



2014-2015
COMPENSATION PACKAGE

**2014-2015
COMPENSATION PLAN**

TABLE OF CONTENTS

Employee Compensation Package 2014-2015 Fiscal Year.....	Section- Cover Page
Salary Increases by Job Family/Pay Ranges for 2014-15 Fiscal Year	
Pay Guidelines.....	Section- Pay Guidelines, Pages 1-4
Purpose	Reclassification
Job Classification	Demotion
Pay Raises	Reassignment
Pay Grades/Ranges	Teacher Degree Differential Pay/Requirements
Initial Employment	Compensation Package
Promotion	
Teacher/Librarian Hiring Schedule.....	Section...Hiring Section, Page 5
Job Family/Pay Range.....	Section....Job Family/Page Range, Pages 6-14
Supplemental Stipends.....	Section...Supplemental Stipends, Pages 15-18
Substitute/Tutor Pay Rates.....	Section....Substitute Pay Rates, Page 19
Payroll Calendar.....	Section...Payroll Calendar, Pages 20
Beginning and Ending Duty Days.....	Section... Beginning and Ending Duty Days, Page 21

2014-2015 Compensation Plan

Bastrop ISD 2014-2015 salary increases by Job Family/Pay Ranges.

- Pay increase for Teachers 3%
- Pay increase for Support Staff 3% of midpoint
- Pay increase for Paraprofessional/Technical Staff 6% of midpoint
- Pay increase for Maintenance Staff 6% of midpoint
- Pay increase for Custodial Staff 6% of midpoint
- Pay increase for Child Nutrition Staff 6% of midpoint
- Pay increase for Administrators/Professional 1.5% of midpoint

The 2014-15 pay increases are developed for this year only and future salaries cannot be predicted from these schedules.

PAY GUIDELINES

**BASTROP INDEPENDENT SCHOOL DISTRICT
COMPENSATION GUIDELINES
2014-2015**

Purpose

This is a guide for administering salaries and wages for Teachers, Administrative/Professional, Support, Paraprofessional/Technical, and Auxiliary (Maintenance/Custodial and Child Nutrition) staff of the Bastrop Independent School District.

Practices described are intended to implement local School Board policy, goals, state and federal regulations.

Job Classification

District jobs are assigned to pay ranges based upon compensable factors and grouped with jobs of similar value.

On a periodic basis, selected jobs from each job family will be reviewed to ensure that conditions in the district, such as organizational structure, major programs, or significant responsibilities in a particular job, have not changed to a degree warranting a change in job range classification. This review is to be at the direction of the Superintendent or his designees, which shall be the Assistant Superintendent of Human Resources and Director of Human Resources.

Newly established jobs should be analyzed and range assignment determined prior to hiring personnel for a position. This procedure accomplishes two objectives. First, the appropriate pay range becomes part of the recruitment and hiring strategy of the district. Second, a consistent practice of salary administration is established at the initiation of each job.

Pay Raises

Annual pay increases are not guaranteed. If approved, raises are based on the control rate (midpoint) of each pay range or a specific "dollar increase" for major incumbent jobs. **Bastrop ISD does not operate on a Step schedule.**

General pay increase recommendations presented to the Board of Trustees by the administration shall be based on consideration of such factors as cost of living indexes, wage increases within competitive job markets, and budget resources.

Pay Grades/Ranges

Pay grades represent the internal job classification as well as external job market pay levels. The greater the level of compensable factors present in a job, the higher the placement in the pay range structure.

The use of pay grade levels facilitates payroll administration and maintains the integrity of the job worth. The control rate (midpoint) is the chief control point in the system. A minimum and maximum pay rate for each pay grade range is computed from the control rate using technical standards that are designed to maintain pay equity or fair pay for each job in the system of jobs.

Employees should be assigned to a pay grade and paid a salary/hourly rate between the minimum and maximum (inclusive) of the pay range. Minimum and maximum pay rates are valid for only one year. No general pay action is intended to extend an employee's pay above the pay range or add pay to an employee already paid above the assigned pay grade maximum.

