

**College Station ISD  
Compensation Plans 2023-2024**

**Proposed Teacher New Hire Pay Scale**

<b>Years of Exp</b>	<b>2022-2023</b>	<b>2023-2024</b>
0	\$49,600	\$51,000
1	\$49,820	\$51,250
2	\$50,032	\$51,500
3	\$50,244	\$51,750
4	\$50,456	\$52,000
5	\$50,668	\$52,250
6	\$50,880	\$52,500
7	\$51,092	\$52,750
8	\$51,304	\$53,000
9	\$51,993	\$53,250
10	\$52,417	\$53,500
11	\$52,735	\$53,790
12	\$53,053	\$54,114
13	\$53,371	\$54,438
14	\$54,060	\$54,750
15	\$54,855	\$55,404
16	\$55,279	\$56,109
17	\$56,180	\$56,529
18	\$57,055	\$57,430
19	\$57,982	\$58,305
20	\$58,883	\$59,232
21	\$59,519	\$60,133
22	\$60,431	\$60,769
23	\$61,348	\$61,681
24	\$62,254	\$62,598
25	\$63,176	\$63,504
26	\$64,077	\$64,500
27		\$65,359
28		\$65,767
29		\$66,300
30		\$66,810
31		\$67,320
32		\$67,830
33		\$68,340
34		\$68,850
35		\$69,360

**\*Teachers hired in with 35 or more years of service will be compensated according to their total years of experience**

\$2,000 Master's Degree - General Stipend for Teachers

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The rates listed above are based on 10-month employment for the 2023-2024 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

**Performance Pay**

For any funds received by College Station ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for training and support of the system, expansion of the system, administrative expenses, and/or professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

**Implications of the 88th Legislative Session**

Compensation increases outlined in this Compensation Plan are proposed for approval on a contingent basis and may be modified as necessary to align with legislation enacted by the Texas Legislature subsequent to Board adoption of this Compensation Plan. To the extent the Texas Legislature creates legal requirements for school district employee compensation, an amended Plan will be presented to the Board for adoption. Any additional compensation increases required by the Legislature will supersede or replace those proposed herein; , such increases will not be considered an addition to those reflected in this Compensation Plan.

**College Station ISD  
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<b>Administrative Professional Pay Plan</b>						
<b>Pay Grade</b>	<b>Job Title</b>	<b>Calendars</b>		<b>Min</b>	<b>Mid</b>	<b>Max</b>
<b>1</b>	<b>Position</b>	<b>Days</b>	<b>Daily</b>	<b>\$213.20</b>	<b>\$260.00</b>	<b>\$306.80</b>
	Manager-Early HS Operations	240	240	51,168	62,400	73,632
	Specialist-Communications	240	261	55,645	67,860	80,075
	Specialist-PEIMS	240				
	Specialist-Textbook	240				
	Supervisor-Child Nutrition	240				
	Supervisor-Custodial	261				
<b>2</b>	<b>Position</b>	<b>Days</b>	<b>Daily</b>	<b>\$232.39</b>	<b>\$283.40</b>	<b>\$334.41</b>
	Accountant	240	187	43,457	52,996	62,535
	Coordinator-Child Nutrition	240	207	48,105	58,664	69,223
	Instructional Spec-EE	207	240	55,774	68,016	80,258
	JR System Administrator	240	261	60,653	73,967	87,281
	Programmer I	240				
	Supervisor-Grounds	261				
<b>3</b>	<b>Position</b>	<b>Days</b>	<b>Daily</b>	<b>\$269.57</b>	<b>\$328.74</b>	<b>\$387.91</b>
	Counselor-ES	197, 207	187	50,410	61,474	72,539
	Counselor-HS	207, 240	197	53,105	64,762	76,418
	Counselor-IS	207	207	55,801	68,049	80,297
	Counselor-MS	207	240	64,697	78,898	93,098
	Facilitator-ARD	187, 197	261	70,358	85,801	101,245
	Integration Specialist	207				
	Senior Accountant	240				
	Specialist-Behavioral	197, 207				
	Spec-Compliance/Data, HS	240				
	Spec-Edu/Disability HS	240				
	Spec-Family Engagement	240				
	Spec-Hlth/Nutr, Early HS	240				
	Spec-Hlth/Nutr, HS	207				
	Speech Language Path Asst	187				
	Supervisor-Community Edu	240				
	Supervisor-Computer Techs	240				
	Supervisor-Grounds	261				
	Supervisor-Maintenance	261				
<b>4</b>	<b>Position</b>	<b>Days</b>	<b>Daily</b>	<b>\$285.74</b>	<b>\$348.46</b>	<b>\$411.18</b>
	Analyst-Data Systems	240	187	53,433	65,162	76,891
	Analyst-Financial Program	240	192	54,862	66,904	78,947
	Analyst-Telecom	240	197	56,291	68,647	81,002
	Asst Dir-Child Nutrition	240	220	62,863	76,661	90,460

