



Natalia Independent School District
P.O. Box 548, 805 Pearson St.
www.nataliaisd.net
Phone: 830 663-4416 Fax: 830 663-4186



Natalia ISD 2023–2024 Compensation Plan



Pay Structures

The following pay structures are effective only for the 2023–2024 school year.

2023-2024 New Hire Guide for Classroom Teachers & Certified Librarians. Annualized Salaries.

Pay Step	Annual Salary		Pay Step	Annual Salary
00	\$ 50,500		21	\$ 59,650
01	\$ 50,900		22	\$ 60,050
02	\$ 51,300		23	\$ 60,450
03	\$ 51,700		24	\$ 60,850
04	\$ 52,100		25	\$ 61,250
05	\$ 52,500		26	\$ 61,650
06	\$ 52,900		27	\$ 62,050
07	\$ 53,300		28	\$ 62,450
08	\$ 54,450		29	\$ 62,850
09	\$ 54,850		30	\$ 63,250
10	\$ 55,250		31	\$ 63,650
11	\$ 55,650		32	\$ 64,050
12	\$ 56,050		33	\$ 64,450
13	\$ 56,450		34	\$ 64,850
14	\$ 56,850		35	\$ 65,250
15	\$ 57,250		36	\$ 65,650
16	\$ 57,650		37	\$ 66,050
17	\$ 58,050		38	\$ 66,450
18	\$ 58,450		39	\$ 66,850
19	\$ 58,850		40	\$ 67,250
20	\$ 59,250	Master's degree, any subject \$1,000 Stipend		



The Salaries listed above are based on 10-month employment for the 2023-2024 school year only. This is scheduled to be 168 days which is the 4-day instructional calendar equivalent to the 2022-23's 187-day calendar.

Neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule. Salary advancement is based on the annual pay raise budget when approved by the Board of Trustees for each school year.

Service Records are required to determine years of service completed and are due to the Payroll Office within 30 days of the start date.

This scale is based on initial information provided by the current statute and may be subject to update as may be needed based on legislative action and legal guidance that could impact the 2023-24 school year. Adjustments may be necessary when additional information is provided.

Specific Teaching Assignments and other positions that are based on the Teacher 10-Month scale but adjusted by the daily rate for additional days for the 2023-24 school year:

- Band Director 208 days, July-pay cycle
- AG Teachers 208 days, July-pay cycle
- Assistant Band Director, 190 days, August-pay cycle
- Full-Time Speech Language Pathologist Assistant (SLPA, at will), 168 days, September-pay cycle
- Part-Time Speech Language Pathologist Assistant (PT-SLPA), Days TBD as needed, September-pay cycle
- Intervention Teachers, 168 days, September-pay cycle
- (ESSER-while funding is available) Intervention Teachers, 168 days, September-pay cycle



2023–2024 Administrative Professional Pay Plans

Pay Grades are arranged by Job Title, Alphabetically.

Their PayScale Code name corresponds with the table named in Ascender. Some amounts may be rounded.

Pay Grade Name	Position	Annualized Pay Cycle	2023-24 Scheduled # of days	Minimum Annualized Salary	Mid-point Annualized Salary	Maximum Annualized salary
Administrative Profesional Pay Plan				(Annual amounts are rounded)		
EGA	Athletic Director & Head Football Coach	July-June	210	\$ 72,772	\$ 78,423	\$ 84,515
E4A	Campus Assistant Principal, all campuses;	August- July	202	\$ 67,700	\$ 73,454	\$ 79,161
E7A	Campus Principal, all campuses	July-June	210	\$ 82,260	\$ 88,651	\$ 95,537
EBA	Child Nutrition Program Director	August- July	202	\$ 50,999	\$ 54,900	\$ 58,809
EiA	Community Liaison	July-June	210	\$ 34,190	\$ 39,692	\$ 46,081
EHB	Counselor, all other campuses, or 11M	August- July	194	\$ 55,325	\$ 59,623	\$ 64,254
EHA	Counselor, High School Campus, or 12M	July-June	210	\$ 59,664	\$ 64,299	\$ 69,293
E8B	Director of Operations	September-August	226	\$ 70,001	\$ 75,437	\$ 81,298
E8C	Directory of Technology	July-June	210	\$ 70,001	\$ 75,437	\$ 81,298
E3A	District Nurse	August- July	194	\$ 56,320	\$ 72,502	\$ 78,134
EFA	Executive Director of Finance	July-June	210	\$ 91,001	\$ 105,648	\$ 122,654
E7A	Executive Director of Special Programs; Executive Director of Curriculum & Instruction	July-June	210	\$ 82,260	\$ 88,651	\$ 95,537
E5A	Instructional Coordinator; Academic Dean; Director of Support Services; Director of Instructional Technology	August- July	194	\$ 65,001	\$ 70,050	\$ 75,490
E8A	Licensed Specialist in School Psychology (LSSP), \$5,000 first year, new hire sign-on bonus	August- July	194	\$ 70,001	\$ 75,437	\$ 81,298
EP1	Maintenance Manager, Custodial Manager	September-August	226	\$ 32,544	\$ 41,692	\$ 48,400
E3C	Network Technician	July-June	210	\$ 56,320	\$ 72,502	\$ 78,134
EP2	Operations & Transportation Coordinator	September-August	226	\$ 45,505	\$ 52,830	\$ 61,332
E2A	Payroll & Benefits Coordinator	August- July	210	\$ 44,297	\$ 51,427	\$ 59,704
E3B	Speech Language Pathologist (SLP)	August- July	186	\$ 54,112	\$ 69,658	\$ 75,070