Initial Employment

Employment, assignment, and salary placement should be in accordance with the job requirements as specified in the job description. **Where job requirements include transcripts, certificates, or licenses, these must be official and on file with the district. A Texas educator service record or chronology of prior work history (as applicable to position and if previously employed full time) is required.**

Salary placement will be at the direction of the Superintendent or his designees, which shall be the Deputy Superintendent and the Director of Human Resources. The Human Resources Office shall determine hiring rates based upon job-related qualifications, salary history, and salaries of other employees in same position.

Administrators/Non-teaching Professional Employees – The Superintendent or his designees, which shall be the Deputy Superintendent and the Director of Human Resources, shall individually set hiring rates for the new administrators/non-teaching professional employees under the following guidelines:

1. Persons with previous job experience or special skills may be hired at a rate up to but not exceeding the control rate (midpoint) of the pay range.
2. New administrators/non-teaching professional employees shall normally not be started at a rate above the salary of other district employees with more experience in the job.
3. New administrators may be started at a salary above the control rate (midpoint) if a pay decrease would otherwise occur.
4. A new employee in a hard to fill position or with special qualifications may be placed above the midpoint with consideration given for current employees in that specific pay range.

Support/Paraprofessional/Auxiliary – The Superintendent or his designees, which shall be the Deputy Superintendent and the Director of Human Resources, shall individually set hiring rates for the new employees under the following guidelines:

1. A new employee with no direct experience in the job will be placed at the minimum pay range rate.
2. A new employee hired from outside the district shall normally not be placed above the pay range control rate (midpoint).
3. A new employee with prior experience may be placed above the minimum rate as determined from the documented salary/wage history but shall normally not be started at a rate above the salary of other district employees with more experience in the position.
4. A new employee in a hard to fill position or with special qualifications may be placed above the midpoint with consideration given for current employees in that specific pay range.

Classroom Teachers/Librarians – The Superintendent or his designees, which shall be the Deputy Superintendent and the Director of Human Resources, shall annually establish a starting salary for all new hire teachers/librarians with zero years teaching experience. The starting salary will reflect the hiring objectives of the district. Starting salaries for all other new hire teachers will be based upon consideration for experience and area of teaching specialty.

New teachers to the district will not be placed above salary levels of continuing teachers with similar training and teaching experience. Teachers new to the District will be placed in accordance with the published Board approved Hiring Schedule. Hiring Schedules are developed and approved for one year only; therefore future salaries cannot be predicted from the Hiring Schedule.

The Superintendent may approve hiring rates up to or above the control rate of the range when an applicant has exceptional job qualifications or the position cannot otherwise be filled.

Promotion

For compensation purposes, a promotion occurs when an employee is placed in a higher pay range except for general structure changes or position reclassification. The effective date of the promotion is determined by the Superintendent or his designees, which shall be the Deputy Superintendent and the Director of Human Resources.

The new salary/hourly rate shall be equal to or greater than the minimum rate for the new range, but in no case shall it exceed the maximum rate for the new range. Increases are calculated on daily or hourly rates of pay depending on the position classification.

Reclassification

On a periodic basis jobs may be reclassified into a different pay range or salaries may be adjusted within pay ranges in order to maintain the internal/external equity to other jobs of

similar worth in the district. Reclassification of a job is not a promotion or demotion. Reclassification changes result when there has been a significant modification of job duties or qualifications as determined by the school district. If an employee's job is reclassified, no special increase will be given unless the employee is below the minimum for the new pay range or the current job incumbent's pay rate is in an inequitable position in comparison to comparable jobs. These job reclassifications and salary adjustments may be conducted at the direction and approval of the Superintendent or his designees, which shall be the Deputy Superintendent and the Director of Human Resources.

Demotion

For compensation purposes, a demotion occurs when an employee is placed in a lower pay range except for general salary structure changes or position reclassification. At the direction of the Superintendent or his designees, which shall be the Deputy Superintendent and the Director of Human Resources, an employee's pay rate may be reduced.

Reassignment

Placement in a lower pay range not resulting from a demotion may not immediately reduce salary. Programmatic, organizational, or funding changes are examples of such actions, which may create this condition.

