

**Proposed Teacher Salary Increase  
Teacher Salary Schedule  
2009-2010 School Year**

**Hiring Schedule**

<b>Yrs of Experience</b>	<b>Category 2</b>	<b>Category 3</b>	<b>Category 4</b>
0	40,500.00		
1	41,000.00		
2	41,800.00		
3	43,300.00		
4	44,319.00		
5	45,319.00		
6	45,819.00		
7	46,319.00		
8	46,819.00		
9	47,338.00		
10	47,657.00		
11	48,557.00		
12	49,232.00		
13	49,832.00		
14	50,630.00		
15	51,833.00		
16	53,035.00		
17	54,554.00		
18	55,757.00		
19	56,960.00		
20	57,560.00	58,889.00	
21	58,163.00	59,489.00	
22+	59,365.00	60,092.00	

+\$1,000 stipend for teachers with a master's degree from an accredited university in assigned area  
+\$1,500 stipend for teachers with a doctoral degree from an accredited university in assigned area

**Category 2** - Certified Teachers and teachers on 1-Yr. Non-Renewable permits.

**Category 3** - Teachers on Career Ladder II in 1994-1995.

**Category 4** - Teachers on Career Ladder III in 1994-1995.

*No salary predictions for the future can be made with this chart.*

**La Joya I.S.D Salary Schedule**  
**Non-Teaching Business Professional Job Classification and Salary Ranges**  
**2009-2010**

<b>Job Grade 201</b>				<b>Job Grade 206</b>			
<b>Days</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>	<b>Days</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>
	<b>172.20</b>	<b>210.00</b>	<b>247.80</b>		<b>280.50</b>	<b>342.07</b>	<b>403.64</b>
226	Admissions and Records Facilitator			240	Chief of Police		
226	Facilities Specialist			226	Director Admissions and Records		
226	Public Information Specialist			226	Director Transportation/Rezoning		
207	Radio Talent/Disc Jockey			226	Internal Auditor		
207	TV Radio Station Engineer						
207	TV Station Producer						
<b>Job Grade 202</b>				<b>Job Grade 207</b>			
<b>Days</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>	<b>Days</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>
	<b>189.85</b>	<b>231.53</b>	<b>273.20</b>		<b>309.25</b>	<b>377.13</b>	<b>445.01</b>
226	Administrative Assistant to Supt			226	Director Accounting /Payroll		
226	Asset Mgmt/Warehouse Op Manager			226	Director Child Nutrition		
226	Assistant Internal Auditor			226	Director Computer Services		
226	Child Nutrition Compliance Specialist			226	Director Facilities		
226	Coordinator Performing Arts			226	Director Infrastructure		
226	Dietician			226	Director Instructional Resource/Tech		
226	Investigator Division of Internal Affairs			226	Director Purchasing/Warehouse		
226	Public Information Officer			226	Director Risk Management		
226	Purchaser Buyer			226	Director Transportation		
226	Purchasing Contract Specialist						
207	Radio Station Producer						
226	Risk Management Administrator						
187	Student Attendance Officer						
226	Network Supervisor/Erate Specialist						
<b>Job Grade 203</b>				<b>Job Grade 208</b>			
<b>Days</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>	<b>Days</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>
	<b>209.31</b>	<b>255.26</b>	<b>301.20</b>		<b>340.95</b>	<b>415.79</b>	<b>490.63</b>
226	Accountant			226	Executive Director Budget & Finance		
240	Assistant Director, Facilities			226	Executive Director Human Resources		
240	Assistant Director Physical Plant			226	Executive Director School Support		
226	Computer Support Specialist						
226	Insurance Accountant						
226	Webmaster						
<b>Job Grade 204</b>				<b>Job Grade 209</b>			
<b>Days</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>	<b>Days</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>
	<b>230.76</b>	<b>281.42</b>	<b>332.08</b>		<b>375.89</b>	<b>458.40</b>	<b>540.92</b>
226	Accounts Payable Supervisor			226	Assistant Supt Administration & Finance		
226	Assistant Director Child Nutrition			226	Assistant Supt HR/Finance		
226	Assistant Director Purchasing			226	Assistant Supt for H.S./Student Services		
226	Computer Programmer						
226	Coordinator PEIMS						
226	Drop Out Prevention Coordinator						
226	Payroll Supervisor						
226	Risk Management Coordinator						
240	Tax Collector						
<b>Job Grade 205</b>							
<b>Days</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>				
	<b>254.42</b>	<b>310.27</b>	<b>366.11</b>				
226	Coordinator Employee Asst/Benefits						
226	Coordinator Grant Development						
226	Coordinator Human Resources						
207	Coordinator Transportation						
187	TV Station Manager						

