

CHARLOTTE ISD

Compensation Package



Board Approved: 07/24/2024

Charlotte Independent School District
Supplemental Pay Schedule

****IN THE EVENT AN ACTIVITY/EVENT IS CANCELLED, THE STIPEND WILL BE PRORATED BASED ON THE LENGTH OF THE SEASON COMPLETED****

Life Skills Coordinator/Principal	\$5,000.00	
Principal Intern Stipend	\$1,500.00	
Assistant Principal/Admin - Extra Duties Stipend	\$4,000.00	⑨
Teacher Mentor	\$2,500.00	
Safety Coordinator	\$3,000.00	
Testing Coordinator	\$4,000.00	⑩
Teacher Masters Degree Stipend	\$1,000.00	
Yearbook Sponsor	\$1,500.00	
Campus U.I.L. Coordinator	\$500.00	
Dual Credit Teacher	\$1,000.00 per semester	
Dual Credit Monitor	\$500.00	
U.I.L. Coach	\$250.00	①
High School Cheerleader Sponsor	\$1,500.00	
Middle School Cheerleader/Yell Squad Sponsor	\$500.00	
One Act Play Sponsor	\$1,250.00	
District Photographer	\$1,250.00	
Life Skills Teacher	\$2,500.00	
Dyslexia Teacher (endorsed)	\$2,500.00	⑬
Special Ed. / Dyslexia Program Coordinator	\$2,500.00	⑭
Math Certification	\$4,000.00	②
Science Certification	\$4,000.00	②
English Certification	\$4,000.00	②
Special Ed. Certification	\$4,000.00	②
Voc Ag. Stipend/FFA	\$4,000.00	
GT Coordinator	\$1,000.00	⑮
Honor Society Sponsor	\$250.00	
HB 3 Stipend (Paraprofessionals)	\$1,350.00	
STAAR - Teaching Assignment	\$4,000.00	③
STAAR - Performance (Per Test)		
Approaches - 70	\$800.00	④
Meets - 42	\$1,100.00	④
Masters - 12	\$1,600.00	④
STAAR - Performance (Per Subject)		
Approaches - 70	\$75.00	⑤
Meets - 42	\$125.00	⑤
Masters - 12	\$150.00	⑤
Football - Coordinator	\$4,000.00	
Football - Assistant Coach	\$3,000.00	
Football - JH Head Coach	\$2,500.00	

Football - JH Assistant Coach	\$2,000.00	
Basketball - Head Coach	\$4,000.00	
Basketball - Assistant Coach	\$3,000.00	
Basketball - JH Head Coach	\$2,500.00	
Basketball - JH Assistant Coach	\$2,000.00	
Baseball - Head Coach	\$4,000.00	
Baseball - Assistant Coach	\$3,000.00	
Baseball - JH Head Coach	\$1,000.00	
Baseball - JH Assistant Coach	\$750.00	
Softball - Head Coach	\$4,000.00	
Softball - Assistant Coach	\$3,000.00	
Softball - JH Head Coach	\$1,000.00	
Softball - JH Assistant Coach	\$750.00	
Volleyball - Head Coach	\$4,000.00	
Volleyball - Assistant Coach	\$3,000.00	
Volleyball - JH Head Coach	\$2,500.00	
Volleyball - JH Assistant Coach	\$2,000.00	
Track - Head Coach	\$4,000.00	
Track - Assistant Coach	\$3,000.00	
Track - JH Head Coach	\$2,500.00	
Track - JH Assistant Coach	\$2,000.00	
Cross Country - Head Coach	\$4,000.00	
Golf - Head Coach	\$4,000.00	
Powerlifting - Head Coach	\$4,000.00	
Powerlifting - Assistant Coach	\$3,000.00	
Assistant Band Director (part-time)	\$4,000.00	
10 additional days	\$2,930.00	⑥
Extra Duty Pay	\$25.00/hr	
Summer School Pay	\$32.50/hr	⑦
Crossing Guard	\$15.30/hr	
CDL Stipend	\$750.00 / \$1,500.00	⑧
CDL Certification Monitor	\$2,500.00	⑪
Bus Driver Certification Process	\$2,000.00	⑫
Bus Monitor	\$13.26/hr	
Gate Keeper - Sporting Events	\$13.00/hr	
Acting Maintenance Director & Acting Transportation Director	\$1,000.00	
After hours security (Certified Peace Officer)	\$35.00/hr	
Teacher Experience Stipend 32+ Years	\$1,500.00	⑬

