 38,290	\$ 49,549	\$ 191,450	\$ 25,53	\$ 45,084	\$ 53,038	\$ 225,420	\$ 30,06
23	\$ 35,437	\$ 34,521	\$ 180,865	\$ 24,19	\$ 38,504	\$ 49,814	\$ 193,155	\$ 25,75	\$ 45,485	\$ 53,510	\$ 227,425	\$ 30,32
24	\$ 35,629	\$ 34,707	\$ 182,060	\$ 24,41	\$ 38,719	\$ 50,079	\$ 194,855	\$ 25,98	\$ 45,886	\$ 53,982	\$ 229,430	\$ 30,59
25	\$ 35,820	\$ 34,893	\$ 183,255	\$ 24,63	\$ 38,934	\$ 50,344	\$ 196,560	\$ 26,21	\$ 46,287	\$ 54,454	\$ 231,435	\$ 30,86
26	\$ 36,138	\$ 35,204	\$ 184,450	\$ 24,85	\$ 39,149	\$ 50,609	\$ 198,265	\$ 26,44	\$ 46,688	\$ 54,926	\$ 233,440	\$ 31,13
27	\$ 36,457	\$ 35,514	\$ 185,645	\$ 25,07	\$ 39,364	\$ 50,874	\$ 199,970	\$ 26,67	\$ 47,089	\$ 55,398	\$ 235,445	\$ 31,40
28	\$ 36,776	\$ 35,825	\$ 186,840	\$ 25,29	\$ 39,579	\$ 51,139	\$ 201,675	\$ 26,90	\$ 47,490	\$ 55,870	\$ 237,450	\$ 31,67
29	\$ 37,158	\$ 36,197	\$ 188,035	\$ 25,51	\$ 39,794	\$ 51,404	\$ 203,380	\$ 27,13	\$ 47,891	\$ 56,342	\$ 239,455	\$ 31,94
30	\$ 37,604	\$ 36,632	\$ 189,230	\$ 25,73	\$ 40,009	\$ 51,669	\$ 205,085	\$ 27,36	\$ 48,292	\$ 56,814	\$ 241,460	\$ 32,21

Scale 5		Secretary		<i>with at least 48hrs of college or technical school</i>						
Days	193	226	Daily	7.5hrs Hourly	193	226	Daily	7.5hrs Hourly		
	48.00%	48.00%			58.00%	58.00%				
Years Exp.	Yearly	Yearly			Yearly	Yearly				
0	\$ 19,342	\$ 22,650	\$ 100.22	\$ 13.36		\$ 23,372	\$ 27,368	\$ 121.10	\$ 16.15	
1	\$ 19,597	\$ 22,948	\$ 101.54	\$ 13.54	1.32%	\$ 23,680	\$ 27,728	\$ 122.69	\$ 16.36	1.32%
2	\$ 19,851	\$ 23,246	\$ 102.85	\$ 13.71	1.30%	\$ 23,987	\$ 28,089	\$ 124.28	\$ 16.57	1.30%
3	\$ 20,106	\$ 23,544	\$ 104.18	\$ 13.89	1.28%	\$ 24,295	\$ 28,449	\$ 125.88	\$ 16.78	1.28%
4	\$ 20,360	\$ 23,842	\$ 105.49	\$ 14.07	1.26%	\$ 24,602	\$ 28,809	\$ 127.47	\$ 17.00	1.26%
5	\$ 21,378	\$ 25,034	\$ 110.77	\$ 14.77	5.00%	\$ 25,832	\$ 30,249	\$ 133.84	\$ 17.85	5.00%
6	\$ 21,887	\$ 25,630	\$ 113.40	\$ 15.12	2.38%	\$ 26,447	\$ 30,969	\$ 137.03	\$ 18.27	2.38%
7	\$ 22,396	\$ 26,226	\$ 116.04	\$ 15.47	2.33%	\$ 27,062	\$ 31,690	\$ 140.22	\$ 18.70	2.33%
8	\$ 22,905	\$ 26,822	\$ 118.68	\$ 15.82	2.27%	\$ 27,677	\$ 32,410	\$ 143.40	\$ 19.12	2.27%
