



Bloomington Independent School District

EMPLOYEE COMPENSATION GUIDE

2023-2024

Board Approved 7/17/2023

Updated with Stipends 8/14/23

PREFACE

The 2023-2024 Staff Compensation Plan addresses each position in a manner comparable to the *Teacher Model* and is based on years of experience and/or pay steps. Currently, Bloomington Independent School District expands years of experience for teachers, librarians, registered nurses and counselors to 30 years and then aligns all other salary guides to this model. For non-teaching professional and administrative staff, the salary guides use a step system. Based on the number of days assigned, the salary range for each paygrade is determined. Placement is based on experience.

For non-exempt staff, the salary guides use a step system. Based on the number of days assigned, the salary range for each paygrade is determined. Placement is based on experience.

The staff compensation goal is to make Bloomington ISD a district where employees are appreciated for their efforts and paid fairly and accordingly. The salary guides are intended to be informational and not contractual in nature.

Respectfully,

Eric Cormier

Superintendent of Schools

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Section I: ADMINISTRATIVE AND PROFESSIONAL STAFF SALARY GUIDES

NOTES ON ADMINISTRATIVE AND PROFESSIONAL SALARY GUIDES

PURPOSE The pay systems for certified and professional personnel shall be approved by the Board of Trustees and shall comply with all minimum pay entitlements established by state and federal law. In order to pay employees fairly and attract and retain qualified employees, local pay systems shall be based on the assessed worth of jobs and shall be administered to support the following objectives:

- To stay competitive with appropriate labor markets for the various categories of personnel
- To recognize the levels of skill, effort, and responsibility required of different jobs
- To reward continued length of service to the district and
- To be fiscally controlled and cost effective

PAY STRUCTURE The pay structure for all personnel shall be established and maintained by daily or hourly base rates to promote consistent treatment of employees who have different work year periods. The pay structure for each position shall be based on a "Teacher Model" to recognize years of work history and updated based on a thorough review of the job's worth when compared with similar jobs at other school districts within the region. Information provided by an outside agency, personnel staff, and other district officials is carefully reviewed before determining pay structure for positions. The superintendent or designee shall determine job classification or reclassification of positions based on an assessment of job requirements and comparability to other positions within the district and region. The only administrator authorized to make deviations to the Administrative and Professional Staff Salary Guides is the superintendent.

PAY RANGE ADVANCEMENT Pay ranges are established to provide opportunities to increase salaries of employees for continued satisfactory service to the district. Employee salaries shall be reviewed on an annual basis. Employees may advance within the pay range according to the amount of increase established from year to year according to the Board approved step system.

NEW HIRE SALARY PLACEMENT New employees must provide evidence of job-related professional work experience at the time of employment in order to be appropriately placed in a pay range. The salary guides shall determine salary placement based on experience allotted. BISD will honor Commissioner's Rules on Creditable Years of Service §153.1021. (m) Certified teacher aides and beginning with the 2023-2024 contractual year, a certified teacher aide who subsequently attains initial classroom teacher certification may count up to two years of full-time equivalency of direct student instruction for salary increment purposes. Such experience must be verified on the teacher service record form (FIN-115) or a similar form containing the same information. A teacher aide who received a teaching certificate or was placed under a permit prior to the 2004-2005 contractual year will not qualify for the additional years of service on the minimum salary schedule under this section.

PROMOTION Employees within the district may be promoted to a new job position with a higher salary guide. When being placed in a higher salary guide, the salary will be based on the employee's experience in the same or similar job, or years of experience in education.

DEMOTION A voluntary demotion in position will require that the employee earn the salary associated with the salary guide of the new position. When being placed in a lower salary guide, the salary will be based on years of service for that salary guide. An involuntary demotion or reassignment determined by Bloomington ISD may result in the employee retaining his/her existing salary, but not necessarily. The demotion may cause an employee's salary to be frozen until the salary is within the current salary guide or, more appropriately, to change to the correct amount or days between school years to align with the new position.

RETIRE-REHIRE All retire/rehire employees' salaries will be established and maintained by daily or hourly base rates according to the position and years of work history.

HEALTH INSURANCE PAY BISD pays \$335 per month for Health Insurance. For those not taking coverage, BISD does not pay an amount to be applied toward a supplemental insurance or a qualified retirement plan.

NOTES ON TEACHER SALARY GUIDE

EXTRA-DUTY ASSIGNMENTS The salary for teachers with certain extra-duty assignments shall be teacher's annual base salary plus a stipend. The campus principal / department director will assign persons accordingly. Stipends are provided for performing extra duties beyond the regular campus workday schedule. Individuals should not be assigned extra duties that will overlap each other. Exceptions may be made on an individual basis by the Superintendent upon receipt of a written recommendation submitted by the employee's campus principal / department director. When appropriate, and with the approval of the Superintendent, stipends may be shared.

CREDITABLE YEARS OF SERVICE Calculated in accordance to rules set by the Commissioner of Education.