- ① Must meet minimum participation requirements determined by administration.
- ② Must be certified in this subject/area and teaching in this subject/area in order to be paid certification stipend.
- ③ Limited for first two tested subjects/grade levels. Any additional, third or more tests will be paid at \$1,500.00 if there is no other teacher available for that tested subject or grade level.
- ④ Teachers assigned to grades and subjects tested by STAAR. Stipend will be paid as a retention bonus; employee must honor

contract for upcoming school year.

- ⑤ Teachers, other than those referenced in ④ above, who help students, such as RTI, etc. Stipend will be paid if state standard is met. For teachers to be eligible for this stipend, their own subject has to meet standard. Stipend will be paid as a retention bonus; employee must honor contract for upcoming school year.
- ⑥ If additional days are more than or less than 10, a rate of \$293.00 per day will be used to calculate additional days pay.
- ⑦ Limited for students that have to retake STAAR testing in grades 1-12 and high school course credit completion.
- ⑧ \$1,500 - Driver available for both routes & trips. \$750.00 - Driver available for either routes or trips.
- ⑨ Paid in situations when Admin has to assume the duties of another campus for an extended period of time.
- ⑩ Paid to any Counselor or individual who assumes the responsibility of Testing Coordinator and whose sole job is not Testing Coord
- ⑪ Paid to monitor employees pursuing CDL license through CISD. Must have at least one staff member actively working toward bus certification during the school year. Proof of progress is required.
- ⑫ Paid to employee who is enrolled/actively working toward bus CDL certification. Employee will be paid \$500 for module completion \$500 for driving completion; \$500 for test completion and \$500 for completing ESC Region 20 bus certification course.
 - Must be actively working towards bus certification during the school year.
 - Failure to remain active/progressing will result in District reimbursement.
 - Required one year obligation to the District after licensing is obtained to avoid reimbursement.
 - Must accept driving responsibilities as required or assigned for one year to avoid District reimbursement.
- ⑬ Must have a certificate or endorsement from an accredited dyslexia prgm and assigned a group of students to provide dyslexia sen
- ⑭ Coordinator and District contact for Dyslexia and Special Education programs. Must have special education certification or dyslexia program endorsement.
- ⑮ Paid to Counselor who coordinates GT program.
- ⑯ For Teacher Experience 32+ years paid per year. \$1,500 FT/\$750 PT

Charlotte Independent School District

Administrative / Professional Compensation Plan

202 Days	Minimum		Midpoint		Maximum	
Counselor	\$43,525.00	\$215.47	\$52,439.00	\$259.60	\$70,000.00	\$346.53

207 Days	Minimum		Midpoint		Maximum	
Band Director	\$63,500.00	\$306.76	\$74,000.00	\$357.49	\$87,000.00	\$420.29
Testing Coordinator	\$44,602.00	\$215.47	\$53,737.00	\$259.60	\$70,000.00	\$338.16

212 Days	Minimum		Midpoint		Maximum	
Director of Curriculum & Instruction	\$75,000.00	\$353.77	\$85,000.00	\$400.94	\$95,000.00	\$448.11
Director of Transportation	\$34,246.00	\$161.54	\$43,216.00	\$203.85	\$51,370.00	\$242.31

226 Days	Minimum		Midpoint		Maximum	
Technology Director	\$43,525.00	\$192.59	\$59,172.00	\$261.82	\$74,820.00	\$331.06
Elementary School Principal	\$66,500.00	\$294.25	\$77,000.00	\$340.71	\$88,000.00	\$389.38
Middle School Principal	\$71,500.00	\$316.37	\$82,000.00	\$362.83	\$93,000.00	\$411.50
High School Principal	\$84,500.00	\$373.89	\$95,000.00	\$420.35	\$106,000.00	\$469.03
Director of Finance	\$71,000.00	\$314.16	\$84,500.00	\$373.89	\$95,000.00	\$420.35
Athletic Director	\$84,500.00	\$373.89	\$95,000.00	\$420.35	\$106,000.00	\$469.03

