

La Porte Independent School District

2020-2021

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 Cynthia Anderson, Executive Director of Special Programs, 1002 San Jacinto, La Porte, Texas 77571, Telephone (281) 604-7034.

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 Cynthia Anderson, Directora Ejecutiva de Programas Especiales, 1002 San Jacinto, La Porte, Texas 77571, Teléfono (281) 604-7034.

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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 2020-2021 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 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 2020-2021 school year only. Neither past nor future salaries may be accurately calculated or predicted from information contained in the 2020-2021 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 2020-2021 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 2020-2021 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, counselors 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 work 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

Eligibility for General Pay Increase

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. 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.

General Pay Increase Calculation

Regular or general salary advancement within a pay grade is controlled by the midpoint rate. This is in keeping with the notion that work that is similar should be paid or increased about the same amount. Therefore, employees assigned the same pay grade and positioned comparably in the pay range will receive similar amounts.

If the Board of Trustees approves a general pay increase, it will be calculated for each employee by applying a percentage increase approved by the Board to the midpoint of each employee's pay range. All employees who are in the same pay range will receive the same pay increase.

Example: Range Midpoint x Percent Increase = Pay Increase

- *Pay range midpoint for pay grade 5 is \$12.50 per hour*
- *Pay increase budget approved by the Board is 5%*
- *Hourly pay increase for all employees in pay grade 5 is $\$12.50 \times .05 = .63$*
- *An hourly employee in pay grade 5 is earning \$11.50 per hour*
- *Employee's new hourly wage is $\$11.50 + .63 = \12.13*

No employee's pay will be increased beyond the maximum of their assigned pay range except at the discretion of the Superintendent and/or Board of Trustees. For the 2020-2021 pay increase approved at the budget adoption, the raises were not limited above maximum.

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. Approval is provided by the Superintendent, Deputy Superintendent, Assistant Superintendent, Chief Financial Officer or the Executive Director

of Human Resources. Positions 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 should 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. Hiring rates will be based on the job-related experience and qualifications of the individual. 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 they 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. The district may reduce the employee's pay by adding a deduction for the TRS surcharge and TRS Care surcharge to offset these expenses.

Teacher Retirement System of Texas

Information provided in this section is relative to policy and procedures of the La Porte Independent School District 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

La Porte ISD 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.*** 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 supervisor must contact the Superintendent with a recommendation. 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 of 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 adjusted on a regular basis 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.lpsid.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. (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 2020-2021 is \$370/month for employees enrolled in *TRS-Active Care* and working more than twenty hours per week, which is \$145/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 \$370 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, SECTION DEC (LOCAL)
Sick Leave	10-month employees receive 5 days Local Leave; 11-month employees receive 6 days Local Leave; 12-month employees receive 7 days Local Leave.
Personal Leave	All employees receive 5 days 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/Registered Nurses (RN) Salary Schedule

La Porte ISD
2020-2021 Employee Compensation Plan
Certified Instructional Staff

2020-2021 Salary Plan for Teachers and Registered Nurses (RN)

10-Month Salary Minimum	\$57,200
Master's Degree	\$1,000
Master's Degree and Doctorate Degree	\$2,000

Teachers 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. If a pay raise is given, it is based on the average teacher salary.

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

Section III

Paraprofessional

Salary Schedule

La Porte ISD
2020-2021 Employee Compensation Plan
Paraprofessional

Pay Grade 1

187 Aide, Instructional
187 Aide, ISS
187 Aide, Physical Education
187 Aide, Pre-Kindergarten
197 Aide, Instructional, ECC
197 Open/Closer ECC
240 Aide, Instructional, ECC

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$11.20	\$13.50	\$15.80
8	187	\$16,755	\$20,196	\$23,637
5	197	\$11,032	\$13,298	\$15,563
8	197	\$17,651	\$21,276	\$24,901
8	240	\$21,504	\$25,920	\$30,336

Pay Grade 2

187 Aide, Bilingual
187 Aide, DAEP
187 Aide, ESL
187 Aide, Instructional Technology (ITA)
187 Aide, Library
187 Aide, Special Education (Inclusion)
187 Clerk, Special Education, Job Coach

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$11.80	\$14.22	\$16.64
8	187	\$17,653	\$21,273	\$24,893

Pay Grade 3

187 Aide, District Behavior Para
187 Aide, Special Education FOCUS
187 Aide, Special Education BSP
187 Aide, Special Education ECSE
187 Aide, Special Education SAIL
187 Clerk, School Counselor
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	\$12.99	\$15.65	\$18.31
8	187	\$19,433	\$23,412	\$27,392
8	195	\$20,264	\$24,414	\$28,564
8	197	\$20,472	\$24,664	\$28,857
8	200	\$20,784	\$25,040	\$29,296
8	210	\$21,823	\$26,292	\$30,761
8	220	\$22,862	\$27,544	\$32,226
8	240	\$24,941	\$30,048	\$35,155

Pay Grade 4

200 Clerk, DAEP
240 Clerk, Data, Technology
240 Clerk, High School Associate Principal
240 Clerk, High School Finance
240 Secretary, Principal, DeWalt, Jr. High, Baker, Elementary
240 Specialist, Accounts Payable
240 Technician, Print Shop

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$14.03	\$16.90	\$19.77
8	200	\$22,448	\$27,040	\$31,632
8	240	\$26,938	\$32,448	\$37,958