NON-CERTIFIED TEACHERS will be classified as an at-will employee and paid a step 0 at 75% of that step until certification is complete. Must be in an accredited program and actively working to complete the alternative certification.

TEACHER CERTIFICATION PROGRAM The district will reimburse for teacher certification courses up to \$3,000.00 after all courses and tests have been passed and receive a standard certification. The employee will have one year to complete the program once the employee is classified as a teacher in the district.. There will be a three year commitment to stay employed with BISD.

DISTRICT OF INNOVATION CERTIFIED TEACHERS In order to best serve Bloomington ISD students, decisions on certifications will be handled at the district level. Due to a limited applicant pool and teacher shortage, this exemption will allow greater flexibility in staffing in specific areas of need. Special education and bilingual teachers must continue to be certified. The exemption is to specifically allow the district to issue local teaching permits to teachers of non-core and CTE courses without intervention by the Commissioner to review the issued permits. Please see the District of Innovation for local guidelines. If an employee is approved for a DOI certification the employee will be an at-will employee paid at a step 0 at 75% of that step. The local DOI certification is good for one year.

NOTES ON MAINTENANCE SALARY GUIDE

HVAC CERTIFICATION PROGRAM The district is in need of a certified HVAC technician. The Superintendent must approve the employee to go through the certification training program. The district will pay for the course up-front contingent on the employee passing each course phase up to \$5,000. There will be a three-year commitment to stay employed with BISD once the certification is complete.

Section II: NON-EXEMPT STAFF SALARY GUIDES

NOTES ON NON-EXEMPT SALARY GUIDES

PURPOSE The pay systems for non-exempt staff shall be approved by the Board of Trustees and shall comply with all minimum pay entitlements established by state and federal law. In order to pay employees fairly and attract and retain qualified employees, local pay systems shall be based on the assessed worth of jobs and shall be administered to support the following objectives:

- To stay competitive with appropriate labor markets for the various categories of personnel
- To recognize the levels of skill, effort, and responsibility required of different jobs
- To reward continued length of service to the district and
- To be fiscally controlled and cost effective

PAY STATUS All non-teaching support employees are considered non-exempt employees, and therefore, eligible for compensation of overtime at time and a half for all work performed in excess of 40 hours in a work week. **All overtime requires the campus principal or supervisor's prior approval.** Disciplinary action may be taken against employees who claim overtime without the supervisor's prior approval.

PAY STRUCTURE The pay structure for all personnel shall be established and maintained by daily or hourly base rates to promote consistent treatment of employees who have different work year periods. The pay structure for each position shall be based on a "Teacher Model" to recognize years of work history and updated based on a thorough review of the job's worth when compared with similar jobs at other school districts within the region. Information provided by an outside agency, personnel staff, and other district officials is carefully reviewed before determining pay structure for positions. The superintendent or designee shall determine job classification or reclassification of positions based on an assessment of job requirements and comparability to other positions within the district and region. The only administrator authorized to make deviations to the Non-Exempt Salary Guides is the superintendent.

PAY RANGE ADVANCEMENT Pay ranges are established to provide opportunities to increase salaries of employees for continued satisfactory service to the district. Employee salaries shall be reviewed on an annual basis. Employees may advance within the pay range according to the amount of increase established from year to year according to the Board approved step system.

NEW HIRE SALARY PLACEMENT New employees must provide evidence of job-related professional work experience at the time of employment in order to be appropriately placed in a pay range. The salary guides shall determine salary placement based on experience allotted. Employees classified as custodian, cafeteria worker, maintenance worker can receive up to 5 years credit based on experience. The supervisor and Superintendent will determine the additional placement.

PROMOTION Employees within the district may be promoted to a new job position with a higher salary guide. When being placed in a higher salary guide, the salary will be based on the employee's experience in the same or similar job, or years of experience in education.

DEMOTION A voluntary demotion in position will require that the employee earn the salary associated with the salary guide of the new position. When being placed in a lower salary guide, the salary will be based on years of service for that salary guide. An involuntary demotion or reassignment determined by Bloomington ISD may result in the employee retaining his/her existing salary, but not necessarily. The demotion may cause an employee's salary to be frozen until the salary is within the current salary guide or, more appropriately, to change to the correct amount or days between school years to align with the new position.

RETIRE-REHIRE

All retire/rehire employees' salaries will be established and maintained by daily or hourly base rates according to the position and years of work history.

HEALTH INSURANCE PAY BISD pays \$335 per month for Health Insurance, “employee only” dental insurance “High Plan”, “Employees first \$10,000” life insurance coverage. For those not taking coverage, BISD does not pay an amount to be applied toward a supplemental insurance or a qualified retirement plan.

