



## **Special Board Meeting**

### **May 24, 2021**

### **8:30 AM**

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A Special Board Meeting of the Board of Trustees of Georgetown ISD will be held May 24, 2021, beginning at 8:30 AM.

On March 2, 2021, the Governor of Texas, Greg Abbott, issued executive Order GA-34. While this order lifted the statewide mandate that public and private entities require individuals to wear a face-covering over the nose and mouth when inside any building or space open to the public, nothing in the order precludes school districts from continuing to require employees or visitors to wear masks in district facilities. In fact, the order specifically notes that establishments may require face-covers in and on their own property, and the Governor has publicly confirmed this applies to governmental entities as well as private business establishments. Further, the order noted public schools may operate according to TEA guidance, which authorizes school districts to require visitors to wear masks.

Georgetown ISD recognizes the need to protect the community and desires to help limit the development, contraction, and spread of COVID-19. Further, the Texas Department of State Health Services minimum recommended health protocols recommend that when inside office facilities, people maintain at least 6 feet of space between other people not of the same household. Further, the Centers for Disease Control continues to recommend that people wear masks in public settings, at events and gatherings, and anywhere they will be around other people. Therefore, the number of in-person attendees who may be in the meeting room and overflow room will be limited to 90 [50% capacity], seating will be spaced out to ensure the recommended social distancing is maintained, and in-person attendees will be required to wear a face-covering over the nose and mouth at the meeting, just as visitors must do when inside any Georgetown ISD building.

Any person wishing to address the Board at the meeting may register to speak by emailing [Domelc@georgetownisd.org](mailto:Domelc@georgetownisd.org) before 7:45 AM on the day of the meeting. For those who attend in-person, you may sign up on-site, before the start of the meeting. If more people register to speak in person exceeds 50% of the Board room's capacity, District employees will stagger attendance such that each registrant is given an opportunity to speak without exceeding the 50% capacity limit. The meeting will also be live-streamed at [http://sbmonitor.com/tx/georgetown/board\\_of\\_trustees](http://sbmonitor.com/tx/georgetown/board_of_trustees). Members of the community may also email their comments to [Domelc@georgetownisd.org](mailto:Domelc@georgetownisd.org) and the comments provided to the Board members prior to the meeting. In light of the public health emergency posed by COVID-19, the Board encourages members of the community to participate remotely.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice.

- I. Determination of Quorum, Call to Order, and Pledges of Allegiance
- II. Closed Session (authorized by TX Gov't Code Section 551.071, 551.074, 551.082, 551.0821)
  - A. Personnel: Consider Appointment, Employment, Evaluation, or Duties of Professional Employees
  - B. Discussion of Purchase, Exchange, Lease, or Value of Real Property
- III. Public Comment
- IV. Consideration and Possible Action Regarding Staff Retention Incentive and Related Actions 3
- V. Consideration and Possible Action on Compensation Plan 7
- VI. Consideration and Possible Action on Appointment, Employment, Evaluation, or Duties of Professional Employees 26
- VII. Consideration and Possible Action on Hiring of Carver Elementary School Principal 27
- Lisa Napper
- VIII. Adjourn



## BOARD AGENDA ITEM

**Board Meeting Date: 5/24/2021**

**Submitted Date: 5/20/2021 15:52:32**

- Consent Agenda**
- Action Needed**
- Information Only**
- Recognition**
- Presentation**

**Action Needed**

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**Name of Person Responsible:**

Board of Trustees & Superintendent

**Department or Campus:**

Superintendent's Office

**Title of Agenda Item:**

Consideration and Possible Action Regarding Staff Retention Incentive and Related Actions

**Background Information:**

A Local Education Agency (LEA) is allowed to use ESSER III for a staff retention stipend, to reduce the increased likelihood of resignations this year from COVID-19 and/or due to the disruptions that have been occurring throughout the 20-21 school year that have created extra demands on staff. This retention check is eligible to all permanent full-time or part-time staff. The amounts are as follows: \$500.00 for full-time and \$250.00 for part-time. These amounts are net value amounts.

**Attachments:**



## BOARD AGENDA ITEM

### **Superintendent's Recommendations:**

Approval of a staff retention incentive in the amount of \$500 for permanent full-time staff and \$250 for permanent half-time staff.



## BOARD AGENDA ITEM

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## BOARD AGENDA ITEM

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## BOARD AGENDA ITEM

**Board Meeting Date: 5/24/2021**

**Submitted Date:** 5/20/2021 13:57:41

- Consent Agenda**
- Action Needed**
- Information Only**
- Recognition**
- Presentation**

**Action Needed**

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**Name of Person Responsible:**

Lisa Napper/Scott Tipton

**Department or Campus:**

Human Resources/Business Services

**Title of Agenda Item:**

2021-2022 GISD Compensation Plan

**Background Information:**

The proposed 2021-2022 budget will be recommended for approval. The amount budgeted for compensation for 2021-2022 includes the recommended pay raises, which are included in the proposed pay grades and stipend schedules as presented.

**Attachments:**

**Superintendent's Recommendations:**

Approve the 2021-2022 Compensation Plan and associated 2% pay raise, as presented.



# Georgetown ISD

## COMPENSATION PLAN

### 2021-2022 SCHOOL YEAR

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The Georgetown ISD Compensation Plan is adopted annually by the Board of Trustees and is administered jointly by the Office of Human Resources (HR), the Chief Financial Officer, and the Superintendent of Schools.

Georgetown ISD does not discriminate against any employee or applicant for employment because of race, color, religion, gender, national origin, age, disability, military status, genetic information, or any other basis prohibited by law. Additionally, the district does not discriminate against an employee or applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to a discriminatory employment practice. Employment decisions will be made on the basis of each applicant's job qualifications, experience, and abilities.