9	\$ 23,415	\$ 27,418	\$ 121.32	\$ 16.18	2.23%	\$ 28,293	\$ 33,130	\$ 146.60	\$ 19.55	2.23%
10	\$ 23,924	\$ 28,014	\$ 123.96	\$ 16.53	2.17%	\$ 28,908	\$ 33,850	\$ 149.78	\$ 19.97	2.17%
11	\$ 24,433	\$ 28,610	\$ 126.60	\$ 16.88	2.13%	\$ 29,523	\$ 34,571	\$ 152.97	\$ 20.40	2.13%
12	\$ 24,942	\$ 29,206	\$ 129.23	\$ 17.23	2.08%	\$ 30,138	\$ 35,291	\$ 156.16	\$ 20.82	2.08%
13	\$ 25,451	\$ 29,802	\$ 131.87	\$ 17.58	2.04%	\$ 30,753	\$ 36,011	\$ 159.34	\$ 21.25	2.04%
14	\$ 25,960	\$ 30,398	\$ 134.51	\$ 17.93	2.00%	\$ 31,368	\$ 36,731	\$ 162.53	\$ 21.67	2.00%
15	\$ 26,469	\$ 30,994	\$ 137.15	\$ 18.29	1.96%	\$ 31,983	\$ 37,451	\$ 165.72	\$ 22.10	1.96%
16	\$ 26,723	\$ 31,292	\$ 138.46	\$ 18.46	0.96%	\$ 32,290	\$ 37,812	\$ 167.31	\$ 22.31	0.96%
17	\$ 26,978	\$ 31,590	\$ 139.78	\$ 18.64	0.95%	\$ 32,598	\$ 38,172	\$ 168.90	\$ 22.52	0.95%
18	\$ 27,232	\$ 31,888	\$ 141.10	\$ 18.81	0.94%	\$ 32,905	\$ 38,532	\$ 170.49	\$ 22.73	0.94%
19	\$ 27,487	\$ 32,186	\$ 142.42	\$ 18.99	0.94%	\$ 33,213	\$ 38,892	\$ 172.09	\$ 22.95	0.94%
20	\$ 27,843	\$ 32,604	\$ 144.26	\$ 19.24	1.30%	\$ 33,644	\$ 39,396	\$ 174.32	\$ 23.24	1.30%
21	\$ 27,996	\$ 32,782	\$ 145.06	\$ 19.34	0.55%	\$ 33,828	\$ 39,612	\$ 175.27	\$ 23.37	0.55%
22	\$ 28,148	\$ 32,961	\$ 145.84	\$ 19.45	0.54%	\$ 34,013	\$ 39,828	\$ 176.23	\$ 23.50	0.55%
23	\$ 28,301	\$ 33,140	\$ 146.64	\$ 19.55	0.54%	\$ 34,197	\$ 40,044	\$ 177.19	\$ 23.62	0.54%
24	\$ 28,454	\$ 33,319	\$ 147.43	\$ 19.66	0.54%	\$ 34,382	\$ 40,260	\$ 178.15	\$ 23.75	0.54%
25	\$ 28,606	\$ 33,498	\$ 148.22	\$ 19.76	0.53%	\$ 34,566	\$ 40,476	\$ 179.10	\$ 23.88	0.54%
26	\$ 28,861	\$ 33,796	\$ 149.54	\$ 19.94	0.89%	\$ 34,874	\$ 40,836	\$ 180.69	\$ 24.09	0.89%
27	\$ 29,115	\$ 34,094	\$ 150.85	\$ 20.11	0.88%	\$ 35,181	\$ 41,197	\$ 182.28	\$ 24.30	0.88%
28	\$ 29,370	\$ 34,392	\$ 152.18	\$ 20.29	0.88%	\$ 35,489	\$ 41,557	\$ 183.88	\$ 24.52	0.88%
29	\$ 29,675	\$ 34,749	\$ 153.76	\$ 20.50	1.04%	\$ 35,858	\$ 41,989	\$ 185.79	\$ 24.77	1.04%
30	\$ 30,032	\$ 35,167	\$ 155.61	\$ 20.75	1.20%	\$ 36,288	\$ 42,493	\$ 188.02	\$ 25.07	1.20%

Scale 6	Aides		<i>Aides 48 hrs college</i>		<i>Aides 4yr degree</i>	