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Asst Principal-ES	220	240	68,578	83,630	98,683
Asst Principal-IS	220	261	74,578	90,948	107,318
Coordinator-Custodial Serv	261				
Coordinator-Digital Lrng	240				
Coord-Instructional Tech	240				
Coord-MH & Crisis Interven	192				
Coord-SpED Transition	197				
Coord-Testing, HS	220, 240				
Fin Programmer/Analyst	240				
Network Administrator I	240				
Payroll Manager	240				
Programmer II	240				
Systems Administrator I	240				

5	Position	Days	Daily	\$302.88	\$369.37	\$435.86
	Asst Dir-Transportation	240	187	56,639	69,072	81,506
	Asst Principal-MS	220	192	58,153	70,919	83,685
	Athletic Trainer	207	202	61,182	74,613	88,044
	Coord-Construction	240	207	62,696	76,460	90,223
	Coord-Emergent Bilingual	240	220	66,634	81,261	95,889
	Coord-GT/SCE	220	240	72,691	88,649	104,606
	Coord-AVID	220	261	79,052	96,406	113,759
	Coord-Instructional ELAR	240				
	Coord-Instructional Math	240				
	Coord-Instructional Science	240				
	Coord-Instructional SS	240				
	Coord-Instructional SpED	207				
	Coord-Network	240				
	Coord-Safety & Risk Manag	240				
	Coord- SpED Spec Support	207				
	Dean-Students	220				
	Diagnostician	202				
	Inspector-Construction	261				
	School Psychologist	202				
	Occupational Therapist	187				
	Physical Therapist	187				
	Speech Pathologist	192, 202				
	Speech Pathologist-CFY	187				
	Systems Administrator II	240				

6	Position	Days	Daily	\$321.05	\$391.53	\$462.01
	Asst Director-Athletics	240	220	70,631	86,137	101,642
	Asst Director-Business Serv	240	240	77,052	93,967	110,882
	Asst Director-CTE	240				
	Asst Director-Human Res	240				
	Asst Director- Spec Serv	240				
	Asst Principal-HS	220				
	Principal-DAEP	220				

