2023-2024 COMPENSATION PLAN



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Pay Guidelines

This is a guide for administering salaries and wages for Teacher, Administrative Program, Administrative Support, Instructional Support, ROCK After School Program and Auxiliary (Child Nutrition, Facility Operations and Transportation) personnel of Rockwall Independent School District.

Practices described are intended to implement local School Board policy and goals, state and federal regulations, and appropriate accreditation standards.

Job Classification

District jobs are assigned to pay ranges based upon compensable factors and grouped with jobs of similar value.

On a periodic basis, selected jobs from each job grade will be reviewed to ensure that conditions in the District, such as organizational structure, major programs, or significant responsibilities in a particular job, have not changed to a degree warranting a change in job range classification. This review is to be at the direction of the Superintendent or his designees, which shall be the Senior Chief Financial Officer and the Chief Human Resources Officer.

Newly established jobs should be analyzed and range assignment determined prior to hiring personnel for the position. This procedure accomplishes two objectives. First, the appropriate pay range becomes part of the recruitment and hiring strategy of the District. Second, a consistent practice of salary administration is established at the initiation of each job.

Pav Increases

Annual pay increases are not guaranteed. If approved, raises are based on the mid-point of each pay range. **Rockwall ISD does not operate on a Step schedule**.

In order to qualify for a raise, an employee must be employed on the last day of their Contract year and, without a break in service, have earned a year of creditable service. The Texas Education Agency (TEA) refers to 90 full-time equivalent days (% of day employed multiplied by number of days employed) as a creditable year of Experience (i.e.: days employed x FTE = Equivalent Days Worked).

Child Nutrition, Maintenance, Transportation and ROCK employees must be employed prior to the 90th day of the appropriate work schedule and **must be employed on the last day of their contract year** and, **without a break in service**, in order to earn a year of service.

General pay increase recommendations presented to the Rockwall ISD Board of Trustees by the administration shall be based on consideration of such factors as cost of living indexes, wage increases within competitive job markets and budget resources.

Pay Ranges

Pay ranges represent the internal job classification as well as external job market pay levels. The greater the level of compensable factors present in a job, the higher the placement in the pay range structure.

The use of pay range levels facilitate payroll administration and maintain the integrity of the job worth. The midpoint is the chief control point in the system. A minimum and maximum pay rate for each range is computed from the midpoint range using technical standards that are designed to maintain pay equity or fair pay for each job in the system of jobs.

Employees should be assigned to a pay range and paid a salary rate between the minimum and maximum (inclusive). Minimum and maximum pay rates are valid for only one year. No general pay action is intended to extend an employee's pay above the pay range or add pay to an employee's pay already paid above the assigned range maximum.

Initial Employment

Employment, assignment, and salary placement should be in accordance with the job requirements as specified in the job description. Where job requirements include transcripts, certificates, or licenses, these must be official and on file with the District. A Texas educator service record or chronology of prior work history (if previously employed full time) including the last current salary or wage is required.

Salary placement will be at the direction of the Superintendent or his designees, which shall be the Senior Chief Financial Officer and the Chief Human Resources Officer. The Department of Human Resources shall determine hiring rates based upon job-related qualifications, salary history, and salaries of other employees in same position. Advertisements for positions typically will identify the range minimum up to the midpoint range as the possible starting salary range. Salary placement strategies may be different for each employee family consistent with objectives of District goals.

Administrators/Non-teaching Professional Employees – The Superintendent or his designees, which shall be the Senior Chief Financial Officer and the Chief Human Resources Officer, shall individually set hiring rates for the new administrators/non-teaching professional employees under the following guidelines:

- 1. Persons with previous job experience or special skills may be hired at a rate up to but not exceeding the control rate of the pay range.
- 2. New administrators/non-teaching professional employees shall normally not be started at a rate above the salary of other district employees with more experience in the job.

- 3. New administrators may be started at a salary above the control rate if a pay decrease would otherwise occur.
- 4. A new employee in a hard to fill position or with special qualifications may be placed above the control rate with consideration given for current employees in that specific pay range.