	182		182		182	
	40%	7.5 hrs	45%	7.5 hrs	68%	7.5 hrs
Years Exp.	Yearly	Hourly	Yearly	Hourly	Yearly	Hourly
0	\$ 15,200	\$ 11.14	\$ 17,100	\$ 12.53	\$ 25,840	\$ 18.93
1	\$ 15,400	\$ 11.28	\$ 17,325	\$ 12.69	1.32% \$ 26,180	\$ 19.18
2	\$ 15,600	\$ 11.43	\$ 17,550	\$ 12.86	1.30% \$ 26,520	\$ 19.43
3	\$ 15,800	\$ 11.58	\$ 17,775	\$ 13.02	1.28% \$ 26,860	\$ 19.68
4	\$ 16,000	\$ 11.72	\$ 18,000	\$ 13.19	1.27% \$ 27,200	\$ 19.93
5	\$ 16,800	\$ 12.31	\$ 18,900	\$ 13.85	5.00% \$ 28,560	\$ 20.92
6	\$ 17,200	\$ 12.60	\$ 19,350	\$ 14.18	2.38% \$ 29,240	\$ 21.42
7	\$ 17,600	\$ 12.89	\$ 19,800	\$ 14.51	2.33% \$ 29,920	\$ 21.92
8	\$ 18,000	\$ 13.19	\$ 20,250	\$ 14.84	2.27% \$ 30,600	\$ 22.42
9	\$ 18,400	\$ 13.48	\$ 20,700	\$ 15.16	2.22% \$ 31,280	\$ 22.92
10	\$ 18,800	\$ 13.77	\$ 21,150	\$ 15.49	2.17% \$ 31,960	\$ 23.41
11	\$ 19,200	\$ 14.07	\$ 21,600	\$ 15.82	2.13% \$ 32,640	\$ 23.91
12	\$ 19,600	\$ 14.36	\$ 22,050	\$ 16.15	2.08% \$ 33,320	\$ 24.41
13	\$ 20,000	\$ 14.65	\$ 22,500	\$ 16.48	2.04% \$ 34,000	\$ 24.91
14	\$ 20,400	\$ 14.95	\$ 22,950	\$ 16.81	2.00% \$ 34,680	\$ 25.41
15	\$ 20,800	\$ 15.24	\$ 23,400	\$ 17.14	1.96% \$ 35,360	\$ 25.90
16	\$ 21,000	\$ 15.38	\$ 23,625	\$ 17.31	0.96% \$ 35,700	\$ 26.15
17	\$ 21,200	\$ 15.53	\$ 23,850	\$ 17.47	0.95% \$ 36,040	\$ 26.40
18	\$ 21,400	\$ 15.68	\$ 24,075	\$ 17.64	0.94% \$ 36,380	\$ 26.65
19	\$ 21,600	\$ 15.82	\$ 24,300	\$ 17.80	0.93% \$ 36,720	\$ 26.90
20	\$ 21,880	\$ 16.03	\$ 24,615	\$ 18.03	1.30% \$ 37,196	\$ 27.25
21	\$ 22,000	\$ 16.12	\$ 24,750	\$ 18.13	0.55% \$ 37,400	\$ 27.40
22	\$ 22,120	\$ 16.21	\$ 24,885	\$ 18.23	0.55% \$ 37,604	\$ 27.55
23	\$ 22,240	\$ 16.29	\$ 25,020	\$ 18.33	0.54% \$ 37,808	\$ 27.70
24	\$ 22,360	\$ 16.38	\$ 25,155	\$ 18.43	0.54% \$ 38,012	\$ 27.85
25	\$ 22,480	\$ 16.47	\$ 25,290	\$ 18.53	0.54% \$ 38,216	\$ 28.00
26	\$ 22,680	\$ 16.62	\$ 25,515	\$ 18.69	0.89% \$ 38,556	\$ 28.25
27	\$ 22,880	\$ 16.76	\$ 25,740	\$ 18.86	0.88% \$ 38,896	\$ 28.50
28	\$ 23,080	\$ 16.91	\$ 25,965	\$ 19.02	0.87% \$ 39,236	\$ 28.74
29	\$ 23,320	\$ 17.08	\$ 26,235	\$ 19.22	1.04% \$ 39,644	\$ 29.04
