

La Porte Independent School District

2022-2023

Employee Compensation Plan

Administrative Procedures Guide



Every Student's Success is Our #1 Priority!

**La Porte Independent School District
1002 San Jacinto Street
La Porte, TX 77571**

The La Porte Independent School District does not discriminate on the basis of age, race, religion, color, national origin, sex or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; Section 504 of the Rehabilitation Act of 1973, as amended; and Title II of the Americans with Disabilities Act. The Title IX Coordinator is Angela Garza-Viator, Executive Director of Human Resources, 1002 San Jacinto, La Porte, Texas 77571, Telephone (281) 604-7110. The Section 504 Coordinator is Billye Trader, Executive Director of Special Programs, 1002 San Jacinto, La Porte, Texas 77571, Telephone (281) 604-7034, Email traderb@lpisd.org.

El Distrito Independiente Escolar de La Porte no discrimina sobre la base de edad, raza, religión, color, origen nacional, sexo u incapacidad para proveer servicios educacionales, actividades y programas, incluyendo programas vocacionales, de acuerdo con el Título VI del Acta de Derechos Civiles de 1964, como fue enmendada; Título IX de las Enmiendas Educacionales de 1972; Sección 504 del Acta de Rehabilitación de 1973, como fue enmendada; y el Título II del Acta de Americanos con Incapacidades. La Coordinadora del Título IX es Angela Garza-Viator, Directora Ejecutiva para Recursos Humanos, 1002 San Jacinto, La Porte, Texas 77571, Teléfono (281) 604-7110. La Coordinadora de la Sección 504 es Billye Trader, Directora Ejecutiva de Programas Especiales, 1002 San Jacinto, La Porte, Texas 77571, Teléfono (281) 604-7034, Email traderb@lpisd.org.

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INTRODUCTION

The La Porte Independent School District Compensation Plan is produced to provide information about the district's compensation procedures. It is intended to facilitate salary communications within the district and serve as a guide for administering salaries and wages for all employees. The contents of this document will be updated each year to reflect changes that are made and will be available on the LPISD website at www.lpisd.org. All employees are welcomed, invited, and encouraged to bring to the attention of administration any concerns related to compensation.

The compensation plan is updated and reviewed annually through a process that begins with the development of each year's budget. The Superintendent shall develop and recommend a pay system for all district personnel to the Board of Trustees for adoption.

The information contained in this document is for the 2022-2023 school year.

The provisions and information set forth in this document are informational. Thus, its contents are not intended and shall not be construed to constitute a contract between the La Porte Independent School District (LPISD) and any employee; perspective employee; agency of the local, state, or federal government; or any other person or legal entity of any nature whatsoever.

The salaries listed are for the 2022-2023 school year only. Neither past nor future salaries may be accurately calculated or predicted from information contained in the 2022-2023 Compensation Plan. The La Porte Independent School District Board of Trustees approves general pay increases for all employees. There are no salary increments given automatically. The Superintendent (or designee: Human Resources), regardless of possible typographical errors in the 2022-2023 Compensation Plan, shall determine final calculations of salaries. The Board of Trustees may adjust the compensation reflected in this plan as necessary to utilize funds available under the Teacher Incentive Allotment (TIA), which were not known at the time this plan was initially adopted. Distribution of Teacher Incentive Allotment funds will comply with state law and Texas Education Agency guidance. The La Porte Independent School District further hereby reserves and retains the right to amend, alter, change, delete, or modify any of the provisions of the 2022-2023 Compensation Plan during the school year in the best interest of the district.

For further clarification or information, please contact Human Resources at (281) 604-7113.

NOTE: All policies and procedures are in accordance with LPISD Board of Trustees policy and/or local regulations as of the Board approved date of this document. Any adopted revisions to Board policies and/or regulations after the Board approved date will become effective immediately and thereby supersede the policies and/or regulations referenced in this plan.

COMPENSATION PHILOSOPHY STATEMENT

The pay system shall be designed to provide appropriate pay for the assessed worth of district jobs. The system shall be designed and administered to accomplish the following:

- Stay competitive with appropriate labor markets for the various categories of personnel.
- Recognize the levels of skill, effort, and responsibility required of different jobs.
- Reward continued length of service to the district.
- Be fiscally controlled and cost effective.
- Comply with all federal, state, and local laws and policies of the La Porte ISD Board of Trustees.

SECTION I
PAY PLAN ADMINISTRATIVE PROCEDURES

DESCRIPTION OF PAY SYSTEMS

Purpose and Authority

Employee pay systems are designed and administered for the purpose of attracting and retaining qualified employees to achieve the goals of the district. The Superintendent is responsible for the development, maintenance, and administration of employee pay systems in accordance with Board policies and administrative procedures.

Description

Classroom teachers, librarians, counselors, diagnosticians, and nurses (RN) will be paid no less than the state minimum salary schedule based on years of experience. The local salary schedule for staff will be determined annually upon Board approval of the amount budgeted for pay increases.

For other employees, the Superintendent will assign positions to pay ranges that set the minimum and maximum base pay for the position. Jobs are classified for pay purposes on the basis of qualifications and duties as defined by the district, and market surveys of competitive pay rates. Pay ranges are reviewed annually and adjusted as needed.

Pay Distribution

All employees are paid semimonthly. Paychecks will not be released to any person other than the district employee named on the check without the employee's written authorization. An employee's payroll statement contains detailed information including deductions, withholding information, and the amount of leave accumulated.

Employees can view and print their paycheck statements through the Employee Access Center found on the district's home page at www.lpsd.org and selecting *Staff Portal*.

JOB CLASSIFICATION

Purpose and Authority

Job classification determines the assigned pay range for a job. Job classification is based on an assessment of job requirements and assigned duties. Jobs are compared and classified on the basis of the following factors: knowledge and skill requirements, complexity of assigned duties, job accountability, and working conditions. The Human Resources Department will collect job information, evaluate jobs for classification purposes, and recommend pay grade assignments. The Superintendent has final authority concerning job classifications.

Local Pay Plans

The district will maintain position classification and pay range structures for all jobs. Jobs will be grouped into position classification and pay range structures in the following categories:

Section II: certified & instructional; Section III: paraprofessional personnel; Section IV: manual trades personnel; Section V: technology personnel; Section VI: professional personnel; Section VII: administrative personnel

Each job will be assigned to a pay grade that determines the minimum to maximum pay range for the position. Pay grades 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 grade structure. Jobs with similar overall degrees of compensable factors will be in the same pay grade.

The use of pay grade levels facilitates payroll administration and maintains the integrity of the job worth hierarchy. The pay grade midpoint is the chief control point in the system.

Pay ranges are set to be competitive with the relevant job market for benchmark positions. Jobs are compared and classified on the basis of the following factors: knowledge and skill requirements, complexity of assigned duties, job accountability, and working conditions.

Pay ranges are reviewed annually and adjusted as needed. Employee salaries will advance through the pay range based upon the general pay increase budget approved by the Board each year.

ASSIGNMENT CALENDARS

The superintendent determines the assignment calendars for all employees subject to the Board-adopted budget and compensation plan and in harmony with employment contracts. Dates of duty in the published assignment calendars are subject to modification by administration. Consistent with longstanding practice, assignments with fewer than 195 days are considered 10 duty month assignments; assignments with 195 days to 210 days are considered 11 duty month assignments; and, assignments with 220 days and more are considered 12 duty month assignments.

JOB RECLASSIFICATION

Reclassification of Current Positions

A job reclassification occurs when the same position is moved to a higher or lower pay grade. Jobs may be reclassified for a number of different reasons. Those reasons include a significant and sustained increase or decrease in job duties and responsibilities assigned by the supervisor, a need to improve internal pay equity with other related jobs, or a significant change in the external job market.

Salary Adjustments for Job Reclassification

- If the job is reclassified upward due to a significant and sustained increase in assigned job duties and responsibilities, the reclassification will be treated as a promotion. Refer to procedures on promotion increases.
- If the job is reclassified to improve internal equity with other related jobs and there is no significant and sustained increase in assigned duties, there will be no immediate pay increase. Future earnings will be higher as a result of placement in a higher pay range. Employees will not be paid less than the minimum of the new pay range.
- If the job is reclassified due to a change in the external job market, special equity adjustments may be made at the direction of the superintendent. Refer to procedures on individual equity adjustments.
- If the job is reclassified downward due to a decrease in duties and responsibilities assigned, the employee's pay may be reduced at the direction of the superintendent. In this case, the reclassification will be treated as a demotion. Refer to procedures on pay adjustments for demotion.

Procedures for Job Classification Review

Review of job classifications must be initiated by the job supervisor and should occur as part of the budget process. Reviews will be conducted as follows:

- (1) The immediate supervisor may request a job classification review according to the schedule and procedures designated by the Human Resources Department.
- (2) The supervisor must submit a completed reclassification request on a Position Authorization Form with his/her budget, along with an updated job description.
- (3) The Human Resources Department will review the request form, obtaining additional job information if needed. Additional information may be obtained by requesting a job analysis questionnaire, by interviewing the supervisor and/or employee(s), or by visiting the work site for observation. The decision will be made as part of the budget process.
- (4) The Human Resources Department will reevaluate the job against other benchmark jobs using standard compensable job factors. (5) The Human Resources Department

will provide a recommendation for pay grade assignment for the Superintendent's review.

- (6) The Human Resources Department will notify the supervisor and the employee of the pay grade assignment after the Superintendent's review and approval.

Classification of New Positions

New positions must have a written job description. The Human Resources Department will recommend to the Superintendent the pay grade classification of new positions based on the job description and consultation with the job supervisor. New positions must be classified in the pay system prior to hiring new employees. New positions must be requested on a Position Authorization Form and approved by the Requestor, Superintendent, Chief Financial Officer, and Executive Director of Human Resources before a job can be posted and filled.

BASE PAY FOR EXEMPT AND NONEXEMPT JOBS

Classification of Positions as Exempt or Nonexempt

All jobs will be classified as exempt or nonexempt in accordance with the requirements of the federal Fair Labor Standards Act (FLSA). The Human Resources Department will determine the classification of each position based on a description of assigned job duties and the method of compensation. In order to be exempt, the employee's primary duties must fall under one of three types of exemption: executive, administrative, or professional, as defined under the FLSA, and the employee must be compensated on a salary basis. All employees who do not meet the legal requirements for exemption are classified as nonexempt.

