



2022-2023

Salary Schedules & Compensation Information

Published by the Department of Human Resources

GARLAND INDEPENDENT SCHOOL DISTRICT

Serving the North Texas Communities of
Garland, Rowlett, and Sachse

 garlandisd.net

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2022-2023 Salary Schedule

The 2022-2023 school year salary schedule reflects the implementation of the Board of Trustees approved salary increase.

The GISD Board of Trustees approved a 5% raise from midpoint for all classroom teachers, librarians, counselors, and nurses. Also, 4% of midpoint pay grade increase for all other district employees. All raises were computed on the mid-point of each pay grade. Substitutes and part-time hourly employees are not eligible for the Board approved raise.

Pay increases will go into effect for the 2022-2023 school year in accordance with the assignment workdays.

July 2022	12 month employee	Workdays 215-260
August 2022	11 month employee	Workdays 198-214
September 2022	10 month employee	Workdays 180-197

- Neither past nor future salaries can be accurately calculated nor predicted from this booklet. Only the salary ranges based on pay grades can be obtained from this information.
- Salary plans are determined annually, and salary advancement is not guaranteed. Pay increases are based on the annual pay raise approved by the Board of Trustees.
- Salaries are determined individually with consideration for job-related experience and credentials.
- All GISD employees who returned to the same position held in the district in 2021-2022 school year will receive the outlined increase from the midpoint of their pay grade.

Should you have any questions, please contact the Human Resources Department at salary@garlandisd.net.



2022-2023

Teacher Hiring Salary Guide

Years of Experience	Annualized Salary based on 187 days	Daily Rate
0	\$60,000	\$320.86
1	\$60,275	\$322.33
2	\$60,539	\$323.74
3	\$60,846	\$325.38
4	\$61,194	\$327.24
5	\$61,570	\$329.25
6	\$61,821	\$330.59
7	\$62,439	\$333.90
8	\$62,808	\$335.87
9	\$63,158	\$337.74
10	\$63,458	\$339.35
11	\$63,758	\$340.95
12	\$64,058	\$342.56
13	\$64,358	\$344.16
14	\$64,708	\$346.03
15	\$65,008	\$347.64
16	\$65,434	\$349.91
17	\$65,733	\$351.51
18	\$66,029	\$353.10
19	\$66,329	\$354.70
20	\$66,728	\$356.83
21	\$67,128	\$358.97
22	\$67,428	\$360.58
23	\$67,728	\$362.18
24	\$68,028	\$363.79
25+	\$68,328	\$365.39

	Minimum	Midpoint	Maximum
Daily Rate	\$320.86	\$395.99	\$471.12
187 Days	\$60,000	\$74,050	\$88,100

Continuing GISD Teachers above 25+ years of creditable service will receive an increase of \$3,700 from their previous school year base salary.

The above salaries are based on ten (10) month employment for the 2022-2023 school year. Salary plans are determined annually, and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees. Years of experience is the total creditable years of service (CYS) at the end of the 2022-2023 school year.

\$1,300 General Master's Degree Stipend
\$2,000 Doctorate Degree Stipend

Salaries are determined individually with consideration for job-related experience and credentials.

2022-2023 Administrative Professional Pay Plan
Garland ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendar Days	Minimum	Midpoint	Maximum	4.0% GPI
101						
	Assistant Box Office Coordinator	226	\$218.82	\$263.00	\$307.18	\$10.52
	Certification Specialist I	226				
	Compensation Human Resources Specialist	226				
	Energy Analysis Specialist	226				
	Event Coordinator	226				
	Facilities Specialist	226				
	Marketing Specialist	226				
	Print Shop Senior Production Manager	226				
	Supervisor (Student Nutrition Services)	226				
	Supervisor Culinary	226				
	Supervisor Professional Development	226				
102						
	Box Office Coordinator	226	\$253.74	\$305.08	\$356.42	\$12.20
	Facilitator Translation Interpret Services	226				
	Graphic Design Specialist	226				
	Office Manager	226				
	Operations Manager	226				
	Sales Representative	226				
	Specialist McKinney Vento Office TEHCY	202				
	Supervisor Food And Supply Acquisition	226				
	Web Content Designer	226				
103						
	Benefits Specialist	226	\$286.72	\$344.74	\$402.76	\$13.79
	Budget Analyst	226				
	Construction Bond Specialist	226				
	Coordinator Print Shop	226				
	Energy Management Specialist	226				
	Event Services Manager	226				
	Executive Assistant To The Superintendent	226				
	Grants Specialist	226				
	Human Resources Specialist GYO TCLAS	226				
	Investigator Human Resources	226				
	Language Acquisition Specialist	216				
	Maintenance MEP Manager	226				
	Manager Building Services	226				
	Manager Event Services	226				
	Manager Grounds	226				
	Manager Maintenance Trades & Projects	226				
	Manager Work Order Control	226				
	Paralegal General Counsel	226				
	Sales Manager	226				
	School-Based Mentoring Program Manager	210				
	SPED Speech Language Pathologist Assistant Prekindergarten	187				
	Staff Auditor	226				
	Web Services Support Specialist	226				
104						
	Accountant General Ledger	226	\$318.26	\$382.66	\$447.06	\$15.31
	Accountant Payroll	226				
	Accountant Project	226				
	Accountant Proprietary Funds	226				
	Behavior Intervention/Interventionist Specialist Title I	210				
	Behavior Program Specialist Title I	210				
	Behavioral Specialist Idea B	226				
	Bilingual Instructional Specialist	226				
	Board Service Manager	226				
	Case Manager	210				

2022-2023 Administrative Professional Pay Plan

Garland ISD

*Annual amounts are based on 7.5 hours per day.

104		Daily	\$318.26	\$382.66	\$447.06	\$15.31
Coordinator Budget	226					
Coordinator PEIMS	226					
Coordinator Security Systems	226					
Coordinator Textbooks	226					
Custodial Services Manager	226					
Data Support Specialist Title I	197					
District Student Retention and Recovery Specialist	226					
Dyslexia Support Coach	197					
Dyslexia Support Coach Bilingual	197					
Infant Center Specialist New Horizons C Tech	193					
Instructional Coach (Elementary)	197					
Instructional Coach 1:1 (High School)	197					
Instructional Coach Title I (Middle School, High School)	197, 215					
Instructional Specialist Bil ESL PK 12	226					
Instructional Specialist Title III	226					
Instructional Technology Specialist Title I	226					
Magnet Program Specialist	226					
Manager Certification Human Resource	226					
Manager Investigations Human Resource	226					
Program Specialist	226					
Risk Management Auto Claims Specialist	226					
Risk Management Wc Claim Specialist	226					
Sheltered Instruction Specialist Title III	226					
Special Programs Specialist	226					
Specialist AVID	226					
Teacher ELAR Instructional Coach Title I	215					
Teacher Math Instructional Coach Title I	215					
Teacher SPED Visually Impaired	187, 197					
Teacher SPED Visually Impaired Lead	187					
Virtual Learning Specialist	226					

5.0% GPI

104		Daily	\$322.08	\$386.48	\$450.88	\$19.13
Clinic Nurse Specialist	226	187 Days	60,229	72,272	84,315	3,577
Field Nurse Technology Specialist Health Services	197	189 Days	60,873	73,045	85,216	3,616
Lead Nurse Health Services	226	197 Days	63,450	76,137	88,823	3,769
Librarian	187	202 Days	65,060	78,069	91,078	3,864
Librarian (Sachse High School)	189	226 Days	72,790	87,344	101,899	4,323
Librarian Prekindergarten	187					
Nurse Early College	187					
Nurse Itinerant Health Services	187					
School Nurse	187					
School Nurse Itinerant Health Services	187					
School Nurse Prekindergarten	187					
SPED Treatment Nurse	187					
SPED Treatment Nurse (Elementary)	202					

4.0% GPI

105		Daily	\$334.17	\$401.79	\$469.41	\$16.07
Campus Facilitator	202	187 Days	62,490	75,135	87,780	3,005
Campus Facilitator Idea B	202	188 Days	62,824	75,537	88,249	3,021
Coordinator Broadcasting	226	189 Days	63,158	75,938	88,718	3,037
Dean of Students SAF	197	193 Days	64,495	77,545	90,596	3,102
Diagnostician	188, 193, 202	197 Days	65,831	79,153	92,474	3,166
Diagnostician Lead	202	202 Days	67,502	81,162	94,821	3,246
Dyslexia Bilingual Facilitator SPED	202	210 Days	70,176	84,376	98,576	3,375
Dyslexia Facilitator SPED MIZ 429	202	215 Days	71,847	86,385	100,923	3,455
Facilitator Early Childhood	220	220 Days	73,517	88,394	103,270	3,535
Facilitator ELL Newcomer	202	226 Days	75,522	90,805	106,087	3,632
Facilitator Instructional Design ELAR	202					
Facilitator Instructional Design Math	202					
Facilitator Instructional Design Science	202					
Facilitator Instructional Design SLAR	202					
Facilitator Instructional Design Social Studies	202					
Facilitator Magnet Programs	226					

2022-2023 Administrative Professional Pay Plan

Garland ISD

*Annual amounts are based on 7.5 hours per day.