Classroom Teachers

The Superintendent or his designees, which shall be the Senior Chief Financial Officer and the Chief Human Resources Officer, shall annually establish a starting salary for all new hire teachers with zero years teaching experience. The starting salary will reflect the hiring objectives of the District. Starting salaries for all other new hire teachers will be based upon consideration for experience and area of teaching specialty. New teachers to the District will not be placed above salary levels of continuing teachers with similar training and teaching experience.

The Superintendent or his designees, which shall be the Senior Chief Financial Officer and the Chief Human Resources Officer, may approve hiring rates up to or above the midpoint range when an applicant has exceptional job qualifications or the position cannot otherwise be filled.

Promotion

For compensation purposes, a promotion occurs when an employee is placed in a higher pay range except for general structure changes or position reclassification. The effective date of the promotion is determined by the Superintendent or his designees, which shall be the Senior Chief Financial Officer and the Chief Human Resources Officer.

The new salary rate shall be equal to or greater than the minimum, rate for the new range, but in no case shall it exceed the maximum rate for the new range. Promotion increases shall normally follow these guidelines:

- 1. The basis for computing a promotion increase shall be the employee's previous base pay rate, exclusive of stipends or supplements, and the midpoint of the new range.
- 2. If current pay rate is above the midpoint of the new range, **may give up to** 3.0 percent of new range control rate for a promotion increase.
- 3. If current pay rate is below new midpoint, **may give up to** 7.0 percent of the new midpoint for a promotion increase.
- 4. If a promotion increase advances employee's pay above new midpoint, adjust promotion increase to a rate not to exceed new midpoint.

- 5. If promotion increase does not advance employee to new range minimum, adjust promoted employee's pay to new range minimum.
- 6. If the promotion adjustment is applied when new raises are effective, an employee may receive the general pay increase from his or her current pay range; and the promotional increase will then be computed.
- 7. The District can if necessary, exceed the promotion increase in order to keep at the current market value.
- 8. The adjusted salary for newly promoted employees shall normally not be started at a rate above the salary of other District employees with more experience in the job.

Increases are calculated on daily or hourly rates of pay. Increases over 30 percent in total pay must be approved by the Superintendent or his designees, which shall be the Senior Chief Financial Officer and the Chief Human Resources Officer.

Reclassification

On a periodic basis, jobs may be reclassified into a different pay range or salaries may be adjusted within pay ranges in order to maintain the internal/external equity to other jobs of similar worth in the District. Reclassification of a job is not a promotion or demotion. Reclassification changes result when there has been a significant modification of job duties or qualifications as determined by the District. If an employee's job is reclassified, no special increase will be given unless the employee is below the minimum for the new pay range or the current job incumbent's pay rate is in an inequitable position in comparison to comparable jobs.

These job reclassifications and salary adjustments may be conducted at the direction and approval of the Superintendent or his designees, which shall be the Senior Chief Financial Officer and the Chief Human Resources Officer.

Demotion

For compensation purposes, a demotion occurs when an employee is placed in a lower pay range except for general salary structure changes or position reclassification. At the direction of the Superintendent or his designees, which shall be the Senior Chief Financial Officer and the Chief Human Resources Officer, an employee's pay rate may be reduced.

Reassignment

Placement in a lower pay range not resulting from a demotion may not immediately reduce salary. Programmatic, organizational, or funding changes are examples of such actions, which may create this condition.

Training Adjustments/Requirements

For the \$1,500 differential for teachers earning a Master's Degree and/or a \$1,000 differential for teachers earning a Doctorate Degree, the employee must provide an

official transcript showing the date the Master/Doctorate degree was conferred/awarded.

Library Media Specialists must have completed a Master's degree in library science.

Rockwall Independent School District Compensation Package:
Unless otherwise specified by a supervisor, the District unilaterally designates that all employees will be paid on an annualized (12-month) basis in accordance with the District's payroll calendar.

In addition to salary, the compensation package also includes a District contribution of the lesser of \$361.00 per month or the cost of insurance premiums, per employee, for those who are enrolled in the TRS Active Care Plan, along with a \$20,000 term life insurance policy.

Salary Ranges

The District will continue to align its pay structure with the market data presented. The pay structure divides position titles into job grades and within each job grade is pay ranges that categorize/align those positions that have common skills, responsibilities, and expectations. Each pay range consists of a minimum rate, midpoint rate and maximum rate.