30	\$ 23,600	\$ 17.29	\$ 26,550	\$ 19.45	1.20% \$ 40,120	\$ 29.39

Scale 9		General Maintenance				Custodians & Grounds Maint.			Skilled Maintenance			
<i>(reduced daily rate % of scale 1 by 1.5% in 2017-18, changed back for 2018-19)</i>												
Days	260				260		<i>(Lead Custodians add \$1.50/hr)</i>		260		<i>(Associates Degree add \$2.00/hr)</i>	
Years Exp	36.00%	8.0 hrs	8.0 hrs		38.00%	8.0 hrs	8.0 hrs		54.0%	8.0 hrs	8.0 hrs	
	Annual	Hourly	Daily		Annual	Hourly	Daily		Annual	Hourly	Daily	
0	\$ 19,543	\$ 9.40	\$ 75.165		\$ 20,629	\$ 9.92	\$ 79.342		\$ 29,314	\$ 14.09	\$ 112.746	
1	\$ 19,800	\$ 9.52	\$ 76.154	1.32%	\$ 20,900	\$ 10.05	\$ 80.385	1.31%	\$ 29,700	\$ 14.28	\$ 114.231	1.32%
2	\$ 20,057	\$ 9.64	\$ 77.142	1.30%	\$ 21,171	\$ 10.18	\$ 81.427	1.30%	\$ 30,086	\$ 14.46	\$ 115.715	1.30%
3	\$ 20,314	\$ 9.77	\$ 78.131	1.28%	\$ 21,443	\$ 10.31	\$ 82.473	1.28%	\$ 30,471	\$ 14.65	\$ 117.196	1.28%
4	\$ 20,571	\$ 9.89	\$ 79.119	1.27%	\$ 21,714	\$ 10.44	\$ 83.515	1.28%	\$ 30,857	\$ 14.84	\$ 118.681	1.27%
5	\$ 21,600	\$ 10.38	\$ 83.077	5.00%	\$ 22,800	\$ 10.96	\$ 87.692	5.00%	\$ 32,400	\$ 15.58	\$ 124.615	5.00%
6	\$ 22,114	\$ 10.63	\$ 85.054	2.38%	\$ 23,343	\$ 11.22	\$ 89.781	2.38%	\$ 33,171	\$ 15.95	\$ 127.581	2.38%
7	\$ 22,629	\$ 10.88	\$ 87.035	2.33%	\$ 23,886	\$ 11.48	\$ 91.869	2.33%	\$ 33,943	\$ 16.32	\$ 130.550	2.33%
8	\$ 23,143	\$ 11.13	\$ 89.012	2.27%	\$ 24,429	\$ 11.74	\$ 93.958	2.27%	\$ 34,714	\$ 16.69	\$ 133.515	2.27%
9	\$ 23,657	\$ 11.37	\$ 90.988	2.22%	\$ 24,971	\$ 12.01	\$ 96.042	2.22%	\$ 35,486	\$ 17.06	\$ 136.485	2.22%
10	\$ 24,171	\$ 11.62	\$ 92.965	2.17%	\$ 25,514	\$ 12.27	\$ 98.131	2.17%	\$ 36,257	\$ 17.43	\$ 139.450	2.17%
11	\$ 24,686	\$ 11.87	\$ 94.946	2.13%	\$ 26,057	\$ 12.53	\$ 100.219	2.13%	\$ 37,029	\$ 17.80	\$ 142.419	2.13%
12	\$ 25,200	\$ 12.12	\$ 96.923	2.08%	\$ 26,600	\$ 12.79	\$ 102.308	2.08%	\$ 37,800	\$ 18.17	\$ 145.385	2.08%
13	\$ 25,714	\$ 12.36	\$ 98.900	2.04%	\$ 27,143	\$ 13.05	\$ 104.396	2.04%	\$ 38,571	\$ 18.54	\$ 148.350	2.04%
14	\$ 26,229	\$ 12.61	\$ 100.881	2.00%	\$ 27,686	\$ 13.31	\$ 106.485	2.00%	\$ 39,343	\$ 18.91	\$ 151.319	2.00%