NOTES ON PARAPROFESSIONAL SALARY GUIDE

EXTRA-DUTY ASSIGNMENTS The pay for paraprofessionals with certain extra-duty assignments shall be based on hourly rate plus a stipend. Stipends are provided for performing extra duties beyond the regular campus workday schedule. Individuals should not be assigned extra duties that will overlap each other. All time spent working must be recorded using BISD’s timekeeping system. Any work in excess of 40 hours during a work week will be accrued as overtime at time and a half and tracked. If compensation earned exceeds the stipend amount, then the non-exempt paraprofessional will be paid the difference at the end of the school year. Written prior approval must be obtained by the campus principal / department director and authorized by the Superintendent for a stipend amount to be increased in order to cover anticipated overtime. When appropriate, and with the approval of the Superintendent, stipends may be shared.

Section III: DUTY DAYS

District Administration				Support Services			
Position	Duty Days	Starting Month	Contract Months	Position	Duty Days	Starting Month	Contract Months
Superintendent	226	Jul. 1	12	Director of Maintenance and Network	226	Jul. 1	12
Chief Financial Officer / Business Manager	226	Jul. 1	12	Maintenance Workers	226	Sept. 1	At-Will
Secretary to Superintendent	226	Jul. 1	At-Will	Director of Food Services	207	Sept. 1	At-Will
Payroll / HR	226	Jul. 1	At-Will	Food Service Workers	180	Sept. 1	At-Will
Accounts Payable / PEIMS Coordinator	226	Jul. 1	At-Will	Director of Transportation	226	Sept. 1	At-Will
Special Programs Coordinator	226	Jul. 1	12	Bus Drivers	180	Sept. 1	At-Will
Asst. Special Programs Coordinator	207	Sept. 1	10	Custodians	226	Sept. 1	At-Will
Director of Athletics	226	Jul. 1	12				
Director of Technology	226	Jul. 1	12				
District Nurse RN	207	Sept. 1	10				
Campuses							
Position	Duty Days	Starting Month	Contract Months	Position	Duty Days	Starting Month	Contract Months
Campus Principals	226	Jul. 1	12	Library	207	Sept. 1	10
Student Success Administrator	207	Jul. 1	12	Band Director	217	Aug. 1	11
Counselor – BHS	207	Jul. 1	12	Behavior Coordinator	187	Sept. 1	10
Counselor – BMS, BES, PES	207	Sept. 1	10	Campus Secretary – BHS	226	Jul. 1	At-Will
Student Success Coordinator - BES	197	Sept. 1	10	Campus Secretary – BMS, BES, PES	207	Sept. 1	At-Will
Teachers	187	Sept. 1	10	Instructional Aides	187	Sept. 1	At-Will
HS Ag Teacher	226	Jul. 1	12	Attendance Secretary – BHS, BMS	207	Sept. 1	At-Will
HS Welding Teacher	226	Jul. 1	12	LVN's	187	Sept. 1	At-Will
CTE Director	197	Sept. 1	10	Nurse's Aide	187	Sept. 1	At-Will
Instructional Coach	197	Sept. 1	10				

Section IV: TEACHER / COUNSELOR SALARY GUIDE

Bloomington ISD Teacher / RN / Counselor/Student Success Coordinator Salary Schedule

BISD 2023-2024 Minimum Salary Schedule

Step	State Minimum	Base	W/ Master's
0	\$33,660	\$46,250	\$47,250
1	\$34,390	\$46,500	\$47,500
2	\$35,100	\$47,000	\$48,000
3	\$35,830	\$47,500	\$48,500
4	\$37,350	\$48,000	\$49,000
5	\$38,880	\$48,500	\$49,500
6	\$40,410	\$49,000	\$50,000
7	\$41,830	\$50,000	\$51,000
8	\$43,170	\$51,000	\$52,000
9	\$44,440	\$52,000	\$53,000
10	\$45,630	\$53,000	\$54,000
11	\$46,770	\$54,000	\$55,000
12	\$47,850	\$54,500	\$55,500
13	\$48,850	\$55,000	\$56,000
14	\$49,810	\$55,500	\$56,500
15	\$50,710	\$56,000	\$57,000
16	\$51,570	\$56,500	\$57,500
17	\$52,370	\$57,000	\$58,000
18	\$53,140	\$57,500	\$58,500
19	\$53,860	\$58,000	\$59,000
20	\$54,540	\$58,500	\$59,500
21		\$59,000	\$60,000
22		\$59,500	\$60,500
23		\$60,000	\$61,000
24		\$60,500	\$61,500
25		\$61,000	\$62,000
OVER 25		\$61,500	\$62,500

*NON-CERTIFIED TEACHERS will be paid a step 0 at 75% of that step until certification is complete.