105		Daily	\$334.17	\$401.79	\$469.41	\$16.07
Facilitator Parent Engagement Title I	226					
Facilitator Parent Engagement Title III	226					
Intervention Facilitator Title I	226					
Leadership Instructional Design Facilitator ELAR	202					
Leadership Instructional Design Facilitator Math	202					
Leadership Instructional Design Facilitator RLA	202					
Leadership Instructional Design Facilitator Science	202					
Leadership Instructional Design Facilitator Social Studies	202					
Licensed Specialist School Psychologist SPED	197, 202					
Orientation Mobility Specialist	187					
Risk Management Specialist	226					
RTL Facilitator Title I	226					
Sheltered Instruction Facilitator Title III	226					
Social Worker	210					
Specialist Title II	226					
SPED Speech Language Pathologist	187					
Speech Language Pathologist SPED (ES, MS, HS)	187, 193					
Speech Language Pathologist SPED Department	210					
Speech Language Pathologist SPED Prekindergarten	187					
Transition Specialist SPED	215					

**5.0%
GPI**

105		Daily	\$338.19	\$405.81	\$473.43	\$20.09
Counselor (Elementary)	187, 189	187 Days	63,242	75,886	88,531	3,757
Counselor (Middle School)	193, 197	189 Days	63,918	76,698	89,478	3,797
Counselor (High School)	202	193 Days	65,271	78,321	91,372	3,877
Counselor CTE (GRCT)	202	197 Days	66,623	79,945	93,266	3,958
Counselor CTE 1 (High School)	202	202 Days	68,314	81,974	95,633	4,058
Counselor CTE 2 (High School)	202	220 Days	74,402	89,278	104,155	4,420
Counselor Facilitator	220					
Counselor Lead	220					
Counselor Prekindergarten	189					
Counselor Student Success Part Time	202					
Responsive Services Counselor	193					

106		Daily	\$350.88	\$421.88	\$492.88	\$16.88
Assistant Principal (Elementary)	215	188 Days	65,965	79,313	92,661	3,173
Assistant Principal Prekindergarten	215	193 Days	67,720	81,423	95,126	3,257
Early Childhood Coordinator Title I	226	203 Days	71,229	85,642	100,055	3,426
Instructional Leadership Specialist	203	215 Days	75,439	90,704	105,969	3,628
Occupational Therapist	188, 193	226 Days	79,299	95,345	111,391	3,814
Physical Therapist	188					
Safety And Training Manager	226					

107		Daily	\$368.42	\$442.97	\$517.52	\$17.72
Academic Success Coordinator	226	202 Days	74,421	89,480	104,539	3,579
Assistant Principal (Alternative Education Center)	220	220 Days	81,052	97,453	113,854	3,898
Assistant Principal (Jackson Tech Center & Memorial Pathway Academy)	225	225 Days	82,895	99,668	116,442	3,987
Assistant Principal (Middle School)	225	226 Days	83,263	100,111	116,960	4,004
At Risk Administrator	226					
Attendance Administrator	226					
Audiologist SPED	202					
AVID Coordinator Secondary	226					
Cash Manager	226					
Coordinator (SPED)	226					
Coordinator 504 SPED	226					
Coordinator Accelerated Learning	226					
Coordinator At Risk	226					
Coordinator Athletics (Trainer)	226					
Coordinator Avid Elementary Title I	226					
Coordinator Bilingual ESL	226					
Coordinator Business Program Development	226					
Coordinator CCMR Title I	226					
Coordinator Communications	226					
Coordinator Counseling Guidance	226					
Coordinator CTE	226					

2022-2023 Administrative Professional Pay Plan

Garland ISD

*Annual amounts are based on 7.5 hours per day.

107		Daily	\$368.42	\$442.97	\$517.52	\$17.72
Coordinator CTE Part Time	226					
Coordinator Data Analysis Reporting	226					
Coordinator District Testing	226					
Coordinator Dyslexia	226					
Coordinator Dyslexia Bilingual	226					
Coordinator Elementary Math	226					
Coordinator Employee Relations	226					
Coordinator Employee Wellness And Nutrition	226					
Coordinator English Language Learners	226					
Coordinator Family And Community Engagement	226					
Coordinator Fcs New Horizons C Tech	226					
Coordinator Foreign Languages	226					
Coordinator Library Media Services	226					
Coordinator Local Assessment	226					
Coordinator Maintenance Business Operations	226					
Coordinator MTSS Title I	226					
Coordinator Nutrition And Menu Operations	226					
Coordinator Outreach Enrollment Center Clinic	226					
Coordinator PE	226					
Coordinator PK 6	226					
Coordinator Planning Research	226					
Coordinator Recruitment and Retention	226					
Coordinator Secondary ELAR Title II	226					
Coordinator Secondary Math Title II	226					
Coordinator Secondary Science Title II	226					
Coordinator Social Studies	226					
Coordinator SPED	226					
Coordinator SPED Idea B	226					
Coordinator Technology	226					
Coordinator Title I	226					
Coordinator Visual Performing Arts	226					
Coordinator Web Services	226					
Dyslexia Coordinator	226					
Dyslexia Coordinator Bilingual	226					
Early College Coordinator Title I	226					
Early Literacy Coordinator	226					
Foundation President Corporate Initiatives Liaison	226					
Instructional Leadership Coordinator	226					
Multilingual Program Analyst Title III	226					
Personalized Learning Coordinator MIZ 429 RBL 483	226					
Secondary Stem Coordinator	226					
Senior Construction Project Manager	226					
Senior Maintenance Project Manager	226					
Senior Manager Building Trades and Projects	226					
Senior Manager Grounds	226					
Senior Manager MEP	226					
Service Provider Program Analyst Title III	226					
Student Services Coordinator	226					
108		Daily	\$386.84	\$465.12	\$543.40	\$18.60
Academic Success Administrator Title I	226	217 Days	83,944	100,931	117,918	4,037
Administrator Gifted Talented	226	225 Days	87,039	104,652	122,265	4,186
Administrator Human Resources	226	226 Days	87,426	105,117	122,808	4,205
Administrator Safety Student Discipline	226					
Assistant Principal (High School)	226					
Associate Principal (Elementary)	217					
Extended Learning Program Administrator TCLAS	226					
Grant Development And Management Administrator	226					
Title IX Administrator	226					
Student Success Administrator TCLAS	226					

2022-2023 Administrative Professional Pay Plan

Garland ISD

*Annual amounts are based on 7.5 hours per day.

109		Daily	\$417.79	\$502.33	\$586.87	\$20.09
Advanced Academic Administrator	226	217 Days	90,660	109,006	127,351	4,360
Aquatic Manager Swim Coach	226	225 Days	94,003	113,024	132,046	4,521
Assistant Director Athletics	226	226 Days	94,421	113,527	132,633	4,541
Assistant Director Building Trades	226					
Assistant Director Cafeteria Operations	226					
Assistant Director Custodial	226					
Assistant Director Dyslexia	226					
Assistant Director Equipment And Warehouse Operations	226					
Assistant Director Event Services & Operations	226					
Assistant Director Finance	226					
Assistant Director Fleet Operations	226					
Assistant Director MTSS	226					
Assistant Director Nutrition Menu Operations	226					
Assistant Director Office Of Innovation	226					
Assistant Director Purchasing	226					
Assistant Director Sales And Booking	226					
Assistant Director Student Services	226					
Assistant Director Transportation	226					
Assistant General Counsel	226					
Associate Principal (High School)	226					
Associate Principal (Middle School)	225					
Avid Program Manager Secondary	226					
Community Liaison To African Americans	226					
Community Liaison To Hispanic	226					
Federal Grant Manager Title I	226					
Principal (Elementary)	217					
Principal Prekindergarten	217					
Responsive Services Administrator	226					
School Design Administrator	226					

