



## **PUBLIC HEARING NOTICE**

**THE JOAQUIN SCHOOL BOARD CONDUCTED A PUBLIC MEETING AT 5:30 P.M. ON MONDAY, JULY 18, 2016 IN THE BOARDROOM AT THE JOAQUIN ISD ADMINISTRATION BUILDING. THE PURPOSE OF THIS MEETING WAS TO DISCUSS THE PROPOSED TAX RATE FOR 2016.**

Present at the hearing was Mrs. Billie Jean Kay, Chrisco Bragg, Tam Hearnberger, Thomas Harvey, Jeff Cater, Bill Mason, Jr., Joel Bumback, Donna Vergo, Phil Worsham, Jimmy Jackson

### **Minutes of School Board Meeting**

July 18, 2016

**1 The Joaquin ISD School Board met tonight in regular session at 6:00 p.m. in the Joaquin Boardroom with the following members present: Chrisco Bragg, Tam Hearnberger, Ronnie Belrose, Thomas Harvey, Jeff Cater, Bill Mason, Jr., and Jimmy Hamilton (Present video call)**

(§551.127-A governmental body may use a video conference call to hold an open or closed meeting and a member or employee of a governmental body may participate remotely in a meeting of the governmental entity by means of a video conference call if that participation complies with the requirements and provisions of this section.)

**Board members absent:**

**Guest(s) Present: None**

**Joaquin ISD Employee(s) Present: Phil Worsham, Superintendent; Joel Bumback, Director of Finance; Jimmy Jackson, High School Principal; Terri Gray, Jr. High Principal; Donna Vergo, Human Resources**

Chrisco Bragg, President, called the meeting to order at 6:11 p.m.

**2 The invocation was led by Ronnie Belrose, and the Pledge of Allegiance to the United States of America by Chrisco Bragg, and the Pledge of Allegiance to the Texas Flag was led by Tam Hearnberger.**

**3 Audience Participation – Those signed up and participating were: None**

**4 Report and Information items:**

- 4.1 Review Monthly Financial Reports – Joel Bumback, Director of Finance
- 4.2 SHAC Report – Jennifer McCann, Administrative Assistant
- 4.3 Review Handbooks – Employee & Student – Principals and Donna Vergo, Human Resources
- 4.4 TASB Update 105 vantage points
- 4.5 Correspondence

**5 Agenda Items for discussion, consideration, and possible action:**

- 5.1 It was moved by Tam Hearnberger, and seconded by Jeff Cater, to approve minutes from previous month's meeting. Following discussion, a vote was taken on the motion. It carried unanimously.
- 5.2 It was moved by Tam Hearnberger, and seconded by Ronnie Belrose, to approve the District Code-Of-Conduct for 2016-2017 School Year (See Attachment). Following discussion, a vote was taken on the motion. It carried unanimously.
- 5.3 It was moved by Bill Mason, Jr., and seconded by Thomas Harvey, to approve the 2016-17 Compensation Plan. Following discussion, a vote was taken on the motion (See Attachment). It carried unanimously.
- 5.4 It was moved by Ronnie Belrose, and seconded by Bill Mason, Jr., the adoption of a tax rate per hundred dollars valuation of \$1.17 for Maintenance and Operations (M&O), of \$0.5882 for Interest and Sinking (I&S), for a total rate of \$1.7582, and furthermore, that if a majority of voters approve the \$1.7582 total tax rate in a tax ratification election, in order to reduce the I&S tax rate by \$0.13, it is moved to adopt a tax rate of \$1.17 for Maintenance and Operations, of \$0.4582 for Interest and Sinking, for a total rate of \$1.6282. Following discussion, a vote was taken on the motion. It carried unanimously.
- 5.5 It was moved by Jimmy Hamilton, and seconded by Bill Mason, Jr., to adopt Order for Tax Ratification Election – Tuesday, August 30, 2016 (See Attachment). Following discussion, a vote was taken on the motion. It carried unanimously.

**6 The board entered closed session in accordance with the Texas Open Meetings Act, Texas Government Code Section §551.074 and §551.127 at 7:09 p.m. on July 18, 2016.**

6.1 Resignations, hiring and Contracts—Texas Government Code Section 551.074 and 551.127  
(See Attached Code)

6.1.1 Resignations

6.1.2 Teacher positions

**7 The board entered open session in accordance with the Texas Open Meetings Act at 8:18 p.m. on July 18, 2016. Agenda Items for discussion, consideration, and possible action:**

7.1 Resignations, hiring and Contracts

7.1.1 It was moved by Bill Mason, Jr., and seconded by Tam Hearnberger, to accept the letter of resignation from Lynn Parrish and the letter of retirement from Selisha Cockrell. Following discussion, a vote was taken on the motion. It carried unanimously.

7.1.2 It was moved by Jeff Cater, and seconded by Ronnie Belrose, to approve the recommendation of the Superintendent to hire Duston Brown on a one year probationary contracts subject to assignment upon being released from his present contract. Following discussion, a vote was taken on the motion. It carried unanimously.

7.1.3 No action taken on authorizing Superintendent to hire teachers necessary before school begins

**8 Chrisco Bragg, Board President, asked for items to be placed on the next board agenda.**  
Personnel

**9 Designation of date and time of next meeting of the meeting (s) of the Board of Trustees of the Joaquin ISD – Regular Monthly - August 15<sup>th</sup>, 6:00 p.m.  
Special Meeting – August 29<sup>th</sup>, 5:30 p.m.**

**10 With no further business on the agenda the meeting was adjourned at 8:22 p.m.**

  
Chrisco Bragg, President

  
Tam Hearnberger, Secretary

**JOAQUIN ISD**  
**COMPENSATION PLAN**  
**2016-2017**  
July 18, 2016

No increase in salary scales or employee benefits are recommended for the 2016-17. With no additional funding available from state and local revenues, we are unable to pay for any increases. These amounts are evaluated annually and compared for marketability to TASB's survey data and other local districts, but no funds have been available for any increases since 2012. Our expenditures exceeded our revenues for three consecutive years through 2014-15 and expenditures are just a little under revenues for 2015-16. If we pass a TRE, 2016-17 revenues will be approximately equal to 2015-16 revenues. However, in 2017-18 a successful TRE will generate more dollars for maintenance and operations.

The district currently pays \$225 per month toward premiums for employees participating in TRS Active Care Health Insurance. We also pay premiums for a \$30,000 life insurance policy for all employees.

The same salary scales adopted in July, 2012 (*the last time JISD local scales were increased*) are presented with a reduction in number of workdays for some employee groups in 2014-15, 2015-16 and 2016-17.

**SCALE 1**  
*Teachers,  
Librarians,  
Counselors*

No change to this scale since July, 2012, which was \$4,000 more than state base through step 20 at that time. The state minimum salary has 20 steps and our local has 30. For 2016-2017 our local scales range from \$3,220 to \$7,429 above state base through step 30.