*All counselors will be paid the Teacher salary with 20 additional days for a total of 207 days

Section V: ADMINISTRATIVE / PROFESSIONAL SALARY GUIDE

Bloomington ISD Administrative / Professional Salary Schedule

	Director of Food Services	Director of Maintenance & Network	Director of Transportation	Director of Technology	Director of Athletics	Asst. Special Programs Coordinator	Special Programs Coordinator	Behavior Coordinator
Step	Annual Salary - 207 Days	Annual Salary - 226 Days	Annual Salary 226 Days	Annual Salary - 226 Days	Annual Salary 226 - Days	Annual Salary 207 Days	Annual Salary 226 Days	Annual Salary 187
0	\$56,000	\$64,000	\$47,000	\$58,000	\$67,000	\$63,000	\$64,000	\$59,000
1	\$57,000	\$65,000	\$47,460	\$59,000	\$67,000	\$64,170	\$64,410	\$60,000
2	\$58,000	\$66,000	\$48,590	\$60,000	\$69,000	\$65,205	\$65,540	\$62,000
3	\$59,000	\$67,000	\$49,720	\$61,000	\$71,000	\$66,240	\$66,670	\$64,000
4	\$60,000	\$68,000	\$50,850	\$62,000	\$73,000	\$67,275	\$67,800	\$66,000
5	\$61,000	\$69,000	\$51,980	\$63,000	\$75,000	\$68,310	\$68,930	\$68,000
6	\$62,000	\$70,000	\$53,110	\$64,000	\$77,000	\$69,345	\$70,060	\$70,000
7	\$63,000	\$71,000	\$54,240	\$65,000	\$79,000	\$70,380	\$71,190	\$72,000
8	\$64,000	\$72,000	\$55,370	\$66,000	\$81,000	\$71,415	\$72,320	\$74,000
9	\$65,000	\$73,000	\$56,500	\$67,000	\$82,000	\$72,450	\$73,450	\$76,000
10	\$66,000	\$74,000	\$57,630	\$68,000	\$83,000	\$73,485	\$74,580	\$78,000
11	\$67,000	\$75,000	\$58,760	\$69,000	\$85,000	\$74,520	\$75,710	\$80,000
12	\$68,000	\$76,000	\$59,890	\$70,000	\$87,000	\$75,555	\$76,840	\$82,000
13	\$69,000	\$77,000	\$61,020	\$71,000	\$89,000	\$76,590	\$77,970	\$84,000
14	\$70,000	\$78,000	\$62,150	\$72,000	\$91,000	\$77,625	\$79,100	\$86,000
15	\$71,000	\$79,000	\$63,280	\$73,000	\$93,000	\$78,660	\$80,230	\$88,000
16	\$72,000	\$80,000	\$64,410	\$74,000	\$95,000	\$79,695	\$81,360	\$90,000
17	\$73,000	\$81,000	\$65,540	\$75,000	\$96,000	\$80,730	\$82,490	\$91,000
18	\$74,000	\$82,000	\$66,670	\$76,000	\$97,000	\$81,765	\$83,620	\$92,000
19	\$75,000	\$83,000	\$67,800	\$77,000	\$98,000	\$82,800	\$84,750	\$93,000
20	\$76,000	\$84,000	\$68,930	\$78,000	\$99,000	\$83,835	\$85,880	\$94,000
OVER 20	\$77,000	\$85,000	\$70,060	\$79,000	\$100,000	\$85,000	\$87,000	\$95,000

Steps do not necessarily equal years of service

Bloomington ISD Administrative / Professional Salary Schedule

	CFO/Bus. Mgr	Primary Principal	Elementary Principal	MS Principal	HS Principal	Student Success Administrator	Asst. Supt.
Step	Annual Salary 226 Days	Annual Salary - 226 Days	Annual Salary - 226 Days	Annual Salary - 226 Days	Annual Salary - 226 Days	Annual Salary - 207 Days	Annual Salary - 226 Days
0	\$75,500	\$72,500	\$74,500	\$79,500	\$84,500	\$64,500	\$94,500
1	\$76,000	\$73,000	\$75,000	\$80,000	\$85,000	\$65,000	\$95,000
2	\$78,000	\$75,000	\$77,000	\$82,000	\$87,000	\$67,000	\$97,000
3	\$80,000	\$77,000	\$79,000	\$84,000	\$89,000	\$69,000	\$99,000
4	\$82,000	\$79,000	\$81,000	\$86,000	\$91,000	\$71,000	\$101,000
5	\$84,000	\$81,000	\$83,000	\$88,000	\$93,000	\$73,000	\$103,000
6	\$86,000	\$83,000	\$85,000	\$90,000	\$95,000	\$75,000	\$105,000
7	\$88,000	\$85,000	\$87,000	\$92,000	\$97,000	\$77,000	\$107,000
8	\$90,000	\$87,000	\$89,000	\$94,000	\$99,000	\$79,000	\$109,000
9	\$92,000	\$89,000	\$91,000	\$96,000	\$101,000	\$81,000	\$111,000
10	\$94,000	\$91,000	\$93,000	\$98,000	\$103,000	\$83,000	\$113,000
11	\$96,000	\$93,000	\$95,000	\$100,000	\$105,000	\$85,000	\$115,000
12	\$98,000	\$95,000	\$97,000	\$102,000	\$107,000	\$87,000	\$117,000
13	\$100,000	\$97,000	\$99,000	\$104,000	\$109,000	\$89,000	\$119,000
14	\$102,000	\$99,000	\$101,000	\$106,000	\$111,000	\$91,000	\$121,000
15	\$104,000	\$101,000	\$103,000	\$108,000	\$113,000	\$93,000	\$123,000
16	\$106,000	\$103,000	\$105,000	\$110,000	\$115,000	\$95,000	\$125,000
17	\$108,000	N/A	N/A	N/A	N/A	N/A	N/A
18	\$110,000	N/A	N/A	N/A	N/A	N/A	N/A
19	\$112,000	N/A	N/A	N/A	N/A	N/A	N/A
20	\$114,000	N/A	N/A	N/A	N/A	N/A	N/A
OVER 20	\$116,000	N/A	N/A	N/A	N/A	N/A	N/A
Steps do not necessarily equal years of service							