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# Georgetown ISD

## 2021-2022 Teacher/Librarian Hiring Scale

Board Approved

Pay Step	BACHELOR'S Degree	MASTER'S Degree	DOCTORATE Degree
0	\$50,300	\$50,800	\$51,100
1	\$50,600	\$51,100	\$51,400
2	\$50,900	\$51,400	\$51,700
3	\$51,200	\$51,700	\$52,000
4	\$51,500	\$52,000	\$52,300
5	\$52,100	\$52,600	\$52,900
6	\$52,400	\$52,900	\$53,200
7	\$52,700	\$53,200	\$53,500
8	\$53,095	\$53,595	\$53,895
9	\$53,498	\$53,998	\$54,298
10	\$53,898	\$54,398	\$54,698
11	\$54,298	\$54,798	\$55,098
12	\$54,928	\$55,428	\$55,728
13	\$55,528	\$56,028	\$56,328
14	\$56,028	\$56,528	\$56,828
15	\$56,728	\$57,228	\$57,528
16	\$57,028	\$57,528	\$57,828
17	\$57,328	\$57,828	\$58,128
18	\$58,053	\$58,553	\$58,853
19	\$58,553	\$59,053	\$59,353
20	\$58,743	\$59,243	\$59,543
21	\$58,943	\$59,443	\$59,743
22	\$59,153	\$59,653	\$59,953
23	\$59,353	\$59,853	\$60,153
24	\$59,553	\$60,053	\$60,353
25	\$59,853	\$60,353	\$60,653
26	\$60,153	\$60,653	\$60,953
27	\$60,853	\$61,353	\$61,653
28	\$61,853	\$62,353	\$62,653
29	\$62,783	\$63,283	\$63,583
30+	\$63,693	\$64,193	\$64,493

NOTE: Salaries listed above are based on (187 Day) 10-month employment; however, if a longer calendar is required, these salaries will be adjusted accordingly. Salary scales are determined on an annual basis. These salary steps are for the current school year only and do not represent future salaries. Salary advancement for employees is not guaranteed and is based on any annual pay raise that is approved by the Board of Trustees.



**Georgetown ISD**  
**2021-2022 Administrative**  
**Classification & Structure**

Positions listed are on an Administrative or Teacher Contract

Pay Grade	Job Title	Days	Minimum	Midpoint	Maximum	
<b>101</b>						
	Asst Principal - Elementary	207	<b>Daily</b>	<b>\$ 271.52</b>	<b>\$ 333.15</b>	<b>\$ 394.78</b>
			<b>207 Days</b>	56,205	68,962	81,719
<b>102</b>						
	Asst Principal - High School	215	<b>Daily</b>	<b>\$ 294.96</b>	<b>\$ 361.47</b>	<b>\$ 427.98</b>
	Asst Principal - Middle School	215	<b>207 Days</b>	61,057	74,824	88,592
	Coordinator - Assessment & Feedback	230	<b>215 Days</b>	63,416	77,716	92,016
	Coordinator - Bilingual/ESL	230	<b>230 Days</b>	67,841	83,138	98,435
	Coordinator - Campus Assessment & 504	207				
	Coordinator - Curriculum/CTE/GT/STEM/Future Readiness	230				
	Coordinator - Early Childhood Title I	230				
	Coordinator - Intervention/504/Behavior	230				
	Coordinator - Personalized & Prof Learning	230				
	Coordinator - Special Ed	230				
	Coordinator - Transition & 18+	230				
	Facilitator - Campus Innovation Center	207				
<b>103</b>						
	Associate Principal - High School	230	<b>Daily</b>	<b>\$ 337.73</b>	<b>\$ 413.88</b>	<b>\$ 490.03</b>
	Director - Custodial Services	239	<b>215 Days</b>	72,612	88,984	105,356
	Director - Maintenance	239	<b>220 Days</b>	74,301	91,054	107,807
	Director - Purchasing	230	<b>230 Days</b>	77,678	95,192	112,707
	Director - Technology Services	230	<b>239 Days</b>	80,717	98,917	117,117
	Director - Transportation	239				
	Principal - Elementary	220				
	Principal - GAP	215				
	Principal - JJAEP	230				
<b>104</b>						
	Director - Assessment & Feedback	230	<b>Daily</b>	<b>\$ 379.91</b>	<b>\$ 465.57</b>	<b>\$ 551.23</b>
	Director - Athletics	230	<b>230 Days</b>	87,379	107,081	126,783
	Director - College, Career & Military	230				
	Director - Campus Operations & Title IX	230				
	Director - Digital Learning	230				
	Director - Federal & State Programs	230				
	Director - Finance	230				
	Director - Fine Arts	230				
	Director - Guidance & Wellness	230				
	Director - Human Resources	230				
	Director - Sp Ed, Dyslexia, 504	230				
	Director - Student Attendance	230				
	Director - Information Systems	230				
	Principal - Middle School	230				
	Principal - Richarte HS	230				



**Georgetown ISD**  
**2021-2022 Administrative**  
**Classification & Structure**

Positions listed are on an Administrative or Teacher Contract

<b>Pay Grade</b>	<b>Job Title</b>	<b>Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>105</b>					
	Exec Director - Communications	230			
	Exec Director - Constr & Dev / Supp Svcs	239			
	Exec Director - Special & Federal Programs	230			
	Exec Director - Support Services	239			
	Exec Director - Technology Services	230			
	Principal - High School	230			
<b>106</b>					
	Asst Superintendent	230			
	Chief Financial Officer	230			
	Chief Strategist	230			

  

<b>Daily</b>	<b>\$ 454.84</b>	<b>\$ 544.72</b>	<b>\$ 634.60</b>
<b>230 Days</b>	104,613	125,286	145,958
<b>239 Days</b>	108,707	130,188	151,669

  

<b>Daily</b>	<b>\$ 552.63</b>	<b>\$ 661.83</b>	<b>\$ 771.03</b>
<b>230 Days</b>	127,105	152,221	177,337



