

CHARLOTTE ISD

Compensation Package



Board Approved: 03/20/2024

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	
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	\$3,000.00	
GT Stipend	\$250.00	
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
Athletic Director/Head Football Coach	\$7,315.00	
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	\$2,500.00
Powerlifting - Head Coach	\$4,000.00
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)
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

- 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 Coordinator.

Charlotte Independent School District

Administrative / Professional Compensation Plan

	<u>Days</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
<u>Technology Director</u>	226	43,525	59,172	74,820
<u>Counselor</u>	202	43,525	52,439	70,000
<u>Testing Coordinator</u>	207	44,602	53,737	70,000
<u>Athletic Director / Band Director</u>	226	63,500	74,000	85,000
<u>Elementary School Principal</u>	226	66,500	77,000	88,000
<u>Middle School Principal</u>	226	71,500	82,000	93,000
<u>High School Principal</u>	226	75,000	86,000	98,000
<u>Secondary School Principal</u>	226	72,500	83,000	95,000
<u>Director of Curriculum & Instruction</u>	215	75,000	85,000	95,000
<u>Director of Finance</u>	226	84,500	95,000	106,000
<u>Director of Maintenance</u>	260	42,000	53,000	63,000
<u>Director of Transportation</u>	226	42,000	53,000	63,000

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

Years Experience	Bachelors Degree	Daily Rate
0	\$46,844	250.50
1	\$48,092	257.18
2	\$48,716	260.51
3	\$49,340	263.85
4	\$49,964	267.19
5	\$50,588	270.52
6	\$52,252	279.42
7	\$52,876	282.76
8	\$53,500	286.10
9	\$54,124	289.43
10	\$54,748	292.77
11	\$55,372	296.11
12	\$55,996	299.44
13	\$56,620	302.78
14	\$57,244	306.12
15	\$57,868	309.45
16	\$58,492	312.79
17	\$59,116	316.13
18	\$59,740	319.47
19	\$60,364	322.80
20	\$60,988	326.14
21	\$61,612	329.48
22	\$62,236	332.81
23	\$62,860	336.15
24	\$63,484	339.49
25	\$64,108	342.82
26	\$64,732	346.16
27	\$65,356	349.50
28	\$65,980	352.83
29	\$66,604	356.17
30	\$67,228	359.51
31+	\$67,852	362.84

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

Continuous yrs of service	Hourly	Assistant	Director
0	\$10.50	\$11.50	\$21.00
1	\$10.75	\$11.75	\$21.25
2	\$11.00	\$12.00	\$21.50
3	\$11.25	\$12.25	\$21.75
4	\$11.50	\$12.50	\$22.00
5	\$11.75	\$12.75	\$22.25
6	\$12.05	\$13.05	\$22.50
7	\$12.35	\$13.35	\$22.75
8	\$12.65	\$13.65	\$23.00
9	\$12.95	\$13.95	\$23.25
10	\$13.25	\$14.25	\$23.50
11	\$13.60	\$14.60	\$23.75
12	\$13.95	\$14.95	\$24.00
13	\$14.30	\$15.30	\$24.25
14	\$14.65	\$15.65	\$24.50
15	\$15.00	\$16.00	\$24.75
16	\$15.40	\$16.40	\$25.00
17	\$15.80	\$16.80	\$25.25
18	\$16.20	\$17.20	\$25.50
19	\$16.60	\$17.60	\$25.75
20	\$17.00	\$18.00	\$26.00
21	\$17.45	\$18.45	\$26.25
22	\$17.90	\$18.90	\$26.50
23	\$18.35	\$19.35	\$26.75
24	\$18.80	\$19.80	\$27.00
25+	\$19.25	\$20.25	\$27.25

Charlotte Independent School District
Administrative Specialist
 226 DAYS

STEP		SALARY		DAILY RATE
0		\$28,124		\$124.44
1		\$28,553		\$126.34
2		\$29,088		\$128.71
3		\$29,624		\$131.08
4		\$30,052		\$132.97
5		\$30,588		\$135.35
6		\$31,016		\$137.24
7		\$31,551		\$139.61
8		\$32,087		\$141.98
9		\$32,515		\$143.87
10		\$33,051		\$146.24
11		\$33,801		\$149.56
12		\$34,443		\$152.40
13		\$35,086		\$155.25
14		\$35,835		\$158.56
15		\$36,478		\$161.41
16		\$37,121		\$164.25
17		\$37,763		\$167.09
18		\$38,406		\$169.94
19		\$39,048		\$172.78
20		\$39,584		\$175.15
21		\$40,227		\$178.00
22		\$40,869		\$180.84
23		\$41,512		\$183.68
24		\$42,047		\$186.05
25+		\$42,583		\$188.42