Section VI: CLERICAL / PARAPROFESSIONAL SALARY GUIDE

Bloomington ISD Clerical / Para-Professional Salary Schedule									
	*Instructional Aide I	Instructional Aide/facilitator	LVN	Secretary I Reception / Attendance (Elem/MS)	Secretary II (Campus Elem/MS; Attendance HS)	Secretary III (Campus HS / Supt)	District Registrar/ PEIMS Asst.	Accts/ PEIMS	Payroll/ HR
	187 Days	187 Days	187 Days	207 Days	207 Days	226 Days	226 Days	226 Days	226 Days
Step	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
0	\$10.25	\$11.25	\$13.75	\$11.50	\$12.00	\$14.75	\$15.75	\$13.75	\$13.75
1	\$10.50	\$11.50	\$14.00	\$11.85	\$12.35	\$15.00	\$16.00	\$14.00	\$14.00
2	\$10.75	\$11.75	\$14.50	\$12.00	\$12.50	\$15.50	\$16.50	\$15.00	\$15.00
3	\$11.00	\$12.00	\$14.75	\$12.25	\$12.75	\$15.75	\$16.75	\$16.00	\$16.00
4	\$11.25	\$12.25	\$15.00	\$12.50	\$13.00	\$16.00	\$17.00	\$17.00	\$17.00
5	\$11.50	\$12.50	\$15.25	\$12.75	\$13.25	\$16.25	\$17.25	\$18.00	\$18.00
6	\$11.75	\$12.75	\$15.50	\$13.00	\$13.50	\$16.50	\$17.50	\$19.00	\$19.00
7	\$12.00	\$13.00	\$15.75	\$13.25	\$13.75	\$16.75	\$17.75	\$20.00	\$20.00
8	\$12.25	\$13.25	\$16.00	\$13.50	\$14.00	\$17.00	\$18.00	\$21.00	\$21.00
9	\$12.50	\$13.50	\$16.25	\$13.75	\$14.25	\$18.00	\$19.00	\$22.00	\$22.00
10	\$12.75	\$13.75	\$16.50	\$14.00	\$14.50	\$18.50	\$19.50	\$23.00	\$23.00
11	\$13.00	\$14.00	\$16.75	\$14.25	\$14.75	\$19.00	\$20.00	\$23.50	\$23.50
12	\$13.25	\$14.25	\$17.00	\$14.50	\$15.00	\$19.50	\$20.50	\$24.00	\$24.00
13	\$13.50	\$14.50	\$17.25	\$15.00	\$15.50	\$20.00	\$21.00	\$24.50	\$24.50
14	\$13.75	\$14.75	\$17.50	\$15.50	\$16.00	\$20.50	\$21.50	\$25.00	\$25.00
15	\$14.00	\$15.00	\$17.75	\$16.00	\$16.50	\$21.00	\$22.00	\$25.50	\$25.50
16	\$14.50	\$15.50	\$18.00	\$16.50	\$17.00	\$21.50	\$22.50	\$26.00	\$26.00
17	\$15.00	\$16.00	\$18.25	\$17.00	\$17.50	\$22.00	\$23.00	\$26.50	\$26.50
18	\$15.50	\$16.50	\$18.50	\$17.50	\$18.00	\$22.50	\$23.50	\$27.00	\$27.00
19	\$16.00	\$17.00	\$18.75	\$18.00	\$18.50	\$23.00	\$24.00	\$27.50	\$27.50
20	\$16.50	\$17.50	\$19.00	\$18.50	\$19.00	\$23.50	\$24.50	\$28.00	\$28.00
21	\$17.00	\$18.00	\$19.25	\$19.00	\$19.50	\$24.00	\$25.00	\$28.50	\$28.50
22	\$17.25	\$18.25	\$19.50	\$19.50	\$20.00	\$24.50	\$25.50	\$29.00	\$29.00
23	\$17.50	\$18.50	\$19.75	\$20.00	\$20.50	\$25.00	\$26.00	\$29.50	\$29.50
24	\$18.00	\$19.00	\$20.00	\$20.50	\$21.00	\$25.50	\$26.50	\$30.00	\$30.00

25	\$18.50	\$19.50	\$21.25	\$21.00	\$21.50	\$26.00	\$27.00	\$31.50	\$31.50
26	\$19.00	\$20.00	\$21.50	\$21.50	\$22.00	\$26.50	\$27.50	\$32.00	\$32.00
27	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$32.50	\$32.50
28	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$33.00	\$33.00
29	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$33.50	\$33.50
30	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$34.00	\$34.00
OVER 30	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$35.00	\$35.00
*Instructional Aide I is BISD's title for all aides employed with BISD as an aide. The title does not follow TEA's certificate title (Educational Aide I, II, III).									
*Instructional Aide/facilitator is reserved for Instructional Aide with classroom facilitator responsibilities.									

