



Board of Trustees
Agenda of Special Meeting
Monday, August 5, 2024, 5:30 PM
WISD Administration Building, 951 FM 2325,
Wimberley, TX 78676

Vision Statement - Excellence, Innovation, Service

Mission Statement - Wimberley I.S.D. is dedicated to excellence in education, empowering the next generation of Texans to have a positive impact locally and globally.

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

1. Call the Meeting to Order and Determine a Quorum - Presiding Officer Pledge of Allegiance, Reflection, Welcome
2. Public Forum - Presiding Officer
 - Persons who wish to present public comments must sign in prior to meeting start on the day of the meeting and list his/her name; name of the group that he/she represents; and agenda item.
 - Each speaker's submitted comments will be allowed three minutes for presentation to the Board, with six minutes granted to a person with a translator.
 - The same rules will be observed for public comments on non-agenda items with the following exceptions, 1) public comments on non-agenda items will only be scheduled for regular meetings of the Board and 2) the total time that will be allowed on non-agenda public comments will be 30 minutes.
 - Please keep your comments or criticisms civil and courteous.
 - Please also avoid using profanity and refrain from making personal attacks on others.
 - Except for the speaker's student, no other student's name or identity should be discussed.
 - If you have a concern that you would like heard and resolved, please present your concern through the District's grievance policies. Grievance forms can be obtained at the Central Administration Office or on the District's website.
 - Trustees are not permitted by law to respond or discuss public comments. However, the Board President may direct a speaker to the appropriate administrator for further discussion.
3. Information Items
 - A. Budget Workshop
4. Action Items
 - A. Discuss and Consider Approval of 2024-2025 Employee Health Benefit Contribution Increase
 - B. Discuss and Consider Approval of 2024-2025 Employee Compensation Increase
 - C. Discuss and Consider Approval of 2024-2025 Auxiliary, Paraprofessional, Teacher and Professional Staff Pay Scales
 - D. Discuss and Consider Approval of 2024-2025 Supplemental and Stipend Pay Scales
5. Closed Session - Presiding Officer - The Board may adjourn into closed session pursuant to Texas Government Code Section: 551.071 *et seq.* The Board may then re-enter into Open Session for further discussion and necessary action.
 - A. Deliberation Regarding Security Devices or Security Audits. *Texas Gov't Code §551.076 and §551.089*

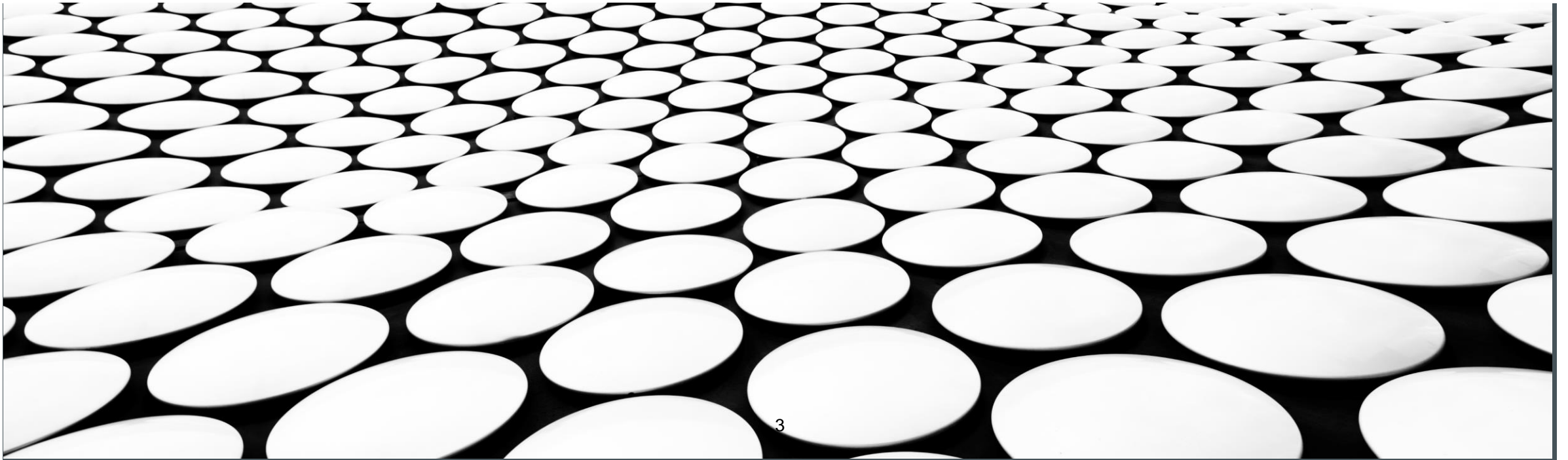
- B. Personnel Matters. *Texas Gov't Code §551.074*
 - 1) New hires/terminations/employee discipline
- C. Deliberation Regarding Real Property. *Texas Gov't Code §551.072*
- D. Consultation with Attorney. *Texas Gov't Code §551.071*
- 6. The Board will reconvene and take possible action on items discussed in executive session - Presiding Officer
- 7. Adjourn - Presiding Officer