The midpoint is the market value of the position based on average salaries for similar position's in fourteen school districts that make up RISD's comparison/peer group.

The fourteen/peer districts are:

Allen Carroll Coppell
Forney Frisco Garland
Highland Park McKinney Mesquite
Northwest Plano Richardson

Royse City Wylie

To identify an employee's pay range, please refer to the 2023-2024 compensation plan located on the Human Resource page of the www.rockwallisd.com website. Rockwall ISD continues to be a market sensitive competitor for all positions in the District.

2023-2024 HIRING SCHEDULE FOR ROCKWALL ISD TEACHERS/NURSES/LIBRARY MEDIA <u>SPECIALISTS ONLY</u>



The salary scale below is based on a 10-month (187 days) employment contract for the 2023-2024 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees. Salaries are determined individually with consideration for job-related experience and credentials.

CURRENT YEARS EXPERIENCE	NEW HIRE SALARY	MASTER'S DEGREE	DOCTORATE DEGREE
0	\$58,000	\$59,500	\$60,500
1	\$58,300	\$59,800	\$60,800
2	\$58,600	\$60,100	\$61,100
3	\$58,900	\$60,400	\$61,400
4	\$59,200	\$60,700	\$61,700
5	\$59,500	\$61,000	\$62,000
6	\$59,900	\$61,400	\$62,400
7	\$60,300	\$61,800	\$62,800
8	\$60,700	\$62,200	\$63,200
9	\$61,100	\$62,600	\$63,600
10	\$61,500	\$63,000	\$64,000
11	\$61,900	\$63,400	\$64,400
12	\$62,300	\$63,800	\$64,800
13	\$62,700	\$64,200	\$65,200
14	\$63,100	\$64,600	\$65,600
15	\$63,500	\$65,000	\$66,000
16	\$63,900	\$65,400	\$66,400
17	\$64,300	\$65,800	\$66,800
18	\$64,700	\$66,200	\$67,200
19	\$65,100	\$66,600	\$67,600
20	\$65,500	\$67,000	\$68,000
21	\$65,900	\$67,400	\$68,400
22	\$66,300	\$67,800	\$68,800
23	\$66,700	\$68,200	\$69,200
24	\$67,100	\$68,600	\$69,600
25 +	\$67,500	\$69,000	\$70,000

Stipends:

\$1,500 for Master's Degree - \$1,000 for Doctorate Degree \$4,500 for Bilingual Assignment

\$4,000 for ACE (includes Adult Transition & ECSE)/BASE Special Education Teacher

ADMINISTRATIVE PROGRAM COMPENSATION 2023-2024



	Job Grade	Minimum	Midpoint	Maximum
Daily Rate	AP 1	\$243.65	\$293.55	\$343.45

Coordinator – Communications Coordinator – Marketing Network Engineer I Staff Accountant Student Information Specialist Systems Engineer I

	Job Grade	Minimum	Midpoint	: Maximum
Daily Rate	AP 2	\$282.57	\$344.63	\$406.66

Accounts Payable Manager
Adapted PE Specialist
Budget & Planning Manager
Elementary Student Information Systems Manager
Facility Services Project Coordinator
Energy Manager
Help Desk Manager
Network Engineer II

Operations Manager Purchasing Manager

Reservations Manager

Secondary Student Information Systems Manager Speech Language Pathologist Assistant Systems Engineer II

	Job Grade	Minimum	Midpoint	Maximum
Daily Rate	AP 3	\$301.76	\$368.00	\$434.24

Accounting Manager Assistant Director - Child Nutrition Assistant Director - Maintenance Assistant Director – Transportation Behavior Specialist Bilingual Specialist Counselor - Choice/DAEP Counselor - Elementary Counselor - Middle School Diagnostician **Dual Language Specialist Elementary Literacy Specialist Elementary Math Specialist** English Learner (EL) Instructional Specialist Facility Services Project Manager Language Testing/Translation Specialist Orientation & Mobility Specialist Payroll Manager School Psychologist Special Education Counselor Special Programs Learning Specialist Speech Language Pathologist Support Nurse **Transition Specialist** Visually Impaired Specialist