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, High School)

207 Days

STEP		SALARY		DAILY RATE
0		\$25,668		\$124.00
1		\$26,082		\$126.00
2		\$26,496		\$128.00
3		\$26,910		\$130.00
4		\$27,324		\$132.00
5		\$27,738		\$134.00
6		\$28,152		\$136.00
7		\$28,566		\$138.00
8		\$28,980		\$140.00
9		\$29,394		\$142.00
10		\$29,808		\$144.00
11		\$30,222		\$146.00
12		\$30,636		\$148.00
13		\$31,050		\$150.00
14		\$31,464		\$152.00
15		\$31,878		\$154.00
16		\$32,292		\$156.00
17		\$32,706		\$158.00
18		\$33,120		\$160.00
19		\$33,534		\$162.00
20		\$33,948		\$164.00
21		\$34,362		\$166.00
22		\$34,776		\$168.00
23		\$35,190		\$170.00
24		\$35,604		\$172.00
25+		\$36,018		\$174.00

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Charlotte Independent School District

TEACHER AIDE I

(Instructional Aide, Federal Programs Aide)

187 DAYS

STEP		SALARY		DAILY RATE
0		\$20,944		\$112.00
1		\$21,318		\$114.00
2		\$21,692		\$116.00
3		\$22,066		\$118.00
4		\$22,440		\$120.00
5		\$22,814		\$122.00
6		\$23,188		\$124.00
7		\$23,562		\$126.00
8		\$23,936		\$128.00
9		\$24,310		\$130.00
10		\$24,684		\$132.00
11		\$25,058		\$134.00
12		\$25,432		\$136.00
13		\$25,806		\$138.00
14		\$26,180		\$140.00
15		\$26,554		\$142.00
16		\$26,928		\$144.00
17		\$27,302		\$146.00
18		\$27,676		\$148.00
19		\$28,050		\$150.00
20		\$28,424		\$152.00
21		\$28,798		\$154.00
22		\$29,172		\$156.00
23		\$29,546		\$158.00
24		\$29,920		\$160.00
25+		\$30,294		\$162.00

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		DAILY RATE
0		\$21,692		\$116.00
1		\$22,066		\$118.00
2		\$22,440		\$120.00
3		\$22,814		\$122.00
4		\$23,188		\$124.00
5		\$23,562		\$126.00
6		\$23,936		\$128.00
7		\$24,310		\$130.00
8		\$24,684		\$132.00
9		\$25,058		\$134.00
10		\$25,432		\$136.00
11		\$25,806		\$138.00
12		\$26,180		\$140.00
13		\$26,554		\$142.00
14		\$26,928		\$144.00
15		\$27,302		\$146.00
16		\$27,676		\$148.00
17		\$28,050		\$150.00
18		\$28,424		\$152.00
19		\$28,798		\$154.00
20		\$29,172		\$156.00
21		\$29,546		\$158.00
22		\$29,920		\$160.00
23		\$30,294		\$162.00
24		\$30,668		\$164.00
25+		\$31,042		\$166.00

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		DAILY RATE
0		\$22,440		\$120.00
1		\$22,814		\$122.00
2		\$23,188		\$124.00
3		\$23,562		\$126.00
4		\$23,936		\$128.00
5		\$24,310		\$130.00
6		\$24,684		\$132.00
7		\$25,058		\$134.00
8		\$25,432		\$136.00
9		\$25,806		\$138.00
10		\$26,180		\$140.00
11		\$26,554		\$142.00
12		\$26,928		\$144.00
13		\$27,302		\$146.00
14		\$27,676		\$148.00
15		\$28,050		\$150.00
16		\$28,424		\$152.00
17		\$28,798		\$154.00
18		\$29,172		\$156.00
19		\$29,546		\$158.00
20		\$29,920		\$160.00
21		\$30,294		\$162.00
22		\$30,668		\$164.00
23		\$31,042		\$166.00
24		\$31,416		\$168.00
25+		\$31,790		\$170.00