Any extra-duty or position stipends are added to these amounts.

Also, this scale has a \$1,500 supplement for a Masters Degree.

**SCALE 2**  
*Other Professionals*

Identical to Scale 1 without the \$1,500 for Masters. Professionals are paid according to this scale plus a stipend for various positions.

**SCALES 3-11**  
*(see positions  
on scales)*

Pay schedule amounts are derived as a percentage of the daily rates on Scale 1 (with exception of *Scale 10-Bus Drivers*---set hourly rates). The number of workdays were reduced by 5 days for 2016-17 for *Scale 3-Nurse, Scale 6-Aides, Scale 10-Bus Drivers and Scale 11-Cafeteria Workers* due to students attending five less school days in 2016-17.

No daily rates, hourly rates or percentages of Scale 1 were changed---- just annual salary amounts to reflect 5 less days.

Some positions in these scales also receive a separate stipend paid above the local scale amount.

**STIPENDS**

Schedule for *Extra-Duty & Position Stipends* is presented as part of our annual Compensation Plan according to policy DEAA (Local). The schedule is amounts paid in 2015-16 and amounts proposed for 2016-17. *No increases in any stipend amounts are proposed and no position stipends have been increased over the past four years.* Only change from the 2015-16 schedule are three new stipends in italics on the schedule that we did not have in 2015-16.

**JOAQUIN ISD  
2016-2017 LOCAL SCALE 1  
PAY ABOVE STATE MINIMUM**

STEP	LOCAL	STATE BASE	LOCAL		% LOCAL ABOVE STATE
			ABOVE BASE	STATE ANNUAL RAISE	
0	\$ 31,320	\$ 28,080	\$ 3,240	\$ -	11.54%
1	\$ 31,910	\$ 28,690	\$ 3,220	\$ 610	11.22%
2	\$ 32,490	\$ 29,290	\$ 3,200	\$ 600	10.93%
3	\$ 33,080	\$ 29,890	\$ 3,190	\$ 600	10.67%
4	\$ 34,320	\$ 31,170	\$ 3,150	\$ 1,280	10.11%
5	\$ 35,560	\$ 32,440	\$ 3,120	\$ 1,270	9.62%
6	\$ 36,800	\$ 33,720	\$ 3,080	\$ 1,280	9.13%
7	\$ 37,950	\$ 34,900	\$ 3,050	\$ 1,180	8.74%
8	\$ 39,040	\$ 36,020	\$ 3,020	\$ 1,120	8.38%
9	\$ 40,070	\$ 37,080	\$ 2,990	\$ 1,060	8.06%
10	\$ 41,040	\$ 38,080	\$ 2,960	\$ 1,000	7.77%
11	\$ 41,960	\$ 39,020	\$ 2,940	\$ 940	7.53%
12	\$ 42,840	\$ 39,930	\$ 2,910	\$ 910	7.29%
13	\$ 43,650	\$ 40,760	\$ 2,890	\$ 830	7.09%
14	\$ 44,430	\$ 41,560	\$ 2,870	\$ 800	6.91%
15	\$ 45,160	\$ 42,310	\$ 2,850	\$ 750	6.74%
16	\$ 45,860	\$ 43,030	\$ 2,830	\$ 720	6.58%
17	\$ 46,510	\$ 43,700	\$ 2,810	\$ 670	6.43%
18	\$ 47,130	\$ 44,340	\$ 2,790	\$ 640	6.29%
19	\$ 47,720	\$ 44,940	\$ 2,780	\$ 600	6.19%
20	\$ 48,270	\$ 45,510	\$ 2,760	\$ 570	6.06%
21	\$ 48,662	\$ 45,510	\$ 3,152	\$ -	6.93%
22	\$ 49,058	\$ 45,510	\$ 3,548	\$ -	7.80%
23	\$ 49,457	\$ 45,510	\$ 3,947	\$ -	8.67%
24	\$ 49,859	\$ 45,510	\$ 4,349	\$ -	9.56%
25	\$ 50,265	\$ 45,510	\$ 4,755	\$ -	10.45%
26	\$ 50,674	\$ 45,510	\$ 5,164	\$ -	11.35%
27	\$ 51,086	\$ 45,510	\$ 5,576	\$ -	12.25%
28	\$ 51,502	\$ 45,510	\$ 5,992	\$ -	13.17%
29	\$ 51,921	\$ 45,510	\$ 6,411	\$ -	14.09%
30	\$ 52,939	\$ 45,510	\$ 7,429	\$ -	16.32%



Scale 2							
Other Professionals							
Days	187	197	207	222	226		
	100%	100%	100%	100%	100%		
Years Exp.	Yearly	Yearly	Yearly	Yearly	Yearly	Daily	
0	\$ 31,320	\$ 32,995	\$ 34,670	\$ 37,182	\$ 37,852	\$ 167.487	
1	\$ 31,910	\$ 33,616	\$ 35,323	\$ 37,882	\$ 38,565	\$ 170.642	1.88%
2	\$ 32,490	\$ 34,227	\$ 35,965	\$ 38,571	\$ 39,266	\$ 173.743	1.82%
3	\$ 33,080	\$ 34,849	\$ 36,618	\$ 39,271	\$ 39,979	\$ 176.898	1.82%
4	\$ 34,320	\$ 36,155	\$ 37,991	\$ 40,744	\$ 41,478	\$ 183.529	3.75%
5	\$ 35,560	\$ 37,462	\$ 39,363	\$ 42,216	\$ 42,976	\$ 190.160	3.61%
6	\$ 36,800	\$ 38,768	\$ 40,736	\$ 43,688	\$ 44,475	\$ 196.791	3.49%
7	\$ 37,950	\$ 39,979	\$ 42,009	\$ 45,053	\$ 45,865	\$ 202.941	3.12%
8	\$ 39,040	\$ 41,128	\$ 43,215	\$ 46,347	\$ 47,182	\$ 208.770	2.87%
9	\$ 40,070	\$ 42,213	\$ 44,356	\$ 47,570	\$ 48,427	\$ 214.278	2.64%
10	\$ 41,040	\$ 43,235	\$ 45,429	\$ 48,721	\$ 49,599	\$ 219.465	2.42%
11	\$ 41,960	\$ 44,204	\$ 46,448	\$ 49,813	\$ 50,711	\$ 224.385	2.24%
12	\$ 42,840	\$ 45,131	\$ 47,422	\$ 50,858	\$ 51,775	\$ 229.091	2.10%
13	\$ 43,650	\$ 45,984	\$ 48,318	\$ 51,820	\$ 52,753	\$ 233.422	1.89%
14	\$ 44,430	\$ 46,806	\$ 49,182	\$ 52,746	\$ 53,696	\$ 237.594	1.79%
15	\$ 45,160	\$ 47,575	\$ 49,990	\$ 53,612	\$ 54,578	\$ 241.497	1.64%
16	\$ 45,860	\$ 48,312	\$ 50,765	\$ 54,443	\$ 55,424	\$ 245.241	1.55%
17	\$ 46,510	\$ 48,997	\$ 51,484	\$ 55,215	\$ 56,210	\$ 248.717	1.42%
18	\$ 47,130	\$ 49,650	\$ 52,171	\$ 55,951	\$ 56,959	\$ 252.032	1.33%
19	\$ 47,720	\$ 50,272	\$ 52,824	\$ 56,652	\$ 57,672	\$ 255.187	1.25%
20	\$ 48,270	\$ 50,851	\$ 53,433	\$ 57,304	\$ 58,337	\$ 258.128	1.15%
21	\$ 48,662	\$ 51,264	\$ 53,866	\$ 57,770	\$ 58,811	\$ 260.225	0.81%
22	\$ 49,058	\$ 51,681	\$ 54,305	\$ 58,240	\$ 59,289	\$ 262.342	0.81%
23	\$ 49,457	\$ 52,102	\$ 54,747	\$ 58,714	\$ 59,772	\$ 264.476	0.81%
24	\$ 49,859	\$ 52,525	\$ 55,192	\$ 59,191	\$ 60,257	\$ 266.626	0.81%
25	\$ 50,265	\$ 52,953	\$ 55,641	\$ 59,673	\$ 60,748	\$ 268.797	0.81%
26	\$ 50,674	\$ 53,384	\$ 56,094	\$ 60,158	\$ 61,242	\$ 270.984	0.81%
27	\$ 51,086	\$ 53,818	\$ 56,550	\$ 60,648	\$ 61,740	\$ 273.187	0.81%
28	\$ 51,502	\$ 54,256	\$ 57,010	\$ 61,141	\$ 62,243	\$ 275.412	0.81%
29	\$ 51,921	\$ 54,698	\$ 57,474	\$ 61,639	\$ 62,749	\$ 277.652	0.81%
30+	\$ 52,939	\$ 55,770	\$ 58,601	\$ 62,847	\$ 63,980	\$ 283.096	1.96%