	Job Grade	Minimum	Midpoint	Maximum
Daily Rate	AP 4	\$319.87	\$390.08	\$460.30

Assistant Principal - DAEP/Choice
Assistant Principal - Elementary
Counselor - High School
Elementary District 504 Facilitator
Executive Assistant to Superintendent and Board of Trustees
Lead Counselor - High School
Occupational Therapist
Physical Therapist

Job Grade Minimum Midpoint Maximum

Daily Rate AP 5 \$343.20 \$413.48 \$483.77

Assistant Principal - Middle School

Coordinator - Advanced Academics/Secondary Social Studies

Coordinator - Assessment & Educator Support

Coordinator - Band

Coordinator – Benefits

Coordinator – Counselor & Student Support

Coordinator – District Website & Multi-Media

Coordinator - Elementary Math

Coordinator - Elementary Science

Coordinator - Early Childhood & Federal Programs

Coordinator - Gifted & Talented

Coordinator – Instructional Resources

Coordinator - Instructional Technology

Coordinator - Elementary Literacy/Social Studies

Coordinator - Payroll

Coordinator - Secondary ELA/LOTE

Coordinator - Secondary Math

Coordinator - Secondary Science

Job Grade Minimum Midpoint Maximum

Daily Rate AP 6 \$363.79 \$438.30 \$512.81

Assistant Principal - High School Associate Principal - High School

Principal - DAEP/Choice

Job Grade Minimum Midpoint Maximum

Daily Rate AP 7 \$385.61 \$464.59 \$543.57

Assistant Athletic Director

Director - 504 & Intervention

Director – Accounting

Director - Aquatics

Director – Assessment, Accountability & Professional Learning

Director - Child Nutrition

Director - Health Services

Director - Human Resources

Director - Instructional Technology & Media Services

Director - Maintenance

Director - Multilingual Services

Director - Payroll

Director – Purchasing

Director - Safety & Security

Director - Special Education

Director - Student Information Services & PEIMS

Director – Technology Infrastructure

Director – Technology Operations

Director - Transportation

Principal – Elementary

ROCK Programming Director

Job Grade Minimum Midpoint Maximum

Daily Rate | AP 8 | \$433.19 | \$515.70 | \$598.21

Director - Fine Arts
Director - Project Planning & Construction
Principal - 9th Grade Campus
Principal - Middle School

Job Grade Minimum Midpoint Maximum

Daily Rate AP 9 \$515.49 \$613.68 \$711.87

Athletic Coordinator - Head Football Coach Director - Athletics

Executive Director/Principal - Career & Technical Education Executive Director - Elementary Curriculum & Instruction Executive Director - Finance

> Executive Director – Human Resources Executive Director – Operations

Executive Director - Secondary Curriculum & Instruction

Executive Director - Special Programs
Executive Director - Student Services
Executive Director - Technology
Principal - High School

Job Grade Minimum Midpoint Maximum

Daily Rate AP 10 \$594.66 \$699.60 \$804.53

Chief Academic Officer for Elementary Schools
Chief Academic Officer for Secondary Schools
Chief Communications Officer
Chief Human Resources Officer
Chief Student Services Officer

Job Grade Minimum Midpoint Maximum

Daily Rate AP 11 \$719.54 \$846.52 \$973.49

Senior Chief Financial Officer

ADMINISTRATIVE SUPPORT COMPENSATION 2023-2024



	Job Grade	Minimum	Midpoint	Maximum	
Hourly Rate	AS 1	\$13.31	\$16.22	\$19.14	
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Campus Receptionist

	Job Grade	Minimum	Midpoint	Maximum	
Hourly Rate	AS 2	\$15.04	\$18.33	\$21.63	
Campus Receptionist – DAEP/Choice					
Elementary Attendance/PEIMS Clerk					

	Job Grade	Minimum	Midpoint	Maximum	
Hourly Rate	AS 3	\$15.93	\$19.44	\$22.94	
	Assistan	t Principal S	ecretary		
	Associat	e Principal S	ecretary		
	Att	tendance Cle	erk		
	Bilingual Parent Center Secretary				
Counselor Secretary					
Department Secretary					
Receptionist - Administration/Education Center					
	ROCK Program Assistant				