**La Joya I.S.D Salary Schedule**  
**Non-Teaching Instruction Professional Job Classification and Salary Ranges**  
**2009-2010**

<b>Job Grade 101</b>				<b>Job Grade 104</b>			
<b>Days</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>	<b>Days</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>
	<b>200.00</b>	<b>250.00</b>	<b>300.00</b>		<b>278.16</b>	<b>335.13</b>	<b>392.10</b>
187	Social Worker - Bachelor			207	Assistant Principal/Dean of Inst – High School		
226	Textbook Management Specialist			226	Coordinator Library & Media Services		
				207	Coordinator Testing		
				207	Curriculum Facilitator – High School		
				226	Director Academies		
				226	Director Career & Technology		
				207	Special Education Supervisor		
				226	College Assistant Principal		
<b>Job Grade 102</b>				<b>Job Grade 105</b>			
<b>Days</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>	<b>Days</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>
	<b>237.80</b>	<b>290.00</b>	<b>342.20</b>		<b>297.63</b>	<b>358.59</b>	<b>419.55</b>
207	Academic Shared Advisor			226	Director Bilingual Education		
207	Elementary Supervisor			226	Director College and Career Center		
207	College Certification Officer			226	Director Federal Programs		
202	Counselor			226	Director Migrant Education		
207	Diagnostician			226	Director TEEM Project		
187	Social Worker – Masters			217	Principal - Elementary		
207	Speech Language Pathologist			226	TEEM Project Director		
187	Speech Therapist						
				<b>Job Grade 106</b>			
				<b>Days</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>
					<b>318.46</b>	<b>383.69</b>	<b>448.92</b>
				207	Assistant Director Ath/Health/PE Coord		
				217	Director Alternative Center		
				226	Director Hope Academy		
				226	Director Performing Arts		
226	Associate School Psychologist			220	Principal – Middle School		
207	Assistant Athletic Director			217	Principal – Accelerated Center		
207	Assistant Fine Arts Director						
207	Assistant Principal – ACE/HOPE			<b>Job Grade 107</b>			
207	Assistant Principal – Middle School			<b>Days</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>
226	Coordinator Advance Academic Services				<b>340.76</b>	<b>410.55</b>	<b>480.34</b>
226	Coordinator American History			226	Director Athletics		
226	Coordinator Elementary Language Arts			220	Director Safety/Drop Out Prevention		
226	Coordinator Guidance & Counseling			226	Director Special Education		
226	Coordinator Instructional Technology						
226	Coordinator Secondary Language Arts			<b>Job Grade 108</b>			
226	Coordinator Math			<b>Days</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>
207	Coordinator Nurse				<b>364.61</b>	<b>439.29</b>	<b>513.97</b>
226	Coordinator Science			226	Exec Dir Curriculum & Accountability		
226	Coordinator Section 504			226	Executive Director Elementary Education		
226	Coordinator Social Studies			226	Executive Director Secondary Education		
226	Coordinator Staff Development			226	Executive Director Student Services		
207	Curriculum Facilitator – Middle School			226	Principal – High School		
193	District UIL Coordinator						
226	License Specialist in School Psychology			<b>Job Grade 109</b>			
				<b>Days</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>
					<b>390.13</b>	<b>470.04</b>	<b>549.95</b>
				226	Assistant Supt Curriculum & Instruction		