Scale 3										
	School Nurse (LVN)			Food Service Director			Maintenance Director			
Days	182			200			256			
	73%			70%			76%			
Years Exp.	Yearly	Daily	Hourly	Yearly	Daily	Hourly	Yearly	Daily	Hourly	
			7.5			8.0			8.0	
0	\$ 22,252	\$ 122,264	\$ 16.30	\$ 23,448	\$ 117,240	\$ 14.66	\$ 32,586	\$ 127,289	\$ 15.91	
1	\$ 22,671	\$ 124,566	\$ 16.61	\$ 23,890	\$ 119,450	\$ 14.93	\$ 33,200	\$ 129,688	\$ 16.21	1.88%
2	\$ 23,084	\$ 126,835	\$ 16.91	\$ 24,324	\$ 121,620	\$ 15.20	\$ 33,803	\$ 132,043	\$ 16.51	1.82%
3	\$ 23,503	\$ 129,137	\$ 17.22	\$ 24,766	\$ 123,830	\$ 15.48	\$ 34,417	\$ 134,441	\$ 16.81	1.82%
4	\$ 24,384	\$ 133,978	\$ 17.86	\$ 25,694	\$ 128,470	\$ 16.06	\$ 35,707	\$ 139,480	\$ 17.44	3.75%
5	\$ 25,265	\$ 138,819	\$ 18.51	\$ 26,622	\$ 133,110	\$ 16.64	\$ 36,998	\$ 144,523	\$ 18.07	3.62%
6	\$ 26,146	\$ 143,659	\$ 19.15	\$ 27,551	\$ 137,755	\$ 17.22	\$ 38,288	\$ 149,563	\$ 18.70	3.49%
7	\$ 26,963	\$ 148,148	\$ 19.75	\$ 28,412	\$ 142,060	\$ 17.76	\$ 39,484	\$ 154,234	\$ 19.28	3.12%
8	\$ 27,737	\$ 152,401	\$ 20.32	\$ 29,228	\$ 146,140	\$ 18.27	\$ 40,618	\$ 158,664	\$ 19.83	2.87%
9	\$ 28,469	\$ 156,423	\$ 20.86	\$ 29,999	\$ 149,995	\$ 18.75	\$ 41,690	\$ 162,852	\$ 20.36	2.64%
10	\$ 29,158	\$ 160,209	\$ 21.36	\$ 30,725	\$ 153,625	\$ 19.20	\$ 42,699	\$ 166,793	\$ 20.85	2.42%
11	\$ 29,812	\$ 163,802	\$ 21.84	\$ 31,414	\$ 157,070	\$ 19.63	\$ 43,656	\$ 170,531	\$ 21.32	2.24%
12	\$ 30,437	\$ 167,236	\$ 22.30	\$ 32,073	\$ 160,365	\$ 20.05	\$ 44,572	\$ 174,109	\$ 21.76	2.10%
13	\$ 31,013	\$ 170,401	\$ 22.72	\$ 32,679	\$ 163,395	\$ 20.42	\$ 45,415	\$ 177,402	\$ 22.18	1.89%
14	\$ 31,567	\$ 173,445	\$ 23.13	\$ 33,263	\$ 166,315	\$ 20.79	\$ 46,226	\$ 180,570	\$ 22.57	1.79%
15	\$ 32,085	\$ 176,291	\$ 23.51	\$ 33,810	\$ 169,050	\$ 21.13	\$ 46,986	\$ 183,539	\$ 22.94	1.64%
16	\$ 32,583	\$ 179,027	\$ 23.87	\$ 34,334	\$ 171,670	\$ 21.46	\$ 47,714	\$ 186,383	\$ 23.30	1.55%
17	\$ 33,044	\$ 181,560	\$ 24.21	\$ 34,820	\$ 174,100	\$ 21.76	\$ 48,390	\$ 189,023	\$ 23.63	1.42%
18	\$ 33,485	\$ 183,984	\$ 24.53	\$ 35,284	\$ 176,420	\$ 22.05	\$ 49,035	\$ 191,543	\$ 23.94	1.33%
19	\$ 33,904	\$ 186,286	\$ 24.84	\$ 35,726	\$ 178,630	\$ 22.33	\$ 49,649	\$ 193,941	\$ 24.24	1.25%
20	\$ 34,295	\$ 188,434	\$ 25.12	\$ 36,138	\$ 180,690	\$ 22.59	\$ 50,221	\$ 196,176	\$ 24.52	1.15%
21	\$ 34,573	\$ 189,962	\$ 25.33	\$ 36,431	\$ 182,155	\$ 22.77	\$ 50,629	\$ 197,770	\$ 24.72	0.81%
22	\$ 34,855	\$ 191,511	\$ 25.53	\$ 36,728	\$ 183,640	\$ 22.96	\$ 51,041	\$ 199,379	\$ 24.92	0.81%
23	\$ 35,138	\$ 193,066	\$ 25.74	\$ 37,027	\$ 185,135	\$ 23.14	\$ 51,456	\$ 201,000	\$ 25.13	0.81%
24	\$ 35,424	\$ 194,637	\$ 25.95	\$ 37,328	\$ 186,640	\$ 23.33	\$ 51,875	\$ 202,637	\$ 25.33	0.81%
25	\$ 35,712	\$ 196,220	\$ 26.16	\$ 37,632	\$ 188,160	\$ 23.52	\$ 52,297	\$ 204,285	\$ 25.54	0.81%
26	\$ 36,003	\$ 197,819	\$ 26.38	\$ 37,938	\$ 189,690	\$ 23.71	\$ 52,723	\$ 205,949	\$ 25.74	0.81%
27	\$ 36,296	\$ 199,429	\$ 26.59	\$ 38,246	\$ 191,230	\$ 23.90	\$ 53,151	\$ 207,621	\$ 25.95	0.81%
28	\$ 36,591	\$ 201,049	\$ 26.81	\$ 38,558	\$ 192,790	\$ 24.10	\$ 53,584	\$ 209,313	\$ 26.16	0.81%
29	\$ 36,889	\$ 202,687	\$ 27.02	\$ 38,871	\$ 194,355	\$ 24.29	\$ 54,020	\$ 211,016	\$ 26.38	0.81%
30+	\$ 37,612	\$ 206,659	\$ 27.55	\$ 39,633	\$ 198,165	\$ 24.77	\$ 55,079	\$ 215,152	\$ 26.89	1.96%

