



## Minutes of School Board Meeting

June 21, 2021

**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, Jason Harvey, Brandon Neal(zoom), Jacob Kay, Jeff Cater(zoom), and Ronnie Belrose (arrived at 6:40 p.m.)

**Board members absent:** Jeff Hamilton

**Guest(s) Present:**

**Joaquin ISD Employee(s) Present:** Ryan Fuller, Superintendent; Joel Bumback, Director of Finance; Terri Gray, Jr High/High School Principal; Bert Coan, Elementary Assistant Principal

Chrisco Bragg, President, called the meeting to order at 6:04 p.m.

**2** The invocation was led by Chrisco Bragg, and the Pledge of Allegiance to the United States of America by Jason Harvey, and the Pledge of Allegiance to the Texas Flag was led by Jacob Kay.

**3 Audience Participation** – None

**4 Report and Information items:**

- 4.1 Monthly Financial Report – Joel Bumback, Director of Finance
- 4.2 Quarterly Investment Report- Joel Bumback Director of Finance
- 4.3 Update on Projects
- 4.4 Notice of Intent to Apply for ESSER II Grant
- 4.5 Correspondence

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

- 5.1 It was moved by Jacob Kay, and seconded by Jason Harvey, to approve the previous meeting minutes. Following discussion, a vote was taken on the motion. It carried unanimously.
- 5.2 It was moved by Brandon Neal, and seconded by Jacob Kay, to approve the 2020-21 Budget Amendments. Following discussion, a vote was taken on the motion. It carried unanimously.
- 5.3 It was moved by Brandon Neal, and seconded by Ronnie Belrose, to approve the 2021-2022 Compensation Plan for Joaquin ISD. Following discussion, a vote was taken on the motion. It carried unanimously.
- 5.4 It was moved by Ronnie Belrose, and seconded by Brandon Neal, to approve the bid for sale of property held by Joaquin ISD Trustees. Following discussion, a vote was taken on the motion. It carried unanimously.

- 5.5 It was moved by Jacob Kay, and seconded by Jason Harvey, to approve rescheduling the July Board Meeting to July 12, 2021 at 6:00 p.m. Following discussion, a vote was taken on the motion. It carried unanimously.
- 5.6 It was moved by Jason Harvey, and seconded by Jacob Kay, to approve rescheduling the August Board Meeting to August 9, 2021 at 6:00 p.m. 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 at 6:56 p.m. on June 21, 2021.**

6.1 Enter closed session under Texas Government Codes  
**§551.071, §551.074, §551.127, §551.129 (See Attached Code)**

- 6.1.1 Resignations, hiring, and Contracts
- a. Retirements
  - b. Resignations
  - c. Hire Teacher Positions
  - d. Authorize Superintendent to hire unfilled positions until August 2021

**7 The board entered open session in accordance with the Texas Open Meetings Act at 7:23 p.m. on June 21, 2021. Agenda Items for discussion, consideration, and possible action:**

7.1 Consideration and Board Action, if any, authorize:

7.1.a It was moved by Jacob Kay, and seconded by Brandon Neal, to accept the retirement notification from Sherry Scruggs. Following discussion, a vote was taken on the motion. It carried unanimously.

7.1.b It was moved by Jason Harvey, and seconded by Ronnie Belrose, to accept the resignation of Stephanie Harkness. Following discussion, a vote was taken on the motion. It carried unanimously.

7.1.b It was moved by Jacob Kay, and second by Ronnie Belrose, to accept the resignation of Ryan Mason. Following discussion, a vote was taken on the motion. It carried unanimously.

7.1.b It was moved by Brandon Neal, and seconded by Ronnie Belrose, to accept the resignation of Angela Shahan. Following discussion, a vote was taken on the motion. It carried unanimously.

7.1.c It was moved by Jacob Kay, and seconded by Ronnie Belrose, to hire Misty Raborn as an 8<sup>th</sup> grade ELA/Reading/Writing teacher for the 2021-2022 school year. Following discussion, a vote was taken on the motion. It carried unanimously.

7.1.c It was moved by Jason Harvey, and seconded by Brandon Neal, to hire Stephen Hathaway as Jr. High History Teacher/Coach for the 2021-2022 school year. Following discussion, a vote was taken on the motion. It carried unanimously.



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7.1.d It was moved by Brandon Neal, and seconded by Jacob Kay, to authorize the Superintendent to hire unfilled positions until August of 2021. Following discussion, a vote was taken on the motion. It carried unanimously.

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

**9 Designation of date and time of next meeting of the Board of Trustees of the Joaquin ISD.  
July 12, 2021 - 6:00 p.m.**

**10 With no further business on the agenda the meeting was adjourned at 7:28 p.m.**

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**Chrisco Bragg, President**

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**Jeff Cater, Secretary**

# **JOAQUIN ISD**



## **2021–2022 Compensation Plan**

# Table of Content

Pay Scales 2021-22.....

- Teachers, Librarians, Counselors, Speech Language Pathologist, RNs - Scale 1
- Administrators & Other Professionals - Scale 2
- Student PEIMS & Attendance/PEIMS Coordinator/Administrative Assistants/Human Resources Specialist/Technology Specialists - Scale 4
- Secretaries - Scale 5
- Instructional Paraprofessionals - Scale 6
- Substitutes - Scale 7
- General, Grounds, Custodial & Skilled Maintenance - Scale 9
- Bus Drivers - Scale 10
- Cafeteria Workers - Scale 11

Stipends and Extra-Duty Pay 2021-22 .....

Incentives and Performance Pay 2021-22 .....

- District Incentive Pay - Scale 12
- Performance Pay: Teacher Incentive Allotment

Other Compensation & Benefits Information .....

## **Pay Scales**

The following local pay scales were approved by the Board of Trustees of **Joaquin ISD** on **June 21, 2021** and are effective for the **2021–22** school year.