Basis of Pay for Exempt Employees

Exempt employees are paid on a salary basis. Payment on an annual salary basis means that employees are paid a fixed sum for the job regardless of the days or hours actually worked each week. Annual salaries may be adjusted for different duty assignments. Exempt employees do not receive overtime compensation. All salaries will be paid out in equal payments over a twelve-month calendar period regardless of the number of months assigned to the position.

Basis of Pay for Nonexempt Employees

Nonexempt employees are paid on an hourly wage basis for all hours worked each week, plus earned paid leave benefits. All wages in the normal duty assignment are paid out in equal payments over a twelve-month calendar period regardless of the number of months assigned to the position. All hours in addition to the normal duty assignment are paid at straight time or time and a half according to the Fair Labor Standards Act. Employees can accumulate compensatory time, and any compensatory time not used prior to June 30 will be paid at the employee's current hourly rate. Refer to procedures on overtime.

Prorating Pay for Reduced Work Year

Salaries may be adjusted proportionately for employees who work less than full-time or less than a full year.

OVERTIME

Overtime Compensation

Nonexempt employees who work more than 40 hours in a workweek of seven consecutive days are entitled to overtime compensation at time-and-a-half rates for time worked over 40 hours. Compensation may be given in compensatory time off or paid in the regularly scheduled paycheck at the supervisor's discretion. Hours worked over the compensated amount but fewer than 40 hours in a workweek are compensated at straight time rates. For example, if there is a holiday in the workweek and the employee works more than 32 hours, the 0 to 8 hours worked beyond the 32 hours will be compensated at straight time rates. Nonexempt employees shall not be allowed to work beyond their regular schedule without prior authorization from their supervisor. Exempt employees (e.g. professional, administrative, and executive) are not entitled to overtime compensation.

An employee's regular work schedule may be adjusted during the week to limit or eliminate overtime. The district's workweek begins at 12:00 a.m. on Monday and ends at 11:59 p.m. on Sunday. Overtime must be paid or accrued as compensatory time on the regular payday for the period in which the overtime workweek ended. Every workweek stands alone and different workweeks cannot be consolidated or averaged.

Authorization of Overtime

All overtime worked must be approved by a supervisor in advance. Supervisors are responsible for preventing unauthorized overtime. Employees who work unauthorized overtime may be subject to disciplinary action. Supervisors of nonexempt employees must ensure that employees understand how they will be compensated for overtime (compensatory time off or pay) prior to the employee working overtime hours.

Overtime pay requirements cannot be waived by voluntary agreement between the school district and the employee and the employee cannot "donate" overtime or agree to be paid at reduced rates.

Use of Compensatory Time

Compensatory time may be accumulated up to a maximum of 60 hours. Employees who have accrued compensatory time must use that time before using other accrued leave. The only exception is when employees accrue vacation and are at the maximum accrual limit of their vacation leave (35 days), they may use vacation instead of compensatory time. **Compensatory time accrued must be used within the fiscal year it is earned, or it will be paid after the end of that fiscal year in accordance with payroll deadlines.**

Recording Work Hours

It is the intent of the district to comply with applicable laws that require the maintenance of records of the hours worked by our employees. To ensure that accurate records are kept of the hours actually worked by an employee (including overtime hours where applicable) and of the accrued leave time taken, and to ensure pay in a timely manner, nonexempt employees are required to record time worked and absences in the district's timekeeping software. Employees must ensure that their actual hours worked and leave time taken are recorded accurately. Falsification of a time record is a breach of district policy and is grounds for disciplinary action, including termination of employment.

Supervisors are responsible for reviewing and approving nonexempt employee time submittals weekly, as well as overseeing work hours and assignment calendars. Exempt employees must submit Absence from Duty Forms to their supervisor within three days for time missed from their assigned work days.

OVERPAYMENT

The district will deduct the overpayment from one or more of the employee's paychecks should an overpayment occur.

EMPLOYEE PAY INCREASES

General Pay Increases

Employee salaries and wages will be reviewed by the Superintendent on an annual basis for adjustment. General pay increases are approved by the Board of Trustees during the budget adoption. General pay increases are given to employees to reward continued service to the district and to retain employees through competitive pay practices.

Eligibility for General Pay Increase

If a general pay increase is approved, an employee's performance must meet expectations to receive a pay increase. The employee must also have one creditable year of service with La Porte ISD under the current compensation plan year. A creditable year of service is at least 90 continuous workdays as a full-time employee.

Pay Increase Budget

General pay increases are a part of the annual budget process. Budget recommendations for general pay increases will be based on available revenue, cost of living increases, changes in minimum pay laws, competitive job markets, and district compensation objectives. Employee pay increases will be based on the budget approved by the Board.

Individual Pay Actions

The Superintendent may adjust individual employee salaries to correct identified internal or external pay equity problems. Equity adjustments are made only on as-needed basis at the direction of the Superintendent. Equity adjustments may be made to retain an employee who is at risk due to competitive pay problems; to correct an internal pay inequity; or to compensate an employee for a significant change in job responsibilities.

No contract employee shall be given an unscheduled pay increase during the contract term except for a change in assigned job duties, except for internal or external equity adjustments as approved by the Superintendent for the subsequent fiscal year. Internal/external equity adjustments include consideration of a general pay increase, if one is recommended and approved. The internal/external equity shall not be less than the general pay increase, if approved. An employee shall receive either the recommended internal/external equity adjustment or general pay increase, whichever is higher.

HIRING

Position Control

LPISD has established a system for the hiring and transferring of employees. The LPISD Position Control system precisely defines every position within the organization and systematically attaches every employee to a specific position. This system is established to set up a process for checks and balances between Human Resources and the annual budget. The system creates greater internal control, provides an instant overview of staffing, and ensures positions are not created without proper funding. It also simplifies the budget process, provides closer connection between Human Resources and the Business Office and permits tracking of new employees and transfers.

Employment Process

New positions must be approved by the Superintendent and Chief Financial Officer, unless approved during the budget process. Approved vacancies or new positions in the district are posted by Human Resources. Hiring approval is provided by the Superintendent, Deputy Superintendent, Chief Financial Officer or the Executive Director of Human Resources. Positions requiring a certificate or professional license must be posted for 10 business days. Approved vacancies or new positions within the school year must be posted for a minimum of three business days.

While only the Human Resources office can extend job offers, principals/hiring managers can inform candidates that they are being “recommended” for a position. Principals/hiring managers must contact a minimum of three (3) references for the applicant selected for the open position. At least one of the references must be a current and immediate supervisor. A Hiring Recommendation is submitted to Human Resources for identified candidates whose references have been satisfactorily verified. Three Telephone Reference Check Forms must be submitted for administrative, professional and certified job candidates.

A start date for the new employee will be identified once a job offer has been accepted, the results of the criminal history search have been received and all new hire requirements have been completed.

Minimum Pay Requirements

Certified classroom teachers, librarians, registered nurses, and counselors will be paid no less than the state minimum salary schedule based on total years of creditable experience. The district pays counselors on the professional pay scale. Experience will be credited according to the Texas Education Commissioner’s rules on creditable service (19 TAC 153.1021). Local salaries for these employees will be determined annually after Board approval of the budget. Nonexempt employees will be paid no less than the current minimum wage in accordance with the federal Fair Labor Standards Act (FLSA).

Placement of New Employees

Placement by Total Creditable Years of Service

Hiring rates for teachers, counselors, registered nurses and librarians will be based on total years of creditable experience as defined by state regulations and the rates being paid to other employees with similar experience. Annual salaries are adjusted for work periods longer than 10 months.

Placement by Individual Job Qualifications

Hiring rates for administrative, professional, technology, clerical/paraprofessional and manual trades employees will be determined individually on the basis of each person's job-related qualifications and job-related experience. Hiring rates should also be sensitive to internal equity concerns of other employees in the same job. No employee may be placed below the minimum of the pay range. Starting salaries above the midpoint may be offered only for hard-to-fill positions with approval of the Superintendent.

Creditable Years of Experience for Educational Aide Experience

Beginning with the 2004-2005 school year, a teacher aide, who subsequently becomes a certified teacher may receive up to two years of teacher aide experience for salary increment purposes, provided the individual: held a valid Educational Aide certificate at the time the service was rendered, been employed by a TEA recognized entity, and worked the required number of days and percent of time for a creditable year of experience when employed. Experience outside LPISD must be verified using the teacher service record form (Fn-115), or a similar form containing the same information.

Retire/Rehire

When a TRS retiree is rehired, the district may incur expenses over and above those associated with hiring a non-retiree in a similar position with similar years of experience. Consideration of a TRS retiree for a position will be for hard-to-fill positions and at the direction of the Superintendent or designee.

Teacher Retirement System of Texas

Information provided in this section is relative to policy and procedures of the LPISD regarding employment after retirement. These policies are not necessarily the policies of Teacher Retirement System of Texas (TRS).

For policy and practices of TRS, please contact them directly for information.

You may call: 1-800-223-8778

You may also write: TRS
1000 Red River Street
Austin, Texas 78701

Or visit the website at: www.trs.state.tx.us

The La Porte Independent School District is not an authorized provider of employee information regarding processes and procedures for retiring from the Teacher Retirement System of Texas (TRS). Employees must contact TRS directly for information regarding their personal retirement and the rules for employment after retirement.

There have been significant changes in TRS rules for employment after service retirement. **It is the responsibility of the Retiree to verify how these changes will impact his/her annuity should he/she decide to return to work at a TRS-Participating entity.**

PROMOTION

Promotion Defined

A promotion usually occurs when an employee is selected for a different job in a higher pay range; however, not all assignments to a higher pay grade are automatically considered promotions. If a pay adjustment is made for promotion, it will begin with the effective date of the new assignment. If an employee moves to a different job in a different pay structure (example: from manual trades to professional group), the pay adjustment will be treated as placement of a new employee. Refer to procedures on Placement of New Employees.

Promotion Increase

A promotion increase is based on an employee's current base pay less any stipends paid for supplemental duties. Promotion increases are awarded in addition to any general annual pay increase given.