**College Station ISD  
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<b>7</b>	<b>Position</b>	<b>Days</b>	<b>Daily</b>	<b>\$343.53</b>	<b>\$418.94</b>	<b>\$494.35</b>
	Asst Director-Facilities	240	220	75,577	92,167	108,757
	Director-Child Nutrition	240	240	82,447	100,546	118,644
	Director-Community Serv	240				
	Director-Data Services	240				
	Director-Early Education	240				
	Director-Edu Foundation	240				
	Director-Purchasing	240				
	Director-Student Services	240				
	Director-Transportation	240				
	Principal-Choice HS	240				
	Principal-ES	220, 240				
	Principal-IS	220				
<b>8</b>	<b>Position</b>	<b>Days</b>	<b>Daily</b>	<b>\$371.02</b>	<b>\$452.46</b>	<b>\$533.90</b>
	Athletic Coord/Football Coa	240	240	89,045	108,590	128,136
	Director-Assessment	240				
	Director-Business Serv	240				
	Director-Communications	240				
	Director-CTE	240				
	Director-Fine Arts	240				
	Director-Human Resources	240				
	Director-Leadership Dev/PL	240				
	Director-Special Programs	240				
	Director-Technology	240				
	Principal-MS	240				
<b>9</b>			<b>Daily</b>	<b>\$429.48</b>	<b>\$511.28</b>	<b>\$593.08</b>
	Director-Athletics	240	240	103,075	122,707	142,339
	Principal-HS	240				
<b>10</b>			<b>Daily</b>	<b>\$460.67</b>	<b>\$541.96</b>	<b>\$623.25</b>
	Exec Director-Facilities	240	240	110,561	130,070	149,580
	Exec Director-Elem Edu	240				
	Exec Director-Sec Edu	240				
	Exec Director- Spec Serv	240				
<b>11</b>	<b>Position</b>	<b>Days</b>	<b>Daily</b>	<b>\$531.33</b>	<b>\$617.83</b>	<b>\$704.33</b>
	Chief Officer	240	240	127,519	148,279	169,039

**College Station ISD  
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**\*Annual amounts are based on 7.5 hours per day for Clerical Paraprofessional**

<b>Clerical Paraprofessional Pay Plan</b>						
<b>Pay Grade</b>	<b>Job Title</b>	<b>Calendars</b>		<b>Min</b>	<b>Mid</b>	<b>Max</b>
<b>1</b>	<b>Position</b>	<b>Days</b>	<b>Hourly</b>	<b>\$11.50</b>	<b>\$13.85</b>	<b>\$16.20</b>
	<b>Clerk-Athletics</b>	<b>220, 240</b>	<b>220</b>	<b>18,975</b>	<b>22,853</b>	<b>26,730</b>
			<b>240</b>	<b>20,700</b>	<b>24,930</b>	<b>29,160</b>
<b>2</b>	<b>Position</b>	<b>Days</b>	<b>Hourly</b>	<b>\$12.10</b>	<b>\$14.68</b>	<b>\$17.26</b>
	<b>Instr Asst-Comp Lab</b>	<b>187</b>	<b>187</b>	<b>16,970</b>	<b>20,589</b>	<b>24,207</b>
	<b>Instr Asst-Credit Rec</b>	<b>187</b>				
	<b>Instr Asst-Dual Lang</b>	<b>187</b>				
	<b>Instr Asst-ESL</b>	<b>187</b>				
	<b>Instr Asst-Gen Edu</b>	<b>187</b>				
	<b>Instr Asst-Head Start</b>	<b>187</b>				
	<b>Instr Asst-Head Start, BI</b>	<b>187</b>				
	<b>Instr Asst-ISS</b>	<b>187</b>				
	<b>Instr Asst-Library</b>	<b>187</b>				
	<b>Instr Asst-Office</b>	<b>187</b>				
	<b>Instr Asst-PE</b>	<b>187</b>				
	<b>Instr Asst-Pre K</b>	<b>187</b>				
	<b>Instr Asst-SpED Resource</b>	<b>187</b>				
	<b>Instr Asst-Title I</b>	<b>187</b>				
	<b>Receptionist, ES</b>	<b>187</b>				
	<b>Receptionist, IS</b>	<b>187</b>				
<b>3</b>	<b>Position</b>	<b>Days</b>	<b>Hourly</b>	<b>\$13.23</b>	<b>\$15.94</b>	<b>\$18.65</b>
	<b>Admin Asst-Child Nutrition</b>	<b>240</b>	<b>187</b>	<b>18,555</b>	<b>22,356</b>	<b>26,157</b>
	<b>Attendance Clerk-ES</b>	<b>202</b>	<b>197</b>	<b>19,547</b>	<b>23,551</b>	<b>27,555</b>
	<b>Attendance Clerk-HS</b>	<b>202</b>	<b>202</b>	<b>20,043</b>	<b>24,149</b>	<b>28,255</b>
	<b>Attendance Clerk-IS</b>	<b>202</b>	<b>207</b>	<b>20,540</b>	<b>24,747</b>	<b>28,954</b>
	<b>Attendance Clerk-MS</b>	<b>187, 202</b>	<b>220</b>	<b>21,830</b>	<b>26,301</b>	<b>30,773</b>
	<b>Catering Manager</b>	<b>220</b>	<b>240</b>	<b>23,814</b>	<b>28,692</b>	<b>33,570</b>
	<b>Clerk-Data Input</b>	<b>240</b>				
	<b>Clerk-SpED Campus</b>	<b>197, 220</b>				
	<b>Clerk-Textbooks, HS</b>	<b>207</b>				
	<b>Facilitator-Family Serv, Head Start</b>	<b>187</b>				
	<b>Home Visitor-EHS</b>	<b>240</b>				
	<b>Instr Asst-SpED ECSE</b>	<b>187</b>				
	<b>Instr Asst-SpED ECSE, BI</b>	<b>187</b>				
	<b>Instr Asst-SpED AB</b>	<b>187</b>				
	<b>Instr Asst-SpED Applied</b>	<b>187</b>				
	<b>Instr Asst-SpED Bridges</b>	<b>187</b>				
	<b>Instr Asst-SpED CASL</b>	<b>187</b>				