2023–2024 Paraprofessional, Clerical, & Technology Pay Plans

Pay Grades are arranged by Job Title, Alphabetically.

Their PayScale Code name corresponds with the table named in Ascender. Some amounts may be rounded.

Pay Grade Name	Position	Annualized Pay Cycle	2023-24 Scheduled # of days	Minimum Annualized Salary	Mid-point Annualized Salary	Maximum Annualized salary
	Para Professional, Clerical, and Technological Positions			(Annual amounts are rounded)		
N5B	Athletic Department Admin. Assistant	September-August	168	\$ 20,200	\$ 21,759	\$ 23,453
N5C	Business Office Receptionist, Technology Support Specialist	July-June	210	\$ 23,900	\$ 25,738	\$ 27,737
NAA	Business Office Support Specialist (Accounts Payable)	July-June	210	\$ 32,542	\$ 41,698	\$ 48,401
N6A	Campus Administrative Assistant/ Registrar-PEIMS	July-June	210	\$ 28,930	\$ 33,600	\$ 36,204
N5D	Campus Receptionist/Bookkeeper	August- July	194	\$ 22,147	\$ 23,854	\$ 25,717
N8A	Computer Technician	July-June	210	\$ 38,960	\$ 42,000	\$ 45,259
N6B	Health Clinic Aide (Certified)	August- July	186	\$ 25,772	\$ 27,041	\$ 29,138
N24	Instructional Aides, All categories (Special Ed Resource, Special Ed. Inclusion, PE , Intervention, Head Start, ESL, Kindergarten, 1st grade, Library)	September-August	168	\$ 18,857	\$ 20,321	\$ 21,880
N2A	Instructional Aides: Special Education, Life Skills.	September-August	168	\$ 19,851	\$ 21,316	\$ 22,888
N6A	Special Programs Department Administrative Assistant	July-June	210	\$ 28,930	\$ 33,600	\$ 36,204
NAB	Superintendent & School Board Secretary	July-June	210	\$ 34,205	\$ 39,682	\$ 46,082



2023–2024 Auxiliary Pay Plans

Pay Grades are arranged by Job Title, Alphabetically.

Their PayScale Code name corresponds with the table named in Ascender. Some amounts may be rounded.

Pay Grade Name	Position	Annualized Pay Cycle	2023-24 Scheduled # of days	Minimum Annualized Salary	Mid-point Annualized Salary	Maximum Annualized salary
	Auxiliary Positions			<i>(Annual amounts are rounded)</i>		
N4B	Bus Drivers	September-August	168	\$ 13,091	\$ 14,771	\$ 16,458
NE1	Bus Monitor (4 hours per day)	September-August	168	\$ 7,704	\$ 8,946	\$ 10,382
NC2	Cafeteria Managers (8 hours per day)	September-August	168	\$ 18,700	\$ 21,707	\$ 25,208
NC1	Cafeteria Workers (Daily hours available range from 4 hours to 7.5 hours per day.)	September-August	168	\$ 14,446	\$ 16,774	\$ 19,467
N47	Certified Maintenance: Electrician (Journeyman), HVAC technician, Mechanic	September-August	226	\$ 34,532	\$ 39,885	\$ 46,303
N1A	Custodians	September-August	226	\$ 20,792	\$ 24,137	\$ 28,024
N4A	General Maintenance & Grounds	September-August	226	\$ 25,312	\$ 29,380	\$ 34,117

Bus Driver Sign-on Bonus \$2,000.00. Must be CDL certified & pass School Bus Driver Certification. Bonus will begin 30 days after employment. Employees must be employed for 12 months to receive the full bonus. To be eligible, must not have been employed with Natalia ISD 12 months prior to re-hire.