A salary placement for a promotion will be determined by these guidelines:

If the employee's current base pay rate is at or below the midpoint for the new job, the standard increase shall be six percent of the new job's midpoint. The employee's new salary cannot exceed the new job's midpoint plus 3%.

$$\begin{array}{r} \text{Example: New Midpoint} = \$14.00 \\ \text{Times (X)} \quad .06 \\ \hline \$.84 \text{ Increase Amount} \end{array}$$

If the employee's current base pay rate is greater than the midpoint for the new position, the standard increase shall be three percent of the new midpoint.

$$\begin{array}{r} \text{Example: New Midpoint} = \$14.00 \\ \text{Times (X)} \quad .03 \\ \hline \$.42 \text{ Increase Amount} \end{array}$$

Consideration will be given to the pay of other employees in the same position. The standard promotion increase may be reduced or increased accordingly to maintain internal pay equity. Pay adjustments may also be made for a longer or shorter work year associated with the change in assignment.

No employee will be paid less than the minimum or more than the maximum of the new pay range.

DEMOTION

Demotion Defined

A demotion occurs when an employee is reassigned or accepts a different job at a lower pay grade level with a reduction in their base pay. Demotions may be voluntary or involuntary. Position reclassification or general salary structure changes are not considered demotions.

Pay Adjustments for Demotion

A reduction in pay as a result of a demotion will be made at the discretion of the Superintendent. When a pay reduction is made for a demotion, the employee's base pay rate will be reduced to the same relative position within the new pay range, typically measured as a ratio of the employee's salary to the range midpoint. For example, if the employee's base pay was 110 percent of the midpoint in the higher pay range, that person's pay would be reduced to an equivalent 110 percent of the midpoint in the lower pay range. Pay adjustments may also be made for a longer or shorter work year associated with the change in assignment. Pay adjustments may be made if the demotion occurs at the end of a full year in that assignment.

VOLUNTARY TRANSFERS

Voluntary Transfer Request

LPISD provides a voluntary transfer process for employees who meet the designated criteria listed on the Voluntary Transfer Form. The form, which is updated annually, can be found on the district website in the Human Resources department, under *Human Resources Documents*, and is available during the spring transfer period.

The Voluntary Transfer Form must be completed by the employee and signed by his/her principal or administrator. ***Please note that filling out the form is a request and does not guarantee a transfer.*** To be considered for a position the employee requesting the voluntary transfer must apply for the desired posted position. Human Resources communicates with the principals regarding the voluntary transfer requests as they are received and the principals contact employees to schedule interviews based upon their campus needs. Approving principals submit Hiring Recommendations to Human Resources to process upon confirmation of the vacancy and verification of appropriate certification. Affected parties will be notified prior to the school year for which the request is made. Personnel not notified in writing by the Human Resources Department in reference to their request should remain in their current assignment.

RESIGNATIONS

Employees wishing to resign must submit a letter of resignation. The principal/department head will send the resignation to Human Resources. When a contract employee is requesting to resign during the contract year, the principal/supervisor will send the resignation request to Human Resource who will communicate with the superintendent. Resignations are not official until accepted by the Superintendent or designee. The Executive Director of Human Resources is a designee. At-will employees can resign at any time by submitting a letter of resignation. If the at-will employee verbally resigns and is not providing a written letter or resignation, the date, time, name of the resigning employee, and job title of the person taking the resignation will be documented and submitted to the Human Resources Department by email.

Exit Interviews

Exit interviews are used to gain information to assist the district with the retention of employees. Principals/Department Heads are asked to encourage all employees to complete the exit interview form, which is sent from Human Resources as part of the employee's exit paperwork.

ADJUSTING PAY RANGE STRUCTURES

Review of Pay Ranges

District pay range structures will be reviewed annually and adjusted as needed by the Superintendent with approval of the Board. Pay ranges will be reviewed on a regular basis and adjusted to ensure that the pay structure remains competitive and maintains its value against inflation. The percent of structure adjustment will be applied equally to the minimum, midpoint, and maximum rate of each pay range to preserve the design of the structure.

Amount of Structure Adjustment

Pay ranges should be adjusted by an equal percent factor. The amount of percent adjustment made to pay ranges should be less than the percent adjustment made to employee pay within the structure. To prevent salary compression problems between new employees and experienced employees, the budget must be sufficient to advance salaries within the pay range faster than the range itself is being adjusted. After the budget is established, the Superintendent will determine the appropriate amount of adjustment for pay range structures in the district.

Structure Adjustment Procedure

To adjust a pay-range structure, the adjustment factor will be applied to the minimum, midpoint and maximum of each pay range. Adjustments to pay ranges are generally presented to the Board of Trustees for approval.

Verification of Annual Salary

Employees can access information regarding their compensation, assignment and benefit information through the Employee Access Center. The Employee Access Center can be found on the district website, www.lpisd.org, by selecting *Staff Portal*. It is the responsibility of the employees to verify their salary and benefits information annually and communicate any discrepancies to Human Resources.

SUPPLEMENTAL DUTY PAY

Supplemental Duty Compensation (Stipends)

Supplemental pay occurs in addition to, but separate from, the employee's regular, contracted salary. **Supplemental pay is authorized by the Board of Trustees on a year-to-year basis and is not a property right.** Supplemental pay is discontinued upon cessation of the assignment originally generating it or upon the occurrence of any other event, which would cause the employee to become ineligible to receive the supplement. In the area of supplemental pay, as in other areas of compensation, LPISD strives to maintain amounts that are competitive within our market.

Exempt employees who are assigned supplemental duties that accrue extra pay will be compensated according to the district's supplemental duty pay schedule approved by the Board. Nonexempt employees who are assigned supplemental duties will be paid on an hourly basis including overtime compensation when hours exceed 40 in a workweek. The hours worked in supplemental duties must be combined with the hours worked in the regular job assignment for determining the total hours worked each week. These hours are calculated each week through the district timekeeping system.

PAID VACATION

Full-time employees working 240 days or more will earn and accumulate paid vacation days in accordance with Board Policy DED (Local). Employees shall earn vacation days based on the number of days employed and the years of service with the district. Vacation days shall begin to accrue from the first day of employment. For additional information see Board Policy DED (Local).

HEALTH INSURANCE CONTRIBUTION

The Board annually determines its monthly contribution to employee only health insurance premiums as part of the employee compensation and benefits system. The district contribution for 2022-2023 is \$400/month for employees enrolled in *TRS-Active Care* and working more than twenty hours per week, which is \$175/month greater than the state required amount of \$225/month. *TRS-Active Care* is the group health care coverage administered by the Teacher Retirement System of Texas (TRS).

EMPLOYEE INSURANCE AND FRINGE BENEFITS

In addition to the salary amount provided in the adopted schedule, the district contributes to the employee health and life insurance plans.

Medical	Eligible District employees are provided \$400 per month toward TRS Active Care.
Life and AD&D	Eligible district employee are provided \$15,000 in basic group term life insurance and \$15,000 in Accidental Death and Dismemberment (AD&D).
Workers' Compensation	Benefits provided and prescribed by the Workers' Compensation Law are available without cost to all district employees.
Leaves of Absence	See Board Policy, DEC (LOCAL).
Sick Leave	10-month employees receive 5 days of Local Leave; 11-month employees receive 6 days of Local Leave; 12-month employees receive 7 days of Local Leave.
Personal Leave	All employees receive 5 days of State Leave. Please refer to Board Policy, Section DEC (Local) for exceptions.
Vacation	Full time employees working 240 days or more with LPISD: <ul style="list-style-type: none">• 10 days per year for the first ten years• 15 days per year beginning with the eleventh year



**La Porte Independent School District
Position Authorization Form**

This form is to be completed by campus/department to request adding a position or reclassifying a position. Complete form and submit to Human Resources with job description.

Position Detail

Position Title:	
Position Reports to (Title):	
Campus/Department Name:	
Position Classification/Pay Grade:	
Date Authorized:	

Is this an increase to staff?

Yes: Please state justification

--

No: Please indicate new position reason:

More Days	
Less Days	
Reclassification of current position	
Other:	

Other Skills: (Please list requirements other than established in job description)

--

Other Remarks: (Please describe reasons for filling the position at the requested classification & pay grade)

--

Authorization:

Department/Campus

Superintendent

Chief Financial Officer

Executive Director of Human Resources

For HR use only

Position Control Number:	
Budget Code:	
Job Posted Date:	

Section II

Certified Instructional Staff:

Classroom Teachers/Librarians/Registered Nurses (RN)

Salary Schedule

**La Porte ISD
2022-2023 Employee Compensation Plan
Certified Instructional Staff**

Salary Plan for Teachers, Librarians and Registered Nurses (RN)

10-Month Salary Minimum	\$60,000
Master's Degree	\$1,000
Master's Degree and Doctorate Degree	\$2,000

Teachers, Librarians and Registered Nurses (RN) will be paid annual salaries within a pay range.

Salaries are determined individually based on each person's creditable years of experience, credentials, and the rates being paid to other employees with similar experience.

Annual salaries are adjusted for work periods longer than 10 months.

Salary advancement is based on an annual pay raise approved by the Board of Trustees at the budget adoption.

Salary stipends are listed at the end of the compensation plan.