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		DAILY RATE
0		\$22,066		\$118.00
1		\$22,440		\$120.00
2		\$22,814		\$122.00
3		\$23,188		\$124.00
4		\$23,562		\$126.00
5		\$23,936		\$128.00
6		\$24,310		\$130.00
7		\$24,684		\$132.00
8		\$25,058		\$134.00
9		\$25,432		\$136.00
10		\$25,806		\$138.00
11		\$26,180		\$140.00
12		\$26,554		\$142.00
13		\$26,928		\$144.00
14		\$27,302		\$146.00
15		\$27,676		\$148.00
16		\$28,050		\$150.00
17		\$28,424		\$152.00
18		\$28,798		\$154.00
19		\$29,172		\$156.00
20		\$29,546		\$158.00
21		\$29,920		\$160.00
22		\$30,294		\$162.00
23		\$30,668		\$164.00
24		\$31,042		\$166.00
25+		\$31,416		\$168.00

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)

Continuous yrs of service	Hourly	Assistant	Maintenance Director	Transportation Director	Daycare Director
0	\$10.50	\$11.50	\$21.00	\$21.00	\$21.00
1	\$10.75	\$11.75	\$21.25	\$21.25	\$21.25
2	\$11.00	\$12.00	\$21.50	\$21.50	\$21.50
3	\$11.25	\$12.25	\$21.75	\$21.75	\$21.75
4	\$11.50	\$12.50	\$22.00	\$22.00	\$22.00
5	\$11.75	\$12.75	\$22.25	\$22.25	\$22.25
6	\$12.05	\$13.05	\$22.50	\$22.50	\$22.50
7	\$12.35	\$13.35	\$22.75	\$22.75	\$22.75
8	\$12.65	\$13.65	\$23.00	\$23.00	\$23.00
9	\$12.95	\$13.95	\$23.25	\$23.25	\$23.25
10	\$13.25	\$14.25	\$23.50	\$23.50	\$23.50
11	\$13.60	\$14.60	\$23.75	\$23.75	\$23.75
12	\$13.95	\$14.95	\$24.00	\$24.00	\$24.00
13	\$14.30	\$15.30	\$24.25	\$24.25	\$24.25
14	\$14.65	\$15.65	\$24.50	\$24.50	\$24.50
15	\$15.00	\$16.00	\$24.75	\$24.75	\$24.75
16	\$15.40	\$16.40	\$25.00	\$25.00	\$25.00
17	\$15.80	\$16.80	\$25.25	\$25.25	\$25.25
18	\$16.20	\$17.20	\$25.50	\$25.50	\$25.50
19	\$16.60	\$17.60	\$25.75	\$25.75	\$25.75
20	\$17.00	\$18.00	\$26.00	\$26.00	\$26.00
21	\$17.45	\$18.45	\$26.25	\$26.25	\$26.25
22	\$17.90	\$18.90	\$26.50	\$26.50	\$26.50
23	\$18.35	\$19.35	\$26.75	\$26.75	\$26.75
24	\$18.80	\$19.80	\$27.00	\$27.00	\$27.00
25+	\$19.25	\$20.25	\$27.25	\$27.25	\$27.25

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

STEP		SALARY		DAILY RATE
0		\$28,024		\$124.00
1		\$28,476		\$126.00
2		\$28,928		\$128.00
3		\$29,380		\$130.00
4		\$29,832		\$132.00
5		\$30,284		\$134.00
6		\$30,736		\$136.00
7		\$31,188		\$138.00
8		\$31,640		\$140.00
9		\$32,092		\$142.00
10		\$32,544		\$144.00
11		\$32,996		\$146.00
12		\$33,448		\$148.00
13		\$33,900		\$150.00
14		\$34,352		\$152.00
15		\$34,804		\$154.00
16		\$35,256		\$156.00
17		\$35,708		\$158.00
18		\$36,160		\$160.00
19		\$36,612		\$162.00
20		\$37,064		\$164.00
21		\$37,516		\$166.00
22		\$37,968		\$168.00
23		\$38,420		\$170.00
24		\$38,872		\$172.00
25+		\$39,324		\$174.00

Employees may be promoted or demoted one or more levels on the schedule when job assignments are changed. When employee: 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 closest to their present salary.

EMPLOYEE OTHER BENEFITS

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 \$20.00 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 employees 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.