Scale 1	<b>Teachers, Librarians, Counselors, Speech Language Pathologists, Registered Nurse</b>								
Days	<b>182</b>	<b>192</b>	<b>202</b>	<b>221</b>					
	Local Scale	Local Scale	Local Scale	Local Scale	Local Scale				
Years Exp.	Yearly	Yearly	Yearly	Yearly	<b>Daily</b>				
0	\$ 40,000	\$ 42,198	\$ 44,396	\$ 48,571	\$ 219.780				
1	\$ 40,500	\$ 42,725	\$ 44,951	\$ 49,179	\$ 222.527				
2	\$ 41,000	\$ 43,253	\$ 45,505	\$ 49,786	\$ 225.275				
3	\$ 41,500	\$ 43,780	\$ 46,060	\$ 50,393	\$ 228.022				
4	\$ 42,000	\$ 44,308	\$ 46,615	\$ 51,000	\$ 230.769				
5	\$ 42,500	\$ 44,835	\$ 47,170	\$ 51,607	\$ 233.516				
6	\$ 43,000	\$ 45,363	\$ 47,725	\$ 52,214	\$ 236.264				
7	\$ 44,000	\$ 46,418	\$ 48,835	\$ 53,429	\$ 241.758				
8	\$ 45,000	\$ 47,473	\$ 49,945	\$ 54,643	\$ 247.253				
9	\$ 46,000	\$ 48,527	\$ 51,055	\$ 55,857	\$ 252.747				
10	\$ 47,000	\$ 49,582	\$ 52,165	\$ 57,071	\$ 258.242				
11	\$ 48,000	\$ 50,637	\$ 53,275	\$ 58,286	\$ 263.736				
12	\$ 49,000	\$ 51,692	\$ 54,385	\$ 59,500	\$ 269.231				
13	\$ 50,000	\$ 52,747	\$ 55,495	\$ 60,714	\$ 274.725				
14	\$ 51,000	\$ 53,802	\$ 56,604	\$ 61,929	\$ 280.220				
15	\$ 52,000	\$ 54,857	\$ 57,714	\$ 63,143	\$ 285.714				
16	\$ 52,500	\$ 55,385	\$ 58,269	\$ 63,750	\$ 288.462				
17	\$ 53,000	\$ 55,912	\$ 58,824	\$ 64,357	\$ 291.209				
18	\$ 53,500	\$ 56,440	\$ 59,379	\$ 64,964	\$ 293.956				
19	\$ 54,000	\$ 56,967	\$ 59,934	\$ 65,571	\$ 296.703				
20	\$ 54,700	\$ 57,705	\$ 60,711	\$ 66,421	\$ 300.549				
21	\$ 55,200	\$ 58,233	\$ 61,266	\$ 67,029	\$ 303.297				
22	\$ 55,700	\$ 58,760	\$ 61,821	\$ 67,636	\$ 306.044				
23	\$ 56,200	\$ 59,288	\$ 62,376	\$ 68,243	\$ 308.791				
24	\$ 56,700	\$ 59,815	\$ 62,931	\$ 68,850	\$ 311.538				
25	\$ 57,200	\$ 60,343	\$ 63,486	\$ 69,457	\$ 314.286				
26	\$ 57,700	\$ 60,870	\$ 64,041	\$ 70,064	\$ 317.033				
27	\$ 58,200	\$ 61,398	\$ 64,596	\$ 70,671	\$ 319.780				
28	\$ 58,700	\$ 61,925	\$ 65,151	\$ 71,279	\$ 322.527				
29	\$ 59,200	\$ 62,453	\$ 65,705	\$ 71,886	\$ 325.275				
30+	\$ 60,000	\$ 63,297	\$ 66,593	\$ 72,857	\$ 329.670				
<b>*****\$1,500 supplement will be paid for Masters Degrees</b>									





Scale 4 Student PEIMS & Attendance Accountants & PEIMS Coordinator/Administrative Assistants/																			
		Human Resources Specialist/Technology Specialists																	
		<i>with 48 hrs of college</i>						<i>4 year degree or/certification</i>											
Days	200					226					200			226					
	58.00%	7.5 hrs		50.00%	7.5 hrs		62.00%		7.5 hrs		71.00%	7.5 hrs		85.00%	7.5 hrs		76.00%	7.5 hrs	
Years Exp	Yearly	Daily	Hourly	Yearly	Hourly		Yearly	Hourly	Yearly	Hourly	Yearly	Hourly	Yearly	Hourly	Yearly	Hourly	Yearly	Hourly	
0	\$ 25,495	\$127.48	\$ 17.00	\$ 24,835	\$ 14.65		\$27,253	\$ 18.17	\$35,266	\$20.81	\$ 37,363	\$ 24.91	\$ 37,749	\$ 22.27					
1	\$ 25,813	\$129.07	\$ 17.21	\$ 25,146	\$ 14.84	1.25%	\$27,593	\$ 18.40	\$35,707	\$21.07	\$ 37,830	\$ 25.22	\$ 38,221	\$ 22.55					
2	\$ 26,132	\$130.66	\$ 17.42	\$ 25,456	\$ 15.02	1.24%	\$27,934	\$ 18.62	\$36,148	\$21.33	\$ 38,297	\$ 25.53	\$ 38,693	\$ 22.83					
3	\$ 26,451	\$132.26	\$ 17.63	\$ 25,766	\$ 15.20	1.22%	\$28,275	\$ 18.85	\$36,588	\$21.59	\$ 38,764	\$ 25.84	\$ 39,165	\$ 23.11					
4	\$ 26,769	\$133.85	\$ 17.85	\$ 26,077	\$ 15.38	1.20%	\$28,615	\$ 19.08	\$37,029	\$21.85	\$ 39,231	\$ 26.15	\$ 39,637	\$ 23.38					
5	\$ 27,088	\$135.44	\$ 18.06	\$ 26,387	\$ 15.57	1.19%	\$28,956	\$ 19.30	\$37,470	\$22.11	\$ 39,698	\$ 26.47	\$ 40,109	\$ 23.66					
6	\$ 27,407	\$137.04	\$ 18.27	\$ 26,698	\$ 15.75	1.18%	\$29,297	\$ 19.53	\$37,911	\$22.37	\$ 40,165	\$ 26.78	\$ 40,581	\$ 23.94					
7	\$ 28,044	\$140.22	\$ 18.70	\$ 27,319	\$ 16.12	2.32%	\$29,978	\$ 19.99	\$38,793	\$22.89	\$ 41,099	\$ 27.40	\$ 41,524	\$ 24.50					
8	\$ 28,681	\$143.41	\$ 19.12	\$ 27,940	\$ 16.48	2.27%	\$30,659	\$ 20.44	\$39,674	\$23.41	\$ 42,033	\$ 28.02	\$ 42,468	\$ 25.05					
9	\$ 29,319	\$146.60	\$ 19.55	\$ 28,560	\$ 16.85	2.22%	\$31,341	\$ 20.89	\$40,556	\$23.93	\$ 42,967	\$ 28.64	\$ 43,412	\$ 25.61					
10	\$ 29,956	\$149.78	\$ 19.97	\$ 29,181	\$ 17.22	2.17%	\$32,022	\$ 21.35	\$41,437	\$24.45	\$ 43,901	\$ 29.27	\$ 44,356	\$ 26.17					
11	\$ 30,593	\$152.97	\$ 20.40	\$ 29,802	\$ 17.58	2.13%	\$32,703	\$ 21.80	\$42,319	\$24.97	\$ 44,835	\$ 29.89	\$ 45,299	\$ 26.73					
12	\$ 31,231	\$156.16	\$ 20.82	\$ 30,423	\$ 17.95	2.09%	\$33,385	\$ 22.26	\$43,201	\$25.49	\$ 45,769	\$ 30.51	\$ 46,243	\$ 27.28					
13	\$ 31,868	\$159.34	\$ 21.25	\$ 31,044	\$ 18.32	2.04%	\$34,066	\$ 22.71	\$44,082	\$26.01	\$ 46,703	\$ 31.14	\$ 47,187	\$ 27.84					
14	\$ 32,505	\$162.53	\$ 21.67	\$ 31,665	\$ 18.68	2.00%	\$34,747	\$ 23.16	\$44,964	\$26.53	\$ 47,637	\$ 31.76	\$ 48,131	\$ 28.40					
15	\$ 33,143	\$165.72	\$ 22.10	\$ 32,286	\$ 19.05	1.96%	\$35,429	\$ 23.62	\$45,846	\$27.05	\$ 48,571	\$ 32.38	\$ 49,074	\$ 28.95					
16	\$ 33,462	\$167.31	\$ 22.31	\$ 32,596	\$ 19.23	0.96%	\$35,769	\$ 23.85	\$46,287	\$27.31	\$ 49,038	\$ 32.69	\$ 49,546	\$ 29.23					
17	\$ 33,780	\$168.90	\$ 22.52	\$ 32,907	\$ 19.41	0.95%	\$36,110	\$ 24.07	\$46,727	\$27.57	\$ 49,505	\$ 33.00	\$ 50,018	\$ 29.51					
18	\$ 34,099	\$170.50	\$ 22.73	\$ 33,217	\$ 19.60	0.94%	\$36,451	\$ 24.30	\$47,168	\$27.83	\$ 49,973	\$ 33.32	\$ 50,490	\$ 29.79					
19	\$ 34,418	\$172.09	\$ 22.95	\$ 33,527	\$ 19.78	0.94%	\$36,791	\$ 24.53	\$47,609	\$28.09	\$ 50,440	\$ 33.63	\$ 50,962	\$ 30.07					
20	\$ 34,864	\$174.32	\$ 23.24	\$ 33,962	\$ 20.04	1.30%	\$37,268	\$ 24.85	\$48,226	\$28.45	\$ 51,093	\$ 34.06	\$ 51,622	\$ 30.46					
21	\$ 35,182	\$175.91	\$ 23.45	\$ 34,273	\$ 20.22	0.91%	\$37,609	\$ 25.07	\$48,667	\$28.71	\$ 51,560	\$ 34.37	\$ 52,094	\$ 30.73					
22	\$ 35,501	\$177.51	\$ 23.67	\$ 34,583	\$ 20.40	0.91%	\$37,949	\$ 25.30	\$49,108	\$28.97	\$ 52,027	\$ 34.68	\$ 52,566	\$ 31.01					
23	\$ 35,820	\$179.10	\$ 23.88	\$ 34,893	\$ 20.59	0.90%	\$38,290	\$ 25.53	\$49,549	\$29.23	\$ 52,495	\$ 35.00	\$ 53,038	\$ 31.29					
24	\$ 36,138	\$180.69	\$ 24.09	\$ 35,204	\$ 20.77	0.89%	\$38,631	\$ 25.75	\$49,989	\$29.49	\$ 52,962	\$ 35.31	\$ 53,510	\$ 31.57					
25	\$ 36,457	\$182.29	\$ 24.30	\$ 35,514	\$ 20.95	0.88%	\$38,971	\$ 25.98	\$50,430	\$29.75	\$ 53,429	\$ 35.62	\$ 53,982	\$ 31.85					
26	\$ 36,776	\$183.88	\$ 24.52	\$ 35,825	\$ 21.14	0.88%	\$39,312	\$ 26.21	\$50,871	\$30.01	\$ 53,896	\$ 35.93	\$ 54,454	\$ 32.13					
27	\$ 37,095	\$185.48	\$ 24.73	\$ 36,135	\$ 21.32	0.87%	\$39,653	\$ 26.44	\$51,312	\$30.27	\$ 54,363	\$ 36.24	\$ 54,925	\$ 32.40					
28	\$ 37,413	\$187.07	\$ 24.94	\$ 36,446	\$ 21.50	0.86%	\$39,993	\$ 26.66	\$51,753	\$30.53	\$ 54,830	\$ 36.55	\$ 55,397	\$ 32.68					
29	\$ 37,732	\$188.66	\$ 25.15	\$ 36,756	\$ 21.68	0.85%	\$40,334	\$ 26.89	\$52,194	\$30.79	\$ 55,297	\$ 36.86	\$ 55,869	\$ 32.96					
30	\$ 38,242	\$191.21	\$ 25.49	\$ 37,253	\$ 21.98	1.35%	\$40,879	\$ 27.25	\$52,899	\$31.21	\$ 56,044	\$ 37.36	\$ 56,624	\$ 33.41					