**Georgetown ISD**  
**2021-2022 Professional & Technical**  
**Classification & Structure**

Pay Grade	Job Title	Days	Minimum	Midpoint	Maximum
<b>201</b>					
	Coordinator - Early Learning Center	197	<b>Daily \$ 204.59</b>	<b>\$ 249.50</b>	<b>\$ 294.41</b>
	Parent Liaison	207	<b>197 Days</b> 40,304	49,152	57,999
			<b>207 Days</b> 42,350	51,647	60,943
<b>202</b>					
	Coordinator - ASAP/PRS/EW	207	<b>Daily \$ 260.93</b>	<b>\$ 314.37</b>	<b>\$ 367.81</b>
	Digital Learning Coach	230	<b>197 Days</b> 51,403	61,931	72,459
	Facilitator - ARD	197(207)	<b>207 Days</b> 54,013	65,075	76,137
	Specialist - Application Support	230	<b>230 Days</b> 60,014	72,305	84,596
	Specialist - Behavior	207			
	Specialist - Communication	230			
	Specialist - Transitions	207			
	Speech Therapist Asst	197			
<b>203</b>					
	Coordinator - HR Benefits and Leaves	230	<b>Daily \$ 271.93</b>	<b>\$ 331.66</b>	<b>\$ 391.39</b>
	District Special Ed Tch - Visually Impaired	197	<b>187 Days</b> 50,851	62,020	73,190
	Engineer - Network	230	<b>197 Days</b> 53,570	65,337	77,104
	Liaison - Comm Outreach & Homeless Srvc	230	<b>207 Days</b> 56,290	68,654	81,018
	Manager - Purchasing	230	<b>230 Days</b> 62,544	76,282	90,020
	School-Based Therapist	187			
	Specialist - Digital Communications Systems	230			
	Administrator/AV-Building Adm	230			
	Truant Officer	197			
<b>203B</b>	Counselor - Elementary	197	<i>Counselors are Separated for HB3 Reporting Purposes</i>		
	Counselor - Middle School	207			
	Counselor - Transition (GAP)	197			
<b>203B</b>	Nurse - Elem/MS/HS	187	<i>Nurses are Separated for HB3 Reporting Purposes</i>		



**Georgetown ISD**  
**2021-2022 Professional & Technical**  
**Classification & Structure**

Pay Grade	Job Title	Days	Minimum	Midpoint	Maximum	
<b>204</b>			<b>Daily</b>	<b>\$ 292.63</b>	<b>\$ 356.87</b>	<b>\$ 421.11</b>
	Data Analyst	230	<b>187 Days</b>	54,722	66,735	78,748
	Diagnostician - Elementary	197	<b>197 Days</b>	57,648	70,303	82,959
	Diagnostician - Secondary	197	<b>207 Days</b>	60,574	73,872	87,170
	Energy Manager	230	<b>230 Days</b>	67,305	82,080	96,855
	LSSP - Elementary	197				
	LSSP - Secondary*	197(207)				
	Manager - Accounting	230				
	Manager - PEIMS	230				
	Manager - Technology Projects	230				
	Manager - Technology Support	230				
	Occupational Therapist	197				
	Physical Therapist	197				
	Specialist - College/Career/Mil (GHS/EVHS)	187				
	Specialist - Orientations/Mobility	197				
	Specialist - Social/Emotional Learning	207				
	Speech Pathologist	197				
<b>204B</b>	Counselor - High School (EVHS/GHS/RHS)	207	<i>Counselors are Separated for HB3 Reporting Purposes</i>			
	Counselor - Interventionist	187				
* Only selected position is 207 days						
<b>205</b>			<b>Daily</b>	<b>\$ 318.97</b>	<b>\$ 388.99</b>	<b>\$ 459.01</b>
	Coordinator - School Counseling	215	<b>215 Days</b>	68,579	83,633	98,687
	Nurse - District Lead	215	<b>230 Days</b>	73,363	89,468	105,572
	Manager - Systems and Network Operation	230				
<b>206</b>			<b>Daily</b>	<b>\$ 360.09</b>	<b>\$ 439.13</b>	<b>\$ 518.17</b>
	Coordinator - Athletic Head Football Coach	230	<b>230 Days</b>	82,821	101,000	119,179



**Georgetown ISD**  
**2021-2022 Aide - Inst Aides/CNA/GAP-JJAEP Spec**  
**Classification & Structure**

Annualized pay is based on a 7.5 hour day for Pay Grades 302-305

Pay Grade	Job Title	Days	Minimum	Midpoint	Maximum	
<b>301</b>	Aide - Early Learning Center (8 Hour)	190	<b>\$ 12.31</b>	<b>\$ 15.13</b>	<b>\$ 17.95</b>	
			<b>190 Days</b>	18,711	22,998	27,284
<b>302</b>	Instructional Aide - BIC	187	<b>\$ 13.68</b>	<b>\$ 16.80</b>	<b>\$ 19.92</b>	
	Instructional Aide - Bilingual/ESL	187	<b>187 Days</b>	19,186	23,562	27,938
	Instructional Aide - JJAEP	192	<b>190 Days</b>	19,494	23,940	28,386
	Instructional Aide - District	187	<b>192 Days</b>	19,699	24,192	28,685
	Instructional Aide - Intervention/Title I	187				
	Instructional Aide - PE	187				
	Instructional Aide - Pre-K	187				
	Instructional Aide - Regular Instruction	187				
	Instructional Aide - Spec Ed	187				
	Instructional Aide - Spec Ed - Bilingual	187				
	Instructional Aide - Spec Ed - CM/Inclusion	187				
	Instructional Aide - Spec Ed - Inclusion	187				
	Instructional Aide - Spec Ed - ECSE	187				
	Instructional Aide - Spec Ed - Resource/Incl	187				
	Lead Instructor - Early Learning Center	190				
<b>303</b>	Instructional Aide - Spec Ed - 18+ Bridges/CBI	187	<b>\$ 14.68</b>	<b>\$ 17.80</b>	<b>\$ 20.92</b>	
	Instructional Aide - Spec Ed - BCS/Behavior	187	<b>187 Days</b>	20,589	24,965	29,340
	Instructional Aide - Spec Ed - GAP	187				
	Instructional Aide - Spec Ed - ILC	187				
	Instructional Aide - Spec Ed - ILC/Behavior	187				
	Instructional Aide - Spec Ed - ILC/Med Frag	187				
<b>304</b>	Clinical Asst/Certified Nurse's Assistant	187	<b>\$ 15.26</b>	<b>\$ 18.75</b>	<b>\$ 22.24</b>	
			<b>187 Days</b>	21,402	26,297	31,192
<b>305</b>	Specialist - GAP	187	<b>\$ 21.11</b>	<b>\$ 25.94</b>	<b>\$ 30.77</b>	
	Specialist - JJAEP	192	<b>187 Days</b>	29,607	36,381	43,155
			<b>192 Days</b>	30,398	37,354	44,309
<b>ASAP (After School Action Program) - Aides/Instructors</b>						
	Instructional Aide - ASAP	\$12.00/hr				
	Instructor - ASAP	\$20.00/hr				