110		Daily	\$447.03	\$537.49	\$627.95	\$21.50
Administrator School Improvement TLCAS Title II	226	217 Days	97,006	116,635	136,265	4,665
Boys Athletic Coordinator Head Football Coach	220	220 Days	98,347	118,248	138,149	4,730
Director Communications	226	226 Days	101,029	121,473	141,917	4,859
Director Counseling Guidance	226					
Director Elementary Integrated Literacy Studies TCLAS Title II	226					
Director Elementary Integrated Math Science Studies TCLAS Title II	226					
Director English Language Learners	226					
Director Facilities Planning Construction Services	226					
Director Family And Community Engagement	226					
Director Health Services	226					
Director of Employee Relations	226					
Director Payroll Benefits	226					
Director Risk Management	226					
Director Secondary Integrated Literacy Studies TCLAS Title II	226					
Director Secondary Integrated Math Science Studies TCLAS Title II	226					
Director Tax Services	226					
Human Resources Systems Analyst	226					
Principal (Middle School, Memorial Pathway Academy, AEC and GRCTC)	226					

111		Daily	\$500.68	\$601.99	\$703.30	\$24.08
Director Auxiliary Human Resources	226	226 Days	113,154	136,050	158,946	5,442
Director Budget And Position Control	226					
Director Career Technical Education	226					
Director Elementary Human Resources	226					
Director Maintenance	226					
Director Research Assessment Accountability	226					
Director Secondary Human Resources	226					
Director Security	226					
Director Student Nutrition	226					
Director Transportation	226					
Director Visual Performing Arts	226					
Interim Principal	226					
Principal (High School)	226					

2022-2023 Administrative Professional Pay Plan
Garland ISD

*Annual amounts are based on 7.5 hours per day.

112		Daily	\$565.76	\$680.25	\$794.74	\$27.21
Executive Director Athletics	226	226 Days	127,862	153,737	179,611	6,149
Executive Director Budget	226					
Executive Director Communications And Public Relations	226					
Executive Director Curtis Culwell Center	226					
Executive Director Facilities Maintenance	226					
Executive Director Finance	226					
Executive Director Innovation SAF	226					
Executive Director Of Leadership Elementary	226					
Executive Director Of Leadership Secondary	226					
Executive Director Purchasing	226					
Executive Director Special Education	226					
Executive Director Student Services School Choice	226					
Executive Director Teaching And Learning	226					
113		Daily	\$693.86	\$816.30	\$938.75	\$32.65
Assistant Superintendent Curriculum Instruction	226	226 Days	156,812	184,484	212,158	7,379
Assistant Superintendent Human Resources	226					
Assistant Superintendent Technology	226					
Assistant Superintendent Safety Operations	226					
114		Daily	\$763.24	\$897.93	\$1,032.62	\$35.92
General Counsel	226	226 Days	172,492	202,932	233,372	8,117
115		Daily	\$862.46	\$1,014.66	\$1,166.86	\$40.59
Chief Academic Officer	226	226 Days	194,916	229,313	263,710	9,173
Chief Financial Officer	226					
Chief Leadership Officer	226					

2022-2023 Technology Pay Plan

Garland ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars Days	Minimum	Midpoint	Maximum	4.0% GPI
201						
	Campus Technology Assistant	191	Daily \$145.16	\$177.00	\$208.84	\$7.08
	Campus Technology Assistant Prekindergarten	191	191 Days 27,726	33,807	39,888	1,352
	GIS Assistant Technician	226	226 Days 32,806	40,002	47,198	1,600
202						
	Campus Technology Assistant	196	Daily \$166.91	\$203.55	\$240.19	\$8.14
	Campus Technology Specialist I	196	196 Days 32,714	39,896	47,077	1,596
	Student Information System Support Specialist	226	226 Days 37,722	46,002	54,283	1,840
	Telecommunication Technician	226				
203						
	Campus Service Technician	226	Daily \$193.62	\$236.12	\$278.62	\$9.44
	Desktop Integration Specialist	226	226 Days 43,758	53,363	62,968	2,135
	Digital Media Specialist	226				
	Field Service Software Specialist	226				
	Field Service Technician	226				
	Field Service Technician Lead	226				
	GIS Auto Cad Technician	226				
	Helpdesk Specialist	226				
	Manager Kronos Oracle	226				
	Mobile Technology Assistant	226				
	Software Technician	226				
	Student Nutrition Service Field Service Technician	226				
204						
	Athletics Technology Specialist	226	Daily \$261.38	\$318.76	\$376.14	\$12.75
	Field Service Technician Lead	226	226 Days 59,072	72,040	85,008	2,882
	GIS Program Manager	226				
	Mobile Technology Administrator	226				
	PEIMS Technical Assistant	226				
	Telecommunications Specialist	226				
205						
	Enterprise Content Management Analyst	226	Daily \$297.98	\$363.39	\$428.80	\$14.54
	Programmer Analyst	226	226 Days 67,343	82,126	96,909	3,285
	Student Information System Analyst	226				
	Technical Analyst	226				
	Television Producer	226				
	Web Applications Systems Analyst	226				
206						
	Database Developer	226	Daily \$321.82	\$392.46	\$463.10	\$15.70
	Man Wan Systems Engineer	226	226 Days 72,731	88,696	104,661	3,548
	Network Administrator	226				
	Network Infrastructure Engineer	226				
	Network Video Systems Analyst	226				
	Oracle Application Developer	226				
207						
	Facilitator (Data and Administrative Systems)	226	Daily \$366.95	\$431.71	\$496.47	\$17.27
	Facilitator Technology Digital Learning	226	226 Days 82,931	97,566	112,202	3,903
	Oracle Business Analyst Developer	226				
208						
	Coordinator Technology	226	Daily \$396.31	\$466.25	\$536.19	\$18.65
	Coordinator Technology Applications	226	226 Days 89,566	105,373	121,179	4,215
	Coordinator Technology Digital Learning	226				
	Resident School Support Program (RSSP) Data Fellow TCLAS	226				

2022-2023 Technology Pay Plan

Garland ISD

*Annual amounts are based on 7.5 hours per day.

209		Daily	\$431.98	\$508.21	\$584.44	\$20.33
Asst Director Data Administrative Systems	226	226 Days	97,627	114,855	132,083	4,594
Asst Director It Operations and Budget	226					
Asst Director Network Communications Infrastructure	226					
Lead Network Engineer Applications	226					
Lead Network Engineer Communications	226					
Network Engineer	226					
Network Engineer Cyber-Security	226					
Oracle Database Administrator	226					
Oracle Lead Business Analyst Developer	226					
Oracle Technical Solutions Architect	226					
Project Manager Technology	226					
Senior Oracle Applications Developer	226					
Systems Manager Kronos	226					
Technology Applications System Manager	226					
210		Daily	\$475.18	\$559.03	\$642.88	\$22.36
Director Data Administrative Systems	226	226 Days	107,391	126,341	145,291	5,054
Director GIS	226					
Director IT Operations and Budgets	226					
Director Oracle Technology	226					
211		Daily	\$527.44	\$620.52	\$713.60	\$24.82
Director Technology Services	226	226 Days	119,201	140,238	161,274	5,610

2022-2023 Health Care Pay Plan
Garland ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars Days	Minimum	Midpoint	Maximum	4.0% GPI	
301			Daily	\$124.28	\$151.50	\$178.73	\$6.06
	Health Clinic Medical Asst	236	236 Days	31,284	38,138	44,991	1,526
304			Daily	\$348.48	\$424.98	\$501.48	\$17.00
	Health Clinic Manager	236	236 Days	82,241	100,295	118,349	4,012
305			Daily	\$418.18	\$509.98	\$601.78	\$20.40
	Health Clinic Nurse Practitioner	236	236 Days	98,690	120,355	142,020	4,814
	Health Clinic Physician Asst	236					