15	\$ 26,743	\$ 12.86	\$ 102.858	1.96%	\$ 28,229	\$ 13.57	\$ 108.573	1.96%	\$ 40,114	\$ 19.29	\$ 154.285	1.96%
16	\$ 27,000	\$ 12.98	\$ 103.846	0.96%	\$ 28,500	\$ 13.70	\$ 109.615	0.96%	\$ 40,500	\$ 19.47	\$ 155.769	0.96%
17	\$ 27,257	\$ 13.10	\$ 104.835	0.95%	\$ 28,771	\$ 13.83	\$ 110.658	0.95%	\$ 40,886	\$ 19.66	\$ 157.254	0.95%
18	\$ 27,514	\$ 13.23	\$ 105.823	0.94%	\$ 29,043	\$ 13.96	\$ 111.704	0.95%	\$ 41,271	\$ 19.84	\$ 158.735	0.94%
19	\$ 27,771	\$ 13.35	\$ 106.812	0.93%	\$ 29,314	\$ 14.09	\$ 112.746	0.93%	\$ 41,657	\$ 20.03	\$ 160.219	0.94%
20	\$ 28,131	\$ 13.52	\$ 108.196	1.30%	\$ 29,694	\$ 14.28	\$ 114.208	1.30%	\$ 42,197	\$ 20.29	\$ 162.296	1.30%
21	\$ 28,286	\$ 13.60	\$ 108.792	0.55%	\$ 29,857	\$ 14.35	\$ 114.835	0.55%	\$ 42,429	\$ 20.40	\$ 163.188	0.55%
22	\$ 28,440	\$ 13.67	\$ 109.385	0.54%	\$ 30,020	\$ 14.43	\$ 115.462	0.55%	\$ 42,660	\$ 20.51	\$ 164.077	0.54%
23	\$ 28,594	\$ 13.75	\$ 109.977	0.54%	\$ 30,183	\$ 14.51	\$ 116.088	0.54%	\$ 42,891	\$ 20.62	\$ 164.965	0.54%
24	\$ 28,749	\$ 13.82	\$ 110.573	0.54%	\$ 30,346	\$ 14.59	\$ 116.715	0.54%	\$ 43,123	\$ 20.73	\$ 165.858	0.54%
25	\$ 28,903	\$ 13.90	\$ 111.165	0.54%	\$ 30,509	\$ 14.67	\$ 117.342	0.54%	\$ 43,354	\$ 20.84	\$ 166.746	0.54%
26	\$ 29,160	\$ 14.02	\$ 112.154	0.89%	\$ 30,780	\$ 14.80	\$ 118.385	0.89%	\$ 43,740	\$ 21.03	\$ 168.231	0.89%
27	\$ 29,417	\$ 14.14	\$ 113.142	0.88%	\$ 31,051	\$ 14.93	\$ 119.427	0.88%	\$ 44,126	\$ 21.21	\$ 169.715	0.88%
28	\$ 29,674	\$ 14.27	\$ 114.131	0.87%	\$ 31,323	\$ 15.06	\$ 120.473	0.88%	\$ 44,511	\$ 21.40	\$ 171.196	0.87%
29	\$ 29,983	\$ 14.41	\$ 115.319	1.04%	\$ 31,649	\$ 15.22	\$ 121.727	1.04%	\$ 44,974	\$ 21.62	\$ 172.977	1.04%
30+	\$ 30,343	\$ 14.59	\$ 116.704	1.20%	\$ 32,029	\$ 15.40	\$ 123.188	1.20%	\$ 45,514	\$ 21.88	\$ 175.054	1.20%

Scale 10			
Bus Drivers	172	days	
2 hrs per day	\$22.00	\$44.00	\$7,568.00
2.5 hrs per day	\$22.00	\$55.00	\$9,460.00
3 hrs per day	\$22.00	\$66.00	\$11,352.00
3.5 hrs per day	\$22.00	\$77.00	\$13,244.00
4 hrs per day	\$22.00	\$88.00	\$15,136.00
Separate Stipend for Years Experience:		Increase each by \$500	
0-2 years			0
3-4 year			1,000