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Instr Asst-SpED Life Skills	187
Prgm Asst-Pre K, Head Start	240
Receptionist-HS	240
Receptionist-MS	197
Receptionist-SpED/C&I	240
Secretary-Counselor, HS	220, 240
Secretary-Counselor	187, 197
Secretary-EHS	240
Secretary-Office, HS	220
Secretary-Parent Center	240

4	Position	Days	Hourly	\$14.55	\$17.53	\$20.51
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Attendance Clerk-Lead	202	220	24,008	28,925	33,842
Bookkeeper-Athletics	240	240	26,190	31,554	36,918
Bookkeeper-HS	240				
Clerk-PEIMS/Records, SpED	240				
Clerk-SHARS/Early Childhood	220				
Receptionist-Communications	240				
Registrar-MS	240				
Secretary-Community Ed	220				
Secretary-Office, Atl HS	240				
Secretary-Principal, Choice HS	220				
Secretary-Principal, ES	220				
Secretary-Principal, IS	240				
Secretary-Principal, MS	220				
Secretary-Special Services	220				

5	Position	Days	Hourly	\$17.17	\$20.69	\$24.21
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Admin Asst-Assessment/C&I	240	240	30,906	37,242	43,578
Admin Asst-Athletics	240				
Admin Asst-C&I	240				
Admin Asst-CTE	240				
Admin Asst-Head Start	240				
Admin Asst-Operations	240				
Admin Asst-Principal, HS	240				
Admin Asst-Special Programs	240				
Admin Asst-Technology	240				
Admin Asst-Transportation	240				
Clerk-Accounts Payable	240				
Registrar-HS	240				

6	Position	Days	Hourly	\$19.41	\$23.38	\$27.35
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Communication Tech	240	240	34,938	42,084	49,230
Computer Tech I	240				
Computer Tech II	240				
Coordinator-Facility Use	240				
HR Associate	240				
Instructional Technology Tech	240				
Receptionist-Purchasing	240				

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Specialist-Accounting	240
Specialist-Business Services	240
Specialist-Child Nutrition	240
Specialist-Position Management	240
Specialist-Purchasing	240
Specialist-Revenue	240
Specialist-System Support	240

<b>7</b>	<b>Position</b>	<b>Days</b>	<b>Hourly</b>	<b>\$21.54</b>	<b>\$25.95</b>	<b>\$30.36</b>
	Admin Assc-Admin Serv	240	192	31,018	37,368	43,718
	Admin Assc-C&I	240	240	38,772	46,710	54,648
	Admin Assc-Facilities	240				
	Computer Tech-Lead	240				
	Coordinator-Benefits	240				
	LVN	192				
	Specialist-HR	240				
	Specialist-Lead Position Manager	240				
<b>8</b>	<b>Position</b>	<b>Days</b>	<b>Hourly</b>	<b>\$25.72</b>	<b>\$30.62</b>	<b>\$35.52</b>
	Exec Assistant-Superintendent	240	240	46,296	55,116	63,936