Supplemental Pay

The following pay structures are effective for the 2023–2024 school year. This is not an exhaustive list of supplemental pay available.

Summer school and additional tutoring: Teachers \$40.00 per hour

- Summer Athletic Pay \$25.00 per hour, for voluntary Summer Strength training & conditioning prior to the start of the UIL-approved sports seasons.

Stipends and Extracurricular Duty Pay

The following pay structures are effective for the 2023–2024 school year. This is not an exhaustive list of supplemental pay available.

See tables on the next 2 pages.



Education & Certifications for Teachers	Amount (Annualized unless otherwise expressed)
Master's Degree	\$1,000.00
Math/Science (Secondary)	\$4,000.00
ESL (Certified & Serving Students)	\$1,000.00
Bilingual (Certified & Serving Students)	\$2,000.00
Dyslexia Program Coordinator	\$5,000.00
Special Education Certification, as assigned	\$2,000.00
Special Education Life Skills Assignment (in addition to Certification Stipend)	\$1,500.00
Academic & Clubs	
Dual Credit Professor, per course, per semester	\$1,500.00
UIL Coach, per event, upon completion	\$300.00
UIL Campus Coordinator, upon completion	\$1,000.00
One Act Play- Jr. High	\$1,000.00
One Act play- High School	\$2,000.00
Student Drug Testing Coordinator	\$3,000.00
Mentor (upon completion of required tasks)	Total up to \$500.00
Robotics (all campuses)	\$2,000.00
High School AG	\$4,000.00
National Honor Society, Student Council, Club Sponsor	\$500.00



Extra-Curricular	Amount (Annualized unless otherwise expressed)
Color Guard Technician (Exempt; \$15/hr non-exempt)	\$3,500.00
Assistant Band Director	\$3,500.00
Marching Band Director	\$7,200.00
Fall Sports Stipend (Football, Volleyball, Cross Country, & Cheer)	\$2,500.00
Football Off. or Def. Coordinator, Athletic Trainer	\$5,000.00
Head Coach of Boys or Girls High School Sport (Inc. Cheer)	\$4,000.00
High School Boys/Girls Assitant Coach	\$2,500.00
Jr. High Boys/Girls Coach (Inc. Cheer)	\$2,000.00
Additional Supplemental Pay	
Athletic Event Gatekeeper: Hourly Personnel-Current Hourly Rate w/Overtime rate (OT) as applicable	
Athletic Events: Exempt Personnel	
Gatekeeper-Indoor Game	\$25.00
Gatekeeper-Outdoor Game	\$45.00
Bookkeeper/Scorekeeper	\$30.00
Tournaments & Turnkey may pay alternate rates	
Bus Driver: Exempt Personnel, per game or per route	\$40.00
Security	\$25.00
Crossing Guard & Traffic Control (Exempt)	\$1,200.00
Department Head	\$1,000.00



2023–2024 Substitute Pay Schedule

Classroom sub daily rate and long-term definition and rates effective 8/2023.

All Classroom Sub Reporting times are 7:30 am to 4:45 pm

- Base Pay \$115.00/full day. \$57.50/half day
- Bachelor's degree, any subject. \$120.00/full day. \$60.00/half day
- Certified Teacher \$125.00/full day. \$62.50/half day

- Long-Term sub A: additional \$20.00/full day
 - (subs for the same Teacher *or the same Instructional Aide* for 10 consecutive days)
- Long-Term sub B: additional \$20.00/full day
 - (Sub has a Bachelor's degree in any subject, and subs for the same Teacher *or the same Instructional Aide* for 10 consecutive days)
- Long-Term sub C-1: additional \$20.00/full day
 - (subs for the *same Instructional Aide* for 10 consecutive days)
- Long-Term sub C-2: additional \$145.00/full day
 - (if sub has an active teacher certificate, and subs for the same **Teacher** for 10 consecutive days)
- Hourly Subs for Cafeteria/Custodian/Bus Monitors: Starting at \$11.00/hour
- Hourly Certified Bus Drivers: Starting at \$18.00/hour.