**Georgetown ISD**  
**2021-2022 Office & Technical**  
**Classification & Structure**

Annualized pay is calculated on a 7.5 hour day.  
 Some positions may require an 8 hour work day.

Pay Grade	Job Title	Days	Minimum	Midpoint	Maximum	
<b>401</b>	Receptionist - Middle School	187				
	Receptionist - High School	187				
			<b>Hourly</b>	<b>\$ 12.95</b>	<b>\$ 15.90</b>	<b>\$ 18.85</b>
			<b>187 Days</b>	18,162	22,300	26,437
<b>402</b>	Clerk - Attendance/Substitute (MS)	187				
	Clerk - Office/Instruction	187				
			<b>Hourly</b>	<b>\$ 13.81</b>	<b>\$ 17.01</b>	<b>\$ 20.21</b>
			<b>187 Days</b>	19,369	23,857	28,345
<b>403</b>	Admin Assistant - Asst/Assoc Principal (HS)	207				
	Admin Assistant - Asst Principal/Counselor (MS)	207				
	Admin Assistant - Counselor (HS)	207				
	Clerk - Attendance (HS)	207				
	Clerk - Copy Center	207				
	Clerk - Office/Technical	207				
	Receptionist - Hammerlun	230				
			<b>Hourly</b>	<b>\$ 15.00</b>	<b>\$ 18.42</b>	<b>\$ 21.84</b>
			<b>207 Days</b>	23,288	28,597	33,907
			<b>230 Days</b>	25,875	31,775	37,674
<b>404</b>	Clerk - Courier	215				
	Clerk - Mail	215				
	Clerk - PEIMS (JJAEP)	197				
	Clerk - PEIMS/Registrar (Elementary)	207				
	Clerk - PEIMS/Registrar (MS)	207				
			<b>Hourly</b>	<b>\$ 15.97</b>	<b>\$ 19.61</b>	<b>\$ 23.25</b>
			<b>197 Days</b>	23,596	28,974	34,352
			<b>207 Days</b>	24,793	30,445	36,096
			<b>215 Days</b>	25,752	31,621	37,491
<b>405</b>	Admin Assistant - Campus Special Ed	197				
	Admin Assistant - Health and Wellness	207				
	Admin Assistant - Principal (Elementary)	215				
	Admin Assistant - Principal (GAP)	197				
	Admin Assistant - Principal (Middle School)	230				
	Admin Assistant - Principal (Richarte)	207				
	Admin Assistant - Principal (JJAEP)	215				
			<b>Hourly</b>	<b>\$ 17.19</b>	<b>\$ 21.14</b>	<b>\$ 25.09</b>
			<b>197 Days</b>	25,398	31,234	37,070
			<b>207 Days</b>	26,687	32,820	38,952
			<b>215 Days</b>	27,719	34,088	40,458
			<b>230 Days</b>	29,653	36,467	43,280



**Georgetown ISD**  
**2021-2022 Office & Technical**  
**Classification & Structure**

Annualized pay is calculated on a 7.5 hour day.  
 Some positions may require an 8 hour work day.

Pay Grade	Job Title	Days	Minimum	Midpoint	Maximum
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406	
Admin Assistant - Director Athletics	230
Admin Assistant - Director Custodial Services	239
Admin Assistant - Director Federal Programs	230
Admin Assistant - Director Nutrition Services	197
Admin Assistant - District Special Education	230
Admin Assistant - Exec Dir Facilities/Constr	239
Admin Assistant - Exec Dir Prof Learning	230
Admin Assistant - Exec Dir Spec/Federal Prgm	230
Admin Assistant - Fine Arts	230
Admin Assistant - Hammerlun Center	230
Admin Assistant - Counseling/Campus Ops	230
Admin Assistant - Principal High School	230
Admin Assistant - Technology	230
Admin Assistant - Transportation	239
Bookkeeper	230
Clerk - Athletic Facility Scheduler	230
Clerk - District Scheduler	239
Clerk - Technology Assets	230
Clerk - Textbook/Fixed Assets	230
Licensed Vocational Nurse-LVN/District Flt Nrs	187
Registrar - EVHS/GHS	230
Registrar - Richarte	207
Specialist - Parent Involvement - Fed Program	187
Substitute Coordinator (part-time)	230

Hourly		\$ 18.55	\$ 22.81	\$ 27.07
<b>187</b>	<b>Days</b>	26,016	31,991	37,966
<b>197</b>	<b>Days</b>	27,408	33,702	39,996
<b>207</b>	<b>Days</b>	28,799	35,413	42,026
<b>230</b>	<b>Days</b>	31,999	39,347	46,696
<b>239</b>	<b>Days</b>	33,251	40,887	48,523