2022-2023 Administrative Support Pay Plan
Garland ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars Days	Minimum	Midpoint	Maximum	4.0% GPI	
P11			Daily	\$96.38	\$120.45	\$144.53	\$4.82
	Aide Achievement Office	186	186 Days	17,926	22,404	26,882	893
	Aide Mckinney Vento Office TEHCY	202	187 Days	18,022	22,524	27,026	898
	Aide Newcomer Title III	186	202 Days	19,468	24,331	29,194	970
	Aide Office	186					
	Aide Office Attendance	186					
	Aide Office Prekindergarten	186					
P12			Daily	\$105.08	\$131.33	\$157.58	\$5.25
	Aide Counselor	186	186 Days	19,544	24,426	29,309	977
	Aide Diagnostician	186	193 Days	20,279	25,346	30,412	1,013
	Aide SPED Facilitator	186					
	Aide SPED Facilitator Idea B	186					
	Attendance Clerk	193					
	Secretary SPED I	193					
P13			Daily	\$115.58	\$144.45	\$173.33	\$5.78
	Processing Manager	226	186 Days	21,497	26,868	32,238	1,074
	Receptionist (GRCTC)	186	202 Days	23,346	29,179	35,012	1,167
	Receptionist (Communications, PDC, SPED, Student Serv., T&L)	226	226 Days	26,120	32,646	39,171	1,305
	Secretary SPED II	202					
	Secretary SPED II Idea B	226					
P14			Daily	\$122.48	\$153.15	\$183.83	\$6.13
	Receptionist (Communications)	226	193 Days	23,638	29,558	35,478	1,187
	Secretary (Fine Arts)	226	198 Days	24,250	30,324	36,397	1,218
	Secretary Assistant Principal	198	226 Days	27,679	34,612	41,544	1,390
	Secretary Coordinator	226					
	Secretary Counselor	193					
	Secretary Counselors Office	193					
	Secretary PEIMS	226					
	Secretary Receptionist`	226					
	Secretary Warehouse	226					
P15			Daily	\$131.10	\$163.88	\$196.65	\$6.55
	Circulation Manager	226	198 Days	25,958	32,447	38,937	1,292
	Data Clerk (ES/MS)	198	202 Days	26,482	33,103	39,723	1,318
	Data Clerk (High School)	202	226 Days	29,629	37,036	44,443	1,475
	Data Clerk Medicaid	226					
	Data Clerk Prekindergarten	198					
	Virtual School Data Clerk	226					
	Secretary (Multilingual Program)	226					
	Secretary Coordinator	226					
	Secretary (Gilbreath-Reed Career and Technical Center)	226					
	Secretary Print Shop	226					
	Secretary Textbooks	226					
	Secretary Transportation	226					
P16			Daily	\$140.33	\$175.43	\$210.53	\$7.17
	Accounting Clerk	226	186 Days	26,100	32,629	39,158	1,311
	Accounting Specialist I Payables Clerk	226	202 Days	28,346	35,436	42,526	1,424
	Aide Parent Involvement Title I	202	220 Days	30,872	38,594	46,316	1,551
	Color Guard Specialist	186	226 Days	31,713	39,646	47,579	1,593
	District Interpreter Translator	226					
	Enrollment Center Advisor	226					
	Expediter	226					
	Parent Engagement Aide Title III	202					
	Payroll Receptionist	226					
	Purchasing Clerk Maintenance	226					
	Registrar	220					
	Secretary (Student Nutrition Services)	226					

2022-2023 Administrative Support Pay Plan
Garland ISD

*Annual amounts are based on 7.5 hours per day.

P16		Daily	\$140.33	\$175.43	\$210.53	\$7.17
Secretary Athletics	226					
Secretary Community Liaison	202					
Secretary Coordinator	226					
Secretary Enrollment Center	226					
Secretary Enrollment Center Clinic	226					
Secretary Grant	226					
Secretary Maintenance	226					
Secretary Padgett Auxiliary Service Center	226					
Secretary MTSS	226					
Secretary Natatorium	226					
Secretary Receptionist Human Resources	226					
Secretary Records Center	226					
Secretary Risk Management	226					
Secretary SPED Student Information Idea B	226					

P17		Daily	\$150.08	\$187.65	\$225.23	\$7.50
Accounting Specialist II	226	205 Days	30,765	38,468	46,171	1,538
Accounting Specialist II Accounting Liaison	226	220 Days	33,017	41,283	49,550	1,650
Accounting Specialist II Campus Liaison	226	226 Days	33,917	42,409	50,901	1,695
Accounting Specialist II Payables Lead	226					
Accounting Specialist II Payroll Costing	226					
Accounting Specialist Projects	226					
Administrator Selection Specialist Human Resources	226					
Assessment Office Specialist	226					
Background Fingerprint Specialist	226					
Bookkeeper Career and Technology Education	226					
Bookkeeper (Finance, Teaching & Learning)	226					
Bookkeeper Federal Programs Title I	226					
District Calendar and Information Specialist	226					
Gifted Talented Special Programs Project Clerk	226					
Leaves Specialist Auxiliary Human Resources	226					
Leaves Specialist Human Resources	226					
Maintenance Payroll Specialist	226					
Migrant Liaison Face Clerk Title I	226					
Payroll Specialist	226					
Purchasing Specialist Campus Liaison	226					
Secretary Athletics II	226					
Secretary AVID	226					
Secretary Director	226					
Secretary Director Employee Relations	226					
Secretary Director Human Resources	226					
Secretary Director Integrated Literacy Studies	226					
Secretary Federal Programs Title I	226					
Secretary Oracle	226					
Secretary Principal ES	205					
Secretary Principal HS	226					
Secretary Principal MS	220					
Secretary Principal Prekindergarten	205					
Secretary Project Clerk Title I	226					
Secretary Student Service	226					
Staffing Specialist Human Resources	226					
Substitute Specialist I Human Resources	226					
Tax Clerk II	226					
Transportation Asst	226					
Transportation Payroll Specialist	226					
Transportation Specialist	226					

P18		Daily	\$175.58	\$219.53	\$263.48	\$8.78
Facility Leasing Specialist	226	226 Days	39,680	49,613	59,545	1,983
Federal Programs Procurement Clerk Title I	226					
Free Reduced Lunch Application Processor Manager	226					
Office Manager (Career and Technology Education)	226					
Secretary Area Director	226					
Secretary Executive Director Athletics	226					

2022-2023 Administrative Support Pay Plan
Garland ISD

*Annual amounts are based on 7.5 hours per day.

P18		Daily	\$175.58	\$219.53	\$263.48	\$8.78
Secretary Executive Director Communications and Public Relations	226					
Secretary Executive Director Curtis Culwell Center	226					
Secretary Executive Director Facilities	226					
Secretary Executive Director Of Budget	226					
Secretary Executive Director Of Finance	226					
Secretary Executive Director Of Innovation	226					
Secretary Executive Director Purchasing	226					
Secretary Executive Director Student Services Center	226					
Secretary Executive Director Teaching and Learning	226					
Secretary SPED Executive Director	226					
P19		Daily	\$196.65	\$245.85	\$295.05	\$9.83
Accounts Payable Supervisor	226	226 Days	44,443	55,562	66,681	2,220
Buyer	226					
Finance Assistant	226					
Office Manager	226					
Secretary Assistant Safety Operations	226					
Secretary Assistant Superintendent Curriculum Instruction	226					
Secretary Assistant Superintendent Human Resources	226					
Secretary Assistant Superintendent Technology	226					
Special Education Accounting Assistant	226					
Substitute Specialist II Human Resources	226					
Tax Clerk III	226					
P21		Daily	\$234.08	\$292.58	\$351.08	\$11.70
Secretary Chief Academic Officer	226	226 Days	52,901	66,122	79,343	2,644
Secretary Chief Financial Officer	226					
Secretary Chief Officer	226					

2022-2023 Instructional Paraprofessional Pay Plan
Garland ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendar Days	Minimum	Midpoint	Maximum	4.0% GPI	
PA1			Daily	\$96.00	\$117.08	\$138.15	\$4.68
	Aide Bilingual ESL Pre K	186	186 Days	17,856	21,776	25,696	865
	Aide Bilingual ESL Prekindergarten	186	187 Days	17,952	21,893	25,834	870
	Aide Bilingual Montessori	186					
	Aide Bilingual Prekindergarten	186					
	Aide Bilingual Title I	186					
	Aide Caregiver New Horizons	186, 187					
	Aide ESL	186					
	Aide ESL Prekindergarten	186					
	Aide Family Involvement Title I	186					
	Aide Instructional	186					
	Aide Instructional Prekindergarten	186					
	Aide Instructional Title I	186					
	Aide Instructional Title I Prekindergarten	186					
	Aide Literacy Title I	186					
	Aide Literacy Title I Prekindergarten	186					
	Aide Montessori	186					
	Aide PE	186					
	Aide PK	186					
	Aide Pre K Dual	186					
	Aide Pre K ESL	186					
	Aide Prekindergarten	186, 187					
	Aide Prekindergarten Bilingual	186					
	Aide Title I Prekindergarten	186					
	Emergent Bilingual Instructional Aide (ELL)	186					
	Instructional Aide Title I	186					
PA2			Daily	\$101.78	\$124.13	\$146.48	\$4.96
	Aide Bilingual Vietnamese Prekindergarten	186	186 Days	18,930	23,087	27,244	921
	Aide Library	186	187 Days	19,032	23,211	27,391	926
	Aide Library Prekindergarten	186					
PA4			Daily	\$114.38	\$139.43	\$164.48	\$5.57
	Aide Clinic	186	186 Days	21,274	25,933	30,592	1,032
	Aide Clinic Floater	186	226 Days	25,849	31,510	37,171	1,254
	Aide Clinic SSC Enrollment Center	226					
	Aide Early Childhood SPED ECSE Pre K	186					
	Aide Enrollment Center Clinic	226					
	Aide Prekindergarten ECSE	186					
	Aide Prekindergarten SPED ECSE	186					
	Aide SPED	186					
	Aide SPED ALE	186					
	Aide SPED ABC	186					
	Aide SPED ABC Idea B	186					
	Aide SPED ABC KN	186					
	Aide SPED ALE	186					
	Aide SPED ALE Idea B	186					
	Aide SPED BA	186					
	Aide SPED Behavioral Adjustment	186					
	Aide SPED CBSE	186					
	Aide SPED CBSE Idea B	186					
	Aide SPED ECSE	186					
	Aide SPED ECSE Idea B	186					
	Aide SPED ECSE Inclusion	186, 187					
	Aide SPED ECSE Inclusion Expansion Program	186					
	Aide SPED ECSE Inclusion Idea B	186					
	Aide SPED ECSE Prekindergarten	186					
	Aide SPED ECSE Prekindergarten Idea B	186					
	Aide SPED FBE	186					
	Aide SPED PPCD	186					
	Aide SPED VAC Job Coach	186					