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	AS 4	\$18.33	\$22.35	\$26.37

Special Programs Secretary

Bilingual Community Liaison
Campus Athletic Secretary
Data Clerk - Parent Center
Lead Site Supervisor - ROCK After School Program
Principal Secretary – Elementary
Print Shop Specialist
Registrar

Job Grade Minimum Midpoint Maximum

Hourly Rate | AS 5 | \$20.16 | \$24.59 | \$29.02

Accounts Payable Specialist Bookkeeper

Business Specialist - Child Nutrition

Director Secretary

Federal Programs Secretary

Fingerprint/Background Specialist

Payroll Specialist

Principal Secretary - DAEP/Choice

Principal Secretary - Middle School

Principal Secretary - High School

Secretary - ROCK After School Program

Job Grade Minimum Midpoint Maximum

Hourly Rate AS 6 \$21.70 \$26.31 \$30.91

District Athletic Secretary Executive Director Secretary

Field Technician

Hardware Repair Technician

Human Resources Assistant

Public Information Specialist

Truancy Specialist

Job Grade Minimum Midpoint Maximum

Hourly Rate AS 7 \$25.28 \$29.73 \$34.18

Administrative Assistant

Audio-Visual Technician

Certification Assistant

Facility Services Specialist Help Desk Specialist

Lead Field Technician

INSTRUCTIONAL SUPPORT COMPENSATION 2023-2024



	Job Grade	Minimum	Midpoint	: Maximum
Hourly Rate	IS 1	\$13.13	\$15.71	\$18.28

Health Services Assistant

Instructional Assistant – Bilingual

Instructional Assistant - Computer Lab

Instructional Assistant - English as a Second Language (ESL)

Instructional Assistant - General Education

Instructional Assistant - Physical Education

Instructional Assistant – Positive Behavior Intervention (PBI)

Instructional Assistant - Pre-Kindergarten

Instructional Assistant - Title 1

Library Assistant

Special Ed Instructional Assistant

Special Ed Instructional Assistant – Communication Happening All the Time (CHAT)

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	IS 2	\$13.85	\$16.60	\$19.35

Special Ed Instructional Assistant – Behavior, Academic & Social/Emotional Learning (BASE)

Special Ed Instructional Assistant - Alternate Curriculum Education (ACE)

Special Ed Instructional Assistant – Adult Transition
Special Ed Instructional Assistant – Early Childhood Special Education
(ECSE)

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	IS 3	\$15.01	\$17.97	\$20.94

In-School Suspension Assistant

Special Ed Instructional Assistant – Behavior, Academic & Social/Emotional Learning (BASE) – Centrally Deployed

	Job Grad	e Minimum	Midpoint	Maximum	
Hourly Rate	IS 4	\$19.88	\$23.81	\$27.75	
Licensed Vocational Nurse (LVN)					

ROCK AFTER SCHOOL PROGRAM COMPENSATION 2023-2024



	Job Grade	Minimum	Midpoint	Maximum		
Hourly Rate	ROCK 1	\$11.33	\$13.78	\$16.24		
Aide						

	Job Grade	Minimum	Midpoint	Maximum		
Hourly Rate	ROCK 2	\$13.39	\$15.77	\$18.15		
Instructional Assistant						

	Job Grade	Minimun	n Midpoint	Maximum
Hourly Rate	ROCK 3	\$14.04	\$16.15	\$18.26

Assistant Site Coordinator

	Job Grade	Minimun	n Midpoint	: Maximum	
Hourly Rate	ROCK 4	\$19.91	\$22.07	\$24.24	
Site Coordinator					

AUXILIARY COMPENSATION 2023-2024



	Job Grade	Minimum	Midpoint	Maximum		
Hourly Rate	AUX 1	\$10.56	\$12.88	\$15.19		
Lead Lifequard						

	Job Grade	Minimum	Midpoint	Maximum	
Hourly Rate	AUX 2	\$11.03	\$13.78	\$16.53	
Bus Monitor					
Child Nutrition Worker I					

Crossing Guard

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	AUX 3	\$13.67	\$17.09	\$20.51