Section III

Paraprofessional Salary Schedule

La Porte ISD
2022-2023 Employee Compensation Plan
Paraprofessional

Pay Grade 1

187 Aide, Bilingual
 187 Aide, DAEP
 187 Aide, ESL
 187 Aide, Instructional
 187 Aide, Instructional Technology (ITA)
 187 Aide, ISS
 187 Aide, Library
 187 Aide, Physical Education
 187 Aide, Pre-Kindergarten
 187 Aide, Special Education (Inclusion)
 187 Clerk, Special Education, Job Coach
 197 Aide, Instructional, ECC
 197 Open/Closer ECC
 240 Aide, Instructional, ECC

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$12.04	\$14.50	\$16.97
8	187	\$18,012	\$21,692	\$25,387
5	197	\$11,859	\$14,283	\$16,715
8	197	\$18,975	\$22,852	\$26,745
8	240	\$23,117	\$27,840	\$32,582

Pay Grade 2

195 Clerk, Special Education ARD
 197 Instructor, ECC
 200 Clerk, Attendance
 200 Clerk, Counselor/Registrar
 210 Clerk, Attendance Officer
 210 Clerk, High School AP/Counselor
 210 Clerk, Special Education PEIMS/SERS
 220 Clerk, High School Registrar
 240 Clerk/Receptionist, Communications
 240 Clerk/Receptionist, High School
 240 Instructor, ECC

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$13.25	\$15.96	\$18.68
8	195	\$20,670	\$24,898	\$29,141
8	197	\$20,882	\$25,153	\$29,440
8	200	\$21,200	\$25,536	\$29,888
8	210	\$22,260	\$26,813	\$31,382
8	220	\$23,320	\$28,090	\$32,877
8	240	\$25,440	\$30,643	\$35,866

Pay Grade 3

187 Aide, District Behavior Para
 187 Aide, Special Education Adult Transition
 187 Aide, Special Education BSP
 187 Aide, Special Education ECSE
 187 Aide, Special Education FOCUS
 187 Aide, Special Education SAIL
 200 Clerk, DAEP
 240 Clerk, Data, Technology
 240 Clerk, High School Associate Principal
 240 Clerk, High School Finance
 240 Technician, Print Shop

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$14.31	\$17.24	\$20.17
8	187	\$21,408	\$25,791	\$30,174
8	200	\$22,896	\$27,584	\$32,272
8	240	\$27,475	\$33,101	\$38,726

**La Porte ISD
2022-2023 Employee Compensation Plan
Paraprofessional**

Pay Grade 4

187 Licensed Vocational Nurse (LVN)
220 Specialist, School Nutrition
240 Instructor/Assistant Director, ECC
240 Secretary, Athletic Office
240 Secretary, Director Child Nutrition
240 Secretary, Director Performing & Visual Arts
240 Secretary, Director Transportation
240 Secretary, Principal, DeWalt, Jr. High, Baker, Elementary

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$15.45	\$18.62	\$21.78
8	187	\$23,113	\$27,856	\$32,583
8	220	\$27,192	\$32,771	\$38,333
8	240	\$29,664	\$35,750	\$41,818

Pay Grade 5

240 Registrar, High School
240 Secretary, Director Communications
240 Secretary, Executive
240 Secretary, Principal, High School

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$17.30	\$20.85	\$24.40
8	240	\$33,216	\$40,032	\$46,848

Pay Grade 6

240 Bookkeeper
240 Director, ECC
240 Specialist, Accounts Payable
240 Secretary, Chief Financial Officer
240 Secretary, Deputy Superintendent
240 Specialist, Benefits
240 Specialist, Human Resources
240 Specialist, Payroll

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$19.90	\$23.97	\$28.04
8	240	\$38,208	\$46,022	\$53,837

Pay Grade 7

240 Administrative Assistant, Superintendent

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$22.40	\$28.22	\$34.05
8	240	\$43,008	\$54,182	\$65,376

Section IV

Manual Trades Salary Schedule

**La Porte ISD
2022-2023 Employee Compensation Plan
Manual Trades**

Pay Grade 1

176 Crossing Guard
180 Bus Monitor
180 Cafeteria Worker I
194 Custodian
240 Custodian
240 Laundry Worker
250 Custodian

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$10.97	\$13.21	\$15.45
4	176	\$7,723	\$9,300	\$10,877
4	180	\$7,898	\$9,511	\$11,124
5	180	\$9,873	\$11,889	\$13,905
6	180	\$11,848	\$14,267	\$16,686
8	194	\$17,025	\$20,502	\$23,978
8	240	\$21,062	\$25,363	\$29,664
8	250	\$21,940	\$26,420	\$30,900

Pay Grade 2

176 Security Assistant
180 Cafeteria Worker II
250 Clerk, Warehouse/Driver/Receiver
250 Grounds Maintenance
250 Head Custodian, High School
250 Transportation Mechanic Helper

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$11.93	\$14.38	\$16.83
8	176	\$16,797	\$20,247	\$23,697
4	180	\$8,590	\$10,354	\$12,118
5	180	\$10,737	\$12,942	\$15,147
6	180	\$12,884	\$15,530	\$18,176
8	250	\$23,860	\$28,760	\$33,660

Pay Grade 3

240 Dispatch/Router/Student Badges
240 Technician, General Maintenance
250 Grounds Maintenance/Athletics
250 HVAC Apprentice
250 Job Controller/Dispatcher
250 Painter
250 Plumber's Helper
250 Specialist, Central Receiving
250 Technician, General Maintenance
250 Transportation Dispatch Router
250 Warehouse Worker/Driver

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$13.85	\$16.69	\$19.52
8	240	\$26,592	\$32,045	\$37,478
8	250	\$27,700	\$33,380	\$39,040

Pay Grade 4

250 Carpenter/Cabinet Maker
250 General Maintenance Roofer
250 Plumber
250 Supervisor, Central Receiving
250 Supervisor, Warehouse
250 Technician, Electrical
250 Technician, Electronics
250 Technician, HVAC
250 Transportation Mechanic

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$16.48	\$19.86	\$23.24
8	250	\$32,960	\$39,720	\$46,480

**La Porte ISD
2022-2023 Employee Compensation Plan
Manual Trades**

Pay Grade 5

180 Bus Driver
182 Cafeteria Manager I
250 Locksmith

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$19.29	\$23.24	\$27.18
6	180	\$20,833	\$25,099	\$29,354
8	182	\$28,086	\$33,837	\$39,574
8	250	\$38,580	\$46,480	\$54,360

Pay Grade 6

182 Cafeteria Manager II
250 Lead Carpenter
250 Senior Electrician
250 Senior General Maintenance Technician
250 Senior HVAC Technician
250 Senior Plumber

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$21.41	\$25.80	\$30.18
8	182	\$31,173	\$37,565	\$43,942
8	250	\$42,820	\$51,600	\$60,360

Pay Grade 7

250 Supervisor, Transportation Shop

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$23.77	\$28.63	\$33.50
8	250	\$47,540	\$57,260	\$67,000

Section V

Technology Salary Schedule

**La Porte ISD
2022-2023 Employee Compensation Plan
Technology**

Pay Grade 1

Technology pay grade 1 is non-exempt from overtime

240 Specialist, Student Support
240 Technician, Technology

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$21.37	\$25.76	\$30.14
8	240	41,030	\$49,459	\$57,869

Pay Grade 2

Technology pay grade2-5 are exempt from overtime

240 Coordinator, Help Desk

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$51,114	\$63,893	\$76,671

Pay Grade 3

240 Coordinator, PEIMS

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$59,340	\$74,174	\$89,009

Pay Grade 4

240 Database Administrator I
250 System Administrator

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$64,473	\$78,625	\$92,776
250	12 Months	\$67,159	\$81,901	\$96,642

Pay Grade 5

240 Database Administrator II

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$74,145	\$90,419	\$106,694

Pay Grade 6

240 Managing Director

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$87,901	\$105,903	\$123,905

Section VI

Professional Salary Schedule

**La Porte ISD
2022-2023 Employee Compensation Plan
Professional**

Pay Grade 1

240 Coordinator, Communications
240 Coordinator, Events
240 Coordinator, Payroll & Benefits
240 Coordinator, Support Services
240 District Attendance Officer
250 Foreman, Custodial
250 Foreman, Electrical
250 Foreman, General Maintenance
250 Foreman, Grounds Maintenance
250 Foreman, HVAC

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$51,114	\$63,893	\$76,671
250	12 Months	\$53,244	\$66,555	\$79,866

Pay Grade 2

187 Assistant, Speech Language Pathologist
210 Girls' Athletic Trainer
240 District Athletic Trainer

Assignment		Minimum	Midpoint	Maximum
187	10 Months	\$48,986	\$61,234	\$73,482
210	11 Months	\$55,011	\$68,765	\$82,520
240	12 Months	\$62,869	\$78,589	\$94,308

Pay Grade 3

195 Coordinator, Nurses
195 Counselor, Elementary
195 Crisis Counselor
195 Diagnostician
195 District Mental Health Counselor
195 Occupational Therapist
195 Physical Therapist
195 Speech Language Pathologist
195 Transition Supervisor (LPHS)
200 Counselor, Secondary
210 Coordinator, Data Analytics
210 Counselor, Lead
210 Instructional Technology Support
220 Coordinator, Advance Academics & Career
and Technical Education (CTE)
220 Coordinator, Restorative Practices
220 Coordinator, School Nutrition Trainer
240 Coordinator, Grants/Accounting
240 Coordinator, Human Resources
240 Coordinator, Instructional Technology Support
240 Coordinator, Purchasing Contract
240 Coordinator, School Nutrition
240 Executive Director, La Porte Education Foundation

Assignment		Minimum	Midpoint	Maximum
195	11 Months	\$63,818	\$76,022	\$88,267
200	11 Months	\$65,454	\$77,971	\$90,488
210	11 Months	\$68,727	\$81,871	\$95,015
220	12 Months	\$72,000	\$85,770	\$99,540
240	12 Months	\$78,545	\$93,567	\$108,589

Pay Grade 4

197 Licensed Specialist in School Psychology
210 Licensed Specialist in School Psychology
220 Coordinator, Social Emotional Learning (SEL) &
Student Wellness

Assignment		Minimum	Midpoint	Maximum
197	11 Months	\$66,182	\$78,828	\$91,474
210	11 Months	\$70,549	\$84,030	\$97,510
220	11 Months	\$73,909	\$88,031	\$102,153

Section VII

Administrative Salary Schedule

**La Porte ISD
2022-2023 Employee Compensation Plan
Administrative**

Pay Grade 1

210 Assistant Principal, Elementary School (PK-5)
240 Early Childhood Center (ECC) Director/
Assistant Principal, Elementary School (PK-5)

Assignment		Minimum	Midpoint	Maximum
210	11 Months	\$72,964	\$87,719	\$102,474
240	12 Months	\$83,387	\$100,250	\$117,113