Teacher Degree Differential Pay/Requirements

For the \$1,000 differential pay for teachers earning a Master's Degree or \$1,250 differential pay for teachers earning a Doctorate Degree, the employee must provide an official transcript showing the date the Master or Doctorate degree was conferred/awarded.

Bastrop Independent School District Compensation Package:

Unless otherwise specified, the district unilaterally designates that all employees will be paid on an annualized (12 month) basis in accordance with the district's payroll calendar.

In addition to salary, the total compensation package includes: annual health benefits for all employees (district contribution \$162.50 per pay period).

TEACHER/LIBRARIAN
HIRING SCHEDULE

Bastrop ISD

2014–15 TEACHER/LIBRARIAN HIRING SCHEDULE*
(The schedule below is based on a 187 day contract)

YRS	BACHELORS	MASTERS	DOCTORATE
0	\$43,500	\$44,530	\$45,818
1	\$43,775	\$44,805	\$45,063
2	\$44,290	\$45,320	\$45,578
3	\$44,393	\$45,423	\$45,681
4	\$44,445	\$45,475	\$45,732
5	\$44,496	\$45,526	\$45,784
6	\$44,548	\$45,578	\$45,835
7	\$44,651	\$45,681	\$45,938
8	\$44,805	\$45,835	\$46,093
9	\$45,011	\$46,041	\$46,299
10	\$45,227	\$46,257	\$46,515
11	\$46,257	\$47,287	\$47,545
12	\$46,772	\$47,802	\$48,060
13	\$47,422	\$48,452	\$48,710
14	\$48,085	\$49,115	\$49,372
15	\$48,747	\$49,777	\$50,034
16	\$49,408	\$50,438	\$50,696
17	\$50,070	\$51,100	\$51,358
18	\$50,732	\$51,762	\$52,019
19	\$51,395	\$52,425	\$52,682
20	\$52,056	\$53,086	\$53,344
21	\$52,952	\$53,982	\$54,240
22	\$53,982	\$55,012	\$55,270
23	\$55,012	\$56,042	\$56,300
24	\$55,527	\$56,557	\$56,815
25	\$56,042	\$57,072	\$57,330
26	\$56,557	\$57,587	\$57,845
27	\$57,072	\$58,102	\$58,360
28	\$57,587	\$58,617	\$58,875
29	\$58,495	\$59,525	\$59,782
30	\$59,525	\$60,555	\$60,812
31	\$59,631	\$60,661	\$60,918
32	\$60,001	\$61,031	\$61,288
33	\$60,663	\$61,693	\$61,950
34	\$61,324	\$62,354	\$62,612
35	\$61,986	\$63,016	\$63,274
36	\$62,649	\$63,679	\$63,936
37	\$62,830	\$63,860	\$64,118
38	\$62,933	\$63,963	\$64,221
39	\$63,036	\$64,066	\$64,324
40	\$63,139	\$64,169	\$64,427

\$1,200 STIPEND PAID TO SELF-CONTAINED SPECIAL EDUCATION TEACHERS
AND \$3,000 PAID TO BILINGUAL TEACHERS.

*Hiring schedules are developed for one year only.
Future salaries cannot be predicted from this schedule.

JOB FAMILY/PAY RANGE

**Bastrop Independent School District
 Administrator/Professional Salary Ranges
 2014-2015 School Year**

PAY GRADE A1	Minimum	Midpoint	Maximum
Daily Rate	\$188.85	\$241.18	\$293.53
Nurse (RN)			

PAY GRADE A2	Minimum	Midpoint	Maximum
Daily Rate	\$200.83	\$269.48	\$338.17
ARD Facilitator Assistant Speech Therapist Instructional Specialist - Special Ed. Parent Involvement Facilitator			

PAY GRADE A3	Minimum	Midpoint	Maximum
Daily Rate	\$226.28	\$294.61	\$365.36
Counselor Curriculum Specialist Instructional Technology Specialist LPT OTR Sp Ed Instructional Specialist			