La Porte ISD
2020-2021 Employee Compensation Plan
Paraprofessional

Pay Grade 5

187 Licensed Vocational Nurse (LVN)
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 Specialist, School Nutrition

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$15.15	\$18.25	\$21.35
8	187	\$22,664	\$27,302	\$31,940
8	240	\$29,088	\$35,040	\$40,992

Pay Grade 6

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

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$16.96	\$20.44	\$23.92
8	240	\$32,563	\$39,245	\$45,926

Pay Grade 7

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

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$19.51	\$23.50	\$27.49
8	240	\$37,459	\$45,120	\$52,781

Pay Grade 8

240 Administrative Assistant, Superintendent

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$21.96	\$27.67	\$33.38
8	240	\$42,163	\$53,126	\$64,090

Section IV

Manual Trades

Salary Schedule

La Porte ISD
2020-2021 Employee Compensation Plan
Manual Trades

Pay Grade 1

176 Crossing Guard
250 Laundry Worker

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$9.75	\$11.75	\$13.75
4	176	\$6,864	\$8,272	\$9,680
8	250	\$19,500	\$23,500	\$27,500

Pay Grade 2

180 Bus Monitor
180 Cafeteria Worker I
194 Custodian
240 Custodian
250 Custodian

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$10.75	\$12.95	\$15.15
4	180	\$7,740	\$9,324	\$10,908
5	180	\$9,675	\$11,655	\$13,635
6	180	\$11,610	\$13,986	\$16,362
8	194	\$16,684	\$20,098	\$23,513
8	240	\$20,640	\$24,864	\$29,088
8	250	\$21,500	\$25,900	\$30,300

Pay Grade 3

176 Security Assistant
180 Cafeteria Worker II
250 Grounds Maintenance
250 Head Custodian, High School
250 Transportation Mechanic Helper

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$11.70	\$14.10	\$16.50
8	176	\$16,474	\$19,853	\$23,232
4	180	\$8,424	\$10,152	\$11,880
5	180	\$10,530	\$12,690	\$14,850
6	180	\$12,636	\$15,228	\$17,820
8	250	\$23,400	\$28,200	\$33,000

Pay Grade 4

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

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$13.58	\$16.36	\$19.14
8	240	\$26,074	\$31,411	\$36,749
8	250	\$27,160	\$32,720	\$38,280

Pay Grade 5

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	\$16.16	\$19.47	\$22.78
8	250	\$32,320	\$38,940	\$45,560

La Porte ISD
2020-2021 Employee Compensation Plan
Manual Trades

Pay Grade 6

180 Bus Driver
182 Cafeteria Manager I
250 Locksmith
250 Senior Electrician
250 Senior General Maintenance Technician
250 Senior HVAC Technician
250 Senior Plumber

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$18.91	\$22.78	\$26.65
6	180	\$20,423	\$24,602	\$28,782
8	182	\$27,533	\$33,168	\$38,802
8	250	\$37,820	\$45,560	\$53,300

Pay Grade 7

182 Cafeteria Manager II
250 Lead Carpenter

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$20.99	\$25.29	\$29.59
8	182	\$30,561	\$36,822	\$43,083
8	250	\$41,980	\$50,580	\$59,180

Pay Grade 8

250 Specialist, General Maintenance
250 Supervisor, Transportation Shop

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$23.30	\$28.07	\$32.84
8	250	\$46,600	\$56,140	\$65,680

Section V

Technology

Salary Schedule

La Porte ISD
2020-2021 Employee Compensation Plan
Technology

Pay Grade 1

Technology pay grade 1 is non-exempt from overtime

240 Specialist, Help Desk
240 Specialist, Student Support
240 Technician, Technology

Assignment		Minimum	Midpoint	Maximum
Hours	Days	\$20.95	\$25.25	\$29.55
8	240	40,224	\$48,480	\$56,736

Pay Grade 2

Technology pay grade 2-5 are exempt from overtime

240 Coordinator, PEIMS
240 Database Administrator I

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$58,176	\$72,720	\$87,264

Pay Grade 3

240 Database Administrator II
240 Webmaster
250 System Administrator

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$63,209	\$77,083	\$90,957
250	12 Months	\$65,843	\$80,295	\$94,747

Pay Grade 4

250 Database Administrator, Transportation

Assignment		Minimum	Midpoint	Maximum
250	12 Months	\$75,720	\$92,340	\$108,960

Pay Grade 5

240 Managing Director

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$86,177	\$103,826	\$121,475

Section VI

Professional

Salary Schedule

La Porte ISD
2020-2021 Employee Compensation Plan
Professional

Pay Grade 1

240 Coordinator, Communications
240 Coordinator, Events
240 Coordinator, Payroll & Benefits
240 District Attendance Officer
250 Foreman, Custodial
250 Forman, Electrical/Electronics
250 Forman, Grounds Maintenance
250 Forman, HVAC

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$ 50,112	\$ 62,640	\$ 75,168
250	12 Months	\$ 52,200	\$ 65,250	\$ 78,300

Pay Grade 2

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

Assignment		Minimum	Midpoint	Maximum
187	10 Months	\$48,025	\$60,033	\$72,041
210	11 Months	\$53,932	\$67,417	\$80,902
240	12 Months	\$61,636	\$77,048	\$92,459