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Auxiliary Pay Plan						
Pay Grade	Job Title	Calendars		Min	Mid	Max
<b>1</b>	<b>Position</b>	<b>Days</b>	<b>Hourly</b>	<b>\$11.00</b>	<b>\$13.25</b>	<b>\$15.50</b>
	Bus Driver Trainee	174, 179				
	Bus Monitor	174, 179				
	Child Nutrition Assistant	174, 183				
	Child Nutrition Cashier	174, 181, 183				
	Xing Guard/Parking Attend	174				
	Custodian	261				
<b>2</b>	<b>Position</b>	<b>Days</b>	<b>Hourly</b>	<b>\$12.65</b>	<b>\$15.24</b>	<b>\$17.83</b>
	Child Nutrition Asst Man	183				
	Head Custodian-ES	261				
	Head Custodian-IS	261				
	Warehouse/Courier	261				
<b>3</b>	<b>Position</b>	<b>Days</b>	<b>Hourly</b>	<b>\$13.79</b>	<b>\$16.61</b>	<b>\$19.43</b>
	Child Nutrition Manager-ES	181				
	Child Nutrition Manager-IS	181, 183				
	Child Nutrition Manager-MS	181				
	Grounds Worker I	261				
	Head Custodian-HS	261				
	Head Custodian-MS	261				
<b>4</b>	<b>Position</b>	<b>Days</b>	<b>Hourly</b>	<b>\$15.85</b>	<b>\$19.10</b>	<b>\$22.35</b>
	Child Nutrition Manager-HS	181				
	Custodial Warehouse Mang	261				
	Grounds Sprayer Tech	261				
	Grounds Worker II	261				
	Lead Courier	261				
	Mechanic Helper	261				
	Parts Clerk-Transportation	261				
	Specialist-Irrigation	261				
	Specialist-Preventative Main	261				
<b>5</b>	<b>Position</b>	<b>Days</b>	<b>Hourly</b>	<b>\$18.71</b>	<b>\$22.54</b>	<b>\$26.37</b>
	Carpenter	261				
	Dispatcher	179, 261				
	Locksmith/Carpenter	261				
	Mechanic	261				
	Painter	261				
	Routing Clerk	261				

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<b>Specialist-Pest Control</b>		<b>261</b>				
<b>6</b>	<b>Position</b>	<b>Days</b>	<b>Hourly</b>	<b>\$22.45</b>	<b>\$27.05</b>	<b>\$31.65</b>
	Electrician	261				
	HVAC-Refrigeration Tech	261				
	HVAC Tech	261				
	Plumber (Licensed)	261				
	Security Alarm Tech	261				
<b>7</b>	<b>Position</b>	<b>Days</b>	<b>Hourly</b>	<b>\$24.08</b>	<b>\$28.67</b>	<b>\$33.26</b>
	Foreman-Fleet/Shop	261				
	Supervisor-Warehouse	261				
<b>BD</b>	<b>Position</b>	<b>Days</b>	<b>Hourly</b>	<b>\$17.50</b>	<b>\$20.84</b>	<b>\$24.18</b>
	Bus Driver	174, 179				

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(Amended July 19, 2023)

**2023-2024 Athletic Stipends**

<b>Extra/Co-Curricular</b>	<b>Stipend Amount</b>
<b>Baseball</b>	
HS Head Coach	\$9,000
HS First Varsity Assistant	\$5,000
HS Assistant Coach	\$4,000
<b>Basketball</b>	
HS Head Coach	\$10,000
HS First Varsity Assistant	\$5,000
HS Assistant Coach	\$4,000
MS Coach	\$2,500
<b>Cheer/Spirit</b>	
HS Head Coach	\$6,000
HS Assistant Coach	\$4,000
MS Coach	\$2,000
HS Spirit Sponsor	\$1,000
<b>Cross Country</b>	
HS Head Coach	\$7,500
HS Assistant Coach	\$4,000
MS Coach	\$2,000
<b>Football</b>	
HS Coordinator - Offense	\$8,500
HS Coordinator - Defense	\$8,500
HS Coordinator - Special Teams	\$8,500
HS Assistant Coach	\$7,000
MS Coach	\$3,000
<b>Golf</b>	
HS Head Coach	\$6,000
HS Assistant Coach	\$4,000
MS Coach	\$2,000
<b>Gymnastics</b>	
Head Coach	\$5,000
Assistant Coach	\$4,000
Sponsor	\$1,000