PAY GRADE A4	Minimum	Midpoint	Maximum
Daily Rate	\$237.06	\$304.40	\$371.74
Diagnostician LSSP Low Incident Disability Specialist Supervisor - Speech Language Pathologist Supervisor - Psychological Services			

PAY GRADE A5	Minimum	Midpoint	Maximum
Daily Rate	\$251.09	\$314.72	\$378.34
Assistant Principal - Elementary Assistant Principal - Intermediate			

PAY GRADE A6	Minimum	Midpoint	Maximum
Daily Rate	\$266.04	\$336.25	\$406.35
Assistant Principal - Middle School Assistant Principal - High School Associate Principal - High School Coordinator - Fine Arts Coordinator - Special Ed Coordinator - Student Services Curriculum Coordinator/Technology Trainer Coordinator- Digital Instruction and Learning Supervisor Assess - LSSP			

**Bastrop Independent School District
 Administrator/Professional Salary Ranges
 2014-2015 School Year**

PAY GRADE A7	Minimum	Midpoint	Maximum
Daily Rate	\$281.79	\$355.91	\$430.00
Director- 21st Century Director - Assessment and Student Support Director - Curriculum & Instruction Director - Human Resources Director - Information Technology Services Director - Special Ed Director - Student Services Principal - Alternative School Principal - Elementary Principal - Intermediate			

PAY GRADE A8	Minimum	Midpoint	Maximum
Daily Rate	\$316.27	\$399.00	\$481.71
Principal - Middle School			

PAY GRADE A9	Minimum	Midpoint	Maximum
Daily Rate	\$374.87	\$473.85	\$522.29
Chief Financial Officer Chief Operations Officer Executive Director Principal - High School			

PAY GRADE A10	Minimum	Midpoint	Maximum
Daily Rate	\$428.51	\$504.11	\$579.74
Assistant Superintendent			

PAY GRADE A11	Minimum	Midpoint	Maximum
Daily Rate	\$511.02	\$601.20	\$691.91
Deputy Superintendent			

**Bastrop Independent School District
Support Staff Salary Ranges
2014-2015 School Year**

PAY GRADE S1	Minimum	Midpoint	Maximum
Daily Rate	\$116.35	\$162.25	\$215.40
Performing Arts Specialist ACE Site Coordinator Child Nutrition Field Supervisor Stadium Manager/Facility Syst. Inspector Community Education Specialist			

PAY GRADE S2	Minimum	Midpoint	Maximum
Daily Rate	\$192.87	\$238.66	\$284.41
Attendance Liaison Certification Officer Communications Coordinator Custodial Supervisor Substitute Coordinator Manager - Application (Info Tech Svcs) Manager - HR Benefits Manager - Database (Info Tech Svcs) Manager - HR Compensation Manager - Maintenance Manager - Network (Info Tech Svcs) Manager - Purchasing			

PAY GRADE S3	Minimum	Midpoint	Maximum
Daily Rate	\$204.78	\$266.55	\$328.41
Student Information Systems Analyst IT System Administrator PEIMS Coordinator Staff Accountant			

PAY GRADE S4	Minimum	Midpoint	Maximum
Daily Rate	\$240.36	\$296.23	\$355.73
Child Nutrition Services Director Maintenance Director Manager - Network Services			

PAY GRADE S5	Minimum	Midpoint	Maximum
Daily Rate	\$254.19	\$315.31	\$376.43
Senior Accountant			

PAY GRADE S6	Minimum	Midpoint	Maximum
Daily Rate	\$268.89	\$333.71	\$398.46
Director of 21st Century Director of Finance			

**Bastrop Independent School District
Paraprofessional/Technical Salary Ranges
2014-2015 School Year**

PAY GRADE P1	Minimum	Midpoint	Maximum
Daily Rate	\$9.55	\$11.64	\$13.75
Daycare Worker Temp Worker Receptionist - Elementary			

PAY GRADE P2	Minimum	Midpoint	Maximum
Daily Rate	\$10.23	\$13.23	\$16.21
Career Assistant Library Assistant Nurse's Assistant Parking Lot Monitor Program Assistant Receptionist - Middle School/High School Site Assistant Teaching Assistant			

