



PROFESSIONAL EMPLOYEE PAY PLAN

Pay Schedule Board Approved 8/10/09

It is the policy of Laredo Independent School district not to discriminate on the basis of race, color , national origin, sex, handicap, or age in its employment practices as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975, as amended; and Section 504 of the Rehabilitation Act of 1973, as amended.

Laredo Independent School District
Professional Employee Pay Plan

The Professional Employee Pay Plan is based on approved years of experience and includes:

Teachers
Assistant Occupational Therapist
Assistant Physical Therapist
Assistant Speech Pathologist
Assistive Technology Coordinator
Assistive Technology Specialist
Behavioral Intervention Specialist
Bilingual & ESL Teacher Resource Strategist
Campus Literacy Coach
Counselors
Dean/V.M.T.
Diagnosticians
English Language Arts/Reading Specialist
E.S.L. Strategist
Intervention/Differentiated Instructional Specialists
Librarians
Licensed Specialist in School Psychology
Mathematics Specialist
Nurses
Social Workers
Special Ed. Campus Coordinators
Special Ed. Strategist
Special Ed. Transition Coordinator
Speech & Hearing Therapists
Speech Pathologists
Technology Specialist/Trainer
Trainers (Technology)
Testing Facilitator

The Professional Employee Pay Plan consists of a hiring schedule, with stipends, and supplemental/additional duty pay for professional employees including those who are new to the district or returning to the district after resignation or retirement.

Professional employees continuing with the district are paid according to a board approved base salary plus board approved raises according to the stipends and supplemental/additional duty pay listed in the Professional Employee Pay Plan.

ROTC Instructors have a separate salary formula.

**Laredo Independent School District
Professional Employee Pay Plan**

A classroom teacher who received a career ladder supplement on August 31, 1993, is entitled to at least the same gross monthly salary the teacher receive for the 1994-95 school year as long as the teacher is employed by the same district. In this section, "gross monthly salary" must include the amount a teacher received that represented a career ladder salary supplement under Section 16.057, as that section existed January 1, 1993.

A teacher or professional employee must have worked a minimum of 90 days during the previous year to receive a salary increase based on advancing years of experience.

The Professional Employee Pay Plan is for one year only and no future promises of salary amounts or increases can be deduced from this document. The Board may adopt increases in salary amounts on an annual basis.

CONSULTANT SERVICES

An employee of the district may not act as a consultant for pay to the district. This could be construed as a conflict of interest. Employees on the Professional Employee Pay Plan may be paid extra duty pay for providing training, etc. on non-duty days. Employees may provide consultant services to other districts or entities.

Release to New Position

An Employee being promoted, transferred or reassigned must be released to the receiving position no later than 10 working days after the approval of the personnel action by the Superintendent or designee.

Exception: A classroom teacher may not be released until a replacement is hired.



**PROFESSIONAL EMPLOYEE HIRING SALARY SCHEDULE
2009-2010 SCHOOL YEAR
Bachelor's Degree**

The Professional Employee Pay Plan is for one year only and no future promises of salary amounts or increases can be deduced from this document. The Board may adopt increases in salary amounts on an annual basis. This is a Hiring Schedule for the purpose of placing new teachers in the teacher pay scale.

Teachers, Librarians, Nurses, Counselors, Speech Pathologists and any other positions on the teacher salary schedule.

Years of Experience	Salary	Years of Experience	Salary
0	\$42,500	16	\$50,392
1	\$44,442	17	\$51,112
2	\$44,825	18	\$51,912
3	\$44,825	19	\$52,642
4	\$45,142	20	\$53,663
5	\$45,525	21	\$55,058
6	\$45,825	22	\$56,158
7	\$46,125	23	\$56,541
8	\$46,425	24	\$56,912
9	\$46,725	25	\$57,542
10	\$47,025	26	\$58,202
11	\$47,325	27	\$58,932
12	\$47,642	28	\$59,512
13	\$48,492	29	\$60,070
14	\$49,092	30	\$60,678
15	\$49,592		

Teacher salary schedule based on teacher increases board approved 8/10/09.