Scale 4												
Student PEIMS/Attendance Accountant/Administrative Assistant/Human Resources & Technology Specialist												
<i>with 48 hrs of college, technical school or 4 year degree</i>												
Days	197	222				197	222				197	222
	61.00%	61.00%	7.5 hrs			66.00%	66.00%	7.5 hrs	80%	80%	7.5 hrs	
Years Exp.	Yearly	Yearly	Daily	Hourly		Yearly	Yearly	Daily	Hourly	Yearly	Yearly	Hourly
0	\$ 20,127	\$ 22,681	\$ 102.168	\$ 13.62		\$ 21,777	\$ 24,540	\$ 110.543	\$ 14.74	\$ 26,396	\$ 29,746	\$ 17.87
1	\$ 20,506	\$ 23,108	\$ 104.091	\$ 13.88	1.88%	\$ 22,187	\$ 25,002	\$ 112.624	\$ 15.02	\$ 26,893	\$ 30,306	\$ 18.20
2	\$ 20,879	\$ 23,528	\$ 105.985	\$ 14.13	1.82%	\$ 22,590	\$ 25,457	\$ 114.670	\$ 15.29	\$ 27,382	\$ 30,857	\$ 18.53
3	\$ 21,258	\$ 23,956	\$ 107.909	\$ 14.39	1.82%	\$ 23,000	\$ 25,919	\$ 116.751	\$ 15.57	\$ 27,879	\$ 31,417	\$ 18.87
4	\$ 22,055	\$ 24,854	\$ 111.954	\$ 14.93	3.75%	\$ 23,862	\$ 26,891	\$ 121.127	\$ 16.15	\$ 28,924	\$ 32,595	\$ 19.58
5	\$ 22,852	\$ 25,752	\$ 116.000	\$ 15.47	3.61%	\$ 24,725	\$ 27,862	\$ 125.508	\$ 16.73	\$ 29,969	\$ 33,772	\$ 20.28
6	\$ 23,648	\$ 26,649	\$ 120.041	\$ 16.01	3.48%	\$ 25,587	\$ 28,834	\$ 129.883	\$ 17.32	\$ 31,014	\$ 34,950	\$ 20.99
7	\$ 24,387	\$ 27,482	\$ 123.792	\$ 16.51	3.13%	\$ 26,386	\$ 29,735	\$ 133.939	\$ 17.86	\$ 31,984	\$ 36,042	\$ 21.65
8	\$ 25,088	\$ 28,272	\$ 127.350	\$ 16.98	2.87%	\$ 27,144	\$ 30,589	\$ 137.787	\$ 18.37	\$ 32,902	\$ 37,078	\$ 22.27
9	\$ 25,750	\$ 29,018	\$ 130.711	\$ 17.43	2.64%	\$ 27,860	\$ 31,396	\$ 141.421	\$ 18.86	\$ 33,770	\$ 38,056	\$ 22.86
10	\$ 26,373	\$ 29,720	\$ 133.873	\$ 17.85	2.42%	\$ 28,535	\$ 32,156	\$ 144.848	\$ 19.31	\$ 34,588	\$ 38,977	\$ 23.41
11	\$ 26,964	\$ 30,386	\$ 136.873	\$ 18.25	2.24%	\$ 29,175	\$ 32,877	\$ 148.096	\$ 19.75	\$ 35,363	\$ 39,851	\$ 23.93
12	\$ 27,530	\$ 31,023	\$ 139.746	\$ 18.63	2.10%	\$ 29,786	\$ 33,566	\$ 151.198	\$ 20.16	\$ 36,105	\$ 40,687	\$ 24.44
13	\$ 28,050	\$ 31,610	\$ 142.386	\$ 18.98	1.89%	\$ 30,350	\$ 34,201	\$ 154.061	\$ 20.54	\$ 36,787	\$ 41,456	\$ 24.90
14	\$ 28,552	\$ 32,175	\$ 144.934	\$ 19.32	1.79%	\$ 30,892	\$ 34,812	\$ 156.812	\$ 20.91	\$ 37,445	\$ 42,197	\$ 25.34
15	\$ 29,021	\$ 32,704	\$ 147.315	\$ 19.64	1.64%	\$ 31,399	\$ 35,384	\$ 159.386	\$ 21.25	\$ 38,060	\$ 42,890	\$ 25.76
16	\$ 29,471	\$ 33,210	\$ 149.599	\$ 19.95	1.55%	\$ 31,886	\$ 35,933	\$ 161.858	\$ 21.58	\$ 38,650	\$ 43,555	\$ 26.16
17	\$ 29,888	\$ 33,681	\$ 151.716	\$ 20.23	1.41%	\$ 32,338	\$ 36,442	\$ 164.152	\$ 21.89	\$ 39,198	\$ 44,172	\$ 26.53
18	\$ 30,287	\$ 34,130	\$ 153.741	\$ 20.50	1.33%	\$ 32,769	\$ 36,928	\$ 166.340	\$ 22.18	\$ 39,720	\$ 44,761	\$ 26.88
19	\$ 30,666	\$ 34,557	\$ 155.665	\$ 20.76	1.25%	\$ 33,179	\$ 37,390	\$ 168.421	\$ 22.46	\$ 40,217	\$ 45,321	\$ 27.22
20	\$ 31,019	\$ 34,956	\$ 157.457	\$ 20.99	1.15%	\$ 33,562	\$ 37,821	\$ 170.365	\$ 22.72	\$ 40,681	\$ 45,844	\$ 27.53
21	\$ 31,271	\$ 35,240	\$ 158.736	\$ 21.16	0.81%	\$ 33,834	\$ 38,128	\$ 171.746	\$ 22.90	\$ 41,011	\$ 46,216	\$ 27.76
22	\$ 31,526	\$ 35,526	\$ 160.030	\$ 21.34	0.82%	\$ 34,110	\$ 38,438	\$ 173.147	\$ 23.09	\$ 41,345	\$ 46,592	\$ 27.98
23	\$ 31,782	\$ 35,815	\$ 161.330	\$ 21.51	0.81%	\$ 34,387	\$ 38,751	\$ 174.553	\$ 23.27	\$ 41,681	\$ 46,971	\$ 28.21
24	\$ 32,040	\$ 36,106	\$ 162.640	\$ 21.69	0.81%	\$ 34,667	\$ 39,066	\$ 175.975	\$ 23.46	\$ 42,020	\$ 47,353	\$ 28.44
25	\$ 32,301	\$ 36,400	\$ 163.964	\$ 21.86	0.81%	\$ 34,949	\$ 39,384	\$ 177.406	\$ 23.65	\$ 42,362	\$ 47,738	\$ 28.67
26	\$ 32,564	\$ 36,697	\$ 165.299	\$ 22.04	0.81%	\$ 35,233	\$ 39,705	\$ 178.848	\$ 23.85	\$ 42,707	\$ 48,127	\$ 28.91
27	\$ 32,829	\$ 36,995	\$ 166.645	\$ 22.22	0.81%	\$ 35,520	\$ 40,027	\$ 180.305	\$ 24.04	\$ 43,054	\$ 48,518	\$ 29.14
28	\$ 33,096	\$ 37,296	\$ 168.000	\$ 22.40	0.81%	\$ 35,809	\$ 40,353	\$ 181.772	\$ 24.24	\$ 43,405	\$ 48,913	\$ 29.38
29	\$ 33,365	\$ 37,600	\$ 169.365	\$ 22.58	0.81%	\$ 36,100	\$ 40,682	\$ 183.249	\$ 24.43	\$ 43,758	\$ 49,311	\$ 29.62
30	\$ 34,020	\$ 38,337	\$ 172.690	\$ 23.03	1.96%	\$ 36,808	\$ 41,479	\$ 186.843	\$ 24.91	\$ 44,616	\$ 50,278	\$ 30.20