Pay Grade 3

195 Coordinator, Nurses
195 Counselor, Elementary
195 Crisis Counselor
195 Diagnostician
195 Mental Health Trainer of Trainers
195 Occupational Therapist
195 Physical Therapist
195 Speech Language Pathologist
195 Transition Supervisor (LPHS)
200 Counselor, Secondary
210 Counselor, Lead
210 Instructional Technology Support
220 Coordinator, School Nutrition Trainer
220 Interventionist/Counselor, Drug & Behavior
240 Coordinator, Accounting
240 Coordinator, Purchasing Contract
240 Coordinator, School Nutrition
240 Executive Director, La Porte Education Foundation
240 Instructional Technology Support

Assignment		Minimum	Midpoint	Maximum
195	11 Months	\$60,690	\$72,655	\$84,620
200	11 Months	\$62,246	\$74,518	\$86,790
210	11 Months	\$65,358	\$78,244	\$91,130
220	12 Months	\$68,470	\$81,970	\$95,470
240	12 Months	\$74,695	\$89,422	\$104,149

Pay Grade 4

197 Licensed Specialist in School Psychology
210 Licensed Specialist in School Psychology

Assignment		Minimum	Midpoint	Maximum
197	11 Months	\$64,884	\$77,282	\$89,680
210	11 Months	\$69,166	\$82,382	\$95,598

Section VII

Administrative

Salary Schedule

La Porte ISD
2020-2021 Employee Compensation Plan
Administrative

Pay Grade 1

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

Assignment		Minimum	Midpoint	Maximum
210	11 Months	\$71,533	\$85,999	\$100,465
240	12 Months	\$81,752	\$98,284	\$114,816

Pay Grade 2

210 Assistant Principal, Secondary

Assignment		Minimum	Midpoint	Maximum
210	11 Months	\$73,601	\$87,722	\$101,843

Pay Grade 3

220 Associate Principal, Secondary

Assignment		Minimum	Midpoint	Maximum
220	12 Months	\$79,272	\$93,705	\$108,138

Pay Grade 4

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

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$94,795	\$114,209	\$133,623

Pay Grade 5

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

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$104,058	\$125,370	\$146,682

Pay Grade 6

240 Assistant Superintendent

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$115,502	\$137,251	\$159,000

Pay Grade 7

240 Chief Financial Officer
240 Deputy Superintendent

Assignment		Minimum	Midpoint	Maximum
240	12 Months	\$127,000	\$148,750	\$170,500

Section VIII

Supplements to Base Salaries

La Porte ISD
2020-2021 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	
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	\$ 2,000	(4) boys, (4) girls
488	Basketball Sub-Varsity Coach	\$ 2,800	(3) boys, (2) girls
558	Basketball Head Coach	\$ 8,000	(1) boys, (1) girls
549	Coordinator Coach, Junior High	\$ 1,000	(1) boys, (1) girls
591	Cross Country Assistant Varsity Coach	\$ 3,100	(1) boys, (1) girls
629	Cross Country Coach Junior High	\$ 1,200	
525	Cross Country Head Coach	\$ 3,500	(1) boys, (1) girls
624	District Boys Coordinator	\$ 2,000	
453	Football Assistant Head Coach	\$ 1,500	
465	Football Coach Junior High	\$ 2,000	(5)
560	Football Defensive Coordinator Coach	\$ 8,000	
447	Football Equipment Coordinator Coach	\$ 1,200	
358	Football Head Sub-Varsity Coach	\$ 250	(2)
602	Football Head Coach	\$ 10,000	
561	Football Offensive Coordinator Coach	\$ 8,000	
429	Football Special Teams Coordinator Coach	\$ 1,000	
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	\$ 1,700	
537	Golf Head Coach	\$ 6,000	
469	Power Lifting Head Coach	\$ 2,000	
552	Soccer Head Coach	\$ 5,000	(1) boys, (1) girls
470	Soccer Sub-Varsity Coach	\$ 2,000	(1) boys, (1) girls
494	Softball Sub-Varsity Coach	\$ 3,500	
556	Softball Head Coach	\$ 6,000	
524	Softball Assistant Varsity Coach	\$ 3,500	
493	Swim Assistant Varsity Coach	\$ 2,800	
545	Swim Head Coach	\$ 5,000	
592	Tennis Assistant Varsity Coach	\$ 3,500	
450	Tennis Coach Junior High	\$ 1,200	
541	Tennis Head Coach	\$ 6,500	
448	Track Coach Junior High	\$ 1,200	(4) boys, (4) girls
485	Track Sub-Varsity Coach	\$ 2,500	(2) boys, (2) girls
527	Track Head Coach	\$ 3,750	(1) boys, (1) girls
486	Track Assistant Varsity	\$ 2,500	(1) boys, (2) girls
536	Volleyball Assistant Varsity Coach	\$ 4,500	
466	Volleyball Coach Junior High	\$ 2,000	(4)
495	Volleyball Sub-Varsity Coach	\$ 2,800	(2)
557	Volleyball Head Coach	\$ 7,500	
618	Water Polo Coach	\$ 2,000	
Athletic/Coaching Longevity Stipends (currently coaching at La Porte High School)			
626	Head Coach with 20 or more years in-district coaching experience	\$ 2,000	
627	Head Coach with 10-19 years in-district coaching experience	\$ 1,500	
628	Assistant Coach with 10 or more years in-district coaching experience	\$ 1,000	
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	