Scale 5	Secretaries		<i>with at least 48hrs of college or technical school</i>							
Days	193	226				193	226			
	48.00%	48.00%		7.5hrs		58.00%	58.00%		7.5hrs	
Years Exp.	Yearly	Yearly	Daily	Hourly		Yearly	Yearly	Daily	Hourly	
0	\$ 20,360	\$ 23,842	\$ 105.49	\$ 14.07		\$ 24,602	\$ 28,809	\$ 127.47	\$ 17.00	
1	\$ 20,615	\$ 24,140	\$ 106.81	\$ 14.24	1.25%	\$ 24,910	\$ 29,169	\$ 129.07	\$ 17.21	1.25%
2	\$ 20,869	\$ 24,438	\$ 108.13	\$ 14.42	1.23%	\$ 25,217	\$ 29,529	\$ 130.66	\$ 17.42	1.23%
3	\$ 21,124	\$ 24,736	\$ 109.45	\$ 14.59	1.22%	\$ 25,525	\$ 29,889	\$ 132.25	\$ 17.63	1.22%
4	\$ 21,378	\$ 25,034	\$ 110.77	\$ 14.77	1.20%	\$ 25,832	\$ 30,249	\$ 133.84	\$ 17.85	1.20%
5	\$ 21,633	\$ 25,332	\$ 112.09	\$ 14.95	1.19%	\$ 26,140	\$ 30,609	\$ 135.44	\$ 18.06	1.19%
6	\$ 21,887	\$ 25,630	\$ 113.40	\$ 15.12	1.17%	\$ 26,447	\$ 30,969	\$ 137.03	\$ 18.27	1.17%
7	\$ 22,396	\$ 26,226	\$ 116.04	\$ 15.47	2.33%	\$ 27,062	\$ 31,690	\$ 140.22	\$ 18.70	2.33%
8	\$ 22,905	\$ 26,822	\$ 118.68	\$ 15.82	2.27%	\$ 27,677	\$ 32,410	\$ 143.40	\$ 19.12	2.27%
9	\$ 23,415	\$ 27,418	\$ 121.32	\$ 16.18	2.23%	\$ 28,293	\$ 33,130	\$ 146.60	\$ 19.55	2.23%
10	\$ 23,924	\$ 28,014	\$ 123.96	\$ 16.53	2.17%	\$ 28,908	\$ 33,850	\$ 149.78	\$ 19.97	2.17%
11	\$ 24,433	\$ 28,610	\$ 126.60	\$ 16.88	2.13%	\$ 29,523	\$ 34,571	\$ 152.97	\$ 20.40	2.13%
12	\$ 24,942	\$ 29,206	\$ 129.23	\$ 17.23	2.08%	\$ 30,138	\$ 35,291	\$ 156.16	\$ 20.82	2.08%
13	\$ 25,451	\$ 29,802	\$ 131.87	\$ 17.58	2.04%	\$ 30,753	\$ 36,011	\$ 159.34	\$ 21.25	2.04%
14	\$ 25,960	\$ 30,398	\$ 134.51	\$ 17.93	2.00%	\$ 31,368	\$ 36,731	\$ 162.53	\$ 21.67	2.00%
15	\$ 26,469	\$ 30,994	\$ 137.15	\$ 18.29	1.96%	\$ 31,983	\$ 37,451	\$ 165.72	\$ 22.10	1.96%
16	\$ 26,723	\$ 31,292	\$ 138.46	\$ 18.46	0.96%	\$ 32,290	\$ 37,812	\$ 167.31	\$ 22.31	0.96%
17	\$ 26,978	\$ 31,590	\$ 139.78	\$ 18.64	0.95%	\$ 32,598	\$ 38,172	\$ 168.90	\$ 22.52	0.95%
18	\$ 27,232	\$ 31,888	\$ 141.10	\$ 18.81	0.94%	\$ 32,905	\$ 38,532	\$ 170.49	\$ 22.73	0.94%
19	\$ 27,487	\$ 32,186	\$ 142.42	\$ 18.99	0.94%	\$ 33,213	\$ 38,892	\$ 172.09	\$ 22.95	0.94%
20	\$ 27,843	\$ 32,604	\$ 144.26	\$ 19.24	1.30%	\$ 33,644	\$ 39,396	\$ 174.32	\$ 23.24	1.30%
21	\$ 28,097	\$ 32,902	\$ 145.58	\$ 19.41	0.91%	\$ 33,951	\$ 39,756	\$ 175.91	\$ 23.45	0.91%
22	\$ 28,352	\$ 33,200	\$ 146.90	\$ 19.59	0.91%	\$ 34,259	\$ 40,116	\$ 177.51	\$ 23.67	0.91%
23	\$ 28,606	\$ 33,498	\$ 148.22	\$ 19.76	0.90%	\$ 34,566	\$ 40,476	\$ 179.10	\$ 23.88	0.90%
24	\$ 28,861	\$ 33,796	\$ 149.54	\$ 19.94	0.89%	\$ 34,874	\$ 40,836	\$ 180.69	\$ 24.09	0.89%
25	\$ 29,115	\$ 34,094	\$ 150.85	\$ 20.11	0.88%	\$ 35,181	\$ 41,197	\$ 182.28	\$ 24.30	0.88%
26	\$ 29,370	\$ 34,392	\$ 152.18	\$ 20.29	0.88%	\$ 35,489	\$ 41,557	\$ 183.88	\$ 24.52	0.88%
27	\$ 29,624	\$ 34,690	\$ 153.49	\$ 20.47	0.86%	\$ 35,796	\$ 41,917	\$ 185.47	\$ 24.73	0.87%
28	\$ 29,879	\$ 34,988	\$ 154.81	\$ 20.64	0.86%	\$ 36,104	\$ 42,277	\$ 187.07	\$ 24.94	0.86%
29	\$ 30,133	\$ 35,286	\$ 156.13	\$ 20.82	0.85%	\$ 36,411	\$ 42,637	\$ 188.66	\$ 25.15	0.85%
30	\$ 30,541	\$ 35,763	\$ 158.24	\$ 21.10	1.35%	\$ 36,903	\$ 43,213	\$ 191.21	\$ 25.49	1.35%

