



## New Caney I.S.D. 2021 - 2022 Pay Structures

### Teacher Pay Structure

---

Pay Grade T1	Daily	325.97	332.62	402.52
	181	59,000	60,204	72,856

### Administrative/Professional Pay Structure

---

Pay Grade AP1	Daily	191.01	235.82	282.98
	223	42,595	52,588	63,105
	238	45,460	56,125	67,349

Pay Grade AP2	Daily	213.05	263.03	315.64
	184	39,201	48,398	58,078
	223	47,510	58,657	70,388
	238	50,706	62,602	75,122

Pay Grade AP3	Daily	238.54	294.49	353.39
	223	53,194	65,671	78,806
	238	56,773	70,089	84,107

Pay Grade AP4	Daily	265.74	328.07	393.68
	199	52,882	65,286	78,342
	223	59,260	73,160	87,791

Pay Grade AP5	Daily	292.75	361.42	433.70
	191	55,915	69,031	82,837

199	58,257	71,923	86,306
213	62,356	76,982	92,378
217	63,527	78,428	94,113
223	65,283	80,597	96,715

<b>Pay Grade AP6</b>	<b>Daily</b>	<b>312.74</b>	<b>386.10</b>	<b>463.32</b>
	204	63,799	78,764	94,517
	209	65,363	80,695	96,834
	213	66,614	82,240	98,687
	223	69,471	86,100	103,320

<b>Pay Grade AP7</b>	<b>Daily</b>	<b>350.24</b>	<b>432.40</b>	<b>518.88</b>
	204	71,449	88,210	105,852
	213	74,601	92,101	110,521
	223	78,104	96,425	115,710
	238	83,357	102,911	129,494

<b>Pay Grade AP8</b>	<b>Daily</b>	<b>375.15</b>	<b>463.15</b>	<b>555.78</b>
	223	83,658	103,282	123,939

<b>Pay Grade AP9</b>	<b>Daily</b>	<b>400.74</b>	<b>494.74</b>	<b>593.69</b>
	223	89,365	110,327	132,393

<b>Pay Grade AP10</b>	<b>Daily</b>	<b>428.79</b>	<b>529.37</b>	<b>635.24</b>
	223	95,620	118,050	141,659

<b>Pay Grade AP11</b>	<b>Daily</b>	<b>513.43</b>	<b>633.86</b>	<b>760.63</b>
	223	114,495	141,351	169,620

## **Paraprofessional/Technical Pay Structure**

---

<b>Pay Grade PT1</b>	<b>Hourly</b>	<b>10.96</b>	<b>13.44</b>	<b>16.13</b>
	181	15,870	19,461	23,356
	191	16,747	20,536	24,647

<b>Pay Grade PT2</b>	<b>Hourly</b>	<b>11.55</b>	<b>14.26</b>	<b>17.11</b>
	181	16,724	20,648	24,775
	223	20,605	25,440	30,524

  

<b>Pay Grade PT3</b>	<b>Hourly</b>	<b>12.37</b>	<b>15.27</b>	<b>18.32</b>
	181	17,912	22,111	26,527
	199	19,693	24,310	29,165

  

<b>Pay Grade PT4</b>	<b>Hourly</b>	<b>14.05</b>	<b>17.23</b>	<b>20.68</b>
	181	20,344	24,949	26,527
	199	22,368	27,340	32,923
	206	23,154	28,395	34,081
	217	24,390	29,911	35,901
	223	25,065	30,738	36,893

  

<b>Pay Grade PT5</b>	<b>Hourly</b>	<b>15.25</b>	<b>18.80</b>	<b>22.56</b>
	199	24,278	29,930	35,916
	206	25,132	30,982	37,179
	209	25,498	31,434	37,720
	213	25,986	32,035	38,442
	223	27,206	33,539	40,247

  

<b>Pay Grade PT6</b>	<b>Hourly</b>	<b>17.06</b>	<b>21.06</b>	<b>25.27</b>
	186	25,385	31,337	37,602
	217	29,616	36,560	43,869
	223	30,435	37,571	45,082
	238	32,482	40,098	48,114

  

<b>Pay Grade PT7</b>	<b>Hourly</b>	<b>19.15</b>	<b>23.60</b>	<b>28.32</b>
	191	29,261	36,061	43,273
	217	33,244	40,970	49,164
	223	34,164	42,102	50,523

  

<b>Pay Grade PT8</b>	<b>Hourly</b>	<b>21.36</b>	<b>26.37</b>	<b>31.64</b>
	223	38,106	47,044	56,446