La Porte ISD
2020-2021 Employee Compensation Plan
Supplements

Pay Code	Stipend Description	Stipend Amount	Additional Information
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 Games/Play-Off Games
304	Vision Board Operator Stadium	\$ 50	
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			
	Play-off Game Ticket Seller/Taker	\$ 35	per game
	Play-off Game Table Worker (score clock, Libero tracker, announce	\$ 40	per game
	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	
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
498	Cheer Assistant Sponsor High School	\$ 1,600	
412	Cheer Assistant Sponsor High School 50%	\$ 800	
535	Cheer Sponsor High School	\$ 3,500	
446	Cheer Sponsor Junior High	\$ 1,200	
415	Cheer Sponsor Junior High 50%	\$ 600	

La Porte ISD
2020-2021 Employee Compensation Plan
Supplements

Pay Code	Stipend Description	Stipend Amount	Additional Information
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	
316	Junior High Soccer	\$ 500	
435	Junior National Honor Society	\$ 1,000	
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	
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	
435	Senior National Honor Society	\$ 1,000	
483	Special Olympics Assistant Coach	\$ 2,500	
523	Special Olympics Head Coach	\$ 3,500	
622	Student Council/Yearbook Sponsor The Academy	\$ 1,000	
456	Student Council Sponsor High School	\$ 1,500	
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	
497	Bilingual	\$ 4,000	
581	Bilingual 50%	\$ 2,000	
Other Miscellaneous Stipends			
	College, Career, Military Readiness (CCMR) Coordinator	\$ 2,000	
623	Convocation Video	\$ 500	
502	Counselor at The Academy	\$ 2,000	
	DAEP Administration Support High School	\$ 2,000	
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	
	Department Head Special Education	\$ 1,000	
615	Districtwide Dyslexia Assessment Evaluator	\$ 3,000	
Early Exit Incentive for Employees Subject to Teacher Salary Schedule			A letter of resignation must be submitted to the Human Resources Department by 12 pm on March 5, 2021 to be received and accepted. Employee must be in good standing eligible for contract renewal, and complete contractual obligation for 2020-2021 year.
603	on Probationary Chapter 21 Contracts	\$ 1,000	
Early Exit Incentive for Employees Subject to Teacher Salary Schedule			A letter of resignation must be submitted to the Human Resources Department by 12 pm on March 5, 2021 to be received and accepted. Employee must be in good standing eligible for contract renewal, and complete contractual obligation for 2020-2021 year.
603	on Term & Continuing Chapter 21 Contracts	\$ 1,500	

La Porte ISD
2020-2021 Employee Compensation Plan
Supplements

Pay Code	Stipend Description	Stipend Amount	Additional Information
			A letter of resignation must be submitted to the Human Resources Department by 12 pm on April 23, 2021 to be received and accepted. Employee must be in good standing eligible for contract renewal, and complete contractual obligation for 2020-2021 year.
603	Phase II-Early Exit Incentive for Employees Subject to Teacher Salary Schedule on Probationary Chapter 21 Contracts (March 8-April 23)	\$ 500	A letter of resignation must be submitted to the Human Resources Department by 12 pm on April 23, 2021 to be received and accepted. Employee must be in good standing eligible for contract renewal, and complete contractual obligation for 2020-2021 year.
	Phase II-Early Exit Incentive for Employees Subject to Teacher Salary Schedule on Term & Continuing Chapter 21 Contracts (March 8-April 23)	\$ 750	Based on Teacher Incentive Allotment
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	
436	National Board Teacher Certification		
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	
	Special Education Teacher Focus on Communication and		
508	Understanding of Skills (FOCUS)	\$ 3,000	
510	Special Education Teacher Early Childhood Special Education (ECSE)	\$ 3,000	
	Special Education Teacher Social Academic and Interpersonal		
512	Learning (SAIL)	\$ 3,000	
	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
			All requirements for each program must be met to get the one time pay in June
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	
385	UIL Accounting Coach	\$ 500	Paid at end of school year
399	UIL Art Coach	\$ 500	Paid at end of school year
387	UIL Calculator Application Coach	\$ 500	Paid at end of school year
400	UIL Calculator Application Coach Junior High	\$ 500	Paid at end of school year
608	UIL Chess Puzzle	\$ 500	Paid at end of school year
388	UIL Computer Applications	\$ 500	Paid at end of school year
389	UIL Computer Science	\$ 500	Paid at end of school year
401	UIL Creative Writing & Ready Writing Coach	\$ 500	Paid at end of school year
386	UIL Current Issues & Events	\$ 500	Paid at end of school year
390	UIL Debate	\$ 500	Paid at end of school year
402	UIL Dictionary Skills & Spelling Coach	\$ 500	Paid at end of school year
601	UIL Editorial Writing	\$ 500	Paid at end of school year
600	UIL History	\$ 500	Paid at end of school year
403	UIL Impromptu Speaking Coach	\$ 500	Paid at end of school year
391	UIL Journalism	\$ 500	Paid at end of school year
404	UIL Listening Coach	\$ 500	Paid at end of school year
392	UIL Literacy Criticism	\$ 500	Paid at end of school year
406	UIL Maps, Graphs & Charts Coach	\$ 500	Paid at end of school year
393	UIL Mathematics & Number Sense	\$ 500	Paid at end of school year
369	UIL Mathematics Coach	\$ 500	Paid at end of school year
405	UIL Mathematics Coach Junior High	\$ 500	Paid at end of school year
407	UIL Modern Oratory Coach	\$ 500	Paid at end of school year
408	UIL Number Sense Coach	\$ 500	Paid at end of school year
394	UIL One Act Play Coach	\$ 500	Paid at end of school year