- +\$2,000 for Master
- +\$2,000 for Doctorate
- +\$1,500 for Career Ladder II
- +\$3,000 for Career Ladder III


Executive Director for Human Resources


Chief Financial Officer


Superintendent of Schools

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ROTC Senior Instructor Formula

Senior Instructors

Teacher scale for years of experience* prorated for 220 days (12 Months)

+

Extra Duty Stipend = \$5,800

OR

Minimum instructor pay whichever is greater

Current ROTC Senior Instructors will transition to this formula by calculating 98/99 salary as follows:

97/98 salary + 50% of prorated 220 days teacher raise.

This transition will continue until ROTC Senior Instructors are in compliance with the Salary Formula.

Salaries will be adjusted effective July 1st of each year in accordance with board approved teacher raise and ROTC salary formula.

*Years of experience for the purpose of salary are calculated as follows:
1.5 Army years: 1 + ROTC = years of experience

ROTC Instructor Formula

Instructors

Teacher scale for years of experience* prorated for 220 days (12 months)

+

Extra Duty Stipend of \$3,600

OR

Minimum instructor pay whichever is greater

Salaries will be adjusted effective July 1st of each year in accordance with board approved teacher raise and ROTC salary formula.

ROTC Instructors with the district on 7/1/98 will transition into this formula by calculating 98/99 salary as follows:

97/98 salary + 50% of teacher raise prorated for 220 days

This transition will continue until ROTC Instructors are in compliance with the salary formula.

*Years of experience for the purpose of salary are calculated as follows:

4 Army years: 1 + ROTC = years of experience

**Laredo Independent School District
Professional Employee Pay Plan**

STIPENDS

A stipend is an additional amount paid to an employee to compensate for a higher degree, specialized certification, or as an incentive to fill a position in an area of critical need.

Position stipends are attached to the position not to the employee and do not transfer if the employee is reassigned. An employee is subject to reassignment at any time by the superintendent or designee.

POSITION	ELEMENTARY	MIDDLE SCHOOL	HIGH SCHOOL	ALL LEVELS
Assistant Occupational Therapist				7,000
Assistant Physical Therapist				7,000
Asst. Speech Pathologist				7,000 + 20 days
Assistive Technology Coordinator				5,000 + 33 days
Assistive Technology Team Member				1,500
Behavioral Intervention Specialist				5,000 + 33 days (7,000 special certificate)
Bilingual Teacher Resource Strategist	3,000 + 33 days			
Counselor	4,000 + 10 days	4,500 + 10 days	5,000 + 10 days	
Counselor/ Chemical Dependency			5,000 + 10 days	
Counselor, Lead		1,500	3,000	
Counselor/Sp. Ed. & V.M.T.		4,500 + 15 days	5,000 + 15 days	
Dean/V.M.T.			3,000 + 15 days	
Diagnostician				5,500 + 33 days
Dyslexia Assessor/Teacher				3,000 + 15 days
Doctorate Degree (PhD)				2,000
POSITION	ELEMENTARY	MIDDLE SCHOOL	HIGH SCHOOL	ALL LEVELS

**Laredo Independent School District
Professional Employee Pay Plan**

POSITION	ELEMENTARY	MIDDLE SCHOOL	HIGH SCHOOL	ALL LEVELS
English Language Arts/Reading Specialist			3,000 + 20 days	
ESL (full time)		800	800	ESL Stipend for English Language Arts/ESL and ESL
E.S.L. Strategist			3,000 + 20 days	
ESL Teacher Resource Strategist		3,000 + 33 days	3,000 + 33 days	
ESL Teacher Resource Strategist		3,000 + 20 days	3,000 + 20 days	Hired on or after the 2005/06 school year
F.S. Lara Academy				4,000 Professionals
Health Science Technology Education Teacher			2,600	
Homebound Teacher				1,000
Intervention/Differentiated Inst. Specialist	3,000 + 20 days			
Learning Resources - Professional/Specialist Certificate or equivalent				4,000 + 10 days
Learning Resources - Endorsement				2,000 + 10 days
Learning Resources - (Intern or Emergency Teaching Permit)				1,000 + 10 days
Master Teacher		3,000	3,000	
Masters Degree				2,000
Math Teacher		1,800	1,800	Must be certified, endorsed, and assigned. Includes ETP in math.
Mathematics Specialist			3,000 + 20 days	
Music Teacher, (VMT)			3,000 (Hired prior to 98/99)	
Physical Education (Adaptive)				1,200
POSITION	ELEMENTARY	MIDDLE SCHOOL	HIGH SCHOOL	ALL LEVELS