## Auxiliary Pay Structure

---

<b>Pay Grade AX1</b>	<b>Hourly</b>	<b>9.98</b>	<b>12.29</b>	<b>14.75</b>
	Days	164 - 238		

<b>Pay Grade AX2</b>	<b>Hourly</b>	<b>11.32</b>	<b>13.97</b>	<b>16.76</b>
	Days	164 - 238		

<b>Pay Grade AX3</b>	<b>Hourly</b>	<b>12.89</b>	<b>15.88</b>	<b>19.06</b>
	Days	173 - 238		

<b>Pay Grade AX4</b>	<b>Hourly</b>	<b>14.19</b>	<b>17.52</b>	<b>21.02</b>
	Days	173 - 238		

<b>Pay Grade AX5</b>	<b>Hourly</b>	<b>15.56</b>	<b>19.13</b>	<b>22.96</b>
	Days	172 - 238		

<b>Pay Grade AX6</b>	<b>Hourly</b>	<b>17.71</b>	<b>21.77</b>	<b>26.12</b>
	Days	172 - 238		

<b>Pay Grade AX7</b>	<b>Hourly</b>	<b>19.68</b>	<b>24.29</b>	<b>29.15</b>
	Days	199 - 238		

<b>Pay Grade AX8</b>	<b>Hourly</b>	<b>21.43</b>	<b>26.46</b>	<b>31.75</b>
	Days	217 - 238		

<b>Pay Grade AX9</b>	<b>Hourly</b>	<b>23.40</b>	<b>28.89</b>	<b>34.67</b>
	Days	238		

# Substitute Compensation

POSITION	RATE	**LONG-TERM RATE	*SHORTAGE DAYS
<b>Classroom Teacher (Regular)</b>	<b>\$100.00 per day</b>	<b>\$110.00 per day</b>	<b>\$110.00 per day</b>
<i>Requirements</i>	<i>Minimum 30 college credit hours, preferred</i>		
<b>Classroom Teacher (Degreed)</b>	<b>\$110.00 per day</b>	<b>\$135.00 per day</b>	<b>\$120.00 per day</b>
<i>Requirements</i>	<i>Must hold bachelor's degree</i>		
<b>Classroom Teacher (Certified)</b>	<b>\$125.00 per day</b>	<b>\$150.00 per day</b>	<b>\$135.00 per day</b>
<i>Requirements</i>	<i>Must hold valid Texas Teaching Certificate</i>		
<b>Classroom Teacher (NCISD Retired)</b>	<b>\$145.00 per day</b>	<b>\$170.00 per day</b>	<b>\$155.00 per day</b>
<i>Requirements</i>	<i>Must be a retired certified teacher from New Caney ISD</i>		
<b>Support Staff Substitute</b>	<b>\$70.00 per day</b>	<b>\$80.00 per day</b>	
<i>Requirements</i>	<i>High School Diploma/GED Required</i>		
<b>Special Education Aide</b>	<b>\$80.00 per day</b>	<b>\$90.00 per day</b>	
<i>Requirements</i>	<i>High School Diploma/GED Required</i>		
<b>Substitute Nurse</b>	<b>\$100.00 per day</b>		
<i>Requirements</i>	<i>Certified Registered Nurse (RN) or Certified Licensed Vocational Nurse (LVN)</i>		
<b>Substitute Bus Driver</b>	<b>\$90.00 per day</b>		
<i>Requirements</i>	<i>Transportation approval required</i>		
<b>Administrator</b>	<b>\$325.00 per day</b>		
<i>Requirements</i>	<i>Superintendent approval required</i>		
<b>Assistant Principal</b>	<b>\$275.00 per day</b>		
<i>Requirements</i>	<i>Superintendent approval required</i>		
<b>Professional</b>	<b>\$250.00 per day</b>		
<i>Requirements</i>	<i>Superintendent approval required</i>		

\*Shortage days are defined as days having a low substitute fill-rate. Shortage days are Thursday and Fridays.

\*\*Long term assignments are defined as an assignment which is anticipated to last at least 15 consecutive days for the same employee or in the same vacant position. The extended position pay begins once the long-term assignment has been approved by Human Resources.

Transcripts and/or certifications must be on file in our office for the substitute to be compensated at the corresponding rate. Any pay increases will be effective the day the transcript and/or certificate is received by Human Resources and will not be retroactive for any prior days worked. Compensation is based on credentials and assignment rate.