Wimberley ISD
Excellence. Innovation. Service.

GENERAL OPERATING BUDGET WORKSHOP

FISCAL YEAR 2024-25



TEXAS PUBLIC SCHOOL FUNDING – INFLATION ADJUSTED DATA

SOURCE: TEXAS LEGISLATIVE BUDGET BOARD

(in millions)

FY	Total State & Local Actual Dollars	Total State & Local Constant Dollars	Average Daily Attendance	Total Actual State & Local Dollars per ADA	Total Constant State & Local Dollars per ADA
2016	\$46,399.6	\$46,399.6	4,922,493	\$9,426	\$9,426
2017	\$47,043.8	\$46,095.8	4,972,376	\$9,461	\$9,270
2018	\$49,157.5	\$47,031.5	5,005,005	\$9,822	\$9,397
2019	\$51,301.6	\$48,190.1	5,020,341	\$10,219	\$9,599
2020	\$55,724.5	\$51,593.4	5,061,017	\$11,011	\$10,194
2021	\$56,107.0	\$50,292.3	5,140,653	\$10,914	\$9,783
2022	\$56,755.3	\$47,141.4	4,969,086	\$11,422	\$9,487
2023	\$59,206.7	\$46,808.0	4,981,161	\$11,886	\$9,397
2024	\$59,869.3	\$46,098.1	5,071,347	\$11,805	\$9,090
2025	\$59,256.8	\$44,516.6	5,095,452	\$11,629	\$8,737

What if.....Dollars and No Sense

Fiscal Year	Total Constant State & Local Funding per ADA (Inflation Adjusted)	Additional WISD Funding in Fiscal Year 2025 at Estimated 2,425 ADA if Funded at Inflation Adjusted Rates
2016	\$ 9,426	\$ 1,670,825
2017	\$ 9,270	\$ 1,292,525
2018	\$ 9,397	\$ 1,600,500
2019	\$ 9,599	\$ 2,090,350
2020	\$ 10,194	\$ 3,533,225
2021	\$ 9,783	\$ 2,536,550
2022	\$ 9,487	\$ 1,818,750
2023	\$ 9,397	\$ 1,600,500
2024	\$ 9,090	\$ 856,025
2025	\$ 8,737	\$ 5 -

According to the Texas Comptroller of Public Accounts, Glenn Hegar, lawmakers will be returning for the 89th Texas Legislative session in January of 2025 with a new, approximately \$20 billion surplus.

\$4 billion of this anticipated surplus will be as a result of funding that exists in the current state budget for public education that is not being distributed to Texas students.