193 to 190, 200 to 197, 226 to 222 Days  
July 20, 2015

No Change  
July 18, 2016

Scale 5												
Days	Secretary					<i>with at least 48hrs of college or technical school</i>						
	190	197	222			190	197	222				
Years Exp.	51%	51%	51%	Daily	7.5hrs Hourly	61%	61%	61%	Daily	7.5hrs Hourly		
0	\$ 16,229	\$ 16,827	\$ 18,963	\$ 85.42	\$ 11.39		\$ 19,412	\$ 20,127	\$ 22,681	\$ 102.17	\$ 13.62	
1	\$ 16,535	\$ 17,144	\$ 19,320	\$ 87.03	\$ 11.60	1.89%	\$ 19,777	\$ 20,506	\$ 23,108	\$ 104.09	\$ 13.88	1.88%
2	\$ 16,836	\$ 17,456	\$ 19,671	\$ 88.61	\$ 11.81	1.82%	\$ 20,137	\$ 20,879	\$ 23,528	\$ 105.98	\$ 14.13	1.82%
3	\$ 17,141	\$ 17,773	\$ 20,028	\$ 90.22	\$ 12.03	1.81%	\$ 20,503	\$ 21,258	\$ 23,956	\$ 107.91	\$ 14.39	1.82%
4	\$ 17,784	\$ 18,439	\$ 20,779	\$ 93.60	\$ 12.48	3.75%	\$ 21,271	\$ 22,055	\$ 24,854	\$ 111.95	\$ 14.93	3.75%
5	\$ 18,427	\$ 19,105	\$ 21,530	\$ 96.98	\$ 12.93	3.62%	\$ 22,040	\$ 22,852	\$ 25,752	\$ 116.00	\$ 15.47	3.62%
6	\$ 19,069	\$ 19,772	\$ 22,281	\$ 100.36	\$ 13.38	3.48%	\$ 22,808	\$ 23,648	\$ 26,649	\$ 120.04	\$ 16.01	3.48%
7	\$ 19,665	\$ 20,390	\$ 22,977	\$ 103.50	\$ 13.80	3.13%	\$ 23,521	\$ 24,387	\$ 27,482	\$ 123.79	\$ 16.51	3.13%
8	\$ 20,230	\$ 20,975	\$ 23,637	\$ 106.47	\$ 14.20	2.87%	\$ 24,196	\$ 25,088	\$ 28,272	\$ 127.35	\$ 16.98	2.87%
9	\$ 20,764	\$ 21,529	\$ 24,261	\$ 109.28	\$ 14.57	2.64%	\$ 24,835	\$ 25,750	\$ 29,018	\$ 130.71	\$ 17.43	2.64%
10	\$ 21,266	\$ 22,050	\$ 24,848	\$ 111.93	\$ 14.92	2.42%	\$ 25,436	\$ 26,373	\$ 29,720	\$ 133.87	\$ 17.85	2.42%
11	\$ 21,743	\$ 22,544	\$ 25,405	\$ 114.44	\$ 15.26	2.24%	\$ 26,006	\$ 26,964	\$ 30,386	\$ 136.87	\$ 18.25	2.24%
12	\$ 22,199	\$ 23,017	\$ 25,938	\$ 116.84	\$ 15.58	2.10%	\$ 26,552	\$ 27,530	\$ 31,023	\$ 139.75	\$ 18.63	2.10%
13	\$ 22,619	\$ 23,452	\$ 26,428	\$ 119.05	\$ 15.87	1.89%	\$ 27,054	\$ 28,050	\$ 31,610	\$ 142.39	\$ 18.99	1.89%
14	\$ 23,023	\$ 23,871	\$ 26,900	\$ 121.17	\$ 16.16	1.79%	\$ 27,537	\$ 28,552	\$ 32,175	\$ 144.93	\$ 19.32	1.79%
15	\$ 23,401	\$ 24,263	\$ 27,342	\$ 123.16	\$ 16.42	1.64%	\$ 27,990	\$ 29,021	\$ 32,704	\$ 147.32	\$ 19.64	1.65%
16	\$ 23,764	\$ 24,639	\$ 27,766	\$ 125.07	\$ 16.68	1.55%	\$ 28,423	\$ 29,471	\$ 33,210	\$ 149.59	\$ 19.95	1.55%
17	\$ 24,101	\$ 24,989	\$ 28,160	\$ 126.85	\$ 16.91	1.42%	\$ 28,826	\$ 29,888	\$ 33,681	\$ 151.72	\$ 20.23	1.42%
18	\$ 24,422	\$ 25,322	\$ 28,535	\$ 128.54	\$ 17.14	1.33%	\$ 29,211	\$ 30,287	\$ 34,130	\$ 153.74	\$ 20.50	1.34%
19	\$ 24,728	\$ 25,639	\$ 28,892	\$ 130.15	\$ 17.35	1.25%	\$ 29,576	\$ 30,666	\$ 34,557	\$ 155.66	\$ 20.76	1.25%
20	\$ 25,013	\$ 25,934	\$ 29,225	\$ 131.65	\$ 17.55	1.15%	\$ 29,917	\$ 31,019	\$ 34,956	\$ 157.46	\$ 20.99	1.15%
21	\$ 25,216	\$ 26,145	\$ 29,463	\$ 132.72	\$ 17.70	0.81%	\$ 30,160	\$ 31,271	\$ 35,240	\$ 158.74	\$ 21.16	0.81%
22	\$ 25,421	\$ 26,358	\$ 29,702	\$ 133.79	\$ 17.84	0.81%	\$ 30,405	\$ 31,526	\$ 35,526	\$ 160.03	\$ 21.34	0.81%
23	\$ 25,628	\$ 26,572	\$ 29,944	\$ 134.88	\$ 17.98	0.81%	\$ 30,653	\$ 31,782	\$ 35,815	\$ 161.33	\$ 21.51	0.82%
24	\$ 25,836	\$ 26,788	\$ 30,187	\$ 135.98	\$ 18.13	0.81%	\$ 30,902	\$ 32,040	\$ 36,106	\$ 162.64	\$ 21.69	0.81%
25	\$ 26,046	\$ 27,006	\$ 30,433	\$ 137.08	\$ 18.28	0.81%	\$ 31,154	\$ 32,301	\$ 36,400	\$ 163.97	\$ 21.86	0.82%
26	\$ 26,258	\$ 27,226	\$ 30,681	\$ 138.20	\$ 18.43	0.81%	\$ 31,407	\$ 32,564	\$ 36,697	\$ 165.30	\$ 22.04	0.81%
27	\$ 26,472	\$ 27,447	\$ 30,930	\$ 139.33	\$ 18.58	0.81%	\$ 31,662	\$ 32,829	\$ 36,995	\$ 166.64	\$ 22.22	0.81%
28	\$ 26,687	\$ 27,671	\$ 31,182	\$ 140.46	\$ 18.73	0.81%	\$ 31,920	\$ 33,096	\$ 37,296	\$ 168.00	\$ 22.40	0.81%
29	\$ 26,905	\$ 27,896	\$ 31,436	\$ 141.61	\$ 18.88	0.82%	\$ 32,180	\$ 33,365	\$ 37,600	\$ 169.37	\$ 22.58	0.81%
30	\$ 27,432	\$ 28,443	\$ 32,052	\$ 144.38	\$ 19.25	1.96%	\$ 32,811	\$ 34,020	\$ 38,337	\$ 172.69	\$ 23.03	1.96%