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<b>Powerlifting</b>	
Head Coach	\$5,000
Assistant Coach	\$3,500
<b>Soccer</b>	
HS Head Coach	\$7,500
HS First Varsity Assistant	\$5,000
HS Assistant Coach	\$4,000
MS Coach	\$2,000
<b>Softball</b>	
HS Head Coach	\$9,000
HS First Varsity Assistant	\$5,000
HS Assistant Coach	\$4,000
<b>Special Olympics</b>	
Coach	\$2,000
<b>Strength &amp; Conditioning</b>	
Head Coach	\$10,000
<b>Swimming</b>	
HS Head Coach	\$7,000
HS Assistant Coach	\$4,500
<b>Tennis</b>	
HS Head Coach	\$9,000
HS Assistant Coach	\$5,000
MS Coach	\$2,000
<b>Track</b>	
HS Head Coach	\$7,500
HS First Varsity Assistant	\$5,000
HS Assistant Coach	\$4,000
MS Coach	\$2,000
<b>Trainer</b>	
HS Assistant Trainer	\$13,000
MS Trainer	\$4,000
<b>Volleyball</b>	
HS Head Coach	\$10,000
HS First Varsity Assistant	\$5,000
HS Assistant Coach	\$4,000
MS Coach	\$2,500

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<b>Wrestling</b>	
HS Head Coach	\$7,000
HS Assistant Coach	\$4,000
<b>Other</b>	
Game Administrator	\$1,750
HS Athletic Liaison	\$10,000
MS Athletic Coordinator	\$4,500

**2023-2024 Fine Arts Stipends**

<b>Extra/Co-Curricular</b>	<b>Stipend Amount</b>
<b>Band</b>	
HS Director	\$11,000
HS Assistant Director	\$6,500
MS Director	\$4,200
MS Assistant Director	\$3,250
IS Director	\$3,250
Color Guard Director	\$3,250
HS Assistant Director (fall only)	\$2,800

*Stipends listed for Band are in addition to extension of contracted days*

<b>Choir</b>	
HS Director	\$8,000
HS Assistant Director	\$3,250
MS Director	\$4,500
IS Director	\$1,000
<b>Dance</b>	
HS Director	\$8,500
HS Assistant Director	\$4,000
MS Sponsor	\$2,000
<b>Orchestra</b>	
HS Director	\$8,000
MS Director	\$6,500
IS Director	\$5,500
IS Assistant Director	\$4,000
<b>Theater Arts</b>	
HS Director	\$8,000
HS Assistant Director	\$6,000
HS Theater/Auditorium Manager	\$2,000
MS Director	\$1,000
IS Director	\$1,000



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**2023-2024 Extra and Co-Curricular and Other Stipends**

<b>Extra/Co-Curricular</b>	<b>Stipend Amount</b>
<b>Bilingual Certified</b>	
Teacher	\$5,000
<b>Campus Instructional Facilitators</b>	
Science (ES & IS Only)	\$500
Social Studies (ES & IS Only)	\$500
<b>CTE/CTSO Sponsor</b>	
BPA Sponsor*	\$1,000
HS Campus CTE Coordinator	\$2,500
SKILLS USA Sponsor*	\$1,000
HOSA Sponsor*	\$1,000
FCCLA Sponsor*	\$1,000
HS Media Technology	\$1,000
<b>Department Chair</b>	
HS (CTE, PE, FA, E, SS, M, Sci, LOTE, SPED)	\$2,250
MS (CTE, PE, FA, E, SS, M, Sci, LOTE, SPED)	\$1,000
<b>Interact</b>	
Sponsor	\$500
<b>Library</b>	
High School	\$500
District Lead	\$2,000
<b>Newspaper</b>	
HS Advisor	\$4,000
HS Assistant Advisor	\$2,000
<b>NHS Advisor</b>	
HS Advisor	\$1,000
MS Advisor	\$750
<b>Night School</b>	
HS Coordinator	\$2,000
<b>Nurse</b>	
District Lead	\$2,000
<b>Robotics</b>	
HS Sponsor*	\$1,500
HS Assistant Sponsor*	\$750
MS Sponsor*	\$750