Pay Grade 2

210 Assistant Principal, Secondary

Assignment		Minimum	Midpoint	Maximum
210	11 Months	\$75,073	\$89,476	\$103,880

Pay Grade 3

220 Associate Principal, Secondary

Assignment		Minimum	Midpoint	Maximum
220	12 Months	\$80,857	\$95,579	\$110,301

Pay Grade 4

240 Director, Finance
240 Director, Human Resources
240 Director, Parent Assistance & Engagement
240 Director, Performing and Visual Arts
240 Director, School Nutrition
240 Director, Special Programs
240 Director, State & Federal Programs & Assessment
240 Director, Transportation
240 Principal, Elementary School (K-5)
240 Principal, Junior Highs and Baker (6-8)

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$96,691	\$116,493	\$136,295

Pay Grade 5

240 Director, Communications
240 Executive Director
240 Principal, High School

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$106,139	\$127,877	\$149,616

Pay Grade 6

240 Assistant Superintendent

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$117,812	\$139,996	\$162,180

Pay Grade 7

240 Chief Financial Officer
240 Deputy Superintendent

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$130,000	\$160,000	\$190,000

Section VIII

Supplements to Base Salaries

La Porte ISD
2022-2023 Employee Compensation Plan
Supplements

Pay Code	Stipend Description	Stipend Amount	Additional Information
Athletic/Coaching Stipends			
564	Athletic Director	\$ 12,000	
520	Baseball Assistant Varsity Coach	\$ 3,500	(2)
555	Baseball Head Coach	\$ 6,000	
521	Baseball Sub-Varsity Coach	\$ 3,500	(2)
529	Basketball Assistant Varsity Coach	\$ 4,000	(1) boys, (1) girls
463	Basketball Coach Junior High	\$ 2,500	(4) boys, (4) girls
488	Basketball Sub-Varsity Coach	\$ 3,500	(3) boys, (2) girls
558	Basketball Head Coach	\$ 8,000	(1) boys, (1) girls
498	Cheer Assistant Coach High School	\$ 4,000	
535	Cheer Head Coach High School	\$ 6,000	
446	Cheer Head Coach Junior High	\$ 1,200	
549	Coordinator Coach, Junior High	\$ 2,000	(2) boys, (2) girls
591	Cross Country Assistant Varsity Coach	\$ 3,100	(1) boys, (1) girls
629	Cross Country Coach Junior High	\$ 1,200	(1) boys, (1) girls
525	Cross Country Head Coach	\$ 4,500	(1) boys, (1) girls
	District Recruiting Coordinator	\$ 5,000	
453	Football Assistant Head Coach	\$ 1,500	
465	Football Coach Junior High	\$ 2,750	(5)
560	Football Defensive Coordinator Coach	\$ 8,000	
447	Football Equipment Coordinator Coach	\$ 1,200	
358	Football Head Sub-Varsity Coach	\$ 500	(2)
602	Football Head Coach/District Athletic Coordinator	\$ 12,000	
561	Football Offensive Coordinator Coach	\$ 8,000	
429	Football Special Teams Coordinator Coach	\$ 1,800	
454	Football Strength Coordinator Coach	\$ 1,500	
544	Football Sub Varsity Coach	\$ 5,700	(5)
551	Football Varsity Coach	\$ 6,200	(8)
418	Football Video Technician Coach	\$ 600	
492	Golf Assistant Varsity Coach	\$ 2,500	
537	Golf Head Coach	\$ 6,000	
469	Power Lifting Head Coach	\$ 2,000	
552	Soccer Head Coach	\$ 6,000	(1) boys, (1) girls
316	Soccer Jr. High Coach	\$ 600	(1) boys, (1) girls
470	Soccer Sub-Varsity Coach	\$ 3,500	(1) boys, (1) girls
494	Softball Sub-Varsity Coach	\$ 3,500	(2)
556	Softball Head Coach	\$ 6,000	
524	Softball Assistant Varsity Coach	\$ 3,500	(2)
493	Swim Assistant Varsity Coach	\$ 2,800	
545	Swim Head Coach	\$ 6,000	
592	Tennis Assistant Varsity Coach (Year-Round)	\$ 4,000	
450	Tennis Coach Junior High	\$ 1,200	(1) boys, (1) girls
541	Tennis Head Coach (Year-Round)	\$ 7,000	
448	Track Coach Junior High	\$ 1,200	(4) boys, (4) girls
485	Track Sub-Varsity Coach	\$ 2,800	(3) boys, (4) girls
527	Track Head Coach	\$ 4,750	(1) boys, (1) girls
536	Volleyball Assistant Varsity Coach	\$ 4,500	
466	Volleyball Coach Junior High	\$ 2,500	(4)
495	Volleyball Sub-Varsity Coach	\$ 3,500	(2)
557	Volleyball Head Coach	\$ 7,500	
	Water Polo Assistant Coach	\$ 1,500	
618	Water Polo Coach	\$ 3,000	
Athletic/Coaching Longevity Stipends (currently coaching at La Porte High School)			
626	Coach with 20 or more years in-district coaching experience	\$ 2,000	
627	Coach with 10-19 years in-district coaching experience	\$ 1,500	

La Porte ISD
2022-2023 Employee Compensation Plan
Supplements

Pay Code	Stipend Description	Stipend Amount	Additional Information
Athletic Miscellaneous			
568	Coaches as Bus Drivers in-district	\$ 15	Flat Rate
303	Coaches as Bus Drivers out-of-district	\$ 25	Flat Rate
342	Coaches at Summer Camps	\$ 20	Hourly
639	Coaches with Commercial Drivers License	\$1,000	actively driving students
Per Game Event			
304	Varsity Football Head Ticket Seller	\$ 50	6:00pm through 3rd Quarter
304	Varsity Football Ticket Seller	\$ 40	6:00pm through 3rd Quarter
304	Varsity Football Ticket Seller	\$ 30	6:00pm through Half-time
304	Varsity Football Ticket Taker	\$ 30	6:00pm through 3rd Quarter
304	Varsity Football Ticket Taker	\$ 20	6:30pm through Half-time
304	Varsity Football Ramp Supervisor	\$ 30	6:30pm through Half-time
304	Varsity Football Announcer, Press Box, Spotter, Press Box Supervisor	\$ 40	6:30pm through 4th Quarter
304	Varsity Football Game Worker	\$ 50	6:30pm through 4th Quarter
304	Varsity Football Pass Gate Attendant	\$ 30	6:30pm through 3rd Quarter
304	Ticket Manager	\$ 100	Friday Night Games/Play-Off Games/Friday Night Games/Sub-Varsity
304	Vision Board Operator Stadium	\$ 50	Games/Play-Off Games
304	Vision Board Operator Bulldog Centre	\$ 50	
060	Football Chain Crew-Students per game	\$ 15	
	Other Athletics Ticket Sellers and Takers:		
304	1 Game	\$ 20	
304	2 Games	\$ 30	
304	3 Games	\$ 40	
304	More than 3 Games, amount per game over 3	\$ 10	
	Scorekeeper, Clock Keeper:		
304	1 Game	\$ 20	
304	2 Games	\$ 30	
304	3 Games	\$ 40	
304	More than 3 Games, amount per game over 3	\$ 10	
	Play-off Game Worker		
304	Play-off Game Ticket Seller/Taker	\$ 35	per game
304	Play-off Game Table Worker (score clock, Libero tracker, announcer)	\$ 40	per game
304	Play-Off Game Supervisor	\$ 50	per game
	Broadcasting - 1 hour from start to 1 hour after event		
580	Announcer for Any Sporting Event	\$ 45	
580	Varsity Baseball/Softball Booth-Switcher & Downstream	\$ 100	
580	Varsity Baseball/Softball Cameras	\$ 100	
580	Varsity Basketball Booth-Replay, Downstream & Switcher Producer	\$ 100	
580	Varsity Basketball Cameras	\$ 75	
580	Varsity Football Booth-Replay, Switcher Coordinator & Downstream	\$ 150	
580	Varsity Football Cameras	\$ 100	
580	Varsity Volleyball Booth-Switcher & Downstream	\$ 100	
580	Varsity Volleyball Cameras	\$ 75	
580	Graduation Booth-Switcher & Downstream	\$ 150	
580	Graduation Cameras	\$ 100	
	Student Worker Broadcasting - 1 hour from start to 1 hour after event		
060	Varsity Baseball/Softball Booth-Switcher & Downstream	\$ 75	
060	Varsity Baseball/Softball Cameras	\$ 75	
060	Varsity Basketball Booth-Replay, Downstream & Switcher Producer	\$ 50	
060	Varsity Basketball Cameras	\$ 50	
060	Varsity Football Booth-Replay, Switcher Coordinator & Downstream	\$ 75	
060	Varsity Football Cameras	\$ 75	
060	Varsity Volleyball Booth-Switcher & Downstream	\$ 50	
060	Varsity Volleyball Cameras	\$ 50	
060	Graduation Booth-Switcher & Downstream	\$ 75	
060	Graduation Cameras	\$ 75	