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POSITION	ELEMENTARY	MIDDLE SCHOOL	HIGH SCHOOL	ALL LEVELS
Registered Nurses				10 days
Science Teacher		1,800	1,800	Must be certified, endorsed, and assigned. Includes ETP in science.
Science Composite Certification		800	800	Must be certified, endorsed, and assigned. Includes ETP in science. On top of Science Teacher Stipend.
Science Teacher -Chemistry -Physics			500 (Basic 1,800 for Science Teachers plus additional 500)	Must be Chemistry, Physics, or Science Composite certified. Must be assigned.
Social Worker				3,000
Special Education Strategist			3,000 + 20 days	
Spec. Ed. – Auditory Impaired Teacher				4,000
Spec. Ed. – Auditory Impaired Itinerant				4,000
Spec. Ed. – Campus Coord.				4,000 + 10 days
Spec. Ed. - Resource, LLD, Content Mastery				800
Spec. Ed. - Homebound				1,000
Spec. Ed. - Licensed Specialist in School Psychology				10,000 + 33 days
Spec. Ed.- Orientation & Mobility Certificate				1,500
Spec. Ed. - Self-Contained				4,000
Spec. Ed. - Speech & Hearing Therapist				10,000 + 20 days
Spec. Ed. - Supervising Speech Pathologist				5,000 + 20 days
POSITION	ELEMENTARY	MIDDLE SCHOOL	HIGH SCHOOL	ALL LEVELS

**Laredo Independent School District
Professional Employee Pay Plan**

POSITION	ELEMENTARY	MIDDLE SCHOOL	HIGH SCHOOL	ALL LEVELS
Spec. Ed. – Transition Coor.				4,000 + 20 days
Spec. Ed. - VAC				1,000
Spec. Ed. – Visually Impaired Teacher				4,000
Speech Pathologist and Intern Speech Pathologist				10,000 + 20 days
Technology Campus Trainers				5 days - all trainers
Technology Specialists/Trainers-District Wide				3,000 – Must be certified in Technology Applications
				5,000 + 15 days
Technology Specialist/ Trainer – Curr. & Instruction				5,000 + 20 days
Testing Facilitator			5,000 + 10 days	
Vocational, Agriculture			750 + 15 days	
			750 + 33 days	
Vocational, Co-Op			300 + 10 days	
POSITION	ELEMENTARY	MIDDLE SCHOOL	HIGH SCHOOL	ALL LEVELS

**Laredo Independent School District
Professional Employee Pay Plan**

SUPPLEMENTAL/ADDITIONAL DUTY PAY

Additional Duty Pay applies to both professional and paraprofessional employees and is to compensate employees for additional duty assignments that extend beyond the regular work day. Additional duty assignments are non-contractual and at-will. These assignments may be terminated by the Superintendent or designee at any time. The following additional duty is compensated according to the following chart. All other additional duty must be approved by the Superintendent or designee and is paid at \$21.72 per hour for professional employees and a minimum of \$8.00 per hour for non-contractual employees depending on the employee's wage rate. Committee work such as CEIC, DEIC, budget, etc. is not eligible for supplemental duty pay. See Administrator Pay Plan for eligibility of administrators for additional duty pay.

POSITION	ELEMENTARY	MIDDLE SCHOOL	HIGH SCHOOL	ALL LEVELS
After-School Teaching Duties/ Summer School				21.72 per hour
Band/Orchestra Assistant Director		4,000 + 33 days extra duty pay (220 days)	4,000 + 33 days extra duty pay (220 days)	
Band/Orchestra Coordinator				5,000 + 43 days
Band Director - Head		5,000 + 33 days extra duty pay (220 days)	8,000 + 43 days extra duty pay (230 days)	
Head Orchestra		4,500 + 33 days extra duty pay (220 days)	5,000 + 33 days extra duty pay (220 days)	
Campus Coordinator	800			1 per campus
Cheerleader Sponsor	500	1,500	1,800	1 per campus
Choir Director		2,500	3,000	
Class Sponsor			Senior - 500 Junior - 400 Soph - 300 Fresh - 200	
Color Guard Instructor			3,000	
Crime Stoppers Includes Coordinator				1,000
POSITION	ELEMENTARY	MIDDLE SCHOOL	HIGH SCHOOL	ALL LEVELS