**College Station ISD  
Compensation Plans 2023-2024**

<b>Science Bowls</b>	
High School*	\$750
Middle School*	\$500
<b>Special Education</b>	
ARD Facilitator	\$2,500
Bilingual Assessment Staff	\$5,000
Educational Diagnostician	\$6,000
Lead (Diagnostician, School Psychologist, Speech)	\$2,500
School Psychologist	\$6,000
Speech Language Pathology Assistant (SLP-A)	\$3,000
Speech Language Pathologist, CCC	\$5,000
SPED Teacher - Specialized Programs (AB, CASL, ECSE, LIFE, etc.)	\$4,000
SPED Teacher - Other (Resource, Co-Teach, etc.)	\$1,500
<b>Speech/Debate</b>	
HS Advisor	\$5,500
HS Assistant Advisor	\$3,500
MS Advisor	\$1,500
<b>Student Council</b>	
HS Advisor	\$2,500
HS Assistant Advisor	\$1,000
HS Class Advisor	\$1,000
MS Advisor	\$1,500
<b>Technology</b>	
Campus Instructional Technology Facilitator	\$2,250
<b>UIL Academic Sponsor</b>	
HS UIL Coordinator	\$2,500
HS - per club/team*	\$700
MS UIL Coordinator	\$1,000
MS - per club/team*	\$500
<b>Yearbook</b>	
HS Advisor	\$4,000
HS Assistant Advisor	\$2,000
MS Advisor	\$1,500





## COLLEGE STATION ISD – ATTENDANCE INCENTIVE PLAN

### Transportation: 2023-2024

In an effort to increase employee retention and promote and reward good attendance, an Attendance Incentive Plan for College Station ISD's transportation department is proposed. The goal for the plan is to change employee patterns in a manner that improves employee attendance and reduces the cost and use of substitute workers and overtime. The program can be partially funded by the decreased overtime currently experienced due to absences and vacant positions.

#### Employee Types:

- Bus drivers / bus aides (10 Month benefit eligible employees)

#### Eligibility:

- Employees may not be absent more than 2 days (4 shifts for those working am and pm shifts, 6 shifts for those with am, midday and pm) in a semester.
  - Measurement will be in cumulative hours missed.
- Active employees must be benefit eligible and hired by the following dates:
  - September 1 for first semester
  - February 1 for second semester
- Employee must be actively employed at the time of payment for the first semester and must have completed the school year for the second semester

#### Disqualifiers:

- Documented disciplinary action. (Example: excessive tardies or leaves during the workday)
- Unexcused absences (No notification to employer)

#### Exceptions:

- Jury Duty
- Absences related to a court subpoena

#### Award Amount:

- \$250 per semester

#### Pay-out:

Awards will be paid on the second payroll of January for the first semester and by the second payroll of June for the second semester.

#### Review of the Plan –

Results of the plan will be reviewed at the end of the year to determine if the goals were met. Plan elimination or modifications may be recommended for the following year as a result of the review.



## COLLEGE STATION ISD – ATTENDANCE INCENTIVE PLAN

### School Nutrition Services: 2023-2024

In an effort to increase employee retention and promote and reward good attendance the district has implemented an attendance incentive program. The goal for the plan is to change employee patterns in a manner that improves employee attendance and reduces the cost and use of substitute workers and overtime.