Salary Scale

Adopted: July 15, 2012

180 to 177  
 July 20, 2015  
 177 Days to 172  
 July 18, 2016

2016

<b>Scale 10</b>			
<b>Bus Drivers</b>	<b>172 days</b>		
	<b>Hourly</b>	<b>Daily</b>	<b>Annual</b>
2 hrs per day	\$20.00	\$40.00	\$6,880.00
2.5 hrs per day	\$20.00	\$50.00	\$8,600.00
3 hrs per day	\$20.00	\$60.00	\$10,320.00
<b>Separate Stipend for Years Experience:</b>			
0-2 years			0
3-4 year			500
5-7 years			750
8-9 years			1,000
10-14 years			1,250
15+ years			1,500
<b>OTHER BUS DRIVING PAY:</b>			
<b>Extra Route Time above normal 2 to 3hrs per day</b>			\$20.00 per hour
<b>Extra-Curricular Trips</b>			
	Driving Time		\$10.00 per hour
	Down Time		\$7.25 per hour
<b>Special Routes-Currently Spec Ed &amp; Career &amp; Tech</b>			
	Driving Time		\$20.00 per hour
	Minimum trip pay if less than one hour		\$16.00 per trip
	Down Time (during school day)		\$7.25 per hour
<b>Bus Monitor</b>			\$10.00 per hr/trip
<b>Substitute Drivers are paid the same rates as regular employees</b>			