**La Joya ISD Salary Schedule**  
**Clerical/Technical Job Classification and Salary Ranges**  
**2009-2010**

Job Grade 1				Job Grade 3			
Days	MIN	MID	MAX	Days	MIN	MID	MAX
	9.35	11.65	13.95		11.05	13.78	16.51
187	Clerk, Office			226	Clerk SEMS		
226	Clerk, HR			226	Clerk SERS		
187	Assistant iStation			226	Clerk Special Ed Appraisal		
187	Instructional Assistant Content Mastery			187	District Community Aide		
187	Instructional Assistant Early Childhood			187	Instructional Assistant Fine Arts		
187	Instructional Assistant PE			187	Migrant Home Education		
187	Instructional Assistant Pre-Kinder			226	Migrant Recruiter		
187	Instructional Assistant Recent Immigrant			187	Piano Accompanist Assistant		
187	Instructional Assistant Sp Ed Resource			226	Safe & Drug Free Schools Secretary		
187	Receptionist Parent Center			226	Secretary District Nurse Services		
187	Plaza Comunitaria Assistant			226	Secretary Internal Audit		
				226	Secretary Library Media		
				226	Secretary Parental Involvement		
				187	NCLB Clerk		
				226	Clerk Compliance/Utility		
				226	Secretary Instructional Technology		
				226	PEIMS/Dropout Recovery Clerk		
				226	Secretary for Counseling Coordinator		
Job Grade 2				Job Grade 4			
Days	MIN	MID	MAX	Days	MIN	MID	MAX
	10.15	12.67	15.19		12.00	14.98	17.97
187	Assistant Time Out			226	Bookkeeper High School		
207	Clerk Assistant Principal			226	Clerk AP-FS		
202	Clerk Counselor			226	Clerk Data Entry-Fed. State Program		
226	Clerk Facilities			226	Clerk Inventory		
226	Clerk Intake Center			226	Clerk Inventory-Auto Parts		
197	Clerk, Library			226	Clerk Inventory-Warehouse Ops.		
226	Clerk, Migrant Services			226	Clerk Inventory-Purchasing		
202	Clerk, Office/Counselor			240	Clerk Payroll Aux., Custodial/Physical Plant		
207	Clerk PEP			226	Clerk Payroll Food Services		
187	Clerk Proctor			240	Clerk Payroll Transportation		
226	Clerk, Sp. Ed. Resource Clerk			226	Clerk Police		
207	Clerk Supervisor			226	Clerk Purchasing Bids		
226	Clerk Textbook			226	Clerk Record Retention		
197	Clerk UIL			226	Clerk Registrar		
187	Clerk College Readiness			226	Clerk Service Record		
187	Instructional Assistant Sp Ed Self Cont			226	Computer Operator		
187	Nurse Aide			226	Network Tech Apprentice		
187	Parent Community Educator			226	Secretary ACE		
187	Proctor Computer			226	Secretary ADA/Health Services		
226	Receptionist Employee Benefits			226	Secretary Adv. Acad. Srv/Soc.Studies		
226	Receptionist HR			226	Secretary Assets Mgt/Warehouse		
226	Switchboard Operator			226	Secretary Custodial		
				226	Secretary Fine Arts		
				226	Secretary Grant Development		
				226	Secretary HOPE		
Job Grade 3				226	Secretary Admissions And Records		
Days	MIN	MID	MAX	226	Secretary Language Arts		
	11.05	13.78	16.51	226	Secretary Math		
226	Clerk Athletic Purchasing			226	Secretary Public Information		
202	Clerk Attendance Elementary			226	Secretary Risk Management		
193	Clerk Attendance HS			226	Secretary Science		
193	Clerk Attendance MS			226	Secretary Staff Development		
226	Clerk Data Entry HS			226	Secretary UIL Academic		
220	Clerk Data Entry MS			226	Secretary Vocational		
226	Clerk Data Entry Migrant						
226	Clerk Fixed Assets Inventory						
226	Clerk Food Service Inventory						

<b>202</b>	Clerk Language Proficiency Assessment		
<b>226</b>	Clerk Library Processing		
<b>226</b>	Clerk Mail Delivery		
<b>226</b>	Clerk Mail Warehouse		
<b>240</b>	Clerk Parts – Maintenance		
<b>207</b>	Clerk PEIMS/Attendance		
<b>226</b>	Clerk Personnel		
<b>226</b>	SHARS Clerk		