#### Employee Type:

- Benefit eligible cafeteria worker

#### Eligibility:

- Employees may not be absent more than 2 days of cumulative hours in a semester.
  - Example – a 6 hour a day employee may not be absent more than 12 hours.
- Active employees must be benefit eligible and hired by the following dates:
  - September 1 for first semester
  - February 1 for second semester
  - Employee must be actively employed at the time of payment for the first semester and must have completed the school year for the second semester

#### Disqualifiers:

- Documented disciplinary action. (Example: excessive tardies or leaves during the workday)
- Unexcused absences (No notification to employer)

#### Exceptions:

- Jury Duty
- Absences related to a court subpoena

#### Award Amount:

- \$250 per semester

#### Pay-out:

Awards will be paid on the second payroll of January for the first semester and by the second payroll of June for the second semester.

#### Review of the Plan –

Results of the plan will be reviewed at the end of the year to determine if the goals were met. Plan elimination or modifications may be recommended for the following year as a result of the review.



## COLLEGE STATION ISD – ATTENDANCE INCENTIVE PLAN

### Custodial Services: 2023-2024

In an effort to increase employee retention and promote and reward good attendance, an Attendance Incentive Plan for College Station ISD's custodial department is being implemented. The goal for the plan is to change employee patterns in a manner that improves employee attendance and reduces the cost and use of substitute workers and overtime. It is intended the program will be partially funded by the decreased overtime currently experienced due to absences and vacant positions.

#### Employee Types:

- 12-month benefit eligible custodians

#### Eligibility:

- Employees may not be absent more than 3 days of cumulative hours in the designated period.
  - 12-month employee semesters: July-December & January-June
  - Example – an 8 hour a day employee may not be absent more than 24 hours.
- Active employees must be benefit eligible and hired by the following dates:
  - September 1 for first semester
  - February 1 for second semester
- Employee must be actively employed at the time of payment for the first semester and must have completed the school year for the second semester

#### Disqualifiers:

- Documented disciplinary action. (Example: excessive tardies or leaves during the workday)
- Unexcused absences (No notification to employer)

#### Exceptions:

- Jury Duty
- Absences related to a court subpoena
- Vacation days, if used accordingly to plan

#### Award Amount:

- \$250 per semester

#### Pay-out:

Awards will be paid on the second payroll of January for the Fall semester and the second payroll in July for the Spring semester.

#### Use of vacation days:

It is encouraged vacation days be used during holidays and summer breaks when students are not in school. A minimum of 5 days advance notice is required before discretionary leave may be used. Abuse of discretionary leave will disqualify an employee from receiving the attendance incentive.



## **COLLEGE STATION ISD – ATTENDANCE INCENTIVE PLAN**

To make final preparations for the start of school and other key periods of time, custodial staff will be made aware of specific days during the course of the school year when vacation days are not allowed.

### **Review of the Plan –**

Results of the plan will be reviewed at the end of the year to determine if the goals were met. Plan elimination or modifications may be recommended for the following year as a result of the review.



## COLLEGE STATION ISD – BUS DRIVER RECRUITING INCENTIVE

College Station ISD along with school districts across the state have experienced a shortage of school bus drivers which jeopardizes the ability to provide timely transportation for students to and from school each day. In an effort to recruit bus drivers and encourage employees within the department to obtain their CDL and become full time school bus drivers, the following incentive is in place:

### **Bus Driver Signing Bonuses**

- Offer a \$1,000 signing bonus for all newly hired bus drivers who already have their Commercial Driver's License (CDL)
  - \$700 to be paid on the first paycheck
  - \$300 to be paid after four months of continuous work
  
- Offer a \$750 signing bonus for all newly hired drivers who do not yet have their Commercial Driver's License (CDL)
  - \$500 at completion of CDL
  - \$250 after four months of work

To be eligible for the signing bonus an employee must be in good standing with the district at the time of payment and not have worked as a bus driver for the district for the 12 preceding months.

### **Review of the Plan –**

Results of the plan will be reviewed at the end of the year to determine if the plan is meeting the needs of the district. Plan elimination or modifications may be recommended for the following year as a result of the review.