La Porte ISD
2020-2021 Employee Compensation Plan
Supplements

Pay Code	Stipend Description	Stipend Amount	Additional Information
409	UIL One Act Play Coach Junior High	\$ 500	Paid at end of school year
616	UIL Oral Reading Coach	\$ 500	Paid at end of school year
410	UIL Oral Reading Coach Junior High	\$ 500	Paid at end of school year
395	UIL Ready Writing	\$ 500	Paid at end of school year
444	UIL Regional Meet Coordinator	\$ 500	Paid at end of school year
396	UIL Science	\$ 500	Paid at end of school year
411	UIL Science Junior High	\$ 500	Paid at end of school year
599	UIL Social Studies	\$ 500	Paid at end of school year
397	UIL Speech	\$ 500	Paid at end of school year
398	UIL Spelling & Vocabulary	\$ 500	Paid at end of school year
612	UIL Storytelling	\$ 500	Paid at end of school year
School Nutrition			
	Attendance Incentive Cafeteria Manager	\$ 1,000	1/2 paid Dec. 15 1/2 paid June 15; \$200 deducted for each day absent
	Attendance Incentive Cafeteria Worker	\$ 500	1/2 paid Dec. 15 1/2 paid June 15; \$100 deducted for each day absent
	School Nutrition College Certification Pay	\$ 300	
	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	\$ 24	
Summer School Extended School Year (ESY)			
	Summer School LEP Facilitator	\$ 38	
	Summer School Child Care Aide	\$ 8.25	
	Summer School Credit Recovery	\$ 24	
	Summer School Credit Recovery Coordinator	\$ 32	
	Summer School Elementary (PK-5) Principal	\$ 38	
	Summer School Nurse	\$ 32	
	Summer School Paraprofessional	\$ 12.50	
	Summer School Secondary (6-12) Assistant Principal	\$ 38	
	Summer School Teacher	\$ 32	
	ESY Bilingual; LSSP, Diag, OT, PT, SLP	\$ 38	
	ESY Homebound Speech Therapist	\$ 35	
	ESY Homebound Teacher	\$ 32	
	ESY LSSP, Diag, OT, PT, SLP	\$ 35	
	ESY Nurse	\$ 32	
	ESY Preparation	\$ 32	
	ESY Student Worker	\$ 8.25	
	ESY Teacher	\$ 32	
	ESY Teacher of Visually Impaired	\$ 32	
Miscellaneous Extra Duty Rates			
	Bilingual Child Care	\$ 8.25	
	Extra Duty Professional (unless otherwise listed)	\$ 24	
	Music Accompaniment	\$10 to \$50	
	Paraprofessionals working outside their assignment days	Hourly Rate	
	Saturday School Administrator	\$ 38	
	Special Education Assessments (Bilingual)	\$ 38	
	Student Workers	\$ 7.25	
	Tutorials Outside Assignment	\$ 24	
Other Temporary Positions			
	Animal Feeders - summer student worker	\$ 7.25	
	LSSP Intern	Starting Teacher Pay	
	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

2020-2021



July 2020						
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 2020						
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2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	●	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2020						
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 2020						
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 2020						
S	M	T	W	T	F	S
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2020						
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 2021						
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 2021						
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 2021						
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 2021						
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 2021						
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	●	28	29
30	31					

June 2021						
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 17, 2020

Assignment End Date: May 27, 2021

■ Staff Holiday

District 4 day work week begins:
June 1 - July 31, 2020

First Day Instruction 9th Grade: August 18, 2020
First Day Instruction PK-8, 10-12: August 19, 2020
Last Day Instruction PK-12: May 27, 2021

Month	Days	Total
Aug	11	11
Sep	21	32
Oct	21	53
Nov	15	68
Dec	14	82
Jan	17	99
Feb	19	118
Mar	18	136
Apr	21	157
May	19	176

ASSIGNMENT DAYS 2020-2021

176	CROSSING GUARD
176	SECURITY ASSISTANT

La Porte ISD

2020-2021



July 2020						
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 2020						
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 2020						
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 2020						
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 2020						
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 2020						
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 2021						
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 2021						
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 2021						
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 2021						
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 2021						
S	M	T	W	T	F	S
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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 2021						
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			

180 Day Calendar

Assignment Start Date: August 12, 2020

Assignment End Date: May 27, 2021

Staff Holiday

District 4 day work week begins:
June 1 - July 31, 2020

First Day Instruction 9th Grade: August 18, 2020
First Day Instruction PK-8, 10-12: August 19, 2020
Last Day Instruction PK-12: May 27, 2021

Month	Days	Total
Aug	14	14
Sep	21	35
Oct	21	56
Nov	15	71
Dec	14	85
Jan	18	103
Feb	19	122
Mar	18	140
Apr	21	161
May	19	180