Summary of Employee Benefits
NATALIA INDEPENDENT SCHOOL DISTRICT
SUMMARY OF EMPLOYEE BENEFITS

Benefit	Eligible Employee	Amount	Paid By
FICA Alternative Plan (Social Security Opt-Out)	All employees, including Substitutes, Retirees and Temporary Employees (pay into Social Security, not TRS)	.075 of gross wages	Employee
Medicare	All employees hired after March 1, 1986, including Substitutes, Retirees and Temporary Employees	.0145 of gross wages .0145 of gross wages	District Employee
Workers' Compensation	All employees, including Substitutes and Temporary Employees. Professional, Drivers and all Other Employees	0.5000 of gross wages 1.5421 of gross wages 1.0000 of gross wages	District District District
Unemployment Compensation	All employees, including Substitutes and Temporary Employees	Employer type: Reimbursable	District
Health Plan (TRS ActiveCare)	All employees eligible for TRS (working no less than 15 hours per week), excluding TRS retirees	\$376 per month Remaining premium amount.	District Employee
Teacher Retirement	All employees (except TRS retirees), who work no less than 15 hours per week	.008 of gross wages .008 of gross wages	State Employee
Teacher Retirement Insurance	All employees (except TRS retirees), who work no less than 15 hours per week	.075 of gross wages .075 of gross wages	Employee District
State Personal Leave (See DEC ExhibitA)	All employees	½ workday for each 18 days of employment @ daily rate of pay (days accumulate with a maximum 5 days per year)	District
Local Sick Leave (See DEC Exhibit)	All Employees	½ workday for each 18 days worked @ daily rate of pay (days accumulate with a maximum 7 days per year in accordance with Administrative Regs)	District
State Sick Leave	All employees who earned state sick leave prior to September 1, 1995, and have carried a balance of days forward	The number of days carried forward @ daily rate of pay	District
Family and Medical Leave (FMLA)	Employees working 12 consecutive months and at least 1,250 hours over the past twelve (12) months	12 work weeks per year of job protection (unpaid leave) without loss of any employment benefit accrued prior to the beginning of leave	N/A
Cancer Insurance	Employees working 20 hours or more per week	Rates vary with plan options	Employee
Disability Insurance	Employees working 20 hours or more per week	Rates vary with plan options	Employee
Vision Insurance	Employees working 20 hours or more per week	Rates vary with plan options	Employee
Group Term Life Insurance	Employees working 20 hours or more per week	Rates vary with plan options	Employee
Flexible Spending Accounts	Employees working 20 hours or more per week	Determined by employee	Employee
403(b)/457 Tax-Deferred Annuity	All employees, including Substitutes	Determined by employee	Employee



Local Policy DEC, Exhibit A

Days employed		Local Leave in Days	State Leave
0	17	0.00	0.00
18	35	0.50	0.50
36	53	1.00	1.00
54	71	1.50	1.50
72	89	2.00	2.00
90	107	2.50	2.50
108	125	3.00	3.00
126	143	3.50	3.50
144	161	4.00	4.00
162	179	4.50	4.50
180	187	5.00	5.00
188	197	5.50	
198	207	6.00	
208	217	6.50	
218	& over	7.00	



Regular, Semi-Monthly Pay dates
The “15th” and the “30th”

Regular semi-monthly pay date (Annualized personnel's base pay. This may also include absence deductions; corrections; & other extra duty pay)	
8/15/2023	
8/30/2023	
9/14/2023	
9/29/2023	
10/12/2023	
10/26/2023	
11/9/2023	
11/16/2023*	No Supplemental or Sub pay
12/7/2023	
12/14/2023*	No Supplemental or Sub pay
1/11/2024	
1/30/2024	
2/14/2024	
2/29/2024	
3/7/2024	
3/28/2024	
4/15/2024	
4/30/2024	
5/15/2024	
5/30/2024	
6/13/2024	
6/27/2024	
7/15/2024	
7/30/2024	
8/15/2024	
8/30/2024	



**These pay period dates are not tied to the calculation
or distribution of your Annualized Salary.**

This pay period schedule is used for the following: 1) To communicate when time sheets are due to PR/HR; 2) To communicate when payday is *scheduled* and when any supplemental extra duty pay *may* be received; 3) To communicate when Time Off Deductions (LWOP) *may* occur (DEC local); and 4) To pay Classroom Teacher Substitutes and Auxiliary Support Substitutes.