5-7 years			1,250
8-9 years			1,500
10-14 years			1,750
15+ years			2,000
OTHER BUS DRIVING PAY:			
Extra Route Time above normal 2 to 4hrs per day			\$22.00 per hour
Bus Barn Maintenance time			\$11.00 per hour
Extra-Curricular Trips			
	Driving Time		\$18.00 per hour
	Down Time		\$7.25 per hour
Special Routes-Pd as Supplemental Pay-Spec Ed, AEP, Career&Tech			
	Driving Time-Bus		\$22.00 per hour
	Minimum trip pay if less than one hour-Bus		\$16.00 per trip
	Down Time on trips (during school day)		\$7.25 per hour
	Driving Time-Car		\$18.00 per hour
	Minimum trip pay if less than one hour-Car		\$14.00 per hour
Bus Monitor			\$11.00 per hr/trip
Substitute Bus Drivers			\$20.00 per hour

Scale 11		Cafeteria Workers				
Days	174					
	40%					
Years Exp.	8.0 hrs Yearly	8.0 hrs Daily	8.0 hrs Hourly	7.0 hrs Yearly	6.5 hrs Yearly	6.0 hrs Yearly
0	\$ 14,532	\$ 83.520	\$ 10.44	\$ 12,716	\$ 11,808	\$ 10,899
1	\$ 14,723	\$ 84.610	\$ 10.58	\$ 12,886	\$ 11,966	\$ 11,046
2	\$ 14,914	\$ 85.710	\$ 10.71	\$ 13,045	\$ 12,113	\$ 11,181
3	\$ 15,105	\$ 86.810	\$ 10.85	\$ 13,215	\$ 12,271	\$ 11,327
4	\$ 15,297	\$ 87.910	\$ 10.99	\$ 13,386	\$ 12,430	\$ 11,474
5	\$ 16,062	\$ 92.310	\$ 11.54	\$ 14,056	\$ 13,052	\$ 12,048
6	\$ 16,444	\$ 94.510	\$ 11.81	\$ 14,385	\$ 13,357	\$ 12,330
7	\$ 16,826	\$ 96.700	\$ 12.09	\$ 14,726	\$ 13,674	\$ 12,622
8	\$ 17,209	\$ 98.900	\$ 12.36	\$ 15,054	\$ 13,979	\$ 12,904
9	\$ 17,591	\$ 101.100	\$ 12.64	\$ 15,396	\$ 14,296	\$ 13,196
10	\$ 17,974	\$ 103.300	\$ 12.91	\$ 15,724	\$ 14,601	\$ 13,478
11	\$ 18,356	\$ 105.490	\$ 13.19	\$ 16,065	\$ 14,918	\$ 13,770
12	\$ 18,738	\$ 107.690	\$ 13.46	\$ 16,394	\$ 15,223	\$ 14,052
13	\$ 19,121	\$ 109.890	\$ 13.74	\$ 16,735	\$ 15,540	\$ 14,345
14	\$ 19,503	\$ 112.090	\$ 14.01	\$ 17,064	\$ 15,845	\$ 14,626
15	\$ 19,886	\$ 114.290	\$ 14.29	\$ 17,405	\$ 16,162	\$ 14,919
16	\$ 20,077	\$ 115.390	\$ 14.42	\$ 17,564	\$ 16,309	\$ 15,054
17	\$ 20,268	\$ 116.480	\$ 14.56	\$ 17,734	\$ 16,467	\$ 15,201
18	\$ 20,459	\$ 117.580	\$ 14.70	\$ 17,905	\$ 16,626	\$ 15,347
19	\$ 20,651	\$ 118.680	\$ 14.84	\$ 18,075	\$ 16,784	\$ 15,493