Scale 6	Instructional		<i>with 48 hrs college</i>		<i>with 4yr degree</i>		
	Paraprofessionals						
	<b>182</b>		<b>182</b>			<b>182</b>	
	<b>40%</b>	7.5 hrs	<b>45%</b>	7.5 hrs		<b>68%</b>	7.5 hrs
Years Exp.	Yearly	Hourly	Yearly	Hourly		Yearly	Hourly
0	\$ 16,000	\$ 11.72	\$ 18,000	\$ 13.19		\$ 27,200	\$ 19.93
1	\$ 16,200	\$ 11.87	\$ 18,225	\$ 13.35	1.25%	\$ 27,540	\$ 20.18
2	\$ 16,400	\$ 12.01	\$ 18,450	\$ 13.52	1.23%	\$ 27,880	\$ 20.42
3	\$ 16,600	\$ 12.16	\$ 18,675	\$ 13.68	1.22%	\$ 28,220	\$ 20.67
4	\$ 16,800	\$ 12.31	\$ 18,900	\$ 13.85	1.20%	\$ 28,560	\$ 20.92
5	\$ 17,000	\$ 12.45	\$ 19,125	\$ 14.01	1.19%	\$ 28,900	\$ 21.17
6	\$ 17,200	\$ 12.60	\$ 19,350	\$ 14.18	1.18%	\$ 29,240	\$ 21.42
7	\$ 17,600	\$ 12.89	\$ 19,800	\$ 14.51	2.33%	\$ 29,920	\$ 21.92
8	\$ 18,000	\$ 13.19	\$ 20,250	\$ 14.84	2.27%	\$ 30,600	\$ 22.42
9	\$ 18,400	\$ 13.48	\$ 20,700	\$ 15.16	2.22%	\$ 31,280	\$ 22.92
10	\$ 18,800	\$ 13.77	\$ 21,150	\$ 15.49	2.17%	\$ 31,960	\$ 23.41
11	\$ 19,200	\$ 14.07	\$ 21,600	\$ 15.82	2.13%	\$ 32,640	\$ 23.91
12	\$ 19,600	\$ 14.36	\$ 22,050	\$ 16.15	2.08%	\$ 33,320	\$ 24.41
13	\$ 20,000	\$ 14.65	\$ 22,500	\$ 16.48	2.04%	\$ 34,000	\$ 24.91
14	\$ 20,400	\$ 14.95	\$ 22,950	\$ 16.81	2.00%	\$ 34,680	\$ 25.41
15	\$ 20,800	\$ 15.24	\$ 23,400	\$ 17.14	1.96%	\$ 35,360	\$ 25.90
16	\$ 21,000	\$ 15.38	\$ 23,625	\$ 17.31	0.96%	\$ 35,700	\$ 26.15
17	\$ 21,200	\$ 15.53	\$ 23,850	\$ 17.47	0.95%	\$ 36,040	\$ 26.40
18	\$ 21,400	\$ 15.68	\$ 24,075	\$ 17.64	0.94%	\$ 36,380	\$ 26.65
19	\$ 21,600	\$ 15.82	\$ 24,300	\$ 17.80	0.93%	\$ 36,720	\$ 26.90
20	\$ 21,880	\$ 16.03	\$ 24,615	\$ 18.03	1.30%	\$ 37,196	\$ 27.25
21	\$ 22,080	\$ 16.18	\$ 24,840	\$ 18.20	0.91%	\$ 37,536	\$ 27.50
22	\$ 22,280	\$ 16.32	\$ 25,065	\$ 18.36	0.91%	\$ 37,876	\$ 27.75
23	\$ 22,480	\$ 16.47	\$ 25,290	\$ 18.53	0.90%	\$ 38,216	\$ 28.00
24	\$ 22,680	\$ 16.62	\$ 25,515	\$ 18.69	0.89%	\$ 38,556	\$ 28.25
25	\$ 22,880	\$ 16.76	\$ 25,740	\$ 18.86	0.88%	\$ 38,896	\$ 28.50
26	\$ 23,080	\$ 16.91	\$ 25,965	\$ 19.02	0.87%	\$ 39,236	\$ 28.74
27	\$ 23,280	\$ 17.05	\$ 26,190	\$ 19.19	0.87%	\$ 39,576	\$ 28.99
28	\$ 23,480	\$ 17.20	\$ 26,415	\$ 19.35	0.86%	\$ 39,916	\$ 29.24
29	\$ 23,680	\$ 17.35	\$ 26,640	\$ 19.52	0.85%	\$ 40,256	\$ 29.49
30	\$ 24,000	\$ 17.58	\$ 27,000	\$ 19.78	1.35%	\$ 40,800	\$ 29.89

