



Natalia ISD 2024–2025 Compensation Plan

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The following pay structures are effective only for the 2024–2025 school year.

2024-2025 New Hire Guide for Classroom Teachers, Intervention Teachers, & SLPAs.

Pay Step	Annual Salary
0	\$54,500
1	\$54,750
2	\$55,050
3	\$55,350
4	\$55,650
5	\$55,950
6	\$56,250
7	\$56,550
8	\$56,850
9	\$57,150
10	\$57,550
11	\$57,950
12	\$58,350
13	\$58,750
14	\$59,150
15	\$59,550
16	\$59,950
17	\$60,350
18	\$60,750
19	\$61,150
20	\$61,650
21	\$62,150
22	\$62,650
23	\$63,150
24	\$63,650
25	\$64,150
26	\$64,650
27	\$65,150
28	\$65,650
29	\$66,150
30	\$66,650
Master's Degree, an	y subject \$1,000 Stipend





The Salaries listed above are based on 10-month employment for the 2024-2025 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 2024-25 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 2024-25 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





2024–2025 Administrative Professional Pay Plans

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





2024–2025 Paraprofessional, Clerical, & Technology Pay Plans

Pay Grade Name	Position	Annualized Pay Cycle	An	linimum nualized Salary	Mid-point Annualized Salary			
	Para Professional, Clerical, and Technological Positions		(An	nual amounts :	are ro	unded)		
N5B	Athletic Department Admin. Assistant	September-August	\$	20,200	\$	21,759	\$	23,453
N5C	Business Office Receptionist, Technology Support Specialist	July-June	\$	23,900	\$	25,738	\$	27,737
NAA	Business Office Support Specialist (Accounts Payable)	July-June	\$	32,542	\$	41,698	\$	48,401
N6A	Campus Administrative Assistant/ Registrar-PEIMS	July-June	\$	28,930	\$	33,600	\$	36,204
N5D	Campus Receptionist/Bookkeeper	August- July	\$	22,147	\$	23,854	\$	25,717
N8A	Computer Technician	July-June	\$	38,960	\$	42,000	\$	45,259
N6B	Health Clinic Aide (Certified)	August- July	\$	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	\$	18,857	\$	20,321	\$	21,880
N2A	Instructional Aides: Special Education, Life Skills.	September-August	\$	19,851	\$	21,316	\$	22,888
N6A	Special Programs Department Administrative Assistant	July-June	\$	28,930	\$	33,600	\$	36,204
NAB	Superintendent & School Board Secretary	July-June	\$	34,205	\$	39,682	\$	46,082

2024–2025 Auxiliary Pay Plans



Natalia Independent School District P.O. Box 548, 805 Pearson St. www.nataliaisd.net Phone: (830) 663-4416 Fax: (830) 665-1001



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





Bus Driver Incentive Program

Natalia ISD is seeking School Bus Drivers to transport children to and from school each day on established routes. Additional extracurricular trips (sports, band, & field trips) may also be available. Typical routes are morning and afternoon, and are scheduled for a minimum of 4 hours per school day.

Objective: To help attract new drivers and retain existing drivers. Incentives include paying for a new Commercial Driver's License (CDL), providing a sign-on bonus for new Bus Drivers, offering a recruitment incentive to existing drivers who recruit new drivers, and an attendance incentive for bus drivers each month.

New Bus Drivers: \$2,000 sign-on bonus (paid out annually in 24 payments)

Current employees: \$100 recruitment incentive, paid upon the referred bus driver's 30th-day anniversary date, additional \$200 recruitment incentive upon the one-year-anniversary date.

Bus Driver Attendance: \$200 per month, drives both AM & PM routes every school day.

Sign-on bonus Procedures

- New hire sign-on bonus agreement form.
- To be eligible for this sign-on bonus, the Employee must not have been employed by Natalia ISD within the past 12 months prior to the signing of this agreement.
- EDIT to the above. It was not meant to exclude those employees who trained to become bus drivers while employed.

Bus perfect attendance procedures.