407	
Admin Assistant - Asst Superintendent/Strategist	230
Specialist - Accounts Payable	230
Specialist - Assessment	230
Specialist - Human Resources	230
Specialist - Medicaid	230
Specialist - Nutrition Services/Fed Program	230
Specialist - Payroll	230
Specialist - Technology Service Desk	230
Specialist - Technology Support	230

Hourly		\$ 21.26	\$ 26.16	\$ 31.06
<b>230</b>	<b>Days</b>	36,674	45,126	53,579

408	
Admin Assistant - Board of Trustees	230
Admin Assistant - Superintendent	230
Specialist - Budget	230
Specialist - Certification Officer/Sub Mgmt	230
Specialist - Employee Mgmt/Compensation	230
Specialist - Payroll Lead	230
Specialist - Public Information	230
Specialist - Technology Service Desk II	230
Specialist - Technology Support II	230

Hourly		\$ 24.65	\$ 30.34	\$ 36.03
<b>230</b>	<b>Days</b>	42,521	52,337	62,152



**Georgetown ISD**  
**2021-2022 Auxiliary / Manual Trades**  
**Classification & Structure**

Annualized pay is calculated on an 8 hour day.

\* Noted positions require less than an 8 hour work day.

Pay Grade	Job Title	Days	Minimum	Midpoint	Maximum
<b>501</b>					
	Bus Monitor (5hr/7hr) *	180	Hourly \$ 11.15	\$ 13.63	\$ 16.11
	Cook/Cashier *	176	172 Days	15,342	18,755
	Custodian Day/Mid Shift	244	176 Days	12,756	15,593
501.1	Custodian Night Shift (Elem/MS) + \$0.75/hr	244	180 Days	10,035	12,267
501.2	Custodian Night Shift (HS) + \$1.25/hr	244	244 Days	21,765	26,606
	Security - Parking Lot	172			31,447
<b>502</b>					
	Cashier - Lead Elem/MS/HS *	178	Hourly \$ 12.56	\$ 15.41	\$ 18.26
			178 Days	16,768	20,572
<b>503</b>					
	Custodian - Day Lead MS/HS/HCLL	244	Hourly \$ 13.78	\$ 16.91	\$ 20.04
	Groundskeeper	239	239 Days	26,347	32,332
			244 Days	26,899	33,008
<b>504</b>					
	Custodian - Campus Supervisor (Elem)	244	Hourly \$ 15.40	\$ 18.89	\$ 22.38
	Grounds Crew - Lead	239	178 Days	21,930	26,899
	Grounds Crew - Stadium Lead	239	239 Days	29,445	36,118
	Manager - Cafeteria (Elem)	178	244 Days	30,061	36,873
	Supervisor - Catering	178			43,686
<b>505</b>					
	Custodian - Supervisor Campus (MS)	244	Hourly \$ 16.78	\$ 20.59	\$ 24.40
	HVAC Helper	239	178 Days	23,895	29,320
	Manager - Cafeteria (MS)	178	239 Days	32,083	39,368
	Technician - General Maintenance	239	244 Days	32,755	40,192
<b>505B</b>					
	Bus Driver (5hr/7hr)**	180	Hourly \$ 18.50	\$ 21.51	\$ 24.52
			180 Days	16,650	19,359

\*\* Bus Driver Salary Scale shown for 5 Hr Driver

Auxilliary - Sub Hourly Rates	
Substitute - Nutrition Services	\$11.15/hr
Substitute - Custodian/Crossing Guard	\$ 11.15/hr
Substitute - Bus Driver	\$ 18.50/hr
Substitute - Bus Monitor	\$ 11.15/hr
Summer Helper	\$ 10.00/hr



**Georgetown ISD**  
**2021-2022 Auxiliary / Manual Trades**  
**Classification & Structure**

Annualized pay is calculated on an 8 hour day.

Pay Grade	Job Title	Days	Minimum	Midpoint	Maximum	
<b>506</b>						
	Clerk - Audio/Video/Discipline Support	207	<b>Hourly</b>	<b>\$ 17.93</b>	<b>\$ 22.00</b>	<b>\$ 26.07</b>
	Clerk - Parts	239	<b>178 Days</b>	25,532	31,328	37,124
	Coordinator - Bus Routes/Sped Routes	239	<b>207 Days</b>	29,692	36,432	43,172
	Custodial Equipment Technician	244	<b>239 Days</b>	34,282	42,064	49,846
	Custodian - Supervisor Campus (HS)	244	<b>244 Days</b>	34,999	42,944	50,889
	Dispatcher/Field Trip Coordinator	207				
	Manager - Cafeteria (HS)	178				
	Mechanic - Equipment	239				
	Pest Control Specialist	239				
	Specialist - Transportation	239				
	Supervisor - Bus Driver	239				
	Technician - General Maintenance Lead	239				
	Technician - Transportation Maintenance	239				
<b>507</b>						
	Carpenter/Painter	239	<b>Hourly</b>	<b>\$ 18.95</b>	<b>\$ 23.25</b>	<b>\$ 27.55</b>
	Coordinator - Bus Route Lead	239	<b>239 Days</b>	36,232	44,454	52,676
	Electrician - Unlicensed	239				
	Equipment Operator - Welder	239				
	Mechanic - Transportation	239				
	Plumber - Unlicensed	239				
<b>508</b>						
	Carpenter/Painter - Lead	239	<b>Hourly</b>	<b>\$ 21.82</b>	<b>\$ 26.78</b>	<b>\$ 31.74</b>
	Electrician - Licensed	239	<b>239 Days</b>	41,720	51,203	60,687
	Plumber - Licensed	239				
	Technician - HVAC	239				
<b>509</b>						
	Custodial - Coordinator Night	244	<b>Hourly</b>	<b>\$ 25.83</b>	<b>\$ 31.69</b>	<b>\$ 37.55</b>
	Electrician - Licensed Lead	239	<b>230 Days</b>	47,527	58,310	69,092
	Foreman - Transportation Maintenance	239	<b>239 Days</b>	49,387	60,591	71,796
	Manager - Nutrition Service	230	<b>244 Days</b>	50,420	61,859	73,298
	Plumber - Licensed Lead	239				
	Technician - HVAC Lead	239				
<b>510 Exempt</b>						
	Supervisor - Custodial Operations	239	<b>Daily</b>	<b>\$265.28</b>	<b>\$325.52</b>	<b>\$385.76</b>
	Supervisor - Maintenance Operations	239	<b>Hourly</b>	<b>\$33.16</b>	<b>\$40.69</b>	<b>\$48.22</b>
	Supervisor - Transportation Operations	239	<b>239 Days</b>	63,402	77,799	92,197