Section VII: AUXILIARY PAY PLAN

Bloomington ISD Auxiliary Support Salary Schedule

	Custodian	Cafeteria Worker 7 Hours/Day	Cafeteria Lead 7 Hours/Day PES & BES	Cafeteria Lead 8 Hours/Day BMS/BHS	Maintenance Worker
	226 Days	180 Days	180 Days	180 Days	226 Days
Step	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
0	\$10.00	\$8.75	\$9.75	\$9.75	\$11.50
1	\$10.25	\$9.00	\$10.00	\$10.00	\$11.75
2	\$10.50	\$9.25	\$10.25	\$10.25	\$12.00
3	\$10.75	\$9.50	\$10.50	\$10.50	\$12.25
4	\$11.00	\$9.75	\$10.75	\$10.75	\$12.50
5	\$11.25	\$10.00	\$11.00	\$11.00	\$12.75
6	\$11.50	\$10.25	\$11.25	\$11.25	\$13.00
7	\$11.75	\$10.50	\$11.50	\$11.50	\$13.25
8	\$12.00	\$10.75	\$11.75	\$11.75	\$13.50
9	\$12.25	\$11.00	\$12.00	\$12.00	\$13.75
10	\$12.50	\$11.25	\$12.25	\$12.25	\$14.00
11	\$12.75	\$11.50	\$12.50	\$12.50	\$14.25
12	\$13.00	\$11.75	\$12.75	\$12.75	\$14.50
13	\$13.25	\$12.00	\$13.00	\$13.00	\$14.75
14	\$13.50	\$12.25	\$13.25	\$13.25	\$15.00
15	\$13.75	\$12.50	\$13.50	\$13.50	\$15.50
16	\$14.00	\$12.75	\$13.75	\$13.75	\$16.00
17	\$14.25	\$13.00	\$14.00	\$14.00	\$16.50
18	\$14.50	\$13.25	\$14.25	\$14.25	\$17.00
19	\$14.75	\$13.50	\$14.50	\$14.50	\$17.50
20	\$15.25	\$13.75	\$14.75	\$14.75	\$18.00
21	\$15.50	\$14.25	\$15.25	\$15.25	\$18.25
22	\$16.00	\$14.50	\$15.50	\$15.50	\$18.50
23	\$16.50	\$15.00	\$16.00	\$16.00	\$19.00
24	\$17.00	\$15.50	\$16.50	\$16.50	\$19.50
25	\$17.50	\$16.00	\$17.00	\$17.00	\$20.00
OVER 25		\$16.50	\$17.50	\$17.50	
Steps do not necessarily equal years of service					

Section VIII: SUPPLEMENTAL DUTY STIPENDS

	ATHLETICS	# OF STAFF	2023-2024	Proportional Payments Paid
CROSS COUNTRY				
D3	Cross Country - Head	1	\$3,000	Monthly
FOOTBALL				
A1	Football - Assistant	7	\$5,000	Monthly
A2	Football - Defensive Coordinator	1	\$6,000	Monthly
VOLLEYBALL				
B1	Volleyball - Head	1	\$5,000	Monthly
B2	Volleyball - Assistant	3	\$2,000	Monthly
BASKETBALL				
A4	Basketball - Head - Boys	1	\$5,000	Monthly
A5	Basketball - Head - Girls	1	\$5,000	Monthly
A6	Basketball - Assistant	3	\$2,000	Monthly
BASEBALL				
B4	Baseball - Head/AD	1	\$4,000	Monthly
B6	Baseball - Assistant	3	\$2,000	Monthly
SOFTBALL				
B5	Softball - Head	1	\$5,000	Monthly
B7	Softball - Assistant	3	\$2,000	Monthly
TRACK				
D5	Head Track-Coed	1	\$6,000	Monthly
C7	Track - Assistant	4	\$2,000	Monthly
POWERLIFTING				
D4	Weightlifting - Head-Coed		\$3,000	Monthly
ATHLETIC MISCELLANEOUS				
D1	Huddle Coordinator	1	\$1,000	Monthly
	BES Pom Pom Club	2	\$600	Monthly
01	BHS Cheerleader 9-12	1	\$1,500	50% - DECEMBER 50% - JUNE MUST TURN IN STIPEND FORM BY 11/30/2023 & 5/31/2024
	BMS Cheerleading 6-8 *split between sponsors	2	\$1,000	50% - DECEMBER 50% - JUNE MUST TURN IN STIPEND FORM BY 11/30/2023 & 5/31/2024
	Summer Strengthening & Conditioning		7 WEEKS (M-TH)	Pay Sheets