FY2023-24 GENERAL OPERATING END OF YEAR BUDGET TO ACTUAL ESTIMATE

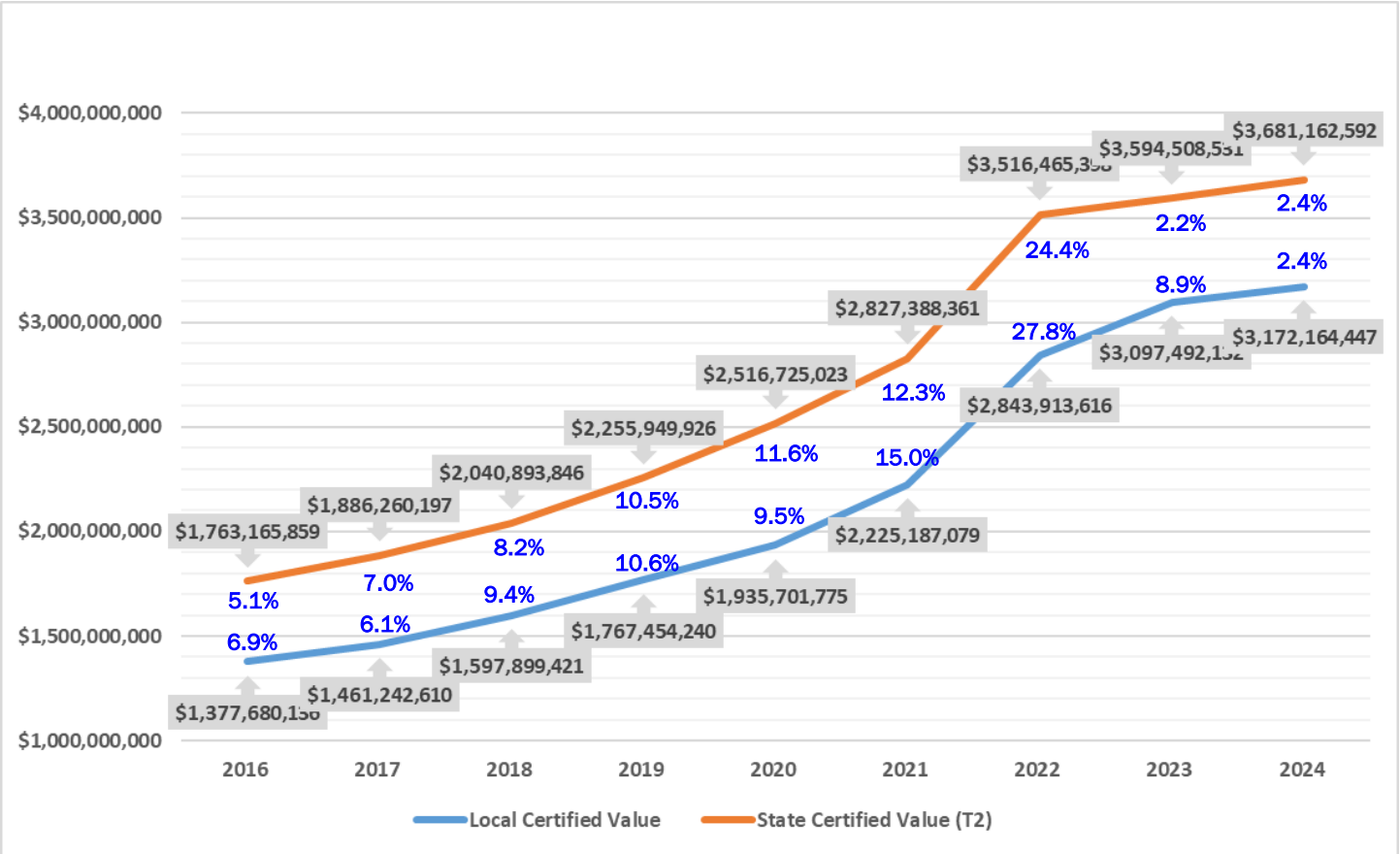
	FY2023-24 General Fund Final Budget	FY2023-24 General Fund Estimated EOY Activity	FY2023-24 General Fund Unrealized Activity
TOTAL OPERATING REVENUES	28,368,260	28,343,463	(24,797)
Personnel Costs	22,590,500	22,565,293	25,207
Campus Level Expenditures	395,000	364,430	30,570
District Level Expenditures	2,066,332	1,879,838	186,494
Other Operating Costs	2,628,200	2,353,507	274,693
TOTAL OPERATING EXPENDITURES	27,680,032	27,163,068	516,964
Chapter 49 Recapture Payment	1,216,000	1,215,800	200
NET EXPENDITURES	28,896,032	28,378,868	517,164

Estimated Beginning Fund Balance	7,440,759	7,440,759
Change in Fund Balance	(527,772)	(35,405)
Other Fund Source Transfers	0	0
Estimated Ending Fund Balance	6,912,987	7,405,354

Fund Balance as a % of Operating Budget Less Chap 49 Recapture	25.0%	27.3%
Operating Reserves in Months	3.0	3.3