260 Days	Minimum		Midpoint		Maximum	
Director of Maintenance	\$42,000.00	\$161.54	\$53,000.00	\$203.85	\$66,500.00	\$255.77

Charlotte Independent School District
 Classroom Teachers, Librarians, and Nurses (RN)
 187 Days

Years Experience	Bachelors Degree
0	\$46,844
1	\$48,092
2	\$48,716
3	\$49,340
4	\$49,964
5	\$50,588
6	\$52,252
7	\$52,876
8	\$53,500
9	\$54,124
10	\$54,748
11	\$55,372
12	\$55,996
13	\$56,620
14	\$57,244
15	\$57,868
16	\$58,492
17	\$59,116
18	\$59,740
19	\$60,364
20	\$60,988
21	\$61,612
22	\$62,236
23	\$62,860
24	\$63,484
25	\$64,108
26	\$64,732
27	\$65,356
28	\$65,980
29	\$66,604
30	\$67,228
31	\$67,852
32	\$68,476
33	\$69,100
34	\$69,724
35+	\$70,348

Salaries listed above are based on 187 days. Salary schedules are developed for one year only. Future salaries cannot be predicted from this schedule.

**Charlotte Independent School District
Food Service Department
197 days
Hourly Pay Scale**

Step	Hourly	Assistant	Director
0	\$12.50	\$13.50	\$21.00
1	\$12.75	\$13.75	\$21.25
2	\$13.00	\$14.00	\$21.50
3	\$13.25	\$14.25	\$21.75
4	\$13.50	\$14.50	\$22.00
5	\$13.75	\$14.75	\$22.25
6	\$14.05	\$15.05	\$22.50
7	\$14.35	\$15.35	\$22.75
8	\$14.65	\$15.65	\$23.00
9	\$14.95	\$15.95	\$23.25
10	\$15.25	\$16.25	\$23.50
11	\$15.60	\$16.60	\$23.75
12	\$15.95	\$16.95	\$24.00
13	\$16.30	\$17.30	\$24.25
14	\$16.65	\$17.65	\$24.50
15	\$17.00	\$18.00	\$24.75
16	\$17.40	\$18.40	\$25.00
17	\$17.80	\$18.80	\$25.25
18	\$18.20	\$19.20	\$25.50
19	\$18.60	\$19.60	\$25.75
20	\$19.00	\$20.00	\$26.00
21	\$19.45	\$20.45	\$26.25
22	\$19.90	\$20.90	\$26.50
23	\$20.35	\$21.35	\$26.75
24	\$20.80	\$21.80	\$27.00
25+	\$21.25	\$22.25	\$27.25

Employees may be promoted or demoted one or more levels on the schedule when job assignments are changed. When employees are reassigned to higher level jobs, they will be placed at that time on the salary schedule at the pay grade that fits their new assignment and pay step closest to their present salary.

Charlotte Independent School District
Administrative Specialist
226 DAYS

STEP	SALARY
0	\$28,124
1	\$28,553
2	\$29,088
3	\$29,624
4	\$30,052
5	\$30,588
6	\$31,016
7	\$31,551
8	\$32,087
9	\$32,515
10	\$33,051
11	\$33,801
12	\$34,443
13	\$35,086
14	\$35,835
15	\$36,478
16	\$37,121
17	\$37,763
18	\$38,406
19	\$39,048
20	\$39,584
21	\$40,227
22	\$40,869
23	\$41,512
24	\$42,047
25+	\$42,583

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Charlotte Independent School District
Campus Secretary
(High School)
226 Days

STEP	SALARY
0	\$28,024
1	\$28,476
2	\$28,928
3	\$29,380
4	\$29,832
5	\$30,284
6	\$30,736
7	\$31,188
8	\$31,640
9	\$32,092
10	\$32,544
11	\$32,996
12	\$33,448
13	\$33,900
14	\$34,352
15	\$34,804
16	\$35,256
17	\$35,708
18	\$36,160
19	\$36,612
20	\$37,064
21	\$37,516
22	\$37,968
23	\$38,420
24	\$38,872
25+	\$39,324

Employees may be promoted or demoted one or more levels on the schedule when job assignments are changed. When employees are reassigned to higher level jobs, they will be placed at that time on the salary schedule at the pay grade that fits their new assignment and pay step closest to their present salary.