Pay periods start at 12:00 am on Saturday and end Friday at 11:59 pm. Extra hours are calculated from the submitted (approved & correct) time sheets or other approved supplemental pay forms. It is the responsibility of each staff member to review each of their time sheets for accuracy before the specified due dates. Please note: due to communicated administrative procedures, time sheets are due from the Campus/Department Administration to PR/HR by the date specified. If they are not received (or corrected before submission) before the specified due date, any extra hours earned *may* not be paid until the following scheduled payroll. Please review each time sheet & paycheck for accuracy and notify your Campus/Dept. Admin.

Assistant/Administrator immediately if there appears to be an issue. All full-time, part-time staff, and bus drivers are assigned to a Position Assignment Calendar and are paid on an Annualized basis, bi-monthly, for 12 months, according to the approved annual compensation plan (DEA local). Employee Salary information Sheets &/or other documents are provided to employees to communicate Annualized Salary, start & end dates, etc.



Supplemental pay period start date	Supplemental pay period end date	timesheets due to payroll	Substitute and Supplemental Pay will be paid on this date	# of weeks
7/8/23	7/14/23	7/18/23	7/27/23	1
7/15/23	7/21/23	8/1/23	8/15/23	2
7/22/23	7/28/23	8/1/23		
7/29/23	8/4/23	8/8/23	8/30/23	2
8/5/23	8/11/23	8/15/23		
8/12/23	8/18/23	8/22/23	9/14/23	2
8/19/23	8/25/23	8/29/23		
8/26/23	9/1/23	9/6/23	9/29/23	2
9/2/23	9/8/23	9/12/23		
9/9/23	9/15/23	9/19/23	10/12/23	2
9/16/23	9/22/23	9/26/23		
9/23/23	9/29/23	10/3/23	10/26/23	2
9/30/23	10/6/23	10/10/23		
10/7/23	10/13/23	10/17/23	11/9/23	2
10/14/23	10/20/23	10/24/23		
10/21/23	10/27/23	10/31/24	12/7/23	5
10/28/23	11/3/23	11/7/23		
11/4/23	11/10/23	11/14/23		
11/11/23	11/17/23	11/28/23		
11/18/23	11/24/23	11/28/23		
11/25/23	12/1/23	12/5/23	1/11/24	4
12/2/23	12/8/23	12/12/23		
12/9/23	12/15/23	12/19/23		
12/16/23	12/22/23	1/9/24		
12/23/23	12/29/23	1/9/24	1/30/23	3
12/30/23	1/5/24	1/9/24		
1/6/24	1/12/24	1/17/24		
1/13/24	1/19/24	1/23/24	2/14/24	2
1/20/24	1/26/24	1/30/24		
1/27/24	2/2/24	2/6/24	2/29/24	2
2/3/24	2/9/23	2/13/24		
2/10/24	2/16/23	2/20/24	3/7/24	2
2/17/24	2/23/24	2/27/24		
2/24/24	3/1/24	3/5/24	3/28/24	3
3/2/24	3/8/24	3/19/24		
3/9/24	3/15/24	3/19/24		



Supplemental pay period start date	Supplemental pay period end date	timesheets due to payroll	Substitute and Supplemental Pay will be paid on this date	# of weeks
3/16/24	3/22/24	3/26/24	4/15/24	
3/23/24	3/29/24	4/3/24		
3/30/24	4/5/24	4/9/24		3
4/6/24	4/12/24	4/16/24	4/30/24	
4/13/24	4/19/24	4/23/24		2
4/20/24	4/26/24	4/30/24	5/15/24	
4/27/24	5/3/24	5/7/24		2
5/4/24	5/10/24	5/14/24	5/30/24	
5/11/24	5/17/24	5/21/24		2
5/18/24	5/24/24	5/29/24	6/13/24	
5/25/24	5/31/24	6/4/24		2
6/1/24	6/7/24	6/11/24	6/27/24	
6/8/24	6/14/24	6/18/24		2
6/15/24	6/21/24	6/25/24	7/15/24	
6/22/24	6/28/24	7/9/24		2
6/29/24	7/5/24	7/9/24	7/30/2024	
7/6/24	7/12/24	7/16/24		2
7/13/24	7/19/24	7/23/24	8/15/24	
7/20/24	7/26/24	7/30/24		2
7/27/24	8/2/24	8/6/24	8/30/24	
8/3/24	8/9/24	8/13/24		2