260 to 256 Days  
 July 20, 2015  
 No Change  
 July 18, 2016

Scale 9											
General Maintenance				Custodians & Grounds Maint.				Skilled Maintenance			
Days	256			256		<i>(Lead Custodians add \$1.50/br)</i>		256			
	45%	8.0 hrs	8.0 hrs	42%	8.0 hrs	8.0 hrs		58%	8.0 hrs	8.0 hrs	
Years Exp	Annual	Hourly	Daily	Annual	Hourly	Daily		Annual	Hourly	Daily	
0	\$ 19,294	\$ 9.42	\$ 75.367	\$ 18,008	\$ 8.79	\$ 70.344		\$ 24,868	\$ 12.14	\$ 97.141	
1	\$ 19,658	\$ 9.60	\$ 76.789	1.89% \$ 18,347	\$ 8.96	\$ 71.668	1.88%	\$ 25,337	\$ 12.37	\$ 98.973	1.89%
2	\$ 20,015	\$ 9.77	\$ 78.184	1.82% \$ 18,681	\$ 9.12	\$ 72.973	1.82%	\$ 25,797	\$ 12.60	\$ 100.770	1.82%
3	\$ 20,379	\$ 9.95	\$ 79.605	1.82% \$ 19,020	\$ 9.29	\$ 74.297	1.81%	\$ 26,266	\$ 12.83	\$ 102.602	1.82%
4	\$ 21,143	\$ 10.32	\$ 82.590	3.75% \$ 19,733	\$ 9.64	\$ 77.082	3.75%	\$ 27,250	\$ 13.31	\$ 106.445	3.75%
5	\$ 21,906	\$ 10.70	\$ 85.570	3.61% \$ 20,446	\$ 9.98	\$ 79.867	3.61%	\$ 28,235	\$ 13.79	\$ 110.293	3.61%
6	\$ 22,670	\$ 11.07	\$ 88.555	3.49% \$ 21,159	\$ 10.33	\$ 82.652	3.49%	\$ 29,220	\$ 14.27	\$ 114.141	3.49%
7	\$ 23,379	\$ 11.42	\$ 91.324	3.13% \$ 21,820	\$ 10.65	\$ 85.234	3.12%	\$ 30,133	\$ 14.71	\$ 117.707	3.12%
8	\$ 24,050	\$ 11.74	\$ 93.945	2.87% \$ 22,447	\$ 10.96	\$ 87.684	2.87%	\$ 30,998	\$ 15.14	\$ 121.086	2.87%
9	\$ 24,685	\$ 12.05	\$ 96.426	2.64% \$ 23,039	\$ 11.25	\$ 89.996	2.64%	\$ 31,816	\$ 15.54	\$ 124.281	2.64%
10	\$ 25,282	\$ 12.34	\$ 98.758	2.42% \$ 23,597	\$ 11.52	\$ 92.176	2.42%	\$ 32,586	\$ 15.91	\$ 127.289	2.42%
11	\$ 25,849	\$ 12.62	\$ 100.973	2.24% \$ 24,126	\$ 11.78	\$ 94.242	2.24%	\$ 33,317	\$ 16.27	\$ 130.145	2.24%
12	\$ 26,391	\$ 12.89	\$ 103.090	2.10% \$ 24,632	\$ 12.03	\$ 96.219	2.10%	\$ 34,015	\$ 16.61	\$ 132.871	2.10%
13	\$ 26,890	\$ 13.13	\$ 105.039	1.89% \$ 25,098	\$ 12.25	\$ 98.039	1.89%	\$ 34,659	\$ 16.92	\$ 135.387	1.89%
14	\$ 27,371	\$ 13.36	\$ 106.918	1.79% \$ 25,546	\$ 12.47	\$ 99.789	1.79%	\$ 35,278	\$ 17.23	\$ 137.805	1.79%
15	\$ 27,820	\$ 13.58	\$ 108.672	1.64% \$ 25,966	\$ 12.68	\$ 101.430	1.64%	\$ 35,858	\$ 17.51	\$ 140.070	1.64%
16	\$ 28,252	\$ 13.79	\$ 110.359	1.55% \$ 26,368	\$ 12.88	\$ 103.000	1.55%	\$ 36,413	\$ 17.78	\$ 142.238	1.55%
17	\$ 28,652	\$ 13.99	\$ 111.922	1.42% \$ 26,742	\$ 13.06	\$ 104.461	1.42%	\$ 36,929	\$ 18.03	\$ 144.254	1.42%
18	\$ 29,034	\$ 14.18	\$ 113.414	1.33% \$ 27,098	\$ 13.23	\$ 105.852	1.33%	\$ 37,422	\$ 18.27	\$ 146.180	1.33%
19	\$ 29,398	\$ 14.35	\$ 114.836	1.25% \$ 27,438	\$ 13.40	\$ 107.180	1.25%	\$ 37,890	\$ 18.50	\$ 148.008	1.25%
20	\$ 29,736	\$ 14.52	\$ 116.156	1.15% \$ 27,754	\$ 13.55	\$ 108.414	1.15%	\$ 38,327	\$ 18.71	\$ 149.715	1.15%
21	\$ 29,978	\$ 14.64	\$ 117.102	0.81% \$ 27,979	\$ 13.66	\$ 109.293	0.81%	\$ 38,638	\$ 18.87	\$ 150.930	0.81%
22	\$ 30,222	\$ 14.76	\$ 118.055	0.81% \$ 28,207	\$ 13.77	\$ 110.184	0.81%	\$ 38,953	\$ 19.02	\$ 152.160	0.82%
23	\$ 30,468	\$ 14.88	\$ 119.016	0.81% \$ 28,436	\$ 13.88	\$ 111.078	0.81%	\$ 39,269	\$ 19.17	\$ 153.395	0.81%
24	\$ 30,715	\$ 15.00	\$ 119.980	0.81% \$ 28,668	\$ 14.00	\$ 111.984	0.82%	\$ 39,589	\$ 19.33	\$ 154.645	0.81%
25	\$ 30,965	\$ 15.12	\$ 120.957	0.81% \$ 28,901	\$ 14.11	\$ 112.895	0.81%	\$ 39,911	\$ 19.49	\$ 155.902	0.81%
26	\$ 31,217	\$ 15.24	\$ 121.941	0.81% \$ 29,136	\$ 14.23	\$ 113.813	0.81%	\$ 40,236	\$ 19.65	\$ 157.172	0.81%
27	\$ 31,471	\$ 15.37	\$ 122.934	0.81% \$ 29,373	\$ 14.34	\$ 114.738	0.81%	\$ 40,563	\$ 19.81	\$ 158.449	0.81%
28	\$ 31,727	\$ 15.49	\$ 123.934	0.81% \$ 29,612	\$ 14.46	\$ 115.672	0.81%	\$ 40,893	\$ 19.97	\$ 159.738	0.81%
29	\$ 31,986	\$ 15.62	\$ 124.945	0.82% \$ 29,853	\$ 14.58	\$ 116.613	0.81%	\$ 41,226	\$ 20.13	\$ 161.039	0.81%
30+	\$ 32,613	\$ 15.92	\$ 127.395	1.96% \$ 30,439	\$ 14.86	\$ 118.902	1.96%	\$ 42,034	\$ 20.52	\$ 164.195	1.96%

226 to 222 Days  
July 20, 2015

No Change  
July 18, 2016

Scale 8				
Technology Director				
Days	222			
	86%			7.5 hrs
Years Exp.	Yearly	Daily	Hourly	
0	\$ 31,977	\$ 144.041	\$ 19.21	
1	\$ 32,579	\$ 146.752	\$ 19.57	1.88%
2	\$ 33,171	\$ 149.419	\$ 19.92	1.82%
3	\$ 33,773	\$ 152.131	\$ 20.28	1.81%
4	\$ 35,039	\$ 157.833	\$ 21.04	3.75%
5	\$ 36,305	\$ 163.536	\$ 21.80	3.61%
6	\$ 37,571	\$ 169.239	\$ 22.57	3.49%
7	\$ 38,746	\$ 174.532	\$ 23.27	3.13%
8	\$ 39,858	\$ 179.541	\$ 23.94	2.87%
9	\$ 40,910	\$ 184.279	\$ 24.57	2.64%
10	\$ 41,900	\$ 188.739	\$ 25.17	2.42%
11	\$ 42,840	\$ 192.973	\$ 25.73	2.24%
12	\$ 43,738	\$ 197.018	\$ 26.27	2.10%
13	\$ 44,565	\$ 200.743	\$ 26.77	1.89%
14	\$ 45,361	\$ 204.329	\$ 27.24	1.79%
15	\$ 46,107	\$ 207.689	\$ 27.69	1.64%
16	\$ 46,821	\$ 210.905	\$ 28.12	1.55%
17	\$ 47,485	\$ 213.896	\$ 28.52	1.42%
18	\$ 48,118	\$ 216.748	\$ 28.90	1.33%
19	\$ 48,720	\$ 219.459	\$ 29.26	1.25%
20	\$ 49,282	\$ 221.991	\$ 29.60	1.15%
21	\$ 49,682	\$ 223.793	\$ 29.84	0.81%
22	\$ 50,086	\$ 225.613	\$ 30.08	0.81%
23	\$ 50,494	\$ 227.450	\$ 30.33	0.81%
24	\$ 50,904	\$ 229.297	\$ 30.57	0.81%
25	\$ 51,319	\$ 231.167	\$ 30.82	0.82%
26	\$ 51,736	\$ 233.045	\$ 31.07	0.81%
27	\$ 52,157	\$ 234.941	\$ 31.33	0.81%
28	\$ 52,582	\$ 236.856	\$ 31.58	0.81%
29	\$ 53,009	\$ 238.779	\$ 31.84	0.81%
30	\$ 54,049	\$ 243.464	\$ 32.46	1.96%