Child Nutrition Worker II General Maintenance Helper Grounds Keeper School Safety Guard Warehouse Delivery

	Job Grade	Minimum	Midpoint	Maximum	
Hourly Rate	AUX 4	\$16.07	\$19.84	\$23.61	

Child Nutrition Delivery/Maintenance Helper Landscape Gardener Lead Grounds Keeper Lead Warehouse Delivery

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	AUX 5	\$18.11	\$22.35	\$26.59

Child Nutrition Manager - Elementary Bus Driver Transportation Dispatcher

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	AUX 6	\$19.19	\$23.69	\$28.19

Aquatics Swim Coach
Child Nutrition Manager — Secondary
Concessions/Catering Manager
Equipment Repair Technician
Field Trip Coordinator
General Maintenance I
Mechanic
Payroll/Office Coordinator
Route Coordinator
Safety & Audio/Video Coordinator
Specialty Routing & Training Coordinator

	Job Grade	Minimum	Midpoint	Maximum
Hourly Rate	AUX 7	\$21.24	\$25.59	\$29.93

Aquatics Supervisor
Game Field Supervisor
General Maintenance II
Lead Mechanic
Locksmith/Safety Trainer
Warehouse Manager

	Job Grade	Minimum	Midpoint	Maximum
Hourly	AUX 8	\$24.35	\$28.65	\$32.96

Child Nutrition Multi-Campus Supervisor
HVAC Technician
Journeyman Electrician
Journeyman Plumber
Landscape Irrigator
Purchasing Agent - Child Nutrition
Trainer Cafeteria

	Job Grade	Minimum	Midpoint	Maximum
Hourly	AUX 9	\$27.77	\$32.66	\$37.55

Master Electrician Master Plumber Lead HVAC Technician Sr. HVAC Technician

	Job Grade	Minimum	Midpoint	Maximum
Hourly	AUX 10	\$31.93	\$37.56	\$43.20

Armed Security Officer
Facility Services Environmental Technician
General Maintenance Supervisor
Grounds Supervisor

Substitute Pay Rates 2023-2024

LEVEL OF EDUCATION	DAYS WORKED	DAILY RATE OF PAY
TX Certified/Certified	1 – 10 days	\$110.00/day
Degreed	1 – 10 days	\$100.00/day
Non-degreed	1 – 10 days	\$90.00/day
TX Certified/Certified	11+ days in one consecutive assignment	\$140.00/day
Degreed	11+ days in one consecutive assignment	\$125.00/day
Non-degreed	11+ days in one consecutive assignment	\$115.00/day
Registered Nurse		\$200.00/day

DAILY RATES OF PAY ARE BASED ON YOUR LEVEL OF EDUCATION

(*example*: You make the same daily rate substituting for a Teacher, Instructional Assistant or Secretary).

FRIDAYS = DAILY RATE + \$10.00*

All rates of pay are based on an eight (8) hour day. Half day jobs that extend past 4 ½ hours will qualify for a full day's pay.

Please be prepared to work the remainder of the day if asked.

^{*}Applies to all Fridays unless you are filling a long term substitute assignment of 10+ days, in which case daily rate + \$10.00 only applies to the first 10 days of the long term assignment.

2023-2024 MONTHLY PAYROLL DATES

MONTH	PAY DATE	CUT OFF DATE	PAY PERIOD
SEPTEMBER	9/25/2023	9/2/2023	8/6/2023 - 9/2/2023
OCTOBER	10/25/2023	10/7/2023	9/3/2023 - 10/7/2023
NOVEMBER	11/17/2023	11/4/2023	10/8/2023 - 11/4/2023
DECEMBER	12/15/2023	12/2/2023	11/5/2023 - 12/2/2023
JANUARY	1/25/2024	1/6/2024	12/3/2023 - 1/6/2024
FEBRUARY	2/23/2024	2/3/2024	1/7/2024 - 2/3/2024
MARCH	3/25/2024	3/2/2024	2/4/2024 - 3/2/2024
APRIL	4/25/2024	4/6/2024	3/3/2024 - 4/6/2024
MAY	5/24/2024	5/4/2024	4/7/2024 - 5/4/2024
JUNE	6/25/2024	6/1/2024	5/5/2024 - 6/1/2024
JULY	7/25/2024	7/6/2024	6/2/2024 - 7/6/2024
AUGUST	8/23/2024	8/3/2024	7/7/2024 - 8/3/2024

Direct deposit will be available by 8:00 a.m. on payday.