- Bus drivers' attendance incentive. (Does not include aides/monitors, van or special ed route drivers, sub drivers, coaches, or the mechanic/maintenance staff who are *not normally driving a dedicated to/from school bus route every day when fully staffed*)
- BUS drivers that drive students to and from school every single day.
- Bus drivers that are not absent for any reason in the months (August thru May) shall receive \$200.00 on the paycheck/pay period following that month.
- This is to increase attendance and ensure they schedule their appointments between their routes, and to retain existing drivers.
- The hours for an evening/weekend athletic trip do not make up for missing the regular to/from school route due to an absence, however,
- if they are on a trip that prevents them from driving a school day to/from the route, it does not count as an absence.





Supplemental Pay

The following pay structures are effective for the 2024–2025 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 2024–2025 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
District Bilingual Tester	\$4,500.00
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)	up to \$500.00
Robotics (High School)	\$1,000.00
Robotics (Elem. & Jr. High)	\$500.00
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 for 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
Department Head	\$1,000.00
Safety Coordinator	\$5,000.00
Secondary Principal	\$5,000.00
Secondary Assistant Principal	\$2,500.00





2024–2025 Substitute Pay Schedule

Classroom sub daily rate and long-term definition and rates effective 8/2024.

All Classroom Sub Reporting times are 7:30 am to <u>4:30 pm</u> Half day AM: 7:30 am- 12:00 pm Half day PM: 12:00 pm - 4:30 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
 - o (subs for the same Teacher *or the same Instructional Aide* for 10 consecutive days)
- Long-Term sub B: additional \$20.00/full day
 - o (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
 - o (subs for the *same Instructional Aide* for 10 consecutive days)
- Long-Term sub C-2: additional \$145.00/full day
 - o (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 \$11.50/hour
- Hourly Certified Bus Drivers: Starting at \$19.25/hour.





Local Policy DEC, Exhibit A

	Local Leave Scale or Teachers, Aides, Bus Driver/Monitors, &					S	State Leave Scale			
		er/Monitors, &	For 11M & 12M staff			For All Staff				
Days Employed		day increment	Days Employed		day oyed increment		Days Employed			
0	27	0.0	0	19	0.00	0	14	0.00		
28	55	0.5	20	39	0.50	15	29	0.50		
56	83	1.0	40	59	1.00	30	44	1.00		
84	111	1.5	60	79	1.50	45	59	1.50		
112	139	2.0	80	99	2.00	60	74	2.00		
140	167	2.5	100	119	2.50	75	89	2.50		
168	max	3.0	120	139	3.00	90	104	3.00		
			140	159	3.50	105	119	3.50		
			160	179	4.00	120	134	4.00		
			180	199	4.50	135	149	4.50		
			200	plus	5.00	150	max	5.00		

Local Leave deduction rates								
Full day Half day								
paytype 1	Teachers/Exempt Staff	\$60.00	\$30.00					
paytype 2	Aides, Hourly Staff	\$30.00	\$15.00					
	Bus Drivers/Monitor (4-hr Staff)	\$15.00	\$7.50					



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

1

Regular
semi-monthly
pay date.
7/15/2024
7/30/2024
8/15/2024
8/29/2024
9/12/2024
9/26/2024
10/15/2024
10/30/2024
11/14/2024
11/20/2024
12/12/2024
12/18/2024
1/13/2025
1/30/2025
2/13/2025
2/27/2025
3/6/2025
3/27/2025
4/15/2025
4/30/2025
5/15/2025
5/29/2025
6/12/2025
6/25/2025
7/15/2025
7/30/2025
8/14/2025
8/29/2025