Charlotte Independent School District
Campus Secretary
 (Elementary & Middle School)
 207 Days

STEP	SALARY
0	\$25,668
1	\$26,082
2	\$26,496
3	\$26,910
4	\$27,324
5	\$27,738
6	\$28,152
7	\$28,566
8	\$28,980
9	\$29,394
10	\$29,808
11	\$30,222
12	\$30,636
13	\$31,050
14	\$31,464
15	\$31,898
16	\$32,292
17	\$32,706
18	\$33,120
19	\$33,534
20	\$33,948
21	\$34,362
22	\$34,776
23	\$35,190
24	\$35,604
25+	\$36,018

Employees may be promoted or demoted one or more levels on the schedule when job assignments are changed. When employees are reassigned to higher level jobs, they will be placed at that time on the salary schedule at the pay grade that fits their new assignment pay step closed to their present salary.

**Charlotte Independent School District
TEACHER AIDE I**

(Instructional Aide, Federal Programs Aide)

187 DAYS

STEP	SALARY
0	\$20,944
1	\$21,318
2	\$21,692
3	\$22,066
4	\$22,440
5	\$22,814
6	\$23,188
7	\$23,562
8	\$23,936
9	\$24,310
10	\$24,684
11	\$25,058
12	\$25,432
13	\$25,806
14	\$26,180
15	\$26,554
16	\$26,928
17	\$27,302
18	\$27,676
19	\$28,050
20	\$28,424
21	\$28,798
22	\$29,172
23	\$29,546
24	\$29,920
25+	\$30,294

Employees may be promoted or demoted one or more levels on the schedule when job assignments are changed. When employees are reassigned to higher level jobs, they will be placed at that time on the salary schedule at the pay grade that fits their new assignment and pay step closest to their present salary.

Charlotte Independent School District
TEACHER AIDE II
 (Library Aides, Special Ed. Aide, Nurse's Aide)
 187 DAYS

STEP	SALARY
0	\$21,692
1	\$22,066
2	\$22,440
3	\$22,814
4	\$23,188
5	\$23,562
6	\$23,936
7	\$24,310
8	\$24,684
9	\$25,058
10	\$25,432
11	\$25,806
12	\$26,180
13	\$26,554
14	\$26,928
15	\$27,302
16	\$27,676
17	\$28,050
18	\$28,424
19	\$28,798
20	\$29,172
21	\$29,546
22	\$29,920
23	\$30,294
24	\$30,668
25+	\$31,042

Employees may be promoted or demoted one or more levels on the schedule when job assignments are changed. When employees are reassigned to higher level jobs, they will be placed at that time on the salary schedule at the pay grade that fits their new assignment and pay step closest to their present salary.

**Charlotte Independent School District
TEACHER AIDE III**

(Minimum 48 college hours or Associates Degree)

(Instructional Aide, Technology Aide)

187 DAYS

STEP	SALARY
0	\$22,440
1	\$22,814
2	\$23,188
3	\$23,562
4	\$23,936
5	\$24,310
6	\$24,684
7	\$25,058
8	\$25,432
9	\$25,806
10	\$26,180
11	\$26,554
12	\$26,928
13	\$27,302
14	\$27,676
15	\$28,050
16	\$28,424
17	\$28,798
18	\$29,172
19	\$29,546
20	\$29,920
21	\$30,294
22	\$30,668
23	\$31,042
24	\$31,416
25+	\$31,790

Employees may be promoted or demoted one or more levels on the schedule when job assignments are changed.

When employees are reassigned to higher level jobs, they will be placed at that time on the salary schedule at the pay grade that fits their new assignment and pay step closest to their present salary.