ASSIGNMENT DAYS 2020-2021

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

2020-2021



July 2020						
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 2020						
S	M	T	W	T	F	S
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2	3	4	5	6	7	8
9	10	●	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2020						
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 2020						
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 2020						
S	M	T	W	T	F	S
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2020						
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 2021						
S	M	T	W	T	F	S
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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 2021						
S	M	T	W	T	F	S
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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

March 2021						
S	M	T	W	T	F	S
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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 2021						
S	M	T	W	T	F	S
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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 2021						
S	M	T	W	T	F	S
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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	●	29
30	31					

June 2021						
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		

182 Day Calendar

Assignment Start Date: August 11, 2020

Assignment End Date: May 28, 2021

■ Staff Holiday

District 4 day work week begins:
June 1 - July 31, 2020

First Day Instruction 9th Grade: August 18, 2020
First Day Instruction PK-8, 10-12: August 19, 2020
Last Day Instruction PK-12: May 27, 2021

Month	Days	Total
Aug	15	15
Sep	21	36
Oct	21	57
Nov	15	72
Dec	14	86
Jan	18	104
Feb	19	123
Mar	18	141
Apr	21	162
May	20	182

ASSIGNMENT DAYS 2020-2021

182	CAFETERIA MANAGER I
182	CAFETERIA MANAGER II

La Porte ISD

2020-2021



July 2020						
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 2020						
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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 2020						
S	M	T	W	T	F	S
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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 2020						
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 2020						
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 2020						
S	M	T	W	T	F	S
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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 2021						
S	M	T	W	T	F	S
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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 2021						
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 2021						
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 2021						
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 2021						
S	M	T	W	T	F	S
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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 2021						
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 Day Calendar

Assignment Start Date: August 10, 2020

Assignment End Date: May 28, 2021

Staff Holiday

District 4 day work week begins:
June 1 - July 31, 2020

First Day Instruction 9th Grade: August 18, 2020
First Day Instruction PK-8, 10-12: August 19, 2020
Last Day Instruction PK-12: May 27, 2021

Month	Days	Total
Aug	16	16
Sep	21	37
Oct	22	59
Nov	16	75
Dec	14	89
Jan	19	108
Feb	20	128
Mar	18	146
Apr	21	167
May	20	187

ASSIGNMENT DAYS 2020-2021

187	AIDE
187	CLERK SCHOOL COUNSELOR
187	CLERK SPECIAL EDUCATION JOB COACH
187	NURSE LVN
187	NURSE RN
187	PARA DISTRICT BEHAVIOR
187	SPECIAL EDUCATION ARD FACILITATOR
187	SPEECH LANGUAGE PATHOLOGIST ASSISTANT
187	TEACHER

La Porte ISD

2020-2021



July 2020						
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 2020						
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						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 2020						
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 2020						
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 2020						
S	M	T	W	T	F	S
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2020						
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 2021						
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 2021						
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 2021						
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 2021						
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 2021						
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 2021						
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		

192 Day Calendar

Assignment Start Date: August 10, 2020

Assignment End Date: June 7, 2021

■ Staff Holiday

**District 4 day work week begins:
June 1 - July 31, 2021**

First Day Instruction 9th Grade: August 18, 2020
First Day Instruction PK-8, 10-12: August 19, 2020
Last Day Instruction PK-12: May 27, 2021

Month	Days	Total
Aug	16	16
Sep	21	37
Oct	22	59
Nov	16	75
Dec	14	89
Jan	19	108
Feb	20	128
Mar	18	146
Apr	21	167
May	20	187
June	5	192

ASSIGNMENT DAYS 2020-2021

192	TEACHER
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La Porte ISD

2020-2021



July 2020						
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 2020						
S	M	T	W	T	F	S
						1
2	●	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 2020						
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 2020						
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 2020						
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 2020						
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 2021						
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 2021						
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 2021						
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 2021						
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 2021						
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 2021						
S	M	T	W	T	F	S
		1	●	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			

194 Day Calendar

Assignment Start Date: August 3, 2020

Assignment End Date: June 2, 2021

■ Staff Holiday

District 4 day work week begins:
June 1 - July 31, 2020

First Day Instruction 9th Grade: August 18, 2020
First Day Instruction PK-8, 10-12: August 19, 2020
Last Day Instruction PK-12: May 27, 2021

Month	Days	Total
Aug	21	21
Sep	21	42
Oct	22	64
Nov	16	80
Dec	14	94
Jan	19	113
Feb	20	133
Mar	18	151
Apr	21	172
May	20	192
June	2	194

ASSIGNMENT DAYS 2020-2021

194	CUSTODIAN
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La Porte ISD

2020-2021



July 2020						
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 2020						
S	M	T	W	T	F	S
						1
2	3	●	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 2020						
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 2020						
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 2020						
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 2020						
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 2021						
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 2021						
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 2021						
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 2021						
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 2021						
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 2021						
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		

195 Day Calendar

Assignment Start Date: August 4, 2020

Assignment End Date: June 4, 2021

■ Staff Holiday

District 4 day work week begins:
June 1 - July 31, 2020

First Day Instruction 9th Grade: August 18, 2020
First Day Instruction PK-8, 10-12: August 19, 2020
Last Day Instruction PK-12: May 27, 2021