Pay Period Schedule for Supplemental & Substitute Pay

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 & Supplemental pay will be paid on this date	# of weeks in the payperiod	Week # of the 24-25 fiscal year
6/15/24	6/21/24	6/25/24	7/15/24	_	
6/22/24	6/28/24	7/9/24	July pay-cycle A	2	
6/29/24	7/5/24	7/9/24	7/30/24	_	2024-25 Fiscal Year
7/6/24	7/12/24	7/16/24	July pay-cycle B	2	2
7/13/24	7/19/24	7/23/24	8/15/24	_	3
7/20/24	7/26/24	7/30/24	August Pay-cycle	2	4
7/27/24	8/2/24	8/6/24	8/29/24	_	5
8/3/24	8/9/24	8/13/24	edited from 8/30/24	2	6
8/10/24	8/16/24	8/20/24	9/12/2024	_	7
8/17/24	8/23/24	8/27/24	September pay cycle	2	8
8/24/24	8/30/24	9/4/24		_	9
8/31/24	9/6/24	9/10/24	9/26/2024	2	10
9/7/24	9/13/24	9/17/24		2	11
9/14/24	9/20/24	9/24/24	10/15/24		12
9/21/24	9/27/24	10/1/24			13
9/28/24	10/4/24	10/8/24	10/30/24	3	14
10/5/24	10/11/24	10/15/24			15
10/12/24	10/18/24	10/22/24		_	16
10/19/24	10/25/24	10/29/24	11/14/2024	2	17
10/26/24	11/1/24	11/5/24	11/20/2024	1	18
11/2/24	11/8/24	11/12/24			19
11/9/24	11/15/24	11/19/24	12/12/24	2	20
11/16/24	11/22/24	12/3/24			21
11/23/24	11/29/24	12/3/24	12/18/2024	2	22
11/30/24	12/6/24	12/10/24		_	23
12/7/24	12/13/24	12/17/24	1/13/2025	2	24
12/14/24	12/20/24	1/7/25			25
12/21/24	12/27/24	1/7/25			26
12/28/24	1/3/25	1/7/25	1/30/2025	4	27
1/4/25	1/10/25	1/14/25			28

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Supplemental pay period start date	Supplemental pay period end date	Timesheets due to payroll	Substitute & Supplemental pay will be paid on this date	# of weeks in the payperiod	Week # of the 24-25 fiscal year
1/11/25	1/17/25	1/22/25	2/42/2025	2	29
1/18/25	1/24/25	1/28/25	2/13/2025	2	30
1/25/25	1/31/25	2/4/25	2/27/2025	2	31
2/1/25	2/7/25	2/11/25	2/27/2025	2	32
2/8/25	2/14/25	2/18/25	3/6/2025	1	33
2/15/25	2/21/25	2/25/25			34
2/22/25	2/28/25	3/4/25	3/27/25	3	35
3/1/25	3/7/25	3/18/25			36
3/8/25	3/14/25	3/18/25			37
3/15/25	3/21/25	3/25/25	4/15/25	3	38
3/22/25	3/28/25	4/1/25			39
3/29/25	4/4/25	4/8/25	4/20/2025	2	40
4/5/25	4/11/25	4/15/25	4/30/2025	2	41
4/12/25	4/18/25	4/23/25			42
4/19/25	4/25/25	4/29/25	5/15/2025	3	43
4/26/25	5/2/25	5/6/25			44
5/3/25	5/9/25	5/13/25	5/29/2025	2	45
5/10/25	5/16/25	5/20/25	5/29/2025	2	46
5/17/25	5/23/25	5/28/25	6/12/2025	2	47
5/24/25	5/30/25	6/3/25	6/12/2025	2	48
5/31/25	6/6/25	6/10/25	6/25/2025	2	49
6/7/25	6/13/25	6/17/25	0/23/2023	2	50
6/14/25	6/20/25	6/24/25			51
6/21/25	6/27/25	7/8/25	7/15/2025	3	52
6/28/25	7/4/25	7/8/25			25-26 Fiscal year
7/5/25	7/11/25	7/15/25	7/20/25	2	2
7/12/25	7/18/25	7/22/25	7/30/25	2	3
7/19/25	7/25/25	7/29/25	8/14/2025	2	4
7/26/25	8/1/25	8/5/25	8/14/2025	2	5
8/2/25	8/8/25	8/12/25	8/20/2025	2	6
8/9/25	8/15/25	8/19/25	8/29/2025	2	7