PAY GRADE P3	Minimum	Midpoint	Maximum
Daily Rate	\$11.01	\$14.42	\$17.83
Behavior Teaching Assistant Attendance Clerk - Elementary/Intermediate Clerk - Data Entry Fast Forward Coach HSTE Assistant ISS Assistant Manager - Computer Lab Secretary - Assistant Principal Security Monitor Secretary - Counselor Secretary/Receptionist - High School			

PAY GRADE P4	Minimum	Midpoint	Maximum
Daily Rate	\$11.86	\$15.00	\$18.15
Attendance Clerk - Middle School Bistro Manager Clerk - Print Shop/Warehouse Manager - Daycare Receptionist - Administration Registrar - Intermediate/Middle School Site Supervisor - STARS			

**Bastrop Independent School District
Paraprofessional/Technical Salary Ranges
2014-2015 School Year**

PAY GRADE P5	Minimum	Midpoint	Maximum
Daily Rate	\$12.76	\$16.47	\$20.17
Admin Clerk Attendance Clerk - High School Migrant Coordinator Secretary - Principal (Elementary/Intermediate/Alternative School)			

PAY GRADE P6	Minimum	Midpoint	Maximum
Daily Rate	\$13.78	\$17.52	\$21.24
Career Specialist Interpreter for Deaf - Pre-certification Secretary - Administration Secretary - Custodial Services Secretary - Principal (Middle School)			

PAY GRADE P7	Minimum	Midpoint	Maximum
Daily Rate	\$14.83	\$19.22	\$23.58
Interpreter for Deaf Ed - Level 1 Manager - Student Records (High School) Secretary - Principal (High School) Secretary - Special Education Specialist - Accounting Specialist - Business Office Specialist - Human Resources Specialist - Payroll Specialist - PEIMS Specialist - Special Ed Specialist - Technology			

PAY GRADE P8	Minimum	Midpoint	Maximum
Daily Rate	\$15.99	\$20.82	\$25.64
Administrative Assistant Interpreter for Deaf Ed - Level II			

PAY GRADE P9	Minimum	Midpoint	Maximum
Daily Rate	\$18.41	\$23.51	\$28.67
Administrative Assistant to Superintendent LVN			

**Bastrop Independent School District
Maintenance Salary Ranges
2014-2015 School Year**

PAY GRADE M1	Minimum	Midpoint	Maximum
Daily Rate	\$7.86	\$9.69	\$11.53
Laborer - Temp/Sub			

PAY GRADE M2	Minimum	Midpoint	Maximum
Daily Rate	\$8.33	\$10.36	\$12.36
Maintenance Helper I			

PAY GRADE M3	Minimum	Midpoint	Maximum
Daily Rate	\$9.42	\$11.70	\$13.97
Corrections Officer Fieldhouse Custodian Grounds Worker Mail Deliveryman Maintenance Helper II Night Watchman			

PAY GRADE M4	Minimum	Midpoint	Maximum
Daily Rate	\$10.64	\$13.21	\$15.77
Maintenance Specialist I			

PAY GRADE M5	Minimum	Midpoint	Maximum
Daily Rate	\$11.98	\$14.91	\$17.81
Assistant Warehouse Foreman Custodial Foreman Grounds - Lead Groundskeeper			

PAY GRADE M6	Minimum	Midpoint	Maximum
Daily Rate	\$13.49	\$16.82	\$20.14
Maintenance Specialist II			

PAY GRADE M7	Minimum	Midpoint	Maximum
Daily Rate	\$15.26	\$18.98	\$22.76
Computer System Tech Help Desk Tech Maintenance Specialist III Tech I Warehouse Foreman			

**Bastrop Independent School District
Maintenance Salary Ranges
2014-2015 School Year**

PAY GRADE M8	Minimum	Midpoint	Maximum
Daily Rate	\$17.23	\$21.48	\$25.74
Assistant Custodial Supervisor Computer System Tech II Construction Lead Licensed Maintenance Tech			

Bastrop Independent School District
Custodial Salary Ranges
2014-2015 School Year