20	\$ 20,918	\$ 120.220	\$ 15.03	\$ 18,307	\$ 16,999	\$ 15,691
21	\$ 21,033	\$ 120.880	\$ 15.11	\$ 18,404	\$ 17,089	\$ 15,775
22	\$ 21,148	\$ 121.540	\$ 15.19	\$ 18,501	\$ 17,180	\$ 15,858
23	\$ 21,262	\$ 122.200	\$ 15.28	\$ 18,611	\$ 17,282	\$ 15,952
24	\$ 21,377	\$ 122.860	\$ 15.36	\$ 18,708	\$ 17,372	\$ 16,036
25	\$ 21,492	\$ 123.520	\$ 15.44	\$ 18,806	\$ 17,463	\$ 16,119
26	\$ 21,683	\$ 124.610	\$ 15.58	\$ 18,976	\$ 17,621	\$ 16,266
27	\$ 21,874	\$ 125.710	\$ 15.71	\$ 19,135	\$ 17,768	\$ 16,401
28	\$ 22,065	\$ 126.810	\$ 15.85	\$ 19,305	\$ 17,926	\$ 16,547
29	\$ 22,295	\$ 128.130	\$ 16.02	\$ 19,512	\$ 18,119	\$ 16,725
30+	\$ 22,563	\$ 129.670	\$ 16.21	\$ 19,744	\$ 18,334	\$ 16,923

JOAQUIN ISD

Adopted 6/24/19

2019-20

STIPENDS FOR EXTRA-DUTY & POSITIONS
PAY ABOVE LOCAL SALARY SCALES

6/24/2019

	2018-19	2019-20
Teachers Extra-Duty Instruction	\$35/Hour	\$35/Hour
Teachers Aides Extra-Duty Instruction-Summer	\$15/Hour	\$15/Hour
Gatekeepers/Scorekeepers	\$10/Hour	\$10/Hour
Cheerleader Assistant	\$10/Hour	\$10/Hour
UIL Event Sponsor (per event)	\$200	\$200
UIL Academic Campus Coordinator	\$1,000	\$1,000
UIL Academic Campus Coordinator Add'l for District Host Campus	\$500	\$500
UIL One-Act Play Sponsor	\$1,000	\$1,000
<i>Mentor Teacher</i>	\$300	\$500
ESL Teacher-Grades PK-6	\$1,000	\$1,000
<i>Elementary Translator/Interpreter</i>	\$0	\$1,000
Testing Coordinators-Campuses	\$1,000	\$1,000
<i>Elementary Online Student Data Management</i>	\$0	\$1,000
Yearbook Coordinator	\$1,500	\$1,500
Elementary Counselor	\$2,000	\$2,000
Library Coordinator	\$2,000	\$2,000
<i>ESL Teacher-Bilingual</i>	\$2,000	\$0
Cheerleader Coordinator-JH & HS	\$5,000	\$5,000
Ag Teacher	\$5,000	\$5,000
Dyslexia Coordinator	\$4,000	\$4,000
ESL/Migrant Coordinator	\$2,000	\$2,000
Human Resources/Certification Specialist	\$4,000	See Scale 4
Math Teacher- Jr. High Certified (\$500 per period)	\$4,000	\$4,000
Science Teacher-Jr. High Certified (\$500 per period)	\$4,000	\$4,000
Transportation Director	\$5,000	\$5,000
Math Teacher- H.S. Certified (\$625 per period)	\$5,000	\$5,000
Science Teacher-H.S. Certified (\$625 per period)	\$5,000	\$5,000