	UIL - ACADEMIC	# of Budgeted Staff	2023-2024	Proportional Payments Paid
Bloomington Elementary				
U1	Creative Writing - Grade 2		\$150	Spring
U1	Ready Writing - Grade 3		\$150	Spring
U1	Story Telling - Grade 3		\$150	Spring
U1	Spelling - Grade 3	1	\$150	Spring
U1	Music Memory - Grade 3		\$150	Spring
U1	Campus Coordinator - Grade 2 & 3		\$500	Spring
U1	Art Memory - Grades 4,5		\$300	Spring
U1	Dictionary - Grade 5		\$300	Spring
U1	Ready Writing - Grades 4,5		\$300	Spring
U1	Listening Skills - Grade 5		\$300	Spring
U1	Maps, Charts, Graphs - Grade 5		\$300	Spring
U1	Number Sense - Grades 4,5	1	\$300	Spring
U1	Spelling - Grades 4,5		\$300	Spring
U1	Music Memory - Grades 4,5		\$300	Spring
U1	Oral Reading - Grades 4,5		\$300	Spring
U1	Social Studies - Grades 4,5		\$300	Spring
U1	UIL Coordinator	1	\$1,000	Spring
Bloomington Junior High School				
U1	Art Smart - Grades 6,7,8	1	\$450	Spring
U1	Calculator Applications - Grades 6,7,8		\$450	Spring
U1	Ready Writing - Grades 6,7,8	1	\$450	Spring
U1	Dictionary Skills - Grades 6,7,8		\$450	Spring
U1	Science I, II - Grades 7,8		\$300	Spring
U1	Impromptu Speaking - Grades 7,8		\$300	Spring
U1	Modern Oratory - Grades 7,8		\$300	Spring
U1	Listening Skills - Grades 6,7,8		\$450	Spring
U1	Maps, Graphs, Charts - Grades 6,7,8		\$450	Spring
U1	Mathematics - Grades 6,7,8	1	\$450	Spring

U1	Music Memory - Grade 6		\$150	Spring
U1	Number Sense - Grades 6,7,8		\$450	Spring
U1	Oral Reading - Grades 6,7,8		\$450	Spring
U1	Spelling - Grade 6,7,8		\$450	Spring
U1	Editorial Writing - Grades 7,8		\$300	Spring
U1	Social Studies - Grades 6,7,8		\$450	Spring
U1	UIL Campus Coordinator - Grades 6,7,8	1	\$1,000	Spring
Bloomington High School				
U1	One Act Play	1	\$1,000	Spring
U1	Editorial Writing		\$150	Spring
U1	Feature Writing		\$150	Spring
U1	Headline Writing	1	\$150	Spring
U1	News Writing		\$150	Spring
U1	Mathematics	1	\$150	Spring
U1	Accounting		\$150	Spring
U1	Tech App		\$150	Spring
U1	Calculator		\$150	Spring
U1	Number Sense		\$150	Spring
U1	Social Studies		\$150	Spring
U1	Ready Writing	1	\$150	Spring
U1	Science		\$150	Spring
U1	Current Issues and Events		\$150	Spring
U1	Spelling Bee	1	\$150	Spring
U1	Spelling and Vocab		\$150	Spring
U1	UIL Coordinator	1	\$1,000	Spring

DEPARTMENT LEADERS, COORDINATORS & SPONSORS		# of Budgeted Staff	2023-2024	Proportional Payments Paid
	BMS National Honor Society Sponsor 6-8	1	\$400	May
	BHS National Honor Society Sponsor 9-12	1	\$500	May
	BHS Junior Class Sponsor *divided amongst class sponsors	1	\$2,000	May
	BHS Senior Class Sponsor *divided amongst class sponsors	1	\$1,000	May
	BHS Student Council Sponsor 9-12	1	\$500	May
	BMS Student Council Sponsor 6-8	1	\$500	May
	BHS Yearbook Sponsor 6-12	1	\$800	May
	BHS Instructional Coach- Flat Rate	1	\$3,000	Monthly
SC	Secondary SPED Coordinator	1	\$5,000	Monthly
CT	BHS CTE Director	1	\$3,000	Monthly
ACADEMIC STIPENDS		# of Budgeted Staff	2023-2024	Proportional Payments Paid
	PES / BES Reading Academies *must sign contract	3	\$700	Month after completion
HD	BHS Certified Math and in teaching area	2	\$3,000	Monthly
HD	BMS Certified Math and in teaching area	1	\$3,000	Monthly
S1	BHS Certified Science and in teaching area	1	\$3,000	Monthly
S1	BMS Certified Science and in teaching area	1	\$3,000	Monthly
S0	BHS Certified Spanish and in teaching area	1	\$2,500	Monthly
SX,S Y,SZ	District - SPED Certified working in SPED setting	5	\$2,500	Monthly