Scale 7			
<b>SUBSTITUTES</b>			
<i>Substitutes for Teachers, Teacher Aides, Campus Office Staff &amp; Temporary Instructional Positions:</i>			
		<b>Full-Day</b>	<b>Half-Day</b>
<b>Non-Degreed</b>		<b>\$70</b>	<b>\$42</b>
<b>College Degree</b>		<b>\$75</b>	<b>\$45</b>
<b>Certified</b>		<b>\$85</b>	<b>\$51</b>
<b>Non-Degreed or College Degree</b>		<b>\$80</b>	<b>\$48</b>
> 10 years of substituting with JISD			
<i>Long-Term Substitutes for a Teacher absent for extended period of at least 15 days:</i>			
(Begins first day of absence)			
<b>Long-Term Certified</b>		<b>State Base</b>	
<b>Long-Term Degreed</b>		<b>\$125</b>	
<b>Long-Term Non-Degreed</b>		<b>\$100</b>	
<i>Other Substitutes-Cafeteria, Custodian, Bus Driver, Maintenance, etc.</i>			
Hourly rate according to the current local scale for that position with step placement based on years of experience			

Scale 9	General Maintenance			Custodians & Grounds Maint.			Skilled Maintenance				
Days	<b>260</b>			<b>260</b>	<i>(Lead Custodians add \$1.50/hr)</i>		<b>260</b>	<i>(Associates Degree add \$2.00/hr)</i>			
Years Exp	<b>36.00%</b>	8.0 hrs	8.0 hrs	<b>38.00%</b>	8.0 hrs	8.0 hrs	<b>54.0%</b>	8.0 hrs	8.0 hrs		
	Annual	Hourly	Daily	Annual	Hourly	Daily	Annual	Hourly	Daily		
0	\$ 20,571	\$ 9.89	\$ 79.119	\$ 21,714	\$ 10.44	\$ 83.515	\$ 30,857	\$ 14.84	\$ 118.681		
1	\$ 20,829	\$ 10.01	\$ 80.112	1.25% \$ 21,986	\$ 10.57	\$ 84.562	1.25% \$ 31,243	\$ 15.02	\$ 120.165	1.25%	
2	\$ 21,086	\$ 10.14	\$ 81.100	1.23% \$ 22,257	\$ 10.70	\$ 85.604	1.23% \$ 31,629	\$ 15.21	\$ 121.650	1.24%	
3	\$ 21,343	\$ 10.26	\$ 82.088	1.22% \$ 22,529	\$ 10.83	\$ 86.650	1.22% \$ 32,014	\$ 15.39	\$ 123.131	1.22%	
4	\$ 21,600	\$ 10.38	\$ 83.077	1.20% \$ 22,800	\$ 10.96	\$ 87.692	1.20% \$ 32,400	\$ 15.58	\$ 124.615	1.21%	
5	\$ 21,857	\$ 10.51	\$ 84.065	1.19% \$ 23,071	\$ 11.09	\$ 88.735	1.19% \$ 32,786	\$ 15.76	\$ 126.100	1.19%	
6	\$ 22,114	\$ 10.63	\$ 85.054	1.18% \$ 23,343	\$ 11.22	\$ 89.781	1.18% \$ 33,171	\$ 15.95	\$ 127.581	1.17%	
7	\$ 22,629	\$ 10.88	\$ 87.035	2.33% \$ 23,886	\$ 11.48	\$ 91.869	2.33% \$ 33,943	\$ 16.32	\$ 130.550	2.33%	
8	\$ 23,143	\$ 11.13	\$ 89.012	2.27% \$ 24,429	\$ 11.74	\$ 93.958	2.27% \$ 34,714	\$ 16.69	\$ 133.515	2.27%	
9	\$ 23,657	\$ 11.37	\$ 90.988	2.22% \$ 24,971	\$ 12.01	\$ 96.042	2.22% \$ 35,486	\$ 17.06	\$ 136.485	2.22%	
10	\$ 24,171	\$ 11.62	\$ 92.965	2.17% \$ 25,514	\$ 12.27	\$ 98.131	2.17% \$ 36,257	\$ 17.43	\$ 139.450	2.17%	
11	\$ 24,686	\$ 11.87	\$ 94.946	2.13% \$ 26,057	\$ 12.53	\$ 100.219	2.13% \$ 37,029	\$ 17.80	\$ 142.419	2.13%	
12	\$ 25,200	\$ 12.12	\$ 96.923	2.08% \$ 26,600	\$ 12.79	\$ 102.308	2.08% \$ 37,800	\$ 18.17	\$ 145.385	2.08%	
13	\$ 25,714	\$ 12.36	\$ 98.900	2.04% \$ 27,143	\$ 13.05	\$ 104.396	2.04% \$ 38,571	\$ 18.54	\$ 148.350	2.04%	
14	\$ 26,229	\$ 12.61	\$ 100.881	2.00% \$ 27,686	\$ 13.31	\$ 106.485	2.00% \$ 39,343	\$ 18.91	\$ 151.319	2.00%	
15	\$ 26,743	\$ 12.86	\$ 102.858	1.96% \$ 28,229	\$ 13.57	\$ 108.573	1.96% \$ 40,114	\$ 19.29	\$ 154.285	1.96%	
16	\$ 27,000	\$ 12.98	\$ 103.846	0.96% \$ 28,500	\$ 13.70	\$ 109.615	0.96% \$ 40,500	\$ 19.47	\$ 155.769	0.96%	
17	\$ 27,257	\$ 13.10	\$ 104.835	0.95% \$ 28,771	\$ 13.83	\$ 110.658	0.95% \$ 40,886	\$ 19.66	\$ 157.254	0.95%	
18	\$ 27,514	\$ 13.23	\$ 105.823	0.94% \$ 29,043	\$ 13.96	\$ 111.704	0.95% \$ 41,271	\$ 19.84	\$ 158.735	0.94%	
19	\$ 27,771	\$ 13.35	\$ 106.812	0.93% \$ 29,314	\$ 14.09	\$ 112.746	0.93% \$ 41,657	\$ 20.03	\$ 160.219	0.94%	
20	\$ 28,131	\$ 13.52	\$ 108.196	1.30% \$ 29,694	\$ 14.28	\$ 114.208	1.30% \$ 42,197	\$ 20.29	\$ 162.296	1.30%	
21	\$ 28,389	\$ 13.65	\$ 109.188	0.92% \$ 29,966	\$ 14.41	\$ 115.254	0.92% \$ 42,583	\$ 20.47	\$ 163.781	0.91%	
22	\$ 28,646	\$ 13.77	\$ 110.177	0.91% \$ 30,237	\$ 14.54	\$ 116.296	0.90% \$ 42,969	\$ 20.66	\$ 165.265	0.91%	
23	\$ 28,903	\$ 13.90	\$ 111.165	0.90% \$ 30,509	\$ 14.67	\$ 117.342	0.90% \$ 43,354	\$ 20.84	\$ 166.746	0.90%	
24	\$ 29,160	\$ 14.02	\$ 112.154	0.89% \$ 30,780	\$ 14.80	\$ 118.385	0.89% \$ 43,740	\$ 21.03	\$ 168.231	0.89%	
25	\$ 29,417	\$ 14.14	\$ 113.142	0.88% \$ 31,051	\$ 14.93	\$ 119.427	0.88% \$ 44,126	\$ 21.21	\$ 169.715	0.88%	
26	\$ 29,674	\$ 14.27	\$ 114.131	0.87% \$ 31,323	\$ 15.06	\$ 120.473	0.88% \$ 44,511	\$ 21.40	\$ 171.196	0.87%	
27	\$ 29,931	\$ 14.39	\$ 115.119	0.87% \$ 31,594	\$ 15.19	\$ 121.515	0.87% \$ 44,897	\$ 21.59	\$ 172.681	0.87%	
28	\$ 30,189	\$ 14.51	\$ 116.112	0.86% \$ 31,866	\$ 15.32	\$ 122.562	0.86% \$ 45,283	\$ 21.77	\$ 174.165	0.86%	
29	\$ 30,446	\$ 14.64	\$ 117.100	0.85% \$ 32,137	\$ 15.45	\$ 123.604	0.85% \$ 45,669	\$ 21.96	\$ 175.650	0.85%	
30+	\$ 30,857	\$ 14.84	\$ 118.681	1.35% \$ 32,571	\$ 15.66	\$ 125.273	1.35% \$ 46,286	\$ 22.25	\$ 178.023	1.35%	