Pay dates that fall on a weekend will be paid on Friday.

You may enroll in direct deposit at any time by completing an ACH Authorization form, attaching a voided check or print out from your bank showing routing and account number and sending it to the Payroll Department by the monthly cut-off date (in order to be effective for the current month).

If you are enrolled in Direct Deposit, DO NOT close your bank account without notifying Payroll as soon as possible.

2023-2024 SEMI-MONTHLY PAYROLL DATES

MONTH	PAY DATE	CUT OFF DATE	PAY PERIOD
SEPTEMBER	9/15/2023	8/19/2023	8/6/2023 - 8/19/2023
SEPTEMBER	9/29/2023	9/2/2023	8/20/2023 - 9/2/2023
OCTOBER	10/6/2023	9/16/2023	9/3/2023 - 9/16/2023
OCTOBER	10/30/2023	9/30/2023	9/17/2023 - 9/30/2023
NOVEMBER	11/15/2023	10/14/2023	10/1/2023 - 10/14/2023
NOVEMBER	11/30/2023	10/28/2023	10/15/2023 - 10/28/2023
DECEMBER	12/14/2023	11/11/2023	10/29/2023 - 11/11/2023
DECEMBER	12/15/2023	11/25/2023	11/12/2023 - 11/25/2023
JANUARY	1/12/2024	12/16/2023	11/26/2023 - 12/16/2023
JANUARY	1/30/2024	1/6/2024	12/17/2023 - 1/6/2024
FEBRUARY	2/15/2024	1/20/2024	1/7/2024 - 1/20/2024
FEBRUARY	2/28/2024	2/3/2024	1/21/2024 - 2/3/2024
MARCH	3/8/2024	2/17/2024	2/4/2024 - 2/17/2024
MARCH	3/28/2024	3/2/2024	2/18/2024 - 3/2/2024
APRIL	4/15/2024	3/16/2024	3/3/2024 - 3/16/2024
APRIL	4/30/2024	3/30/2024	3/17/2024 - 3/30/2024
MAY	5/15/2024	4/13/2024	3/31/2024 - 4/13/2024
MAY	5/30/2024	4/27/2024	4/14/2024 - 4/27/2024
JUNE	6/14/2024	5/11/2024	4/28/2024 - 5/11/2024
JUNE	6/28/2024	5/25/2024	5/12/2024 - 5/25/2024
JULY	7/15/2024	6/15/2024	5/26/2024 - 6/15/2024
JULY	7/30/2024	6/29/2024	6/16/2024 - 6/29/2024
AUGUST	8/15/2024	7/13/2024	6/30/2024 - 7/13/2024
AUGUST	8/30/2024	8/3/2024	7/14/2024 - 8/3/2024

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Pay dates that fall on a weekend will be paid on Friday.

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If you are enrolled in Direct Deposit, DO NOT close your bank account without notifying Payroll as soon as possible.



2023-2024 WORK CALENDARS



2023-2024 10 MONTH - 172 CALENDAR

Bus Driver, Bus Monitor, Crossing Guard, ROCK Instructional Assistant, ROCK Aide

В	Bus Dri	ver, B	us Moi					OCK I			Assista	nt, RO	CK Ai	de
				Cor	itract	Peri	od 8/	11/23						
			JULY								RY- 2			
S	M	Т	W	T	F	S		S	M	T	W	T	F	S
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2023-2024 10 MONTH - 182 CALENDAR

ROCK Site Coordinator, ROCK Asst Site Coordinator, Child Nutrition Worker I, School Safety Guard, Transportation Payroll/Office Coordinator, Security Courier

	Contract Period 8/01/23 - 5/24/24													
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2023-2024 10 MONTH - 187 CN CALENDAR

Child Nutrition Manager, Catering Manager, Child Nutrition Worker II													
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	Work Day Holiday Bad Weather Day 🗱 Non-Work Day (Staff Development)											taff Develo	pment)