La Porte ISD
2022-2023 Employee Compensation Plan
Supplements

Pay Code	Stipend Description	Stipend Amount	Additional Information
Extra Curricular/Co-Curricular Stipends			
423	Academic Decathlon Assistant Coach	\$ 1,000	
458	Academic Decathlon Head Coach	\$ 2,000	
375	Academic Octathlon Coach	\$ 500	
554	Band Assistant Director High School	\$ 7,000	
534	Band Assistant Director Junior High	\$ 3,000	6th Grade Campus Only
535	Cheer Sponsor High School	\$ 3,500	
446	Cheer Sponsor Junior High	\$ 1,200	
543	Choir Director High School	\$ 6,100	
491	Choir Director Junior High	\$ 2,800	
634	Distributive Education Clubs of America (DECA) Sponsor	\$ 1,000	
480	Drama Assistant Coach High School	\$ 7,000	
531	Drama Head Coach High School	\$ 8,000	
522	Drill Team Assistant Director	\$ 4,000	
548	Drill Team Director	\$ 6,000	
633	Family Career and Community Leaders of America (FCCLA) Sponsor	\$ 1,000	
632	Future Health Professionals (HOSA) Sponsor	\$ 1,000	
431	Junior Class Sponsor	\$ 1,000	
630	Junior Class Sponsor 50%	\$ 500	
435	National Honor Society (Jr. High/High School)	\$ 1,000	
645	National Honor Society (Jr. High/High School) 50%	\$ 500	
451	Orchestra Assistant Director 6th Grade	\$ 1,250	
468	Orchestra Assistant Director High School	\$ 2,000	
481	Orchestra Director 6th Grade	\$ 2,500	
562	Orchestra Director High School	\$ 8,000	
532	Orchestra Director Junior High	\$ 4,100	
646	Robotics	\$ 1,000	1 per campus or split
476	ROTC Orienteering Coach	\$ 2,400	
479	ROTC Rifle Club	\$ 2,400	
473	Senior Class Sponsor LPHS	\$ 2,000	
611	Senior Class Sponsor LPHS 50%	\$ 1,000	
631	Senior Class Sponsor The Academy	\$ 1,000	
483	Special Olympics Assistant Coach	\$ 2,500	(2)
523	Special Olympics Head Coach	\$ 3,500	
622	Student Council/Yearbook Sponsor The Academy	\$ 1,000	
456	Student Council Lead Sponsor High School	\$ 2,000	
457	Student Council Assistant Sponsor High School	\$ 1,000	
374	Student Council Sponsor Junior High	\$ 900	
373	Student Council Sponsor Junior High 50%	\$ 450	
475	Yearbook Sponsor High School	\$ 2,000	
620	Yearbook Sponsor Junior High	\$ 750	
Other Miscellaneous Stipends			
497	Bilingual	\$ 4,000	
581	Bilingual 50%	\$ 2,000	
	College, Career, Military Readiness (CCMR) Coordinator	\$ 2,000	
647	Districtwide Video	\$ 5,000	
623	Convocation Video	\$ 500	
640	DAEP Administration Support High School	\$ 2,000	Campus Admin Support
424	Department Head 4 Core	\$ 1,000	
376	Department Head 4 Core 50%	\$ 500	
452	Department Head High School Five to Ten	\$ 1,500	
460	Department Head High School More than Ten	\$ 2,000	
425	Department Head Special Education	\$ 1,000	
615	Districtwide Dyslexia Assessment Evaluator	\$ 3,000	
462	ESL Teacher Dual Language Program	\$ 2,000	
430	GT Lead Teacher K-12	\$ 1,000	
606	GT Lead Teacher K-12 25%	\$ 250	
572	GT Lead Teacher K-12 50%	\$ 500	

**La Porte ISD
2022-2023 Employee Compensation Plan
Supplements**

Pay Code	Stipend Description	Stipend Amount	Additional Information
	Employee Retention Stipend 1 - 5 completed years	\$ 1,000	to be paid in two installments - November and April
	Employee Retention Stipend 6 - 10 completed years	\$ 2,000	to be paid in two installments - November and April
	Employee Retention Stipend 11+ completed years	\$ 3,000	to be paid in two installments - November and April
436	National Board Teacher Certification		Based on Teacher Incentive Allotment
625	Planetarium Operator	\$ 1,000	
482	Project LEAP	\$ 2,500	
509	BSP Specialist	\$ 3,000	
617	Special Education LSSP (critical shortage)	\$ 6,000	
540	Special Education Speech Language Pathologist with C's	\$ 5,000	
509	Special Education Teacher Behavior Support Program (BSP)	\$ 3,000	
508	Special Education Teacher Focus on Communication and Understanding of Skills (FOCUS)	\$ 3,000	
510	Special Education Teacher Early Childhood Special Education (ECSE)	\$ 3,000	
512	Special Education Teacher Social Academic and Interpersonal Learning (SAIL)	\$ 3,000	
	STEM Lead Teacher Elementary	\$ 5,000	
Additional Paid Once/ Twice per Year			
379	ESL Certifications -one time pay	\$ 500	One time pay at completion of certification
380	ESL Teacher of Record for Five or More LEP Students	\$ 1,000	1/2 paid once each semester
378	ESL Teacher of Record for Less than Five LEP Students	\$ 500	1/2 paid once each semester
382	Mentor to Teachers New to the Profession	\$ 500	All requirements for each program must be met to get the one time pay in June
359	Mentor to Teachers New to the Profession 50%	\$ 250	All requirements for each program must be met to get the one time pay in June
	Intern (Student Teacher) Supervisor	\$ 1,200	\$1,200 Per intern
UIL Stipends to Include but Not Limited To:		\$ 500	Paid at end of school year
385	UIL Accounting Coach		
399	UIL Art Coach		
387	UIL Calculator Application Coach		
400	UIL Calculator Application Coach Junior High		
608	UIL Chess Puzzle		
388	UIL Computer Applications		
389	UIL Computer Science		
401	UIL Creative Writing & Ready Writing Coach		
386	UIL Current Issues & Events		
390	UIL Debate		
402	UIL Dictionary Skills & Spelling Coach		
601	UIL Editorial Writing		
600	UIL History		
403	UIL Impromptu Speaking Coach		
391	UIL Journalism		
404	UIL Listening Coach		
392	UIL Literacy Criticism		
406	UIL Maps, Graphs & Charts Coach		
393	UIL Mathematics & Number Sense		
369	UIL Mathematics Coach		
405	UIL Mathematics Coach Junior High		
407	UIL Modern Oratory Coach		
587	UIL Music Memory		
408	UIL Number Sense Coach		
394	UIL One Act Play Coach		
409	UIL One Act Play Coach Junior High		
616	UIL Oral Reading Coach		
410	UIL Oral Reading Coach Junior High		

La Porte ISD
2022-2023 Employee Compensation Plan
Supplements

Pay Code	Stipend Description	Stipend Amount	Additional Information
395	UIL Ready Writing		
444	UIL Regional Meet Coordinator		
396	UIL Science		
411	UIL Science Junior High		
599	UIL Social Studies		
397	UIL Speech		
398	UIL Spelling & Vocabulary		
612	UIL Storytelling		
School Nutrition			
310	Attendance Incentive Cafeteria Manager	\$ 1,000	1/2 paid Dec. 15 1/2 paid June 15; \$200 deducted for each day absent
310	Attendance Incentive Cafeteria Worker	\$ 500	1/2 paid Dec. 15 1/2 paid June 15; \$100 deducted for each day absent
350	School Nutrition College Certification Pay	\$ 300	
349	School Nutrition Uniform Allowance	\$ 50	
School Transportation			
	Attendance Incentive Bus Driver	\$ 1,000	1/2 paid Dec. 15 1/2 paid June 15; \$200 deducted for each day absent
	Attendance Incentive Bus Monitor	\$ 500	1/2 paid Dec. 15 1/2 paid June 15; \$100 deducted for each day absent
	Attendance Incentive Crossing Guard	\$ 250	1/2 paid Dec. 15 1/2 paid June 15; \$50 deducted for each day absent
	Field & Student Activity Trips, Secondary Job Bus Driver	Hourly Rate	
	Teacher Driver	\$ 25	
Summer School Extended School Year (ESY)			
	Summer School LEP Facilitator	\$ 44	
	Summer School Child Care Aide	\$ 8.25	
360	Summer School Credit Recovery	\$ 31	
	Summer School Credit Recovery Coordinator	\$ 38	
370	Summer School Elementary (PK-5) Principal	\$ 44	
354	Summer School Nurse	\$ 38	
	Summer School Paraprofessional	\$ 12.50	
	Summer School Secondary (6-12) Assistant Principal	\$ 44	
	Summer School Teacher	\$ 38	
	ESY Bilingual; LSSP, Diag, OT, PT, SLP	\$ 44	
	ESY Homebound Speech Therapist	\$ 41	
	ESY Homebound Teacher	\$ 38	
	ESY LSSP, Diag, OT, PT, SLP	\$ 41	
353	ESY Nurse	\$ 38	
	ESY Preparation	\$ 38	
	ESY Student Worker	\$ 8.25	
348	ESY Teacher	\$ 38	
	ESY Teacher of Visually Impaired	\$ 38	
Miscellaneous Extra Duty Rates			
	Bilingual Child Care	\$ 8.25	
	Dance Instructor Support	\$ 15	
347	Extra Duty Professional (unless otherwise listed)	\$ 25	
	Extra Duty Administrative (doing administrative duties)	\$ 38	
342	Instructional Summer Camp	\$ 32	
	Music Accompaniment	\$10 to \$50	
	Paraprofessionals working outside their assignment days	Hourly Rate	
	Special Education Assessments (Bilingual)	\$ 38	
	Student Workers	\$ 7.25	
	Translation Services - Professional	\$ 25	
	Translation Services - Non-Professional	Hourly Rate	
346	Tutorials Outside Assignment	\$ 40	
419	Tutorials - Degreed, noncertified	\$ 35	
427	Tutorials - College Student	\$ 15	

**La Porte ISD
2022-2023 Employee Compensation Plan
Supplements**

Pay Code	Stipend Description	Stipend Amount	Additional Information
Other Temporary Positions			
	Animal Feeders - summer student worker	\$ 7.25	
	LSSP Intern	Starting Teacher Pay	
	LSSP Intern-in-Training	\$ 20	
	Special Education In Home Trainer	\$ 50	
	Strength and Conditioning Intern	\$ 10	
	Strength and Conditioning Students	\$ 7.25	
	Technology Technician (PC Interns)	\$ 9.25	

Appendices

General Guidelines

Employee Assignment Calendars

La Porte ISD

2022-2023



July 2022						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 2022						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	●	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October 2022						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November 2022						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

January 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

March 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

April 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

May 2023						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	●	26	27
28	29	30	31			

June 2023						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

176 Day Calendar

Assignment Start Date: August 10, 2022

Assignment End Date: May 25, 2023

■ Staff Holiday

District 4 day work week begins:
May 30 - July 29, 2022

First Day Instruction 9th Grade: August 16, 2022
First Day Instruction PK-8, 10-12: August 17, 2022
Last Day Instruction PK-12: May 25, 2023

Month	Days	Total
Aug	16	16
Sep	21	37
Oct	19	56
Nov	16	72
Dec	12	84
Jan	19	103
Feb	17	120
Mar	18	138
Apr	19	157
May	19	176

ASSIGNMENT DAYS 2022-2023

176	CROSSING GUARD
176	SECURITY ASSISTANT

La Porte ISD

2022-2023



July 2022						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

January 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

August 2022						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

180 Day Calendar

Assignment Start Date: August 10, 2022

Assignment End Date: May 25, 2023

■ Staff Holiday

February 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

September 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

District 4 day work week begins:
May 30 - July 29, 2022

First Day Instruction 9th Grade: August 16, 2022
First Day Instruction PK-8, 10-12: August 17, 2022
Last Day Instruction PK-12: May 25, 2023