<b>Scale 10</b>								
<b>Bus Drivers</b>	<b>172</b>	days						
2 hrs per day	<b>\$23.00</b>	\$46.00	<b>\$7,912.00</b>					
2.5 hrs per day	<b>\$23.00</b>	\$57.50	<b>\$9,890.00</b>					
3 hrs per day	<b>\$23.00</b>	\$69.00	<b>\$11,868.00</b>					
3.5 hrs per day	<b>\$23.00</b>	\$80.50	<b>\$13,846.00</b>					
4 hrs per day	<b>\$23.00</b>	\$92.00	<b>\$15,824.00</b>					
Separate Stipend for Years Experience:								
0-2 years			<b>0</b>					
3-4 year			<b>1,000</b>					
5-7 years			<b>1,250</b>					
8-9 years			<b>1,500</b>					
10-14 years			<b>1,750</b>					
15+ years			<b>2,000</b>					
<b>OTHER BUS DRIVING PAY:</b>								
<b>Extra Route Time above normal 2 to 4hrs per day</b>						\$23.00	per hour	
<b>Bus Barn Maintenance time</b>						\$15.00	per hour	
<b>Extra-Curricular Trips</b>								
		Driving Time-Bus				\$20.00	per hour	
		Driving Time-Car				\$18.00	per hour	
		Down Time				\$7.25	per hour	
<b><i>Special Routes-Pd as Supplemental Pay-Spec Ed, AEP, Career&amp;Tech</i></b>								
		Driving Time-Bus				\$23.00	per hour	
		Minimum trip pay if less than one hour-Bus				\$16.00	per trip	
		Down Time on trips (during school day)				\$7.25	per hour	
		Driving Time-Car				\$18.00	per hour	
		Minimum trip pay if less than one hour-Car				\$14.00	per hour	
<b>Bus Monitor</b>						\$15.00	per hr/trip	
<b>Substitute Bus Drivers</b>						\$20.00	per hour	

<b>Scale 11 Cafeteria Workers</b>							
Days	<b>174</b>						
	<b>40%</b>						
	8.0 hrs	8.0 hrs	8.0 hrs	7.0 hrs	6.5 hrs	6.0 hrs	
Years Exp.	Yearly	Daily	Hourly	Yearly	Yearly	Yearly	
0	\$ 15,297	\$ 87.910	\$ 10.99	\$ 13,386	\$ 12,430	\$ 11,474	
1	\$ 15,488	\$ 89.010	\$ 11.13	\$ 13,556	\$ 12,588	\$ 11,620	
2	\$ 15,679	\$ 90.110	\$ 11.26	\$ 13,715	\$ 12,735	\$ 11,755	
3	\$ 15,870	\$ 91.210	\$ 11.40	\$ 13,885	\$ 12,893	\$ 11,902	
4	\$ 16,062	\$ 92.310	\$ 11.54	\$ 14,056	\$ 13,052	\$ 12,048	
5	\$ 16,253	\$ 93.410	\$ 11.68	\$ 14,226	\$ 13,210	\$ 12,194	
6	\$ 16,444	\$ 94.510	\$ 11.81	\$ 14,385	\$ 13,357	\$ 12,330	
7	\$ 16,826	\$ 96.700	\$ 12.09	\$ 14,726	\$ 13,674	\$ 12,622	
8	\$ 17,209	\$ 98.900	\$ 12.36	\$ 15,054	\$ 13,979	\$ 12,904	
9	\$ 17,591	\$ 101.100	\$ 12.64	\$ 15,396	\$ 14,296	\$ 13,196	
10	\$ 17,974	\$ 103.300	\$ 12.91	\$ 15,724	\$ 14,601	\$ 13,478	
11	\$ 18,356	\$ 105.490	\$ 13.19	\$ 16,065	\$ 14,918	\$ 13,770	
12	\$ 18,738	\$ 107.690	\$ 13.46	\$ 16,394	\$ 15,223	\$ 14,052	
13	\$ 19,121	\$ 109.890	\$ 13.74	\$ 16,735	\$ 15,540	\$ 14,345	
14	\$ 19,503	\$ 112.090	\$ 14.01	\$ 17,064	\$ 15,845	\$ 14,626	
15	\$ 19,886	\$ 114.290	\$ 14.29	\$ 17,405	\$ 16,162	\$ 14,919	
16	\$ 20,077	\$ 115.390	\$ 14.42	\$ 17,564	\$ 16,309	\$ 15,054	
17	\$ 20,268	\$ 116.480	\$ 14.56	\$ 17,734	\$ 16,467	\$ 15,201	
18	\$ 20,459	\$ 117.580	\$ 14.70	\$ 17,905	\$ 16,626	\$ 15,347	
19	\$ 20,651	\$ 118.680	\$ 14.84	\$ 18,075	\$ 16,784	\$ 15,493	
20	\$ 20,918	\$ 120.220	\$ 15.03	\$ 18,307	\$ 16,999	\$ 15,691	
21	\$ 21,109	\$ 121.320	\$ 15.17	\$ 18,477	\$ 17,157	\$ 15,837	
22	\$ 21,301	\$ 122.420	\$ 15.30	\$ 18,635	\$ 17,304	\$ 15,973	
23	\$ 21,492	\$ 123.520	\$ 15.44	\$ 18,806	\$ 17,463	\$ 16,119	
24	\$ 21,683	\$ 124.610	\$ 15.58	\$ 18,976	\$ 17,621	\$ 16,266	
25	\$ 21,874	\$ 125.710	\$ 15.71	\$ 19,135	\$ 17,768	\$ 16,401	
26	\$ 22,065	\$ 126.810	\$ 15.85	\$ 19,305	\$ 17,926	\$ 16,547	
27	\$ 22,257	\$ 127.910	\$ 15.99	\$ 19,476	\$ 18,085	\$ 16,694	
28	\$ 22,448	\$ 129.010	\$ 16.13	\$ 19,646	\$ 18,243	\$ 16,840	
29	\$ 22,639	\$ 130.110	\$ 16.26	\$ 19,805	\$ 18,390	\$ 16,975	
30+	\$ 22,945	\$ 131.870	\$ 16.48	\$ 20,073	\$ 18,639	\$ 17,205	

## **Stipends & Extra Duty Pay**

The following stipends and extra duty pay schedules were approved by the Board of Trustees of **Joaquin ISD** on **June 21, 2021** and are effective for the **2021–22** school year.