PAY GRADE C1	Minimum	Midpoint	Maximum
Daily Rate	\$7.83	\$9.53	\$11.25
Laborer - Temp/Sub			

PAY GRADE C2	Minimum	Midpoint	Maximum
Daily Rate	\$9.01	\$11.36	\$13.60
Custodian			

PAY GRADE C3	Minimum	Midpoint	Maximum
Daily Rate	\$10.97	\$13.48	\$16.00
Lead Custodian			

**Bastrop Independent School District
Child Nutrition Salary Ranges
2014-2015 School Year**

PAY GRADE F1	Minimum	Midpoint	Maximum
Daily Rate	\$7.83	\$9.53	\$11.25
Laborer - Temp/Sub			

PAY GRADE F2	Minimum	Midpoint	Maximum
Daily Rate	\$9.01	\$11.36	\$13.60
Child Nutrition Worker (Cashier) Child Nutrition Worker (Head Cook, Baker, Salad Bar)			

PAY GRADE F3	Minimum	Midpoint	Maximum
Daily Rate	\$10.79	\$13.26	\$15.73
Child Nutrition Assistant Manager			

PAY GRADE F4	Minimum	Midpoint	Maximum
Daily Rate	\$12.15	\$15.01	\$17.79
Child Nutrition Manager			

SUPPLEMENTAL STIPENDS

**BASTROP ISD
STIPENDS
2014-2015**

HIGH SCHOOL	STIPEND
COORDINATOR/TRAINER	
Campus Athletic Coordinator	\$6,500.00
Assistant Athletic Coordinator	\$4,000.00
Athletic Trainer	\$12,500.00
FOOTBALL	
Head Football Coach	\$15,000.00
Coordinator	\$7,500.00
Varsity Assistant Football Coach	\$6,000.00
9th Grade Assistant Football Coach	\$4,000.00
BASEBALL	
Baseball Head Coach	\$5,750.00
Baseball Assistant Coach	\$2,750.00
BASKETBALL	
Basketball Head Coach	\$6,650.00
Basketball Assistant Coach	\$3,000.00
CROSS COUNTRY	
Cross Country Head Coach	\$4,500.00
Assistant Cross Country Coach	\$2,250.00
GOLF	
Golf Head Coach	\$5,250.00
Assistant Golf Coach	\$2,250.00
POWERLIFTING	
Powerlifting Head Coach	\$3,750.00
Powerlifting Assistant Coach	\$2,250.00
SOCCER	
Soccer Head Coach	\$5,500.00
Soccer Assistant Coach	\$3,000.00
SOFTBALL	
Softball Head Coach	\$5,750.00
Softball Assistant Coach	\$2,750.00
TENNIS	
Tennis Head Coach	\$5,750.00
Tennis Assistant Coach	\$2,750.00

**BASTROP ISD
STIPENDS
2014-2015**

TRACK		
Track Head Coach		\$5,500.00
Track Assistant Coach		\$3,000.00
VOLLEYBALL		
Volleyball Head Coach		\$7,500.00
Volleyball Assistant Coach		\$4,000.00
VIDEO TECH		
Video Tech		\$500.00
FINE ARTS		
Performing Arts Manager		15,000.00
BAND		
Band Director		10,700.00
High School Asst. Band Director		6,740.00
Color Guard		4,000.00
CHOIR		
High School Choir		3,675.00
High School Choir Assistant/Piano Accompaniment		1,000.00
THEATRE ARTS		
High School One-Act Play/Theater		2,000.00
High School Musical Production Dir		1,000.00
EXTRACURRICULAR		
Drill Team Instructor		4,500.00
Drill Team Assistant		1,000.00
Varsity Cheerleader Sponsor		3,500.00
JV Cheerleader Sponsor		2,000.00
Freshman Cheerleader Sponsor		1,500.00
UIL Coordinator		1,500.00
Yearbook sponsor		1,200.00
Campus Newsletter		300.00
Debate Sponsor		1,000.00
Speech Sponsor		1,000.00
Newspaper Sponsor		750.00
Broadcast Journalism Sponsor		2,500.00
Student Council Sponsor		1,700.00
Department Head (Non-core Subjects)		1,000.00
Campus Instructional Specialist (Core Subjects)		7,500.00