March 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

October 2022						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November 2022						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

April 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

December 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

May 2023						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

June 2023						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Month	Days	Total
Aug	16	16
Sep	21	37
Oct	20	57
Nov	17	74
Dec	12	86
Jan	20	106
Feb	18	124
Mar	18	142
Apr	19	161
May	19	180

ASSIGNMENT DAYS 2022-2023

180	4 HR CAFETERIA WORKER I & II
180	5 HR CAFETERIA WORKER I & II
180	6 HR CAFETERIA WORKER I & II
180	BUS DRIVER
180	BUS MONITOR

La Porte ISD

2022-2023



July 2022						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

January 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

August 2022						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	●	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

February 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

182 Day Calendar

Assignment Start Date: August 8, 2022

Assignment End Date: May 25, 2023

■ Staff Holiday

District 4 day work week begins:
May 30 - July 29, 2022

First Day Instruction 9th Grade: August 16, 2022
First Day Instruction PK-8, 10-12: August 17, 2022
Last Day Instruction PK-12: May 25, 2023

September 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

March 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

October 2022						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

November 2022						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

May 2023						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	●	26	27
28	29	30	31			

December 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

June 2023						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Month	Days	Total
Aug	18	18
Sep	21	39
Oct	20	59
Nov	17	76
Dec	12	88
Jan	20	108
Feb	18	126
Mar	18	144
Apr	19	163
May	19	182

ASSIGNMENT DAYS 2022-2023

182	CAFETERIA MANAGER I
182	CAFETERIA MANAGER II

La Porte ISD

2022-2023



July 2022						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

January 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

August 2022						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

February 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

September 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

March 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

October 2022						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

November 2022						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

May 2023						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

December 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

June 2023						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

187 Paraprofessional Day Calendar

Assignment Start Date: August 3, 2022

Assignment End Date: May 26, 2023

■ Staff Holiday

District 4 day work week begins:
May 30 - July 29, 2022

First Day Instruction 9th Grade: August 16, 2022
First Day Instruction PK-8, 10-12: August 17, 2022
Last Day Instruction PK-12: May 25, 2023

Month	Days	Total
Aug	21	21
Sep	21	42
Oct	20	62
Nov	17	79
Dec	12	91
Jan	20	111
Feb	19	130
Mar	18	148
Apr	19	167
May	20	187

ASSIGNMENT DAYS 2022-2023

187	AIDE
187	CLERK SPECIAL EDUCATION JOB COACH
187	AIDE DISTRICT BEHAVIOR PARA

La Porte ISD

2022-2023



July 2022						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 2022						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	●	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October 2022						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November 2022						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

January 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

March 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

April 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

May 2023						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

June 2023						
S	M	T	W	T	F	S
				●	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

187 Professional Day Calendar

Assignment Start Date: August 8, 2022

Assignment End Date: June 1, 2023

Staff Holiday
 Exchange Day

District 4 day work week begins:
May 30 - July 29, 2022

First Day Instruction 9th Grade: August 16, 2022
 First Day Instruction PK-8, 10-12: August 17, 2022
 Last Day Instruction PK-12: May 25, 2023

Month	Days	Total
Aug	18	18
Sep	21	39
Oct	20	59
Nov	17	76
Dec	12	88
Jan	20	108
Feb	19	127
Mar	18	145
Apr	19	164
May	22	186
June	1	187

ASSIGNMENT DAYS 2022-2023

187	LIBRARIAN
187	NURSE LVN
187	NURSE RN
187	SPECIAL EDUCATION ARD FACILITATOR
187	SPEECH LANGUAGE PATHOLOGIST ASSISTANT
187	TEACHER
187	INTERVENTIONIST

La Porte ISD

2022-2023



July 2022						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 2022						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	●	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October 2022						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November 2022						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

January 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

March 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

April 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

May 2023						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

June 2023						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	●	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

192 Day Calendar

Assignment Start Date: August 8, 2022

Assignment End Date: June 8, 2023

- Staff Holiday
- Exchange Day

District 4 day work week begins:
May 30 - July 29, 2022

First Day Instruction 9th Grade: August 16, 2022
First Day Instruction PK-8, 10-12: August 17, 2022
Last Day Instruction PK-12: May 25, 2023

Month	Days	Total
Aug	18	18
Sep	21	39
Oct	20	59
Nov	17	76
Dec	12	88
Jan	20	108
Feb	19	127
Mar	18	145
Apr	19	164
May	22	186
June	6	192

ASSIGNMENT DAYS 2022-2023

192	TEACHER, CTE
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La Porte ISD

2022-2023



July 2022						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 2022						
S	M	T	W	T	F	S
			2	3	4	5
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October 2022						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November 2022						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

January 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

March 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

April 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

May 2023						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

June 2023						
S	M	T	W	T	F	S
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

194 Day Calendar

Assignment Start Date: August 1, 2022

Assignment End Date: June 1, 2023

Staff Holiday

District 4 day work week begins:
May 30 - July 29, 2022

First Day Instruction 9th Grade: August 16, 2022
First Day Instruction PK-8, 10-12: August 17, 2022

Month	Days	Total
Aug	23	23
Sep	21	44
Oct	21	65
Nov	17	82
Dec	12	94
Jan	20	114
Feb	20	134
Mar	18	152
Apr	19	171
May	22	193
June	1	194

ASSIGNMENT DAYS 2022-2023

194	CUSTODIAN
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La Porte ISD

2022-2023



July 2022						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 2022						
S	M	T	W	T	F	S
			2	3	4	5
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October 2022						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November 2022						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

January 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

March 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

April 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

May 2023						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

June 2023						
S	M	T	W	T	F	S
				1	2	3
4	5		7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

195 Day Calendar

Assignment Start Date: August 1, 2022

Assignment End Date: June 6, 2023

Staff Holiday

District 4 day work week begins:
May 30 - July 29, 2022

First Day Instruction 9th Grade: August 16, 2022
First Day Instruction PK-8, 10-12: August 17, 2022

Month	Days	Total
Aug	23	23
Sep	21	44
Oct	20	64
Nov	17	81
Dec	12	93
Jan	20	113
Feb	19	132
Mar	18	150
Apr	19	169
May	22	191
June	4	195

ASSIGNMENT DAYS 2022-2023

195	BEHAVIOR SPECIALIST
195	BILINGUAL / ESL FACILITATOR
195	CLERK SPECIAL EDUCATION ARD
195	COORDINATOR NURSES
195	COUNSELOR ELEMENTARY
195	CRISIS COUNSELOR
195	DIAGNOSTICIAN
195	DISTRICT MENTAL HEALTH COUNSELOR
195	OCCUPATIONAL THERAPIST
195	PHYSICAL THERAPIST
195	SPEECH LANG PATHOLOGIST
195	TEACHER ELA COACH
195	TEACHER MATH COACH
195	TEACHER SCIENCE COACH
195	TEACHER SOCIAL STUDIES COACH
195	TRANSITION SUPERVISOR (LPHS)

La Porte ISD

2022-2023



July 2022						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 2022						
S	M	T	W	T	F	S
			2	3	4	5
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October 2022						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November 2022						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

January 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

March 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

April 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

May 2023						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

June 2023						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7		9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

197 Day Calendar

Assignment Start Date: August 1, 2022

Assignment End Date: June 8, 2023

Staff Holiday

District 4 day work week begins:
May 30 - July 29, 2022

First Day Instruction 9th Grade: August 16, 2022
First Day Instruction PK-8, 10-12: August 17, 2022

Month	Days	Total
Aug	23	23
Sep	21	44
Oct	20	64
Nov	17	81
Dec	12	93
Jan	20	113
Feb	19	132
Mar	18	150
Apr	19	169
May	22	191
June	6	197

ASSIGNMENT DAYS 2021-2022

197	AIDE INSTRUCTIONAL ECC
197	OPENER/CLOSER ECC
197	INSTRUCTOR ECC
197	LICENSED SPECIALIST SCHOOL PSYCHOLOGY

La Porte ISD

2022-2023



July 2022						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

January 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

August 2022						
S	M	T	W	T	F	S
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

200 Day Calendar

Assignment Start Date: August 1, 2022

Assignment End Date: June 13, 2023

■ Staff Holiday

February 2023						
S	M	T	W	T	F	S
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

September 2022						
S	M	T	W	T	F	S
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

District 4 day work week begins:
May 30 - July 29, 2022

First Day Instruction 9th Grade: August 16, 2022
First Day Instruction PK-8, 10-12: August 17, 2022
Last Day Instruction PK-12: May 25, 2023

March 2023						
S	M	T	W	T	F	S
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

October 2022						
S	M	T	W	T	F	S
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April 2023						
S	M	T	W	T	F	S
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

November 2022						
S	M	T	W	T	F	S
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

May 2023						
S	M	T	W	T	F	S
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

December 2022						
S	M	T	W	T	F	S
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

June 2023						
S	M	T	W	T	F	S
4	5	6	7	8	9	10
11	12		14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Month	Days	Total
Aug	23	23
Sep	21	44
Oct	20	64
Nov	17	81
Dec	12	93
Jan	20	113
Feb	19	132
Mar	18	150
Apr	19	169
May	22	191
June	9	200

ASSIGNMENT DAYS 2022-2023

200	CLERK ATTENDANCE
200	CLERK COUNSELOR/REGISTRAR
200	CLERK DAEP
200	COUNSELOR SECONDARY
200	TEACHER

La Porte ISD

2022-2023



July 2022						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 2022						
S	M	T	W	T	F	S
			2	3	4	5
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October 2022						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November 2022						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

January 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

March 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

April 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

May 2023						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

June 2023						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20		22	23	24
25	26	27	28	29	30	

206 Day Calendar

Assignment Start Date: August 1, 2022

Assignment End Date: June 21, 2023

Staff Holiday

District 4 day work week begins:
May 30 - July 29, 2022

First Day Instruction 9th Grade: August 16, 2022
First Day Instruction PK-8, 10-12: August 17, 2022
Last Day Instruction PK-12: May 25, 2023