2022-2023 Auxiliary Pay Plan
Garland ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendar Days	Minimum	Midpoint	Maximum	4.0% GPI	
MT01			Hourly	\$11.26	\$14.07	\$16.88	\$0.56
	Custodial Pool	260	180 Days	16,214	20,261	24,307	806
	Custodian Natatorium	260	181 Days	16,304	20,373	24,442	811
	Custodian Part Time Natatorium	260	182 Days	16,395	20,486	24,577	815
	Parking Lot	181	184 Days	16,575	20,711	24,847	824
	SPED Bus Monitor Pool	185	185 Days	16,665	20,824	24,982	829
	Student Nutrition Full Time Pool	182, 185	260 Days	23,421	29,266	35,110	1,165
	Student Nutrition Part Time Pool	182, 185					
	Food Service Hourly Pool	175	Hourly	\$11.00			
MT02			Hourly	\$13.39	\$16.74	\$20.09	\$0.67
	Athletics Equipment Lead	260	226 Days	24,209	30,266	36,323	1,211
	Custodian Lead	260	260 Days	27,851	34,819	41,787	1,394
	Custodian Lead (Cisneros PreK School)	226					
	Custodian Lead Natatorium	260					
	Grounds Fence Playground	260					
	Grounds Landscape Mowing Crew	260					
	Maintenance HVAC Filter Crew Worker	260					
MT03			Hourly	\$14.86	\$18.58	\$22.30	\$0.74
	Assistant Manager Intern	187	187 Days	22,231	27,796	33,361	1,107
	Delivery Expediter	226	202 Days	24,014	30,025	36,037	1,196
	Driver (Professional Development Center)	202	226 Days	26,867	33,593	40,318	1,338
	Driver Stocker	260	260 Days	30,909	38,646	46,384	1,539
	Driver Warehouse	260					
	Food Service Driver Stocker	226					
	Grounds Athletic Field	260					
	Grounds Crew Leader	260					
	Mail Clerk Driver	226					
	Maintenance Expeditor	260					
	Maintenance HVAC Filter Crew Leader	260					
	Purchasing / Warehouse Driver Stocker	260					
	Shipping and Receiving Clerk	226					
	Student Nutrition Driver Stocker	226					
	Tire Technician	260					
MT04			Hourly	\$16.06	\$20.07	\$24.08	\$0.80
	Athletic Fields Crew Leader	260	185 Days	23,769	29,704	35,638	1,184
	General Maintenance	260	187 Days	24,026	30,025	36,024	1,197
	General Vehicle Maintenance	185	226 Days	29,036	36,287	43,537	1,446
	Grounds Irrigation Installer	260	260 Days	33,405	41,746	50,086	1,664
	Grounds Landscape Foreperson	260					
	Manager - Food Service (Elementary)	185, 187					
	Press Operator	226					
	Print Binder	226					
	Screen Printer	226					
	Senior Lawnmower Mechanic	260					
	Student Nutrition Assistant Repair Technician	226					
	Testing Warehouse Distributer	226					
	Trainee Bus Driver Pool	185					
	Validator Receiving	226					
MT05			Hourly	\$17.82	\$22.28	\$26.74	\$0.89
	Building Engineer	260	185 Days	26,374	32,974	39,575	1,317
	Concrete	260	187 Days	26,659	33,331	40,003	1,331
	Equipment Tech Apprentice	226	226 Days	32,219	40,282	48,346	1,609
	General Maintenance Worker I	260	260 Days	37,066	46,342	55,619	1,851
	Graphic Artist Pre-Press Tech	226					
	Maintenance Painter	260					
	Manager - Student Nutrition Services (Middle School)	185, 187					
	Manager Floating	187					
	Operations Specialist	260					

2022-2023 Auxiliary Pay Plan

Garland ISD

*Annual amounts are based on 8 hours per day.

MT05		Hourly	\$17.82	\$22.28	\$26.74	\$0.89
Repair Expediter	226					
Shipping Receiving Manager	260					
Stadium Engineer	260					

MT06		Hourly	\$19.61	\$24.51	\$29.41	\$0.98
Foreman	226	215 Days	33,729	42,157	50,585	1,686
General Maintenance Worker II	260	226 Days	35,455	44,314	53,173	1,772
Grounds Foreperson	260	260 Days	40,789	50,981	61,173	2,038
Grounds Herbicide Insecticide	260					
Maintenance Paint Foreman	260					
Transportation Dispatcher	215					

MT07		Hourly	\$20.59	\$25.74	\$30.89	\$1.03
Audio Visual Technician	260	187 Days	30,803	38,507	46,211	1,541
Certified Welder	260	226 Days	37,227	46,538	55,849	1,862
Concrete Foreman	260	260 Days	42,827	53,539	64,251	2,142
Custodian Lead Trainer	260					
General Maintenance Worker III	226					
It Warehouse Operations Manager	260					
Locksmith	260					
Maintenance HVAC Controls Technician	260					
Maintenance HVAC Service Worker	260					
Maintenance Mechanic Foreman	187					
Maintenance Plumber Non Certified	260					
Manager - Student Nutrition Services (High School)	187					
Mechanic (Transportation)	260					
Routing Specialist	226					
Security Electronic Technician (Unlicensed)	260					
Security Electronic Technician Servers	260					
Security Officer	260					
Transportation Lead Dispatcher	226					
Transportation Lead Trainer	260					
Vehicle Maintenance Inventory	260					
Video Electronics Technician	260					

BUS		Hourly	\$21.62	\$27.03	\$32.44	\$1.08
Bus Driver Pool	180, 185	180 Days	31,133	38,923	46,714	1,555
Bus Driver Pool Field Trip	180, 185	185 Days	31,998	40,004	48,011	1,598
Bus Driver Pool Substitute	180, 185					

MT08		Hourly	\$22.70	\$28.38	\$34.06	\$1.14
Custodial Field Supervisor	260	226 Days	41,042	51,311	61,580	2,061
Equipment Tech	226	260 Days	47,216	59,030	70,845	2,371
Facility Maintenance Specialist Ag Barn	260					
Facility Maintenance Specialist CCC	260					
Fire Sprinkler Technician	260					
General Maintenance Crew Leader	260					
Maintenance Electrician	260					
Maintenance HVAC Field Control Technician	260					
Maintenance Special Plumber	260					
Mechanic (Certified-Transportation)	260					
Pool Maintenance Technician Natatorium	260					
Security Electronic Technician (Licensed)	260					
Security Electronic Technician Networks	260					

MT09		Hourly	\$24.52	\$30.65	\$36.78	\$1.23
Grounds Herbicide Pesticide IPM Coord	260	260 Days	51,002	63,752	76,502	2,558
Maintenance Plumber Backflow Assembly Tester	260					
Security Electronic Technician Lead	260					
Security Lead Operations	260					
Transportation Field Trip Supervisor	260					
Transportation Route Supervisor	260					

2022-2023 Auxiliary Pay Plan
Garland ISD

*Annual amounts are based on 8 hours per day.