**BASTROP ISD
STIPENDS
2014-2015**

UIL Coach	500.00
Ballet Folklorico	1,000.00
National Honor Society	1,000.00
Career and Technology (days determined by job)	175/day
HSTE	3,500.00
Agriculture	8,000.00
Robotics	4,000.00
Robotics Assistant	2,000.00
MIDDLE SCHOOL	
Cheerleader/Pep Squad Sponsor	1,500.00
Yearbook Sponsor	750.00
Stuco Sponsor	750.00
Stuco Assistant	250.00
Middle School Dance	1,000.00
Middle School Drama	1,000.00
Middle School Choir	1,000.00
Middle School Band Director	6,740.00
Middle School Assistant Band Director(Intermediate)	5,696.00
UIL/TMSCA Coach	250.00
Department Head (Non-core subjects)	750.00
Campus Instructional Specialist (Core Subjects)	7,500.00
UIL Coordinator	500.00
Middle School Football	2,750.00
Middle School Basketball	2,000.00
Middle School Volleyball	2,000.00
Middle School Soccer	1,250.00
Middle School Track	2,000.00
Middle School Tennis	1,250.00
Middle School Cross Country	1,250.00
Middle School Golf	1,250.00
Middle School Coordinator Boys	1,000.00
Middle School Coordinator Girls	1,000.00
INTERMEDIATE	
UIL Coordinator	500.00
UIL/TMSCA Coach	250.00
Department Head	750.00
ELEMENTARY	
Team Leader	500.00
UIL Coach	250.00

**SUBSTITUTE/TUTOR
PAY RATES**

Substitute Teacher Pay Rates

Non-certified Substitute Teachers

- A non-certified substitute teacher will receive \$70 per full-day.
- A non-certified substitute teacher, whose continuous employment for an individual teacher exceeds 10 consecutive days, shall be paid \$85 per day after the 10th day. This amount will be retroactive to the first day that the substitute began the assignment.

Note: Non-certified teachers who substitute in a *paraprofessional substitute* assignment (i.e. teacher assistant, nurse's assistant, office assistant, etc...) will receive the substitute paraprofessional pay rate of \$70 per full-day (\$75 per full-day of long term assignments as noted in the paraprofessional section on next page).

Certified Substitute Teachers

- A Texas certified substitute teacher will receive \$90 per day.
- A Texas certified substitute teacher, whose continuous employment for an individual teacher exceeds 10 consecutive days, shall be paid \$100 per full-day after the 10th day. This amount will be retroactive to the first day that the substitute began the assignment.

Note: Certified teachers who substitute in a paraprofessional substitute assignment (i.e. teacher assistant, nurse's assistant, office assistant, etc...) will receive the substitute paraprofessional pay rate of \$70 per full-day (\$75 for long term assignments as noted in the paraprofessional section below). The exception to this would be for RN's that sub for LVN's. These individuals will be paid the higher rate (\$90), as this is a specialized area.

Friday Bonus Pay

All substitutes that work on Friday's during the months of April and May will earn an additional \$5 per day.

Special Education trained substitutes

Recommended substitutes that have completed the district provided SAMA training, will be paid an additional \$5 per day.