**La Joya Independent School District**  
**Manual Trade Job Classification and Salary Ranges**  
**2009-2010**

Job Grade 1				Job Grade 6			
Days	MIN	MID	MAX	Days	MIN	MID	MAX
	8.65	10.42	12.19		12.50	15.60	18.69
183	Bus Aide			244	AV Technician		
183	Cafeteria Helper			244	AC Technician, Journey		
183	Crossing Guard			244	Carpenter, Construction		
183	Substitute Cafeteria Helper			244	Chiller Technician		
				240	Computer/Electronic Technician		
				244	Electrician, Journeyman		
Days	MIN	MID	MAX	193	Food Service Field Supervisor		
	9.10	11.26	13.41	244	Mechanic, Transportation		
183	Cafeteria Cook/Baker			244	Plumber Journey		
226	Custodian			226	Printer Operator, Head		
226	Custodian – Athletics			240	Route Supervisor		
226	Custodian – Transportation			226	Warehouse Supervisor, Food Service		
244	Groundskeeper			244	Waste Water Operator		
Job Grade 3							
Days	MIN	MID	MAX				
	9.75	12.16	14.56				
183	Cafeteria Van Driver						
244	Clerk, Delivery/Inventory						
244	Dispatcher, Police						
244	Groundskeeper – Athletics						
183	Security Guards						
Job Grade 4				Job Grade 7			
Days	MIN	MID	MAX	Days	MIN	MID	MAX
	10.50	13.13	15.75		13.75	17.16	20.56
244	AC Technician Apprentice			244	AC Supervisor		
183	Bus Driver			244	Construction Supervisor		
183	Cafeteria Mgr Elem/Middle School			244	Electrical Supervisor		
244	Clerk, Parts – Assets/Mgmt Warehouse			244	Grounds Supervisor, Physical Plant		
244	Custodian, Head			244	Maintenance Supervisor		
244	Equipment Operator			244	Mechanic Supervisor		
244	Painter			244	Plumber Supervisor		
244	Parts Runner/Equipment Mechanic			244	Security Supervisor		
244	Printer Operator			244	Waste Water Supervisor		
187	Security Crew Leader						
183	Substitute Bus Driver						
				Job Grade 8			
				Days	MIN	MID	MAX
					15.10	18.87	22.64
				244	Athletic Grounds Manager		
				244	Compliance & Energy Manager		
				244	Safety Officer		
Job Grade 5							
Days	MIN	MID	MAX				
	11.35	14.18	17.01				
244	Cabinet Maker						
183	Cafeteria, Manager High School						
244	Carpenter – Building Repair Maintenance						
244	Compliance & Energy Technician						
244	Electrician						
244	Grounds Supervisor, Facilities						
244	Locksmith						
244	Plumber						
244	Welder						

# La Joya ISD

# Teacher Incentives

## New Teacher Recruitment Incentives

### Sign Up Incentives:

-By June 1 <sup>st</sup>	All Teachers in all areas	\$1,500.00
-By June 30	Teachers in Hardship Areas	\$1,000.00
-Maintain all year	Teachers in Hardship Areas	\$ 800.00

### Hardship Areas:

Science    Math    Special Education

### Yearly Stipend:

7 <sup>th</sup> -12 <sup>th</sup> Science Teachers	\$2,000
7 <sup>th</sup> -12 <sup>th</sup> Math Teachers	\$2,000
Hope Academy Teachers	\$1,200

### Relocation Expenses

*500+mile radius	\$1000.00
*200-500 mile radius	\$750.00
*200 mile radius	\$500.00

### Advance Pay

\$500.00  
Received in August  
Payroll

## Other Teacher Incentives

\*TE<sub>x</sub>ES Review Support  
\*Novice Mentorship Program  
\*Extensive Staff Development Program

### Education Stipend

*Master's Degree in assigned area stipend – Elem., M.S., HS	\$1,000.00
*Master's Degree in assigned area with Dual Enrollment assignment	\$5,000.00
*Doctoral Degree in assigned area stipend	\$1,500.00

**NOTE: HS Teachers are only allowed to receive one of the above Educational Stipends.**

Career Ladder Stipend Level II, III  
(1,239.00 - \$3,913.00)