MT10	
Grounds Supervisor	260
Maintenance Field Supervisor Electrical	260
Maintenance HVAC Supervisor	260
Maintenance Supervisor Carpentry Remodeling	260
Maintenance Supervisor Painting	260
Maintenance Supervisor Plumbing	260
Maintenance Supervisor Roofing	260
Supervisor Environmental And Utilities	260
Supervisor Of Locks Doors	260
Supervisor Warehouse	260
Transportation Vehicle Maintenance Supervisor AM/PM	260
Transportation Operations Supervisor	260

Hourly	\$29.67	\$37.09	\$44.51	\$1.48
260 Days	61,714	77,147	92,581	3,078

2022-2023 Stipends

RETENTION/SIGN ON BONUS

Employee Retention Stipends	Employee Type	Annualized Rate	Payment Calendar
	Full-Time Employee	\$2,000	October 25%
	Part-Time Employee	\$1,000	December 50%
			March 25%
<p>Stipend Eligibility: Employed with GISD through June 30, 2022, and must be employed (active assignment status) with GISD on the last workday of the month preceding receipt of payment, and full-time employees or part-time employees who worked at least 19 hours per week.</p>			

Sign-On Incentive	Employee Type	Annualized Rate	Payment Calendar
	Exempt Employee	\$1,000	December 100%
	Non-Exempt Employee	\$500	
<p>Stipend Eligibility: GISD employees who begin work after April 26, 2022, are eligible for the Sign-on Incentive Stipend. GISD Employees who are working on or prior to April 26, 2022, are eligible for the 2022-23 Retention Stipend criteria (not the Sign-on Incentive Stipend). A GISD employee cannot receive the sign-on incentive stipend and the retention stipend. Employed with Garland ISD on the last workday of the month preceding receipt of payment, November 30, 2022.</p>			

Grow Your Own Program (GYO) TCLAS ¹	Employee Type	Annualized Rate	Payment Calendar
Paraprofessional completing a Bachelor's Degree & pursuing Teacher Certification		\$15,863	Sept 2022 50%
			Jan 2023 25%
			Sept 2023 25%
<p>¹Contingent upon available grant funding each year.</p>			

Employee Performance Retention Stipends	Tier (I or II)	Annualized Rate	Payment Calendar
Designation: Masters	Tier I	\$12,000	September 100%
Designation: Masters	Tier II	\$9,000	
Designation: Exemplary	Tier I	\$6,550	
Designation: Exemplary	Tier II	\$4,600	
Designation: Recognized	Tier I	\$4,000	
Designation: Recognized	Tier II	\$2,900	
<p>Stipend Eligibility: Must be on contract for the 22-23 contractual year, and be identified Core Content teacher with a combined appraisal and student growth outcome score that falls with the top 35% (based on 20-21 appraisal and 20-21 student growth data).</p>			

2022-2023 Stipends

ACADEMIC, CO-CURRICULAR, AND EXTRA-CURRICULAR

Position at <u>High School</u>	Supplemental Annualized Amount	Contract Days	Supplemental Days
Academic Decathlon (assigned by campus Principal-Annual amount per campus)	\$5,500	187	0
ACT/PSAT/SAT Accuplacer Prep Coach	\$1,500	187	0
Activities Director	\$938	187	5
Band-Assistant Director	\$4,650	187	15
Band-Director	\$29,000	187	27
Cheerleader-Freshman	\$2,000	187	10
Cheerleader-Junior Varsity	\$2,000	187	10
Cheerleader-Varsity	\$2,808	187	15
Choir-Assistant Director	\$2,875	187	5
Choir-Director	\$5,914	187	5
CTE I Counselor	\$1,500	202	0
Department Head (eligible only if extra conference period is not provided)	\$938	187	0
Drill Junior Varsity	\$1,625	187	10
Drill Varsity	\$2,923	187	19
ELAR Teacher	\$3,000	187	0
Extended Essay Coordinator	\$1,500	187	0
Extra Period (up to \$5,000 HR approval required)	\$2,500	187	0
Librarian-Secondary	\$750	187	0
Magnet Advisor/Industry Liaison	\$3,000	187	28
Math Teacher	\$3,000	187	0
Newspaper	\$1,300	187	0
Octathlon Sponsor (assigned by campus Principal-Annual amount per campus)	\$3,400	187	0
Orchestra-Assistant Director	\$2,400	187	5
Orchestra-Director	\$5,000	187	5
Performing Arts Endorsement Coordinator	\$2,000	187	0
Piano Lab Instructor	\$500	187	5
Robotics	\$1,000	187	0
Science Teacher	\$3,000	187	0
Speech/Debate	\$1,684	187	5
Spirit Group	\$1,250	187	0
Step Team	\$2,500	187	0
Student Council	\$1,000	187	5
Team Lead ¹	\$2,160	187	0
Theater Arts/Drama	\$3,671	187	5
UIL Coordinator	\$1,000	187	2
World Dance	\$2,500	187	0
Yearbook Advisor	\$1,500	187	0

¹-High School teachers designated by their principal will receive additional training and planning time to address student learning loss due to COVID-19. Team leads will work with district instructional personnel to review student data and plan for Tier I instruction tailored to student needs. The Team Leads will: collaborate with teachers on each campus to analyze Texas Essential Knowledge and Skills (TEKS) where students show significant gaps; review best practices that target student misconceptions, and develop lessons that will improve Tier I instruction and increase student learning.

2022-2023 Stipends

ACADEMIC, CO-CURRICULAR, AND EXTRA-CURRICULAR

Position at <u>Middle School</u>	Supplemental Annualized Amount	Contract Days	Supplemental Days
Austin Academy-Piano Lab / Extra day	\$4,500	187	0
Austin Academy -Gospel Choir	\$650	187	0
Austin Academy -Jass Band	\$1,600	187	0
Austin Academy -Spanish	\$2,250	187	0
Austin Academy-Art / Extended	\$4,500	187	0
Austin Academy-Physical Education	\$1,400	187	0

Position at <u>Middle School</u>	Supplemental Annualized Amount	Contract Days	Supplemental Days
Band-Assistant Director	\$2,500	187	15
Band-Director	\$5,925	187	15
Cheerleader	\$1,493	187	0
Choir-Assistant Director	\$2,500	187	5
Choir-Director	\$2,925	187	5
Department Head	\$625	187	0
Librarian	\$750	187	0
Magnet Advisor/Industry Liaison	\$3,000	187	15
Orchestra-Assistant Director	\$1,600	187	5
Orchestra-Director	\$3,500	187	5
Pentathlon (assigned by campus Principal)	\$3,400	187	0
Pep Squad	\$965	187	0
Piano Lab Instructor	\$500	187	5
Robotics	\$1,000	187	0
Team Lead ²	\$2,160	187	0
Theater Arts/Drama	\$1,250	187	0
Yearbook	\$625	187	0

²-Middle School I teachers designated by their principal will receive additional training and planning time to address student learning loss due to COVID-19. Team leads will work with district instructional personnel to review student data and plan for Tier I instruction tailored to student needs. The Team Leads will: collaborate with teachers on each campus to analyze Texas Essential Knowledge and Skills (TEKS) where students show significant gaps; review best practices that target student misconceptions, and develop lessons that will improve Tier 1 instruction and increase student learning.

Position at <u>Elementary</u>	Supplemental Annualized Amount	Contract Days	Supplemental Days
Bilingual Certified Classroom Teacher	\$4,000	187	0
Children's Chorus Accompanist	\$2,875	187	0
Children's Chorus Assistant Director	\$2,875	187	0
Children's Chorus Director	\$3,750	187	0
Librarian	\$1,000	187	0
Robotics	\$1,000	187	0

2022-2023 Stipends

ACADEMIC, CO-CURRICULAR, AND EXTRA-CURRICULAR

Other Supplemental Stipends	Supplemental Annualized Amount	Contract Days	Supplemental Days
Master's Degree	\$1,300	187	0
Doctoral Degree	\$2,000	187	0
Administrative Intern/Associate	\$1,000	187	10
Certified Educational Office Professional (CEOP)	\$600	186-226	0
Fine Arts Lead Teacher	\$1,000	187	0
i3 (Innovation in Instruction)	\$750	187	0
Teacher Lead (Bilingual /ESL Certified)	\$1,120	187	0
Mandarin Chinese Teacher	\$3,000	187	0
Mariachi Program Coordinator	\$5,600	187	0
Nurse Cluster Lead	\$750	187	0
Nurse Specialist	\$3,500	226	0
SPED-Head of Delegation for Special Olympics	\$6,000	187	10
SPED-Lead Adaptive PE Team	\$1,500	187	0
SPED-Lead Diagnostician	\$1,500	187	15
SPED-Lead Licensed Specialist in School Psychology	\$1,500	187	15
SPED-Lead Occupational or Physical Therapist	\$1,500	187	6
SPED-Lead Speech Language Pathologist	\$1,500	187	0
SPED-Lead Vision Teacher	\$1,500	187	0
SPED-Resource Teacher (Inclusion/CBSE)	\$2,000	187	0
SPED-Self Contained Teacher (ALE, ABC, BA, BASE, PPCD/ESCE)	\$3,500	187	0
SPED-Special Olympics Coach	\$3,000	187	0
Technology Devices	\$1,000	0	0

Campus Administrative Stipends School Action Fund (SAF) ¹	Supplemental Annualized Amount	Contract Days	Supplemental Days
Campus Administrative Intern	\$1,000	187	10
Principal Fellow	\$12,000	217-226	0
Targeted schools include Coyle MS, Lyles MS, Couch ES, Club Hill, ES, Handley ES, and Southgate ES.			
¹ Contingent upon available grant funding each year.			