Charlotte Independent School District
TEACHER AIDE IV
(Life Skills Aide)
187 Days

STEP	SALARY
0	\$22,066
1	\$22,440
2	\$22,814
3	\$23,188
4	\$23,562
5	\$23,936
6	\$24,310
7	\$24,684
8	\$25,058
9	\$25,432
10	\$25,806
11	\$26,180
12	\$26,554
13	\$26,928
14	\$27,302
15	\$27,676
16	\$28,050
17	\$28,424
18	\$28,798
19	\$29,172
20	\$29,546
21	\$29,920
22	\$30,294
23	\$30,668
24	\$31,042
25+	\$31,416

Employees may be promoted or demoted one or more levels on the schedule when job assignments are changed. When employees are reassigned to higher level jobs, they will be placed at that time on the salary schedule at the pay grade that fits their new assignment and pay step closest to their present salary.

Charlotte Independent School District
Maintenance & Custodial Department - 260 Days
Transportation Department - 226 Days
Daycare Director - 226 Days
 Hourly Pay Scale (non degreed)

Step	Hourly	Assistant	Maintenance Director	Transportation Director	Daycare Director
0	\$12.50	\$13.50	\$21.00	\$21.00	\$21.00
1	\$12.75	\$13.75	\$21.25	\$21.25	\$21.25
2	\$13.00	\$14.00	\$21.50	\$21.50	\$21.50
3	\$13.25	\$14.25	\$21.75	\$21.75	\$21.75
4	\$13.50	\$14.50	\$22.00	\$22.00	\$22.00
5	\$13.75	\$14.75	\$22.25	\$22.25	\$22.25
6	\$14.05	\$15.05	\$22.50	\$22.50	\$22.50
7	\$14.35	\$15.35	\$22.75	\$22.75	\$22.75
8	\$14.65	\$15.65	\$23.00	\$23.00	\$23.00
9	\$14.95	\$15.95	\$23.25	\$23.25	\$23.25
10	\$15.25	\$16.25	\$23.50	\$23.50	\$23.50
11	\$15.60	\$16.60	\$23.75	\$23.75	\$23.75
12	\$15.95	\$16.95	\$24.00	\$24.00	\$24.00
13	\$16.30	\$17.30	\$24.25	\$24.25	\$24.25
14	\$16.65	\$17.65	\$24.50	\$24.50	\$24.50
15	\$17.00	\$18.00	\$24.75	\$24.75	\$24.75
16	\$17.40	\$18.40	\$25.00	\$25.00	\$25.00
17	\$17.80	\$18.80	\$25.25	\$25.25	\$25.25
18	\$18.20	\$19.20	\$25.50	\$25.50	\$25.50
19	\$18.60	\$19.60	\$25.75	\$25.75	\$25.75
20	\$19.00	\$20.00	\$26.00	\$26.00	\$26.00
21	\$19.45	\$20.45	\$26.25	\$26.25	\$26.25
22	\$19.90	\$20.90	\$26.50	\$26.50	\$26.50
23	\$20.35	\$21.35	\$26.75	\$26.75	\$26.75
24	\$20.80	\$21.80	\$27.00	\$27.00	\$27.00
25+	\$21.25	\$22.25	\$27.25	\$27.25	\$27.25

Employees may be promoted or demoted one or more levels on the schedule when job assignments are changed. When employees are reassigned to higher level jobs, they will be placed at that time on the salary schedule at the pay grade that fits their new assignment and pay step closest to their present salary.

Employee Daycare

All District employees are eligible to enroll their non-school-aged children in the District Daycare program also known as the Charlotte ISD Little Trojan Learning Center.

- Employees pay a low daily rate of \$25.00 per child per day.

Employee Life Insurance

The District provides a \$10,000. Life insurance policy for each District employee.

Employee Health Insurance

Total contributions towards employee's health insurance are:

- \$150.00 District
- \$75.00 State

For those employees who select not to participate in TRS ActiveCare, the District provides an accident policy and a cancer policy.

Daily Rate

Daily rate is calculated based on the number of days worked in the year.

Pay Periods

All employees will be paid semi-weekly.