**Laredo Independent School District
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POSITION	ELEMENTARY	MIDDLE SCHOOL	HIGH SCHOOL	ALL LEVELS
Crime Stoppers Lead				500
GED Classes				2,000 per semester (3 Instructors)
Girl's Spirit Organization Sponsor		1,500	1,800	
Lead Teacher (Facilitator)				26.00 per hour
Mock Trial			1,000	
Newspaper Sponsor		200	600	
Staff Development Attendance				16.00 per hour
Student Council Sponsor		600	1,200	
University Interscholastic League (UIL) Coach		2,000 (10 coaches per campus)	2,300 (16 coaches per campus)	
UIL One Act Play Director		2,000 (1 Director per campus)	2,300 (1 Director per campus)	
UIL Coordinator		2,500 (1 Coordinator per campus)	3,000 (1 Coordinator per campus)	
UIL (Second event)		750	750	
UIL Elementary	1,000 (2 per campus)			
Webmaster				1,000
Yearbook Sponsor		1,200 (2 per campus)	2,000 (2 per campus)	
POSITION	ELEMENTARY	MIDDLE SCHOOL	HIGH SCHOOL	ALL LEVELS

**Laredo Independent School District
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ATHLETICS SUPPLEMENTAL PAY

Additional days are assigned and paid for only one sport during a school year.

HIGH SCHOOL SPORT	POSITIONS PER CAMPUS	SUPPLEMENTAL PAY	COMMENTS
Head Football Coach/ Campus Athletic Coor.	1-per High School	15,000 + 43 days	Board Approved effective 4/23/09
Athletic Trainer	1-per High School	7,000 + 15 days	
Baseball	1-Head Coach	5,000 + 15 days	
Baseball	3-Assistants	2,300	
Basketball-boys	1-Head Coach	5,000 + 15 days	
Basketball-boys	3-Assistants	2,300	
Basketball-girls	1-Head Coach	5,000 + 15 days	
Basketball-girls	3-Assistants	2,300	
Cross Country-girls	1-Head Coach	2,800 + 15 days	
Cross Country-boys	1-Head Coach	2,800 + 15 days	
Football	1-Offensive Coordinator	4,500 + 15 days	
Football	1-Defensive Coordinator	4,500 + 15 days	
Football	4-Freshman Second Team	2,600 + 15 days	Only if enough athletes are available for a second team
Football	4-Varsity Assistant	3,500 + 15 days	
Football	4-Freshman Team	2,600 + 15 days	
Golf	1-Head Coach	5,000	Year round
Power-lifting	1-Head Coach	2,800	Year round
Soccer-boys	1-Head Coach	5,000	
HIGH SCHOOL SPORT	POSITIONS PER CAMPUS	SUPPLEMENTAL PAY	COMMENTS

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HIGH SCHOOL SPORT	POSITIONS PER CAMPUS	SUPPLEMENTAL PAY	COMMENTS
Soccer-boys	3-Assistants	2,300	
Soccer-girls	1-Head Coach	5,000	
Soccer-girls	3-Assistants	2,300	
Softball	1-Head Coach	5,000 + 15 days	
Softball	3-Assistants	2,300	
Tennis	1-Head Coach	5,000 + 15days	+ 2,800 for Spring
Tennis	1-Assistant	2,300 + 10 days	+ 2,300 for Spring
Track-boys	1-Head Coach	5,000	
Track-boys	3-Assistants	2,300	
Track-girls	1-Head Coach	5,000	
Track-girls	3-Assistants	2,300	
Volleyball	1-Head Coach	5,000 + 15 days	
Volleyball	3-Assistants	2,300 + 15 days	
MIDDLE SCHOOL SPORT	POSITIONS PER CAMPUS	ADDITIONAL DUTY PAY	COMMENTS
All Sports Combined	1-Head Coach	4,000 + 15 days	
Sports-boys	3-Assistants	3,300 + 10 days	
Sports-girls	4-Assistants	3,300 + 10 days	
MIDDLE SCHOOL SPORT	POSITIONS PER CAMPUS	SUPPLEMENTAL PAY	COMMENTS