Month	Days	Total
Aug	20	20
Sep	21	41
Oct	22	63
Nov	16	79
Dec	14	93
Jan	19	112
Feb	20	132
Mar	18	150
Apr	21	171
May	20	191
June	4	195

ASSIGNMENT DAYS 2020-2021

195	BEHAVIOR SPECIALIST
195	CLK SPECIAL EDUCATION ARD
195	COORDINATOR NURSES
195	COUNSELOR ELEMENTARY
195	CRISIS COUNSELOR
195	DIAGNOSTICIAN
195	MENTAL HEALTH TRAINER OF TRAINERS
195	OCCUPATIONAL THERAPIST
195	PHYSICAL THERAPIST
195	SPEECH LANG PATHOLOGIST
195	TEACHER SCIENCE COACH
195	TRANSITION SUPERVISOR (LPHS)

La Porte ISD

2020-2021



July 2020						
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 2020						
S	M	T	W	T	F	S
						1
2	●	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 2020						
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 2020						
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 2020						
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 2020						
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 2021						
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 2021						
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 2021						
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 2021						
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 2021						
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 2021						
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		

197 Day Calendar

Assignment Start Date: August 3, 2020

Assignment End Date: June 7, 2021

■ Staff Holiday

**District 4 day work week begins:
June 1 - July 31, 2020**

First Day Instruction 9th Grade: August 18, 2020
First Day Instruction PK-8, 10-12: August 19, 2020
Last Day Instruction PK-12: May 27, 2021

Month	Days	Total
Aug	21	21
Sep	21	42
Oct	22	64
Nov	16	80
Dec	14	94
Jan	19	113
Feb	20	133
Mar	18	151
Apr	21	172
May	20	192
June	5	197

ASSIGNMENT DAYS 2020-2021

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

La Porte ISD

2020-2021



200 Day Calendar

Assignment Start Date: August 3, 2020

Assignment End Date: June 10, 2021

■ Staff Holiday

District 4 day work week begins:
June 1 - July 31, 2020

First Day Instruction 9th Grade: August 18, 2020
First Day Instruction PK-8, 10-12: August 19, 2020
Last Day Instruction PK-12: May 27, 2021

Month	Days	Total
Aug	21	21
Sep	21	42
Oct	22	64
Nov	16	80
Dec	14	94
Jan	19	113
Feb	20	133
Mar	18	151
Apr	21	172
May	20	192
June	8	200

July 2020						
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 2020						
S	M	T	W	T	F	S
						1
2	●	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 2020						
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 2020						
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 2020						
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 2020						
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 2021						
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 2021						
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 2021						
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 2021						
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 2021						
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 2021						
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			

ASSIGNMENT DAYS 2020-2021

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

La Porte ISD

2020-2021



July 2020						
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 2020						
S	M	T	W	T	F	S
						1
2	●	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 2020						
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 2020						
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 2020						
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 2020						
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 2021						
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 2021						
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 2021						
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 2021						
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 2021						
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 2021						
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		

206 Day Calendar

Assignment Start Date: August 3, 2020

Assignment End Date: June 18, 2021

■ Staff Holiday

District 4 day work week begins:
June 1 - July 31, 2020

First Day Instruction 9th Grade: August 18, 2020
First Day Instruction PK-8, 10-12: August 19, 2020
Last Day Instruction PK-12: May 27, 2021

Month	Days	Total
Aug	21	21
Sep	21	42
Oct	22	64
Nov	16	80
Dec	14	94
Jan	19	113
Feb	20	133
Mar	18	151
Apr	21	172
May	20	192
June	14	206

ASSIGNMENT DAYS 2020-2021

206	TEACHER
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La Porte ISD

2020-2021



July 2020						
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	●	28	29	30	31	

August 2020						
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 2020						
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 2020						
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 2020						
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 2020						
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 2021						
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 2021						
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 2021						
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 2021						
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 2021						
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 2021						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	●	18	19
20	21	22	23	24	25	26
27	28	29	30			

210 Day Calendar

Assignment Start Date: July 27, 2020
Assignment End Date: June 17, 2021

■ Staff Holiday

District 4 day work week begins:
June 1 - July 31, 2020

First Day Instruction 9th Grade: August 18, 2020
First Day Instruction PK-8, 10-12: August 19, 2020
Last Day Instruction PK-12: May 27, 2021

Month	Days	Total
July	5	5
Aug	21	26
Sep	21	47
Oct	22	69
Nov	16	85
Dec	14	99
Jan	19	118
Feb	20	138
Mar	18	156
Apr	21	177
May	20	197
June	13	210

ASSIGNMENT DAYS 2020-2021

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

La Porte ISD

2020-2021



July 2020						
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	●	24	25
26	27	28	29	30	31	

August 2020						
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 2020						
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 2020						
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 2020						
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 2020						
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 2021						
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 2021						
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 2021						
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 2021						
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 2021						
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 2021						
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	●			

220 Day Calendar

Assignment Start Date: July 23, 2020

Assignment End Date: June 30, 2021

■ Staff Holiday

District 4 day work week begins:
June 1 - July 31, 2020

First Day Instruction 9th Grade: August 18, 2020
First Day Instruction PK-8, 10-12: August 19, 2020
Last Day Instruction PK-12: May 27, 2021