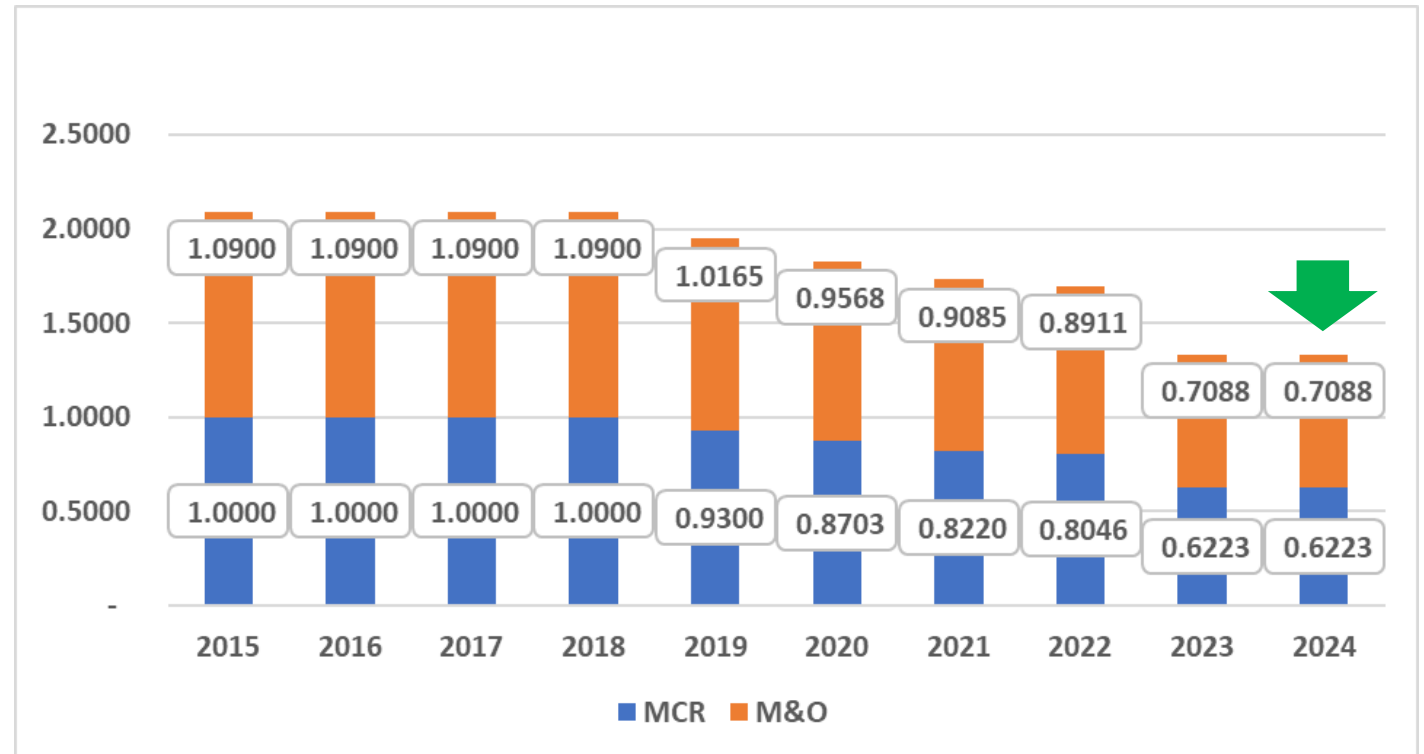
HISTORICAL LOCAL CERTIFIED ESTIMATED VALUES (CEV) & STATE T2 VALUES

- 2024 Local CEV increased by 2.41%
- 2024 State T2 Value projected increase is 2.41%
- Average T2 Value increase over the last 5 years is 12.6%
- Since HB3 (2019) was adopted, property values have risen by 79%, at an average increase of 14.4% over the last 5 years.