**Georgetown ISD  
2021-2022 Teacher/Professional/Paraprofessional  
2021-2022 Auxiliary (Hourly)**

**Substitute Pay Structure**

Pay Grade	Job Title	Daily/Hourly Rates
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Teacher/Librarian/Paraprofessional Substitute			Daily
Substitute	Full Day	Short-Term	\$95.00
Substitute	Full Day	Long-Term *	\$110.00
Substitute	Half Day	Short-Term	\$47.50
Substitute	Half Day	Long-Term *	\$55.00

\* Long-term assignments are more than 10 consecutive days

Incentive Pay Option for Teacher/Librarian/Paraprofessional (re-evaluated annually)	
3 full days within the same workweek (1/2 days excluded)	\$105.00

Professional Substitute			Daily
Substitute	Nurse	Daily	\$150.00
Substitute	Counselor	Daily	\$200.00

Auxilliary - Sub Hourly Rates		Hourly
Substitute - Nutrition Services		\$ 11.15/hr
Substitute - Custodian/Crossing Guard		\$ 11.15/hr
Substitute - Bus Driver		\$ 18.50/hr
Substitute - Bus Monitor		\$ 11.15/hr
Summer Helper		\$ 10.00/hr



# Georgetown ISD

## 2021-2022 Supplemental Assignment and STIPEND Schedule

<b>ATHLETIC STIPEND</b>	<b>2021-2022</b>
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Athletics	
Athletic Coordinator	N/A
Assistant Coordinator	\$ 3,500
Assistant Coord/Facility Coordinator	\$ 7,500
Off Season Coordinator	\$ 1,500
Middle School Athletic Coordinator	\$ 2,000
Athletic Facility Technician *	\$ 4,000
Stadium Manager	\$ 8,000
Baseball/Softball	
Head Coach	\$ 7,500
Assistant Coach	\$ 3,500
Basketball	
Head Coach	\$ 7,500
Varsity Assistant	\$ 4,000
9th Grade	\$ 4,000
Middle School	\$ 2,000
Football	
Head Coach	N/A
Assistant Head Coach	\$ 1,000
Varsity Assistant	\$ 6,000
9th Grade	\$ 4,500
Offensive/Defensive Coordinator	\$ 8,000
Special Team Coordinator	\$ 1,500
Video	\$ 1,000
7 on 7 Coordinator	\$ 1,000
Middle School	\$ 3,000
Golf	
Head Coach	\$ 6,000
Assistant Coach	\$ 1,500
Powerlifting	
Head Coach	\$ 4,000
Assistant Coach	\$ 3,000
Middle School	\$ 1,500
Soccer	
Head Coach	\$ 6,000
Assistant Coach	\$ 3,500
Middle School	\$ 1,500
Middle School - Travel Stipend	\$ 500

Tennis	
Head Coach	\$ 7,500
Assistant Coach	\$ 3,500
Middle School	\$ 1,500
Track	
Head Coach	\$ 5,000
Assistant Coach	\$ 3,500
Middle School	\$ 1,500
(Track) Cross Country	
Head Coach	\$ 5,000
Assistant Coach	\$ 3,500
Middle School	\$ 1,500
Swimming	
Head Coach	\$ 6,250
Volleyball	
Head Coach	\$ 7,500
Assistant Coach	\$ 4,000
Middle School	\$ 2,500
Wrestling	
Head Coach	\$ 5,000
Assistant Coach	\$ 3,500
Trainer	
Athletic Trainer	\$ 12,500

*\* Stipend is paid out either in one payment or split between two payments. (Feb, Nov, and/or May)*

**NOTE:** *Not all Stipends may be awarded each school year; they are based on budget, need, and assignment. All Stipend amounts published are for budgeting purposes only; some stipends may be split or shared based on need and/or appropriate coverage of activity.*



**Georgetown ISD**  
**2021-2022 Supplemental Assignment**  
**and STIPEND Schedule**

**DISTRICT/CAMPUS STIPEND 2021-2022**

**DISTRICT/CAMPUS STIPEND 2021-2022**

<b>High School (EVHS/GHS)</b>	
Additional Class/Same Prep	\$ 4,000
Additional Class/Extra Prep/Zero Hour	\$ 5,000
Agricultural	\$ 4,000
Auto Tech - District Lead	\$ 3,000
Capstone Facilitator *	\$ 1,000
Class Sponsor (4@EVHS/4@GHS) *	\$ 1,000
Debate Sponsor	\$ 3,000
Department Chair/Head <i>(Dept Chairs: ELA;Math;Sci;SS;CTE;FA;Hlth/PE; LOTE;Sped)</i>	\$ 3,000
Destination Imagination Coach *	\$ 300
Jack Frost Citizen of the Mo. Sponsor *	\$ 750
Mu Alpha Theta Sponsor *	\$ 500
National Honor Society Sponsor *	\$ 1,500
Newspaper Sponsor *	\$ 1,500
Oral Interpretation	\$ 3,000
Rho Kappa Sponsor *	\$ 500
Serteen Sponsor *	\$ 750
Student Council Sponsor	\$ 3,000
Teen Court Sponsor *	\$ 1,200
Travel - Multi-Campus (Every Day)	\$ 700
UIL Academic Coordinator *	\$ 2,000
UIL Coach *	\$ 500
Yearbook Sponsor	\$ 3,000
<b>STEP-Wil Co JJAEP</b>	
Special Ed - Facilitator	\$ 5,500
Teacher - Additional Duties	\$ 1,700
Teacher - Lead	\$ 2,500
Testing - Lead	\$ 1,000
<b>Richarte High School</b>	
Campus Energy Coordinator *	\$ 500
Key Club Sponsor * +	\$ 750
LOTE - Based on # of Students *	TBD
Mentor - Induction Year *	\$ 150
National Honor Society Sponsor *	\$ 300
SeaPerch *	\$ 1,000
Support Teacher-Music/PE *	\$ 750