<i>English Teacher-H.S. Certified (\$625 per period)</i>	\$0	\$5,000
<i>VI Teacher</i>	\$5,000	\$0
Instructional Coach/Curriculum Coordinator	\$5,000	\$5,000
High School Counselor/ <i>CTE Coordinator</i>	\$5,000	\$8,000
Ag Teacher-Certified	\$8,000	\$8,000
Assistant Principal-Elementary	\$9,000	See Scale 2
Network Manager	\$10,000	See Scale 2
Spanish Teacher-Certified	\$10,000	\$10,000
Band Director	\$10,000	\$10,000
<i>Speech & Language Pathologist</i>	\$0	\$10,000
Assistant Principal-JH & HS	\$10,000	See Scale 2
Special Ed Director	\$15,000	See Scale 2
Director of Finance & Business Services	\$17,000	See Scale 2
Elementary Principal/District Testing/Prof Development Coordinator	\$21,000	See Scale 2
Principal-JH & HS/District Textbook Coordinator	\$21,000	See Scale 2

JOAQUIN ISD
2019-20
STIPENDS FOR ATHLETICS
06/24/19

	2018-19	2019-20
Baseball Coach-Second Assistant	\$2,000	\$2,000
Baseball Coach-Assistant	\$3,000	\$3,000
Baseball Coach-Head	\$4,000	\$4,000
Basketball Coach-Assistant H.S.	\$3,000	\$3,000
Basketball Coach-Head H.S.	\$4,000	\$4,000
Basketball Coach-Jr. High	\$2,000	\$2,000
Cross Country Coach-Assistant all teams	\$2,000	\$2,000
Cross Country Coach-Head all teams	\$3,000	\$3,000
Football Coach - all teams	\$4,000	\$4,000
Golf Coach-all teams	\$2,000	\$2,000
Power Lifting-Assistant	\$1,000	\$1,000
Power Lifting-Head	\$2,000	\$2,000
Softball Coach-Second Assistant	\$2,000	\$2,000
Softball Coach-Assistant	\$3,000	\$3,000
Softball Coach-Head	\$4,000	\$4,000
Tennis Coach-Assistant all teams	\$2,000	\$2,000
Tennis Coach-Head all teams	\$3,000	\$3,000
Track Coach-Assistant HS & JH	\$2,000	\$2,000
Track Coach-Head HS & JH	\$3,000	\$3,000
Athletic Teams Coach-at least 3 sports	-0-	-0-
Football Offensive/Defensive Coordinator 11 month contracts	11 month + \$3,000	11 month + \$3,000
Girls Coach/Extra-Days	+ 10 Days	+ 10 to +15 Days
Football Coaches/Extra-Days	+ 15 Days	+ 15 Days
Athletic Director-Girls/Head Softball Coach 12 month contract	\$15,000	\$15,000
Athletic Director-Boys/Head Football Coach 12 month contract	\$17,000	\$17,000