PERFORMANCE-BASED INCENTIVES FOR THE PREVIOUS SCHOOL YEAR*		# of Budgeted Staff	2023-2024	Proportional Payments Paid
Stipend based off of 22-23 School year. Must return to the district the following year In the event that a staff member achieves Meets & Masters the staff member will receive the Master's stipend.				
	STAAR I English			
SR	Meets State Avg.		\$3,000	September
SR	Masters State Avg.	1	\$5,000	September
	STAAR II English			
SR	Meets State Avg.		\$3,000	September
SR	Masters State Avg.	1	\$5,000	September
	Biology			
SR	Meets State Avg.		\$3,000	September
SR	Masters State Avg.		\$5,000	September
	Algebra I			
SR	Meets State Avg.		\$3,000	September
SR	Masters State Avg.		\$5,000	September
	U.S. History			
SR	Meets State Avg.		\$3,000	September
SR	Masters State Avg.	1	\$5,000	September
	Third - Eighth STAAR Tested Subjects			
SR	Meets State Avg.	1	\$3,000	September
SR	Masters State Avg.	1	\$5,000	September
*Contingent on returning to the district the following year.				
MISCELLANEOUS STIPENDS		# of Budgeted Staff	2023-2024	Proportional Payments Paid
HV	HVAC Certified *Must hold valid certification	1	\$2,500	Monthly

Section IX: EXTRA DUTIES

ACADEMIC EXTRA DUTIES

	REGULAR TUTORIALS	DETENTION	SATURDAY SCHOOL	SUMMER SCHOOL	TCLAS-HIGH IMPACT TUTORING	HOMEBOUND
WHO-STUDENT	Any student needing extra support or assigned				To comply with HB4545	Homebound student
WHEN	Afterschool		Friday 8-12	TBD	Homeroom, afterschool, sat school	Anytime
WHO-STAFF					Staff must be trained by Region 3	
PROFESSIONAL	\$35/hr	\$35/hr	\$175 (1 hr prep)	\$35/HR	\$35/hr	\$25/hr
INSTRUCTIONAL AID *To receive time and a half pay the employee must work over 40 hrs.	Regular rate or Time and a Half pay, whichever is greater.	Regular rate or Time and a Half pay, whichever is greater.	\$100 (4 hr) or Time and a Half pay, whichever is greater.	\$25/HR or Time and a Half pay, whichever is greater.	\$35/hr or Time and a Half pay, whichever is greater.	N/A
FUNDING SOURCE OPTIONS	199 or TITLE IV 270	199	199/TITLE IV IF ITS FOR TUTORING	199/ TITLE IV 270	279-TCLAS	199

*All Extra duty tutorials must be approved by the supervisor prior to the employee working.

*Only hours worked outside of the normal workday will be compensated according to the extra duty schedule.

Transportation Extra Duties

Extra Bus Trips *	\$20/hour
Coaches Driving Team Trips	\$50 flat rate
*Bus Drivers with annualized salaries will be paid for extra trip after base pay for the day has been accrued.	
*Coaches driving a team other than the one they already receive a stipend for will be paid at the "Extra Bus Trips" rate	

ATHLETIC GAME WORKER EXTRA DUTIES

Bloomington ISD Game Worker Pay Rates

Football	Event Pay		Basketball	Event Pay
Gate Worker	\$50		Varsity Gate Worker/ Clock Operator	\$50
Chains	\$50		Sub-Varsity Gate Worker/ Clock Operator	\$35
Filmer	\$50		Baseball/Softball	Event Pay
25/40 & Clock Operator	\$75		Gate Worker/Score board	\$50
Volleyball	Event Pay		Track	Event Pay
Gate Worker-Varsity	\$50		Gate Worker	\$50
Gate Worker-Sub Varsity	\$35			

*Tournament workers will receive \$5 extra per game over 2 games

Section XI: HEALTH INSURANCE BENEFITS

Bloomington ISD participates in TRS-Active Care Health Insurance. See the TRS-Active Care Enrollment Guide or HMO Evidence of Coverage for more details.

District Contribution Full-time employees participating in group health insurance will receive \$335 per month toward their cost of health insurance.

Section XII: BENEFITS

The Bloomington Independent School District provides a \$10,000 life insurance policy for all current employees. Other benefit options are available for employees though.

The Bloomington Independent School District provides \$35.06 towards employee only dental plan.

Section XIII: OTHER IMPORTANT INFORMATION

Please see Bloomington Independent School District Employee Handbook for Payroll cut-off dates and paydays for 2023-2024.

Please see Bloomington Independent School District Financial Procedures Manual for other information pertaining to compensation.

Appendix A: DUTY CALENDARS

 DUTY CALENDAR LESS CAF TRAN.pdf