Month	Days	Total
Aug	23	23
Sep	21	44
Oct	20	64
Nov	17	81
Dec	12	93
Jan	20	113
Feb	19	132
Mar	18	150
Apr	19	169
May	22	191
June	15	206

ASSIGNMENT DAYS 2022-2023

206	TEACHER, CTE
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La Porte ISD

2022-2023



July 2022						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

January 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

August 2022						
S	M	T	W	T	F	S
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

210 Day Calendar

Assignment Start Date: August 1, 2022

Assignment End Date: June 29, 2023

Staff Holiday

February 2023						
S	M	T	W	T	F	S
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

September 2022						
S	M	T	W	T	F	S
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

District 4 day work week begins:
May 30 - July 29, 2022

First Day Instruction 9th Grade: August 16, 2022
First Day Instruction PK-8, 10-12: August 17, 2022
Last Day Instruction PK-12: May 25, 2023

March 2023						
S	M	T	W	T	F	S
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

October 2022						
S	M	T	W	T	F	S
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April 2023						
S	M	T	W	T	F	S
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

November 2022						
S	M	T	W	T	F	S
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

May 2023						
S	M	T	W	T	F	S
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

December 2022						
S	M	T	W	T	F	S
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

June 2023						
S	M	T	W	T	F	S
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

Month	Days	Total
Aug	23	23
Sep	21	44
Oct	20	64
Nov	17	81
Dec	12	93
Jan	20	113
Feb	19	132
Mar	18	150
Apr	19	169
May	22	191
June	19	210

ASSIGNMENT DAYS 2022-2023

210	ASSISTANT PRINCIPAL ELEMENTARY/SECONDARY
210	CLERK ATTENDANCE OFFICER
210	CLERK HS AP/COUNSELOR
210	CLERK SPED PEIMS/SP PGMS
210	COORDINATOR DATA ANALYTICS
210	COUNSELOR LEAD
210	GIRLS' ATHLETIC TRAINER
210	INSTRUCTIONAL TECHNOLOGY SUPPORT
210	LICENSED SPECIALIST SCHOOL PSYCHOLOGY
210	STRENGTH & CONDITIONING COACH
210	TEACHER

La Porte ISD

2022-2023



July 2022						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 2022						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October 2022						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November 2022						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

January 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

March 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

April 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

May 2023						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

June 2023						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

220 Day Calendar

Assignment Start Date: July 21, 2022

Assignment End Date: June 30, 2023

Staff Holiday

District 4 day work week begins:
May 30 - July 29, 2022

First Day Instruction 9th Grade: August 16, 2022
First Day Instruction PK-8, 10-12: August 17, 2022
Last Day Instruction PK-12: May 25, 2023

Month	Days	Total
Jul	7	7
Aug	23	30
Sep	21	51
Oct	20	71
Nov	17	88
Dec	12	100
Jan	20	120
Feb	19	139
Mar	18	157
Apr	19	176
May	22	198
June	22	220

ASSIGNMENT DAYS 2022-2023

220	ASSOCIATE PRINCIPAL SECONDARY
220	CLERK HIGH SCHOOL REGISTRAR
220	COORDINATOR ADVANCE ACADEMICS & CAREER AND TECHNICAL EDUCATION (CTE)
220	COORDINATOR RESTORATIVE PRACTICES
220	COORDINATOR SCHOOL NUTRITION TRAINER
220	COORDINATOR SOCIAL EMOTIONAL LEARNING (SEL) & STUDENT WELLNESS
220	SPECIALIST SCHOOL NUTRITION
220	TEACHER CTE

La Porte ISD

2022-2023



July 2022						
S	M	T	W	T	F	S
						2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 2022						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October 2022						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November 2022						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

January 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

March 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

April 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

May 2023						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

June 2023						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

240 Day Calendar

Assignment Start Date: July 1, 2022
Assignment End Date: June 30, 2023

- Staff Holiday
- Non-Work Day

District 4 day work week begins:
May 30 - July 29, 2022

First Day Instruction 9th Grade: August 16, 2022
First Day Instruction PK-8, 10-12: August 17, 2022

Month	Days	Total
Jul	21	21
Aug	23	44
Sep	21	65
Oct	21	86
Nov	20	106
Dec	12	118
Jan	21	139
Feb	20	159
Mar	18	177
Apr	19	196
May	22	218
June	22	240

ASSIGNMENT DAYS 2022-2023

240	ACCOUNTANT
240	ADMIN ASSISTANT TO SUPERINTENDENT
240	AIDE, INSTRUCTIONAL ECC
240	ASSISTANT SUPERINTENDENT
240	BOOKKEEPER
240	CHIEF FINANCIAL OFFICER
240	CLERK DATA TECHNOLOGY
240	CLERK HIGH SCHOOL ASSOCIATE PRINCIPAL
240	CLERK HIGH SCHOOL FINANCE
240	CLERK RECEPTIONIST COMMUNICATIONS
240	CLERK RECEPTIONIST HIGH SCHOOL
240	COORDINATOR COMMUNICATIONS
240	COORDINATOR EVENTS
240	COORDINATOR GRANTS & ACCOUNTING
240	COORDINATOR HELP DESK
240	COORDINATOR HUMAN RESOURCES
240	COORDINATOR INSTRUCTIONAL TECHNOLOGY
240	COORDINATOR PAYROLL & BENEFITS
240	COORDINATOR PEIMS
240	COORDINATOR PURCHASING CONTRACTS
240	COORDINATOR SCHOOL NUTRITION
240	COORDINATOR SUPPORT SERVICES
240	CUSTODIAN
240	DATABASE ADMINISTRATOR I
240	DATABASE ADMINISTRATOR II
240	DEPUTY SUPERINTENDENT
240	DIRECTOR ATHLETICS
240	DIRECTOR COMMUNICATIONS
240	DIRECTOR EARLY CHILDHOOD CENTER (ECC)
240	DIRECTOR EARLY CHILDHOOD CENTER (ECC) / ASST. PRINCIPAL
240	DIRECTOR FINANCE
240	DIRECTOR HUMAN RESOURCES
240	DIRECTOR OF PARENT ASSISTANCE AND ENGAGEMENT
240	DIRECTOR PERFORMING & VISUAL ARTS
240	DIRECTOR SCHOOL NUTRITION
240	DIRECTOR SPECIAL PROGRAMS
240	DIRECTOR STATE & FEDERAL PROGRAMS & ASSESSMENT
240	DIRECTOR TRANSPORTATION
240	DISTRICT ATHLETIC TRAINER
240	DISTRICT ATTENDANCE OFFICER
240	EXECUTIVE DIRECTOR
240	INSTRUCTOR EC
240	INSTRUCTOR/ASSISTANT DIRECTOR EC
240	LAUNDRY WORKER
240	MANAGING DIRECTOR TECHNOLOGY
240	PRINCIPAL ELEMENTARY/SECONDARY
240	REGISTRAR HIGH SCHOOL
240	SECRETARY ATHLETIC OFFICE
240	SECRETARY CFO
240	SECRETARY DEPUTY SUPERINTENDENT
240	SECRETARY DIRECTOR
240	SECRETARY EXECUTIVE DIRECTOR
240	SECRETARY PRINCIPAL
240	SPECIALIST ACCOUNTS PAYABLE
240	SPECIALIST ACCOUNTS PAYABLE
240	SPECIALIST BENEFITS
240	SPECIALIST HUMAN RESOURCES
240	SPECIALIST PAYROLL
240	SPECIALIST STUDENT SUPPORT
240	SUPERINTENDENT
240	TEACHER
240	TECHNICIAN GENERAL MAINTENANCE
240	TECHNICIAN PRINT SHOP
240	TECHNICIAN TECHNOLOGY
240	TRANSPORTATION DISPATCH/ROUTER/STUDENT BADGES

La Porte ISD

2022-2023



July 2022						
S	M	T	W	T	F	S
						2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 2022						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October 2022						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November 2022						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

January 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

March 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

April 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

May 2023						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

June 2023						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

250 Day Calendar

Assignment Start Date: July 1, 2022
Assignment End Date: June 30, 2023

Staff Holiday

District 4 day work week begins:
May 30 - July 29, 2022

First Day Instruction 9th Grade: August 16, 2022
First Day Instruction PK-8, 10-12: August 17, 2022

Month	Days	Total
Jul	20	20
Aug	23	43
Sep	21	64
Oct	21	85
Nov	20	105
Dec	19	124
Jan	20	144
Feb	20	164
Mar	23	187
Apr	19	206
May	22	228
June	22	250

ASSIGNMENT DAYS 2022-2023

250	CARPENTER/CABINET MAKER
250	CLERK WAREHOUSE/DRIVER/RECEIVER
250	CUSTODIAN
250	CUSTODIAN HEAD HIGH SCHOOL
250	FOREMAN CUSTODIAL
250	FOREMAN ELECTRICAL
250	FOREMAN GENERAL MAINTENANCE
250	FOREMAN GROUNDS MAINTENANCE
250	FOREMAN HVAC
250	GENERAL MAINTENANCE ROOFER
250	GROUNDS MAINTENANCE
250	GROUNDS MAINTENANCE/ATHLETICS
250	HVAC APPRENTICE
250	LEAD CARPENTER
250	LOCKSMITH
250	PAINTER
250	PLUMBER
250	PLUMBER'S HELPER
250	SENIOR ELECTRICIAN
250	SENIOR GENERAL MAINTENANCE TECHNICIAN
250	SENIOR HVAC TECHNICIAN
250	SENIOR PLUMBER
250	SPECIALIST CENTRAL RECEIVING
250	SUPERVISOR CENTRAL RECEIVING
250	SUPERVISOR TRANSPORTATION SHOP
250	SUPERVISOR WAREHOUSE
250	SYSTEM ADMINISTRATOR
250	TECHNICIAN ELECTRICAL
250	TECHNICIAN ELECTRONICS
250	TECHNICIAN GENERAL MAINTENANCE
250	TECHNICIAN HVAC
250	TRANSPORTATION DISPATCH ROUTER
250	TRANSPORTATION JOB CONTROLLER/DISPATCHER
250	TRANSPORTATION MECHANIC
250	TRANSPORTATION MECHANIC HELPER
250	WAREHOUSE WORKER/DRIVER