<b>JOAQUIN ISD</b>		
<b>2021-22</b>		
<b>STIPENDS &amp; EXTRA-DUTY PAY SCHEDULE</b>		
<b>6/21/2021</b>		
	<b>2020-21</b>	<b>2021-22</b>
Teachers Extra-Duty Instruction	\$35/Hour	\$40/Hour
Teachers Aides Extra-Duty Instruction-Summer	\$15/Hour	\$17/Hour
Gatekeepers/Scorekeepers	\$10/Hour	\$15/Hour
Cheerleader Assistant	\$10/Hour	\$15/Hour
UIL Event Sponsor (per event)	\$200	\$200
UIL Academic Campus Coordinator	\$1,000	\$1,000
UIL Academic Campus Coordinator Addtl for District Host Campus	\$500	\$500
UIL One-Act Play Sponsor	\$1,000	\$1,000
Mentor Teacher	\$500	\$500
ESL Teacher-Grades PK-6	\$1,000	\$1,000
Elementary Translator/Interpreter	\$1,000	\$1,000
TELPAS/TSI&ACT Testing Coordinators	\$1,000	\$1,000
Elementary Online Student Data Management	\$1,000	\$1,000
Yearbook Coordinator	\$1,500	\$1,500
STAAR/EOC Testing Coordinators	\$1,000	\$1,500
Reading Academy Completion Payment	\$0	\$1,500
Elementary Counselor	\$2,000	\$2,000
Library Coordinator	\$2,000	\$2,000
SPED Transition Coordinator	\$0	\$2,000
SHARS Program Coordinator	\$0	\$2,000
ESL/Migrant Coordinator	\$2,000	\$2,000
District Testing Coordinator	\$0	TBD
District Curriculum & Staff Development Coordinator	\$0	TBD
Dyslexia Coordinator	\$4,000	\$4,000
Cheerleader Coordinator-JH & HS	\$5,000	\$5,000
Math Teacher- Jr. High Certified (\$625 per period)	\$4,000	\$5,000
Science Teacher-Jr. High Certified (\$625 per period)	\$4,000	\$5,000
Diagnostician	\$5,000	\$5,000
Transportation Director	\$5,000	\$8,000
Instructional Coach/Curriculum Coordinator	\$5,000	\$5,000
Instructional Technology Coordinator	\$0	\$5,000
Math Teacher- H.S. Certified (\$750 per period)	\$5,000	\$6,000
Science Teacher-H.S. Certified (\$750 per period)	\$5,000	\$6,000
English Teacher-H.S. Certified (\$750 per period)	\$5,000	\$6,000
High School Counselor/CTE Coordinator	\$8,000	\$8,000
Ag Teacher- Certified	\$8,000	\$8,000
Spanish Teacher-Certified (\$1,250 per period)	\$10,000	\$10,000
Speech & Language Pathologist	\$10,000	\$10,000
Band Director	\$10,000	\$12,000

<b>JOAQUIN ISD</b>		
<b>2021-22</b>		
<b>STIPENDS &amp; EXTRA-DUTY PAY SCHEDULE</b>		
<b>06/21/21</b>	<b>2020-21</b>	<b>2021-22</b>
Baseball Coach-Second Assistant	\$2,000	\$2,000
Baseball Coach-Assistant	\$3,000	\$3,000
Baseball Coach-Head	\$4,000	\$4,000
Basketball Coach-Assistant H.S.	\$3,000	\$3,000
Basketball Coach-Head H.S.	\$4,000	\$4,000
Basketball Coach-Jr. High	\$2,000	\$2,000
Cross Country Coach-Assistant all teams	\$2,000	\$2,000
Cross Country Coach-Head all teams	\$3,000	\$3,000
Football Coach - all teams	\$4,000	\$4,000
Golf Coach-all teams	\$2,000	\$2,000
Power Lifting-Assistant	\$1,000	\$1,000
Power Lifting-Head	\$2,000	\$2,000
Softball Coach-Second Assistant	\$2,000	\$2,000
Softball Coach-Assistant	\$3,000	\$3,000
Softball Coach-Head	\$4,000	\$4,000
Tennis Coach-Assistant all teams	\$2,000	\$2,000
Tennis Coach-Head all teams	\$3,000	\$3,000
Track Coach-Assistant HS & JH	\$2,000	\$2,000
Track Coach-Head HS & JH	\$3,000	\$3,000
Football Offensive/Defensive/Special Teams Coordinator 11 mo contracts	11 month + \$3,000	11 month + \$3,000
Girls Coach/Extra-Days	+ 10 to +15 Days	+ 10 to +15 Days
Football Coaches/Extra-Days	+ 15 Days	+ 15 Days
Athletic Director-Girls/Head Softball Coach 12 month contract	\$18,000	\$18,000
Athletic Director-Boys/Head Football Coach 12 month contract	\$20,000	\$20,000

## **Incentives and Performance Pay**

The following incentives and performance pay were approved by the Board of Trustees of **Joaquin ISD** on **June 21, 2021** and are effective for the **2021–22** school year.

### **Incentives**

The District pays a local incentive to all regular employees in December and June of each school year. District Incentive Pay-Scale 12 is performance pay and included in each employees' eligible TRS compensation.

Scale 12

**DISTRICT INCENTIVE PAY - DECEMBER & JUNE  
STUDENT ATTENDANCE/STAFF ATTENDANCE/  
DISTRICT EXPERIENCE/STUDENT PERFORMANCE**

*(Performance Pay Eligible for TRS)*

**DECEMBER INCENTIVE**

Full Time Teachers		All Others	
<b>#1</b>		<b>#1</b>	
<i>Student Campus Attendance - Average % 1st &amp; 2nd Sixweeks</i>	<b>#1</b>	<i>Student Campus or District Attendance - Average % 1st &amp; 2nd Sixweeks</i>	<b>#1</b>
at least <b>98%</b> (97.5% to 100%)	\$300	at least <b>98%</b> (97.5% to 100%)	\$150
at least <b>97%</b> (96.5% to 97.4%)	\$200	at least <b>97%</b> (96.5% to 97.4%)	\$100
at least <b>96%</b> (95.5% to 96.4%)	\$100	at least <b>96%</b> (95.5% to 96.4%)	\$50
at least <b>96% District Only</b> (95.5 to 96.4%)	\$50	at least <b>95% District Only</b> (95.5 to 96.4%)	\$25
<b># 2</b>		<b># 2</b>	
<i>Staff Individual Attendance - # of State &amp; Local Leave Days Used Prior to December P/R Cut-off Date</i>	<b># 2</b>	<i>Staff Individual Attendance - # of State &amp; Local Leave Days Used Prior to December P/R Cut-off Date</i>	<b># 2</b>
0 days used	\$400	0 days used	\$200
.5 to 1 day used	\$300	.5 to 1 day used	\$150
1.5 to 3 days used	\$100	1.5 to 3 days used	\$50
<b>#3</b>		<b>#3</b>	
<i>Staff Member Total Years-JISD (paid only if #1 or #2 is earned)</i>	<b>#3</b>	<i>Staff Member Total Years-JISD (paid only if #1 or #2 is earned)</i>	<b>#3</b>
20 or more	\$350	20 or more	\$350
15 or more	\$250	15 or more	\$250
10 or more	\$150	10 or more	\$150
5 or more	\$100	5 or more	\$100
2 or more	\$50	2 or more	\$50