Month	Days	Total
Jul	6	6
Aug	21	27
Sep	21	48
Oct	22	70
Nov	16	86
Dec	14	100
Jan	19	119
Feb	20	139
Mar	18	157
Apr	21	178
May	20	198
June	22	220

ASSIGNMENT DAYS 2020-2021

220	ASSOCIATE PRINCIPAL SECONDARY
220	CLERK HIGH SCHOOL REGISTRAR
220	COORDINATOR SCHOOL NUTRITION TRAINER
220	INTERVENTIONIST/COUNSELOR DRUG & BEHAVIOR
220	TEACHER

La Porte ISD

2020-2021



July 2020						
S	M	T	W	T	F	S
				●	2	3
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 2020						
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 2020						
S	M	T	W	T	F	S
			1	2	3	4
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 2020						
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 2020						
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 2020						
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 2021						
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 2021						
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 2021						
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 2021						
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 2021						
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 2021						
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, 2020
Assignment End Date: June 30, 2021

- Staff Holiday
- Non-Work Day

District 4 day work week begins:
June 1 - July 31, 2020

First Day Instruction 9th Grade: August 18, 2020
First Day Instruction PK-8, 10-12: August 19, 2020
Last Day Instruction PK-12: May 27, 2021

Month	Days	Total
Jul	22	22
Aug	21	43
Sep	21	64
Oct	22	86
Nov	19	105
Dec	14	119
Jan	20	139
Feb	20	159
Mar	18	177
Apr	21	198
May	20	218
June	22	240

ASSIGNMENT DAYS 2020-2021

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 ACCOUNTING
240	COORDINATOR COMMUNICATIONS
240	COORDINATOR EVENTS
240	COORDINATOR PAYROLL & BENEFITS
240	COORDINATOR PEIMS
240	COORDINATOR PURCHASING CONTRACTS
240	COORDINATOR SCHOOL NUTRITION
240	CUSTODIAN
240	DATABASE ADMINISTRATOR I
240	DATABASE ADMINISTRATOR II
240	DEPUTY SUPERINTENDENT
240	DIRECTOR COMMUNICATIONS
240	DIRECTOR EARLY CHILDHOOD CENTER (ECC)
240	DIRECTOR EARLY CHILDHOOD CENTER (ECC) / ASST. PRINCIPAL
240	DIRECTOR FEDERAL & STATE PROGRAMS
240	DIRECTOR FINANCE
240	DIRECTOR HUMAN RESOURCES
240	DIRECTOR PERFORMING & VISUAL ARTS
240	DIRECTOR SCHOOL NUTRITION
240	DIRECTOR SPECIAL PROGRAMS
240	DIRECTOR TRANSPORTATION/MAINTENANCE
240	DISTRICT ATHLETIC TRAINER
240	DISTRICT ATTENDANCE OFFICER
240	EXECUTIVE DIRECTOR
240	INSTRUCTIONAL TECH SUPPORT
240	INSTRUCTOR EC
240	INSTRUCTOR/ASSISTANT DIRECTOR EC
240	LEAD ACCOUNTS PAYABLE
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 BENEFITS
240	SPECIALIST HELP DESK
240	SPECIALIST HUMAN RESOURCES
240	SPECIALIST PAYROLL
240	SPECIALIST SCHOOL NUTRITION
240	SPECIALIST STUDENT SUPPORT
240	SUPERINTENDENT
240	TEACHER
240	TECHNICIAN GENERAL MAINTENANCE
240	TECHNICIAN PRINT SHOP
240	TECHNICIAN TECHNOLOGY
240	WEBMASTER

La Porte ISD

2020-2021



July 2020						
S	M	T	W	T	F	S
				●	2	3
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 2020						
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 2020						
S	M	T	W	T	F	S
			1	2	3	4
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 2020						
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 2020						
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 2020						
S	M	T	W	T	F	S
			1	2	3	4
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 2021						
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 2021						
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 2021						
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 2021						
S	M	T	W	T	F	S
					1	2
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 2021						
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 2021						
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, 2020
Assignment End Date: June 30, 2021

Staff Holiday

District 4 day work week begins:
June 1 - July 31, 2020

First Day Instruction 9th Grade: August 18, 2020
First Day Instruction PK-8, 10-12: August 19, 2020
Last Day Instruction PK-12: May 27, 2021

Month	Days	Total
Jul	22	22
Aug	21	43
Sep	21	64
Oct	22	86
Nov	19	105
Dec	19	124
Jan	20	144
Feb	20	164
Mar	23	187
Apr	21	208
May	20	228
June	22	250

ASSIGNMENT DAYS 2020-2021

250	CARPENTER/CABINET MAKER
250	CLK WAREHOUSE/DRV/RECV
250	CUSTODIAN
250	CUSTODIAN HEAD HIGH SCHOOL
250	DATABASE ADMINISTRATOR TRANSPORTATION
250	DAYTIME LAUNDRY
250	FOREMAN CUSTODIAL
250	FOREMAN ELECTRICAL/ELECTRONICS
250	FOREMAN GROUNDS MAINTENANCE
250	FOREMAN HVAC
250	GENERAL MAINTENANCE ROOFER
250	GROUNDS MAINTENANCE
250	GROUNDS MAINTENANCE/ATHLETICS
250	LAUNDRY WORKER
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	SPECIALIST GENERAL MAINTENANCE
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