Tutor Pay Rates

Non-certified tutors

\$70.00 full day
\$35.00 half a day

Certified tutors

\$90.00 full day
\$45.00 half day

After school and Saturdays

Non-certified (non employee) \$15.00/HR
Certified Teacher tutor \$27.50/HR

PAYROLL CALENDAR

14-15 BISD Pay Dates / Weeks Processed During Pay Period

Pay Day	Substitute Pay Additional/Dock Pay	# of weeks
Tuesday, July 15, 2014	06/16-06/28	2
Wednesday, July 30, 2014	06/29-07/19	3
Friday, August 15, 2014	07/20-08/02	2
Thursday, August 28, 2014	08/03-08/16	2
Monday, September 15, 2014	08/17-08/30	2
Monday, September 29, 2014	08/31-09/13	2
Wednesday, October 15, 2014	09/14-10/04	3
Thursday, October 30, 2014	10/05-10/18	2
Friday, November 14, 2014	10/19-11/01	2
Thursday, November 20, 2014	11/02-11/08	1
Monday, December 15, 2014	11/09-11/29	3
Thursday, December 18, 2014	11/30-12/06	1
Thursday, January 15, 2015	12/07-12/20	2
Thursday, January 29, 2015	12/21-01/10	3
Friday, February 13, 2015	01/11-01/24	2
Thursday, February 26, 2015	01/25-02/07	2
Friday, March 13, 2015	02/08-02/21	2
Monday, March 30, 2015	02/22-03/07	2
Wednesday, April 15, 2015	03/08-03/28	3
Wednesday, April 29, 2015	03/29-04/11	2
Friday, May 15, 2015	04/12-04/25	2
Thursday, May 28, 2015	04/26-05/16	3
Monday, June 15, 2015	05/17-05/30	2
Monday, June 29, 2015	05/31-06/13	2

All dates subject to change.

BEGINNING AND ENDING DUTY DAYS

BASTROP ISD
CAMPUS PERSONNEL
2014-2015 SCHOOL YEAR

CALENDAR	START DATE	END DATE	POSITION	*2014-15 NON-WORK DAYS
187-A	08/18/14	06/05/15	Teacher, RN	N/A
187-B	08/18/14	06/11/15	Elem Counselor, Athletic Trainer, Asst Speech Therapist, LSLP, LSSP, SESS, ARD Facilitator, Diagnostician, Physical Therapist, Occupational Therapist	N/A
187-C	08/14/14	06/05/15	Teacher Assistant, Library Assistant, ISS Monitor, Elem Computer Lab Manager, Elem/HS Receptionist, HS Counselor's Secretary, Interpreter for the Deaf, Bistro Manager, Daycare Worker, Daycare Assistant Manager, STARS Site Assistant, LVN	N/A
189-A	08/12/14	06/05/15	Intermediate School Attendance Clerk	N/A
190-A	08/11/14	06/05/15	MS Attendance Clerk, HS Asst Principal's Secretary, HS Librarians	N/A
192-A	08/11/14	06/11/15	Elementary, Intermediate and Middle School Librarians, ARD Facilitators, LSSP, Behavior Interventionist, Diagnostician	N/A
197-A	08/07/14	06/16/15	HS Attendance Clerk, Daycare Manager, School/Community Attendance Liaison, Intermediate Registrar, Parent Liaison, HS Band Director, TLI Coordinator, LSSP	N/A
202-A	08/05/14	06/19/15	Intermediate Counselor, MS Counselor, Drug and Alcohol Counselor, Elem Attendance Clerk, MS Registrar, HS Special Ed Secretary, Behavior Specialist, LSSP, Associate Principals Secretary	N/A
207-A	08/01/14	06/24/15	HS Counselor, Career Center Specialist, Career Center Counselor	N/A
212-A	07/30/14	06/29/15	Elementary/Intermediate Assistant Principal, Genesis/Gateway Principal's Secretary, Adm. Secretary Special Ed, Evaluation Supervisor, Elem. Coord. Of Special Ed, Special Ed Instr. Specialist	N/A
217-A	Year Round	Year Round	MS/HS Assistant Principal, MS Dean of Instruction, Elem/Intermediate Principal's Secretary	18
220-A	Year Round	Year Round	Elementary/Intermediate Principal	15
226-A	Year Round	Year Round	All 226 employees including, MS/HS Principal, HS Associate Principal, Coordinators, Directors, ROTC Instructor, MS/HS Principal's Secretary, HS Manager of Student Records (Registrar), HS Bookkeeper, Maintenance Grounds	9
260-A	Year Round	Year Round	Custodial Staff, Maintenance Staff, Athletic Grounds	N/A
*The ending dates could change due to bad weather days.				
* The 2014-2015 non-work days will be allocated in June 2015 and must be used by June 30, 2016 or they will be forfeited.				