Texas College Bridge Incentives	Annualized Rate	Payment Calendar
Texas College Bridge English Incentive (per course completion)	\$120	June
Texas College Bridge Math Incentive (per course completion)	\$120	September
Texas College Bridge CCR Advising Incentive (per course completion)	\$60	January

Educational Training Stipend	Annualized Rate	Payment Calendar
Dual Credit Award	\$5,000	November
Non-Dual Credit Award	\$2,500	100%

2022-2023 Stipends

ACADEMIC, CO-CURRICULAR, AND EXTRA-CURRICULAR

Advanced Academics Achievement Stipends	Supplemental Annualized Amount	Payment Calendar
Advanced Placement (AP) Reader	\$1,000	September 100%
Advanced Placement (AP) Coordinator	\$2,000	December 50% and May 50%
Advanced Placement (AP) Lead Teacher	\$7,000	
College, Career, Military Ready (CCM-R) Administrator	\$2,000	
Dual Credit (DC) Administrator	\$2,000	
Early College Lead Teacher	\$7,000	
Advanced Placement (AP) Coordinator Incentive	\$1,000	December 100%
Advanced Placement (AP) Teacher Course Enrollment Incentive	\$1,500	Monthly
Advanced Placement (AP) Teacher Exam Performance Incentive	\$1,500	
Dual Credit Teacher	\$3,000	
Advanced Placement (AP) NMSI Threshold Awards		Payment disseminated upon confirmation from Advance Academic department
Tier 1	\$1,000	
Tier 2	\$1,500	
Tier 3	\$2,000	

Employee of the Year (One Time Payment)	Supplemental Annualized Amount
GISD Administrator of the Year	\$2,000
GISD Teacher of the Year	\$2,000
GISD Paraprofessional of the Year	\$2,000
Region 10 Teacher of the Year	\$3,000
Region 10 Administrator of the Year	\$3,000
Region 10 Nurse/Nurse Administrator of the Year	\$3,000
Texas TASA Teacher of the Year	\$4,000
Texas LSSCA Counselor of the Year	\$4,000
Texas TSNO Nurse/Nurse Administrator of the Year	\$4,000
Texas TEPSA/TASSP Administrator of the Year	\$4,000
National AASA Teacher of the Year	\$5,000
National ASCA Counselor of the Year	\$5,000
National NASN Nurse/Nurse Administrator of the Year	\$5,000
National AASA Administrator of the Year	\$5,000

2022-2023 Stipends

ATHLETICS COACHING STIPENDS

Coaching Stipend <u>High School</u>	Supplemental Annualized Amount	Contract Days	Supplemental Days
Athletics HS Head Coach ¹	\$5,000	187	15
Athletics HS Assistant Coach (2 sports)	\$4,500	187	15
Athletics HS Assistant Coach (3 sports)	\$7,500	187	15
Baseball	\$5,000	187	15
Baseball ²	\$4,500	187	15
Basketball	\$4,500	187	15
Cross Country	\$5,000	187	15
Cross Country ²	\$4,500	187	15
Football	\$4,500	187	15
Gymnastics	\$5,000	187	15
Soccer	\$5,000	187	15
Soccer ²	\$4,500	187	15
Softball	\$5,000	187	15
Softball ²	\$4,500	187	15
Track	\$5,000	187	15
Track ²	\$4,500	187	15
Volleyball	\$5,000	187	15
Volleyball ²	\$4,500	187	15
Athletics HS Football Defensive Coordinator	\$4,850	187	15
Athletics HS Football Offensive Coordinator	\$4,850	187	15
Athletics HS Basketball-Head Coach	\$5,750	187	15
Athletics HS Girls Sports Coordinator ³	\$2,150	187	33
Athletics HS Golf-Head Coach	\$4,100	187	0
Athletics HS Soccer Head Coach	\$2,500	187	15
Athletics HS Tennis-Head Coach	\$4,050	187	6
Athletics HS Trainer	\$5,500	187	15
Athletics HS One Sport Coach ⁴	\$2,500	187	0

Coaching Stipend <u>Middle School</u>	Supplemental Annualized Amount	Contract Days	Supplemental Days
Athletics MS Coach (2 sports)	\$3,300	187	6
Basketball	\$3,300	187	6
Football	\$3,300	187	6
Track	\$3,300	187	6
Volleyball	\$3,300	187	6
Athletics MS Coordinator	\$1,000	187	6
Athletics MS Soccer Coach ³	\$1,500	187	0

¹ Does not include Head Football Coach or Head Basketball Coach

² High School Basketball Lead Assistant Coaches only one sport

³ Additional Stipend for the coach assigned

⁴ Only with special approval of Athletic Department and School Principal

2022-2023 Supplemental Pay

Provision and Applications of Garland ISD District Salary Schedule

Hourly Employees

District personnel employed on an hourly basis are hired and placed on a wage scale commensurate with the position and established by the Board of Trustees and Administration. Under no circumstances is an hourly worker to be placed on a higher hourly rate of pay without prior authorization from Human Resources.

Payday

Payday is the 27th of each month for paid professional and paraprofessional employees. Payday will be the preceding Friday when the 27th falls on a weekend. In December, payday will be the last workday before winter break. For Biweekly paid employees (Food Service, Maintenance, Transportation, Warehouse, and Substitute), payday is every other Friday. An employee's payroll statement contains detailed information, including deductions, withholding information, and accumulated leave.

Mandatory Deductions

Medicare Tax - For all employees hired after April 1, 1986, a 1.45% Medicare Tax is deducted, which is matched by the district and sent to the Social Security Administration. The benefit of this tax to the employee is that at the age of 65, the employee would be eligible for free Medicare Part A coverage if this tax or a combination of this tax and regular Social Security participation has been paid for at least ten years (40 credits or 40 quarters).

Teacher Retirement - 8% of the employee's gross salary is sent to the Teacher Retirement System of Texas for deposit in the employee's account once the employee is eligible for TRS membership. This money accumulates with interest as a tax-deferred retirement benefit. The state contributes to the retirement system, also. The money that an employee contributes and the interest that money earns may be withdrawn only if the employee ceases to work for a Texas public school. Upon withdrawal, federal income tax is due on the principal and interest that has been treated as tax-deferred. For more detailed information on the retirement system, contact the Assistant Superintendent Human Resources (972) 487-3050 or call the Texas Teacher Retirement System at (800) 223- 8778 or visit the TRS website at www.trs.texas.gov.

TRS Care - TRS-Care receives state general revenue contributions equal to 1% of the salaries of all active public education employees. In addition to these contributions, TRS-Care is funded by retiree premiums as well as contributions from active public education employees and local school districts. The active public education employee contribution rate is 0.65% of payroll, while school districts contribute 0.55 % of payroll.

FICA Alternative- All employees who are not eligible to participate in the Teacher Retirement System of Texas (part-time, seasonal, temporary employees). Employees are not subject to Social Security taxes while covered by this plan. 7.65% of an employee's gross salary is contributed to the FICA Alternative Plan. Contributions to this plan are on a pretax basis. Any previously earned benefits under another retirement plan, such as Social Security, will not be reduced by participation in this plan.

Provision and Applications of Garland ISD District Salary Schedule

Supplemental Salary for Advanced Hours/Degrees

- Supplemental salary amounts are paid for degrees conferred or hours earned by September 1 and reported to Human Resources by submitting official transcripts by October 1.
- All **classroom teachers and nurses** who have a master's degree are eligible to receive \$1,300 annually. This supplement is not paid to employees who are on a higher pay grade.
- All **teachers, professional support employees, and administrators** with earned doctorate degrees will receive \$2,000 annually. This supplement replaces the master's supplement and is not in addition to it.
- It is the responsibility of the employee to notify Human Resources of advanced degrees and provide OFFICIAL TRANSCRIPTS with the university's seal and degree conferred status by the announced deadline each year.

Per DK(Local): "Noncontractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may notify the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall not expect continuing assignment to any paid supplemental duty."