**JOAQUIN ISD**  
**2016-17**  
**STIPENDS FOR EXTRA-DUTY & POSITIONS**  
**PAY ABOVE LOCAL SALARY SCALES**  
**7/18/2016**

	2015-16	2016-17	# Days
Teachers Extra-Duty Instruction	\$30/Hour	\$30/Hour	
Teachers Aides Extra-Duty Instruction-Summer	\$15/Hour	\$15/Hour	
UIL Event Sponsor (per event)	\$200	\$200	
UIL Academic Campus Coordinator	\$1,000	\$1,000	
UIL One-Act Play Sponsor	\$1,000	\$1,000	
<i>ESL Teacher-Grades PK-5</i>	\$0	\$1,000	
Yearbook Coordinator	\$1,500	\$1,500	
Cheerleader Sponsor- Jr. High	\$1,750	\$1,750	187
Elementary Counselor	\$2,000	\$2,000	197
Library Coordinator	\$2,000	\$2,000	187
ESL Aide-Bilingual	\$2,000	\$2,000	180
Cheerleader Sponsor- H.S.	\$3,000	\$3,000	187
<i>Majorette Sponsor-H.S.</i>	\$0	\$3,000	187
Dyslexia Coordinator	\$4,000	\$4,000	187
ESL/Migrant Coordinator	\$4,000	\$4,000	187
Human Resources/Certification Specialist	\$4,000	\$4,000	222
Math Teacher- Jr. High (\$500 per period)	\$4,000	\$4,000	187
On-Line Testing Coordinator	\$4,000	\$4,000	187
Science Teacher-Jr. High (\$500 per period)	\$4,000	\$4,000	187
High School Counselor	\$5,000	\$5,000	207
Math Teacher- H.S. (\$625 per period)	\$5,000	\$5,000	187
Science Teacher-H.S. (\$625 per period)	\$5,000	\$5,000	187
Science Teacher/Ag Teacher	\$6,500	\$6,500	187
Athletic Teams Coach-at least 3 sports	\$8,000	\$8,000	187
Football Coach-at least two teams	+10 Days	+10 Days	197
Football Offensive/Defensive Coordinator	+20 Days	+20 Days	207
Assistant Principal-Elementary/District Truancy	\$9,000	\$9,000	207
Ag Teacher	\$10,000	\$10,000	226
Network Manager	\$10,000	\$10,000	222
Spanish Teacher-Certified	\$10,000	\$10,000	187
Band Director	\$10,000	\$10,000	226
<i>Athletic Director-Boys</i>	\$0	\$14,000	226
<i>Athletic Director-Girls</i>	\$14,000	\$14,000	226
Special Ed Director	\$15,000	\$15,000	207
Jr. High Principal/Textbook Coordinator	\$17,000	\$17,000	207
Director of Finance & Business Services	\$17,000	\$17,000	222
Elementary Principal/District Testing/Prof Development Coordinator	\$21,000	\$21,000	226
High School Principal/Transportation Director	\$21,000	\$21,000	226
Superintendent	\$36,509	\$36,509	226

ORDINANCE TO SET TAX RATE

July 18, 2016

On this date, we, the Board of Trustees of the Joaquin Independent School District, hereby levy or set the tax rate on \$100 valuation for the District for the tax year 2016 at a total tax rate of \$ 1.7582, to be assessed and collected by the duly specified assessor and collector as follows:

\$ 1.17 for the purpose of maintenance and operation, and

\$ 0.5882 for the purpose of payment of principal and interest on debts;

furthermore, if voters approve the total tax rate of \$ 1.7582 in a tax ratification election, in order to reduce the debt rate by \$0.13, we hereby levy or set the tax rate on \$100 valuation for the District for the tax year 2016 at a total tax rate of \$ 1.6282, to be assessed and collected by the duly specified assessor and collector as follows:

\$ 1.17 for the purpose of maintenance and operation, and

\$ 0.4582 for the purpose of payment of principal and interest on debts.

Such taxes are to be assessed and collected by the tax officials designated by the District.

IN CERTIFICATION THEREOF:

Signed:  
President

*Chris Bray*

Attest:

Secretary

*Tom Hearnshagen*

**ORDER OF TAX RATIFICATION ELECTION**

An election is hereby ordered by the Joaquin ISD Board of Trustees to be held on August 30, 2016 for the purpose of: Tax Ratification Election

On election day the polling places will be open from 7:00 am – 7:00 pm. The district is divided in to two Shelby County election precincts. Polling places will be as follows:

Shelby County Precinct No. 5 located within the District and that portion of Panola County located within the District	Joaquin ISD Administration Office 11109 US Highway 84 East Joaquin, Texas 75954
Shelby County Precinct No. 4 located within the District	Huxley Volunteer Fire Department 11862 FM 2694 Shelbyville, Texas 75974

Early voting by personal appearance will be conducted each weekday at:

Joaquin ISD Administration Office– 11109 US Highway 84 East, Joaquin, TX 75954

between the hours of 8:00 a.m. and 4:00 p.m. beginning on August 15, 2016

and ending on August 26, 2016.

Applications for ballot by mail shall be mailed to:

Jennifer McCann  
11109 US Highway 84 East  
Joaquin, TX 75954

Applications for ballots by mail must be received no later than the close of business on

August 18, 2016.

Additional early voting will be held as follows:

Location	Date	Time
Joaquin High School Gym 10901 US Highway 84 East Joaquin, Texas 75954	August 16, 2016	6:30 – 8:30 pm
Joaquin Elementary School Library 120 Southern Joaquin, Texas 75954	August 18, 2016	5:00 – 7:00 pm

Issued this the 18<sup>th</sup> day July of .

Tom Hearnberger  
Member

Jeff Cate  
Member

Kenneth Belozel  
Member

Harriet Arwing  
Member

Chris Berg  
Signature of Presiding Officer

Bill Manly  
Member

Member

Member

**Instruction Note:** A copy of this election order must be delivered to the County Clerk/Elections Administrator and Voter Registrar not later than 30 days before election day.