<b>Middle School</b>	
Content/Team Lead *	\$ 1,000
Destination Imagination Coach *	\$ 300
Math Counts *	\$ 500
National Jr Honor Society Sponsor *	\$ 300
Student Council Sponsor *	\$ 1,000
UIL Coach (Per Grade/Per Event) *	\$ 100
UIL Coordinator *	\$ 500
<b>Elementary</b>	
Bilingual Classroom Teacher	\$ 6,000
Destination Imagination Coach *	\$ 300
Dual Language Teacher (ESL)	\$ 2,000
UIL Coach (Per Grade/Per Event) *	\$ 100
UIL Coordinator *	\$ 500
<b>Districtwide</b>	
A/V Bldg-Systems Admin.	\$ 4,000
Campus Energy Coordinator *	\$ 500
Counseling - Lead Secondary	\$ 2,500
Dyslexia/BIL Teacher (Designated Positions)	\$ 6,000
K-12 Lead PE Teacher (District)	\$ 2,000
Key Club - Kiwanis Sponsor * +	\$ 750
Lead ESL Teacher (Secondary)	TBD
Lead Librarian - Elementary	\$ 1,000
Lead Librarian - Secondary	\$ 1,000
Licensed-Plumber/Electrician	\$ 1,000
Mentor - Induction Year *	\$ 150
SeaPerch - Per Campus*	\$ 1,000
SeaPerch - Training Coordinator*	\$ 2,000
Sped Teacher - BCS/ILC Behavior	\$ 1,000
Sped Teacher - ILC/Bridges/18+/CBVI	\$ 500
Sped - Lead Assessment	\$ 3,000
Sped - Lead Related Services	\$ 3,000
Sped - Lead LSSP	\$ 3,000
Sped - Lead Speech Lang Path	\$ 3,000
Sped - BIL Diag/LSSP (Designated Positions)	\$ 6,000
Sped - BIL SLP (Designated Positions)	\$ 6,000

+ The Kiwanis Club, when funds are available, may contribute additional donations toward the Key Club Sponsorships

\* Stipend is paid out either in one payment or split between two payments. (Feb, Nov, and/or May)

**NOTE: Not all Stipends may be awarded each school year; they are based on budget, need, and assignment. All Stipend amounts published are for budgeting purposes only; some stipends may be split or shared based on need and/or appropriate coverage of activity.**



**Georgetown ISD**  
 2021-2022 Supplemental Assignment  
 and STIPEND Schedule

**FINE ARTS STIPEND 2021-2022** **FINE ARTS STIPEND 2021-2022**

High School (EVHS/GHS)	
Art - Competition Coordinator *	\$ 500
Art - Lead Art *	\$ 500
Band Director	\$ 15,000
Band Director - Associate	\$ 8,000
Band Director - Assistant	\$ 6,000
Cheer - Varsity Sponsor	\$ 5,000
Cheer - JV Sponsor	\$ 3,000
Cheer - Freshman Sponsor	\$ 3,000
Choir Director	\$ 8,000
Choir Director - Assistant	\$ 5,000
Color Guard Consultant	\$ 5,000
Dance Team - Asst (JV) Sponsor*	\$ 1,500
Drill Team - Varsity Sponsor	\$ 5,000
Drill Team - JV Sponsor	\$ 3,000
Orchestra Director	\$ 5,000
Technical Theater Director - EVHS	\$ 7,500
Technical Theater Director - GHS	\$ 10,000
Theater Arts - Director	\$ 3,000
Theater Arts - One Act Play	\$ 2,000

Middle School	
Band Director	\$ 6,000
Band Director - Assistant	\$ 5,000
Choir Director	\$ 2,500
Choir Director - Assistant	\$ 1,500
Cheer Sponsor	\$ 2,000
Dance Team Sponsor *	\$ 1,000
Theater Director/One Act Play	\$ 2,000
Orchestra Director	\$ 5,000
Elementary	
Lead Art *	\$ 1,000
Lead Music *	\$ 1,000

\* Stipend is paid out either in one payment or split between two payments. (Feb, Nov, and/or May)

**NOTE:** Not all Stipends may be awarded each school year; they are based on budget, need, and assignment. All Stipend amounts published are for budgeting purposes only; some stipends may be split or shared based on need and/or appropriate coverage of activity.

**SUMMER SCHOOL 2021-2022** **SUMMER SCHOOL 2021-2022**

District	Stipend
HS Principal	* Based on needs
MS Principal	* Based on needs
ES Principal	* Based on needs
Pre-K BIL Principal	* Based on needs

District	Hourly
Teacher	\$30 hr
Nurse (LVN/RN)	\$20/\$30 hr
Instructional Aide	\$15 hr
Clerical/Admin Asst	\$15 hr

\* Stipend for SS Principals are set based on summer school needs; including number of sessions, students, days, and hours per day

**CTSO Extra Duty 2021-2022** **CTSO Extra Duty 2021-2022**

Authorized Career and Technical Student Organizations (CTSO), must meet program eligibility requirements and be approved by GISD CTE Coordinator and Human Resources. Advanced Level Competition Extra Duty Sponsor Payment upto \$300 if advancing to State, and an additional \$300 for competing at National Level. If co-sponsored, then payment will be split between eligible sponsors.