2022-2023 Supplemental Pay

Professional Categories of Pay details Rates	
Professional Extended Day-Instructional	Rate per Hour \$30
Includes, but is not limited to:	
<ul style="list-style-type: none"> Bike/Dance Grant-Project Curriculum Writing Enrichment ESL Extended Day Evening School (ARI/AM/Title I, STAR, Credit Recovery) Extended Day Instructional Planning Saturday School Thursday School Zero Period 	
Professional Extended Day -Staff Development	Rate per Hour \$20 ¹
¹ Maximum 8 hours paid per day	
Professional Extended Day -Non-Instructional	Rate per Hour \$10
Includes, but is not limited to:	
<ul style="list-style-type: none"> Bus Duty Hall Monitor Duty Commons Monitor Duty Grounds Monitor Duty Marquee Maintenance 	
Professional Extended Day-Special Qualifications ²	
Includes, but is not limited to:	
<ul style="list-style-type: none"> Diagnosticians Therapists Security Officers 	² Rate dependent on Licensing / Qualification and Administrator approval
Part-Time Temporary	
Rate as listed on the individual job posting	

2022-2023 Supplemental Pay

Guidelines for Supplemental Pay

- Policy DK (Local) states: “Non-contractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may notify the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall not expect continuing assignment to any paid supplemental duty.”

- Policy DEAA (Local) states: “The Superintendent or designee may assign non-contractual supplemental duties to personnel exempt under the Fair Labor Standards Act (FLSA), as needed. [See DK(LOCAL)] The employee shall be compensated for these assignments according to the compensation plan of the District.”

- Additional payment is given to a regular employee beyond their base pay for additional considerations or approved purposes at approved amounts and is comprised of:

Stipends: compensation that can be established on a regular basis with an equal amount per pay period being paid over the length of a contract or a specified period of time and for which monthly documentation is not required by Payroll or Human Resources. Human Resources must approve the approval of a stipend that is not attached to a position, such as travel expenses, or given due to employee status, such as advanced degrees or employment assignment, after consultation with appropriate administrators.

Supplemental Pay: compensation that is occasional, periodic, or sporadic for additional considerations by the employee and is not paid in equal amounts each pay period and for which specific documentation must be submitted and approved according to these guidelines.

While not contractual, overtime is paid to employees considered Non- Exempt under the FLSA for work done beyond 40 hours per workweek. Approval of overtime should be given before the work, accompanied by supporting documentation to payroll, and approved according to district guidelines.

- All stipends and supplemental pay amounts or rates must be approved by the Board and published in the District Salary Schedule booklet.

- All monetary compensation to an employee must be made through the payroll system to maintain proper records for reporting purposes to state and federal agencies.

- **Non-Exempt Employees** under the FLSA include employees whose duties do not meet FLSA exemption criteria. Non-exempt employees will be compensated according to the following Supplemental Pay guidelines:

For work done over 37.5, but 40 or fewer hours per week, non-exempt employees who are scheduled for 37.5 hours per week shall be compensated in one of two ways:

1-Compensatory time equal to time worked

2-Pay equal to the straight time at their hourly rate, without any overtime calculation

2022-2023 Supplemental Pay

Guidelines for Supplemental Pay

For work done over and above the 40-hour workweek, non-exempt employees shall be compensated in one of two ways:

- 1-Compensatory time equal to time-and-a-half of time worked
- 2-Pay equal to time-and-a-half of their hourly rate for time worked

- **Exempt employees do not** qualify for overtime pay or compensatory time

- **Administrators:** For the purpose of determining supplemental pay, the term administrator refers to any central office administrator, principal, or assistant principal. These individuals **do not** qualify for overtime or supplemental pay
 - **Exception:** Administrators may be eligible for additional pay if the work performed is beyond the scope of their professional contract duties. For example, they may supervise an athletic event for the athletic department or a summer school program as long as the work does not conflict with fulfilling their regular duties and responsibilities. Approval must be obtained explicitly in advance from the administrator's supervisor.

- All supplemental pay items must be entered through Kronos, recording:
 - ✓ description of work performed
 - ✓ number of hours worked
 - ✓ time and date work was performed
 - ✓ applicable Kronos code associated with the appropriate budget code number

- All supplemental pay assignments must be conducted at a GISD facility unless done outside the district. Deviations must have prior approval.

- All supplemental pay must be recorded as hours worked at the preapproved hourly rate. No lump sum payments are permitted without a completed "Request for Deviation from Supplemental Pay Policy" form and approval of the Chief Officer or designee.

- All Kronos supplemental pay codes must be requested in advance and approved by the administrator or principal responsible for those supplemental pay funds, along with approval from the Business Office.

- Supplemental pay entered via Kronos will be approved by the appropriate principal, supervisor, or manager through the Oracle approval workflow. Unless otherwise noted in the Payroll Calendar, all approvals must be completed in Oracle by the 15th of each month.

- The Supplemental Pay rates are preset and coded to the approved Supplemental Pay Element in Oracle and cannot be changed without a written request submitted by completing a "Request for Deviation from Supplemental Pay Policy" form. Changes will be added to the Supplemental Pay Rate schedule.

- Supplemental pay must be budgeted within the school budget in fund 199 or approved project; no supplemental pay may be paid with 461 or 865 funds without prior approval from the Business Office.

2022-2023 Supplemental Pay

Guidelines for Supplemental Pay

- Employees shall not receive additional compensation for work within their assignment or position scope if it occurs during regular working hours within the published contract work dates unless specified in these guidelines
- Before or after school duty, hall duty, CNS duty, bus duty, or other similar types of tasks that occur occasionally or on a rotating basis and occur within official school hours are considered part of the regular teaching assignment and are **not eligible** for additional compensation.

2022-2023 Teacher Incentive Allotment (TIA)

Performance Pay: Teacher Incentive Allotment (TIA)

For any funds received by Garland ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 67.5% percent will be paid to the designated teacher. 22.5% percent will be paid equally to the other teachers on the designated teacher's campus (employees coded as 087). 5% percent will be paid equally to all other employees on the designated teacher's campus. The remaining 5% will be used for training and supporting the system, expansion of the system, administrative expenses, and professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

Pay increases will take into effect in accordance with the assignment workdays.

TIA Designated Teacher	67.5 % of funds
Teacher at the campus of TIA Designated Teacher	22.5 % of funds
Non-teaching staff at the campus of TIA Designated Teacher	5 % of funds

TIA compensation stipends will be eligible for use when calculating retirement benefits for TRS-eligible staff. Employees are responsible for paying both the employee and employer benefit and tax costs over what TIA funding covers. Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax, and TRS contributions as part of an employee's annual wages reported to the state and federal governments and the Teacher Retirement System (TRS).

- Eligibility for TIA Designated Teacher
 - ✓ PEIMS code 087
 - ✓ Hold a TEA Standard, Professional, Provisional or One-year certificate
- To be eligible for compensation the staff member must be an employee for a minimum of 90 full time days or 180 days at half time for the specific school year.
- Employees at multiple campuses will be eligible for a percentage comparable to the time serving at the designated campus.
- Part-time staff will receive salary compensation for a minimum of 180 days at half time in the school

Compensation payout will be included in the last paycheck of the fiscal year.

2022-2023 State Minimum Salary Schedule for Non-Certified Teachers



Non-Certified Teachers

- ✓ Employees who are either currently in a certification program or need to be entirely accepted into a certification program are offered Letters of Reasonable Assurance (LORA).
- ✓ When certification program requirements are completed a contract will be offered.
- ✓ Salary Hiring Scale can be referenced on [page 2](#) of the Compensation Handbook.

Requirements:

- ✓ Employee must provide an acceptance letter from an Alternative Certification Program

2022-2023 Substitute Pay Scale

Substitutes-Classification Type	Daily Rate (Tuesday thru Thursday)	Daily Rate (Friday and Monday)
Secretaries/Clerks/Non Classroom	\$85.00	\$95.00
Instructional Aides/Special Ed. Aide	\$95.00	\$105.00
Associates/ 48 hours	\$110.00	\$120.00
Degreed, Non-certified	\$110.00	\$120.00
Degreed, Certified Teacher	\$125.00	\$135.00
Retired GISD Certified Teacher	\$145.00	\$155.00
Nurse	\$225.00	\$235.00

Long Term Pay Rates	Classification Type	Daily Rate
	Associates/ 48 hours, Degreed, Certified Teacher	\$145.00
	Degreed, Certified Teacher	\$160.00
	Retired GISD, Certified Teacher	\$160.00
<p>Substitute teachers that work 10 days in a row in the same substitute teaching position, increase in pay on the 11th day without a break in service. As long as substitute doesn't miss a full day, long-term pay will continue. Half-days do not break the sequence.</p>		
<p>Long Term Pay Rates do not apply to aide positions.</p>		

Substitute Retention Stipend Eligibility	Payment Calendar
Substitutes who work at least 50 days or more per semester will be eligible to receive the retention stipend.	January \$350
	June \$700

The Board of Trustees approved the daily rate increase on December 13, 2022, effective Spring Semester of 2023.

Should you have any questions, please contact the Human Resources Department at salary@garlandisd.net.