*Instructional & Campus Administrative Staff will earn Campus Rates - all other employees will earn District rates.*

*Part-time regular employees (positions whose regular work schedules are 20 hours per week or less (does not include substitutes) will receive one-half of the amounts above*

<b>JUNE INCENTIVE</b>			
<b>Full Time Teachers</b>		<b>All Others</b>	
<b>#1</b>		<b>#1</b>	
<i>Student Campus Attendance - Final % for School Year</i>	<b>#1</b>	<i>Student Campus or District Attendance - Final % for School Year</i>	<b>#1</b>
at least <b>97%</b> (96.5% to 100%)	\$500	at least <b>97%</b> (96.5% to 100%)	\$250
at least <b>96%</b> (95.5% to 96.4%)	\$400	at least <b>96%</b> (95.5% to 96.4%)	\$200
at least <b>95%</b> (94.5% to 95.4%)	\$300	at least <b>95%</b> (94.5% to 95.4%)	\$150
at least <b>95% District Only</b> (94.5 to 95.4%)	\$150	at least <b>95% District Only</b> (94.5 to 95.4%)	\$75
<b># 2</b>		<b># 2</b>	
<i>Staff Individual Attendance - # of State &amp; Local Leave Days Used for Year Prior to June P/R Cut-off Date</i>	<b># 2</b>	<i>Staff Individual Attendance - # of State &amp; Local Leave Days Used for Year Prior to June P/R Cut-off Date</i>	<b># 2</b>
0 days used	\$600	0 days used	\$300
.5 to 3 day used	\$300	.5 to 3 day used	\$150
<b>#3</b>		<b>#3</b>	
<i>Student Passing Rate - All State Assessments for Campus</i>	<b>#3</b>	<i>Student Passing Rate - All State Assessments for Campus/District</i>	<b>#3</b>
at least <b>85%</b>	\$300	at least <b>85%</b>	\$200
at least <b>80%</b>	\$200	at least <b>80%</b>	\$100
at least <b>75%</b>	\$100	at least <b>75%</b>	\$50
<b>#4</b>		<b>#4</b>	
<i># of Students Passing Specific Subject State Assessment or CTE Industry Certification</i>	<b>#4</b>	<i>(State Assessment Teachers Only)</i>	
		\$10 x # of Students Per Test Passed	
<i>Instructional &amp; Campus Administrative Staff will earn Campus Rates - all other employees will earn District rates.</i>			
<i>Part-time regular employees (positions whose regular work schedules are 20 hours per week or less (does not include substitutes) will receive one-half of the amounts above</i>			

## Performance Pay: Teacher Incentive Allotment

Joaquin ISD is currently in COHORT E for developing a local designation system for Teacher Incentive Allotments. Our system application is due to Texas Education Agency for approval by April 15, 2022 and will not reach final approval until February, 2024. The local system will be the method used to designate a teacher as “Recognized”, “Exemplary”, or “Master”. The designation system will generate funding from TEA to pay designated teacher specific amounts per designation and campus employed. The 2022-23 school year will be Joaquin ISD’s first data capture year. Teacher TTESS evaluations and Student Growth data are used to determine the designations. Teacher Incentive Allotment funding for local designations will not be earned until the 2023-24 school year. Payments to designated teachers will not occur until August, 2024. During this timeline, if a teacher employed by Joaquin ISD becomes National Board Certified (NBCT) they automatically generate a “Recognized” designation and funding is generated through the Teacher Incentive Allotment system to pay those teachers a “recognized” designation payment. Also, if Joaquin ISD hires a NBCT funding will be generated for that teacher. The district will reimburse each NBCT teacher who becomes certified after 2019 while employed with Joaquin ISD up to \$1,900 for the initial certification fee. The district will then receive reimbursement from the Teacher Incentive Allotment for these certification fees. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

## Other Compensation & Benefits Information

The following other compensation and benefits were approved by the Board of Trustees of Joaquin ISD on June 21, 2021 and are effective for the 2021–22 school year.

### EMPLOYEE BENEFITS

**Group Insurance** - the monthly contribution toward premiums for employees participating in TRS Active Care Health Insurance **is increased to \$425 per month.**

The district also contributes *\$25 per month for other employer-sponsored group health products for those not participating in TRS Active Care.*

### REIMBURSEMENT FOR LEAVE

#### UPON RETIREMENT

The district reimburses employees \$100 per day up to a maximum of 50 days for unused state leave upon retirement, according to policy DEC (Local).

**JOAQUIN ISD**  
**2020-2021 BUDGET AMENDMENTS**  
 June 21, 2021

Account Title	Account #	REV/OTHER INCREASE (DECREASE)	EXPEND/OTHER INCREASE (DECREASE)	NET EFFECT ON BUDGET
Facilities Improvements-Additional Padding Stadium	199-81-6629	\$ 14,000		
Facilities Improvements-LED "J" on Pressbox	199-81-6629	9,000		
Maintenance & Repairs-Vehicles	199-34-6249		\$ (5,000)	
Vehicle Fuel	199-34-6311		(5,000)	
Maintenance Supplies	199-51-631X		(8,000)	
Electricity	199-51-6259		(5,000)	0

1 To increase budget in Function #81-Facilities Improvements to record funds for purchase of LED "J" for pressbox and additional wall padding past bleacher for concrete wall around stadium.

To transfer excess funds in Function #34-Student Transportation & Function #51-Plant Maintenance to cover cost.

2 Regional Day School for Deaf Pmt	199-93-6492		\$ (3,300)	
Sped Car	199-34-6631		(4,000)	
Sped Instructional Materials	199-11-6399		7,300	0

To move Special Education Budget balances around within functions where expenditures will actually occur by August 31, 2021.

	\$ 23,000	\$ (23,000)	\$ 0
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## Notice of Intent to Apply for

### **CORONAVIRUS RESPONSE & RELIEF SUPPLEMENTAL APPROPRIATIONS (CRRSA) ACT, ELEMENTARY & SECONDARY SCHOOL EMERGENCY RELIEF II (ESSER II) GRANT**

June 21, 2021

Joaquin ISD's 2020-2022 allocation is \$756,268 which must be expended by September 2023. District staff are currently meeting with various departments and scheduling planning meetings in the next two weeks for needs assessments and spending plans over the current and next two school years.

These funds are **“one-time”** in nature and TEA will use in the Hold Harmless calculations for 2020-21 ADA. TEA will fund a portion of the district's hold harmless funding with ESSER II federal funds similar to the way they did for 2019-20 with ESSER I.

TEA encourages districts not to use these funds for expenditures expected to be sustained with local funds once the federal funds expire. TEA urges districts to “facilitate a more comprehensive long-term approach to learning acceleration that will be necessary to support all Texas Students affected by COVID-19”.