In addition to the regular compensation as outlined in this Plan, the Superintendent may recommend to the Board of Trustees that compensation be adjusted to include one or more of the following:

**One-Time, Lump-Sum Payment**

The Superintendent may recommend a one-time, lump-sum compensation payment to all eligible employees (based on the criteria below), at an amount to be set by the Board, if the issuance of the one-time, lump-sum compensation payment would not impair the district’s other financial obligations or create a financial hardship for the District. The amount of any such payment will be set by the Board at the time the payment is authorized, based on the District’s financial status.

To be eligible to receive the one-time, lump-sum compensation payment, a district employee must satisfy all the following criteria:

- Employee is employed by the district in a permanent part- or full-time position at the time the payment is authorized by the Board of Trustees;
- Employee is working, or on approved family, medical, or military leave, at the time the payment is issued;
- District employment must have begun with the district on or before specified date; and
- Employee has not prior to the issuance of the one-time, lump-sum compensation:
  - indicated an intent to resign or retire prior to the end of the employee's duty calendar year;
  - been terminated, or proposed for termination;
  - been non-renewed or proposed for nonrenewal; or
  - otherwise provided documentation showing an intent to separate from employment prior to the end of the employee's duty calendar year; and
- Employee is not, at the time any one-time, lump-sum compensation is authorized or issued:
  - A temporary employees (i.e. substitutes, contracted services, student workers, and extra help); or
  - under a pending investigation for alleged wrongdoing at the time the payment is authorized or issued; provided, however, if an employee who is under investigation for alleged wrongdoing is exonerated prior to the compensation payment date, they will be entitled to the one-time, lump-sum compensation payment.

The one-time, lump-sum compensation payment is not TRS eligible compensation. Federal Income Tax and Medicare tax (if applicable) will be withheld.

The Board may, at the time any one-time, lump-sum compensation is authorized, establish additional eligibility criteria.

Employees have no property right in the continuation of any one-time, lump-sum compensation payment in future years.

**Retention Supplement**

The Superintendent may recommend a retention supplement to all eligible employees in accordance with the parameters outlined below, at an amount set by the Board, if the issuance of the retention supplement would not impair the district’s other financial obligations or create a financial hardship for the District. The purpose of any retention supplement is to retain competent and experienced persons to serve as employees of this District. The amount of any such payment will be set by the Board at the time the payment is authorized, based on the District’s financial status.

To be eligible to receive the retention supplement, a district employee must satisfy all of the following criteria:

- Employee must be actively employed as of the date the retention supplement is authorized, and remain actively employed, through the end of the employee's duty calendar year;
- Employee is working, or on approved family, medical, or military leave, at the time the payment is authorized and when it is issued;
- Employee is not or has not prior to the issuance of the retention supplement:
  - indicated an intent to resign or retire prior to the end of the employee's duty days;
  - been terminated, or proposed for termination;
  - been non-renewed or proposed for nonrenewal; or
  - otherwise provided documentation showing an intent to separate from employment prior to the end of the employee's duty year; and
- Employee is not, at the time any retention supplement is authorized or issued:
  - temporary employees (i.e. substitutes, contract services, student workers, and extra help) are not eligible for the retention supplement; or
  - under a pending investigation for alleged wrongdoing at the time any retention supplement is authorized or issued provided, however, if an employee who is under investigation for alleged wrongdoing is exonerated, they will be entitled to the retention supplement.

Any retention supplement shall be based on the following parameters:

- An employee who is employed as a 0.5 FTE or less will receive ½ of the supplement. Any employee who is employed as greater than 0.5 FTE will receive the full supplement. If an employee changes FTE during the 2021-2022 school year, their supplement will be based on his or her status as of the date the retention supplement is issued.
- The retention supplement is not TRS eligible compensation. Federal Income Tax and Medicare tax (if applicable) will be withheld.
- Any employee who receives the retention supplement will sign a document agreeing that the amount of the supplement will be withheld from one or more of the employee's paychecks if the employee leaves employment of Georgetown ISD prior to the end of the employee's duty calendar year.

The Board may, at the time any retention supplement is authorized, establish additional eligibility criteria.

Employees have no property right in the continuation of any retention supplement in future years.

### **Teacher Incentive Allotment**

For any funds received by Georgetown ISD for a designated teacher under the Teacher Incentive Allotment (TIA), **90 percent** will be paid to the designated teacher. The remaining **10 percent** will be used for training and support of the system, expansion of the system, administrative expenses, and professional development. 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.



## BOARD AGENDA ITEM

**Board Meeting Date:**5/24/2021

**Submitted Date:** 5/20/2021 13:51:41

- Consent Agenda
- Action Needed
- Information Only
- Recognition
- Presentation

**Action Needed**

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**Name of Person Responsible:**

Lisa Napper

**Department or Campus:**

Human Resources

**Title of Agenda Item:**

Professional Hires

**Background Information:**

This recommendation includes professional hires since the May 17, 2021 board meeting. Professional hires will be presented in executive session.

**Attachments:**

**Superintendent's Recommendations:**

Approve the recommendations for professional hires as presented.



## BOARD AGENDA ITEM

**Board Meeting Date:**5/24/2021

**Submitted Date:** 5/20/2021 15:10:20

- Consent Agenda
- Action Needed
- Information Only
- Recognition
- Presentation

**Action Needed**

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**Name of Person Responsible:**

Lisa Napper

**Department or Campus:**

Human Resources

**Title of Agenda Item:**

Consideration and possible action on hiring of Carver Elementary Principal

**Background Information:**

The position of Carver Elementary Principal was posted and interviews were conducted. Information will be shared with the Board in closed session regarding the recommendation.

**Attachments:**

**Superintendent's Recommendations:**

Approve the recommendation for hiring of Carver Elementary Principal as presented.