2023-2024 10 MONTH - 187 CALENDAR

Adapted PE Specialist, Armed Security Officer, Assistant Speech Language Pathologist, Bilingual Community Liaison, Health Services Assistant, In-School Suspension Assistant, Instructional Assistant, Licensed Vocational Nurse, Library Media Specialist, Middle School Receptionist, Nurse, Occupational Therapist, Physical Therapist, Special Ed Instructional Assistant, Speech Language Pathologist, Teacher

Assistant, Speech Language Pathologist, Teacher														
	Contract Period 8/2/23 - 5/24/24													
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	Work Day Holiday Bad Weather Day ★ Exchange Days (must attend three days of summer professional development to receive these days off)													



2023-2024 10 MONTH - 192 CALENDAR

S	Elementary Counselor														
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2023-2024 10 MONTH - 195 CALENDAR

Behavior Specialist, Diagnostician, High School Campus Receptionist, Lead Dyslexia Teacher, Lead Speech Language Pathologist, Lead OT/PT, Lead Vision Specialist, LSSP, Support Nurse, Transition Specialist

Support Nurse, Transition Specialist													
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Rockwall INDEPENDENT SCHOOL DISTRICT

2023-2024 10 MONTH - 197 TEACHER CALENDAR

Athletic Trainer, Dual Language Specialist, Culinary Arts Teacher, Career Preparation Teacher, EL Specialist Title III, Instructional Coach, Instructional Technologist

Contract Period 7/25/23 - 6/3/24													
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2023-2024 10 MONTH - 197 PARA CALENDAR

Campus Athletic Secretary, Elementary PEIMS/Attendance Clerk, Secondary Attendance Clerk

	Secondary Attendance Clerk Contract Period 7/19/23 - 5/31/24													
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2023-2024 10 MONTH - 202 CALENDAR

Middle School Counselor, Middle School Counselor Secretary

	Middle School Counselor, Middle School Counselor Secretary Contract Period 7/17/23 - 6/4/24													
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2023-2024

11 MONTH - 204 CALENDAR

Elementary Assistant Principal, High School Counselor, Counselor - Quest Academy, High School Counselor Secretary, High School Special Ed Department Chair, Language/Testing/Translation Specialist, Middle School Assistant Principal Secretary, Lead Diagnostician, Licensed Professional Counselor

	Contract Period 7/10/23 - 5/30/24													
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2023-2024 11 MONTH - 214 CALENDAR Rookkeener

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2023-2024 11 MONTH - 217 CALENDAR

Agricultural Teacher, Band Coordinator, Catering Worker, CN Multi-Campus Supervisor, Elementary Principal, Elementary Principal Secretary, High School Assistant Principal Secretary, High School Lead Counselor, Principal Secretary - DAEP/Choice, Secondary Assistant Principal

Assistant Principal													
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2023-2024 12 MONTH - 226 CALENDAR

Associate Principal, Associate Principal Secretary, Athletic Coordinator/Head FB Coach, Athletic Director, Central Administration, Bilingual Specialist, EL Instructional Specialist, Elementary Literacy Specialist, Equipment Repair Technician, Field Technician, Registrar, Secondary Principal, Secondary Principal Secretary, Hardware Repair Technician, ROCK Program Director, Trainer - Cafeteria

	Technician, ROCK Program Director, Trainer - Cafeteria Contract Period 7/3/23 - 6/28/24													
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2023-2024 12 MONTH - 238 CALENDAR

Aquatics Swim Coach, Aquatics Supervisor, Assistant Director of Transportation, Construction Project Manager, Maintenance, Mechanic, Operations Manager, Route Coordinator, Safety & Audio/Video Coordinator, Specialty Routing & Training Coordinator, Field Trip Coordinator, Warehouse

Contract Period 9/01/23 - 8/30/24													
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Weekly hours change to 10 hours per day, Monday - Thursday. Work schedule will be provided by supervisor.													



2023-2024 12 MONTH - 238 ROCK CALENDAR

ROCK Lead Site Supervisor

S		ROCK Lead Site Supervisor Contract Period 7/10/23 - 6/28/24													
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