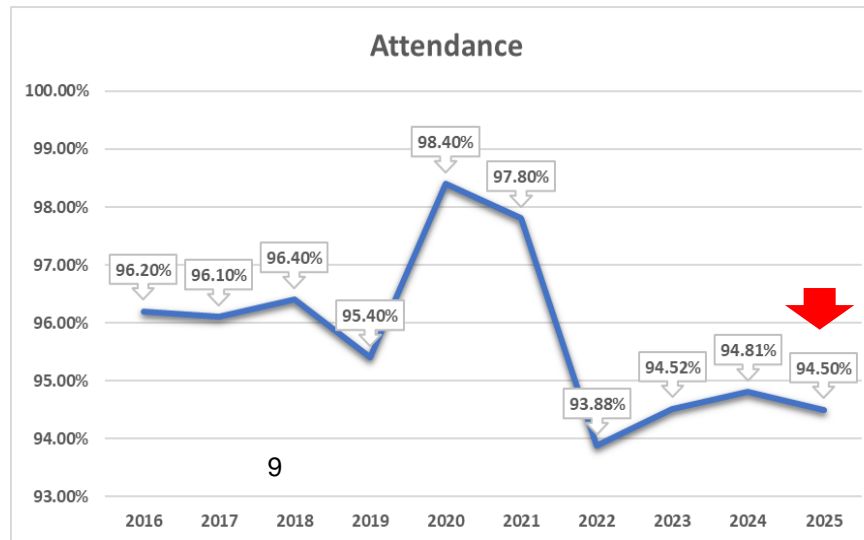
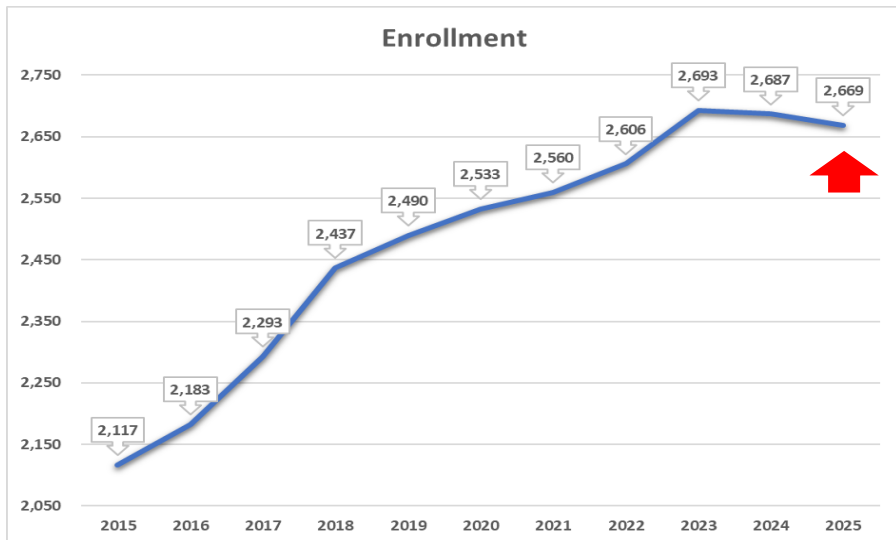
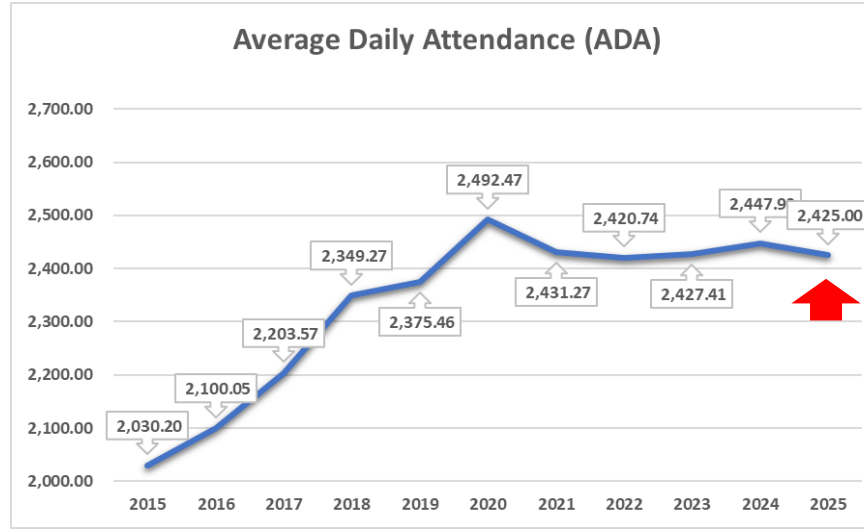
HISTORICAL MAXIMUM COMPRESSED RATE (MCR) & M&O TAX RATE

- 2024 MCR is \$0.6223 (remains unchanged)
- 2023 M&O tax rate is \$0.7088 (remains unchanged)
- Since HB3 (2019) was adopted the M&O tax rate has decreased by \$0.3077 (-30%), whereas property values have increased up to 79%.



HISTORICAL ENROLLMENT, ADA, AND ATTENDANCE

SY	WISD Enrollment	(-/+)	WISD ADA	(-/+)	WISD Attendance
2015	2,117		2,030.20		
2016	2,183	66.00	2,100.05	69.9	96.20%
2017	2,293	110.00	2,203.57	103.5	96.10%
2018	2,437	144.00	2,349.27	145.7	96.40%
2019	2,490	53.00	2,375.46	26.2	95.40%
2020	2,533	43.00	2,492.47	117.0	98.40%
2021	2,560	27.00	2,431.27	(61.2)	97.80%
2022	2,606	46.00	2,420.74	(10.5)	93.88%
2023	2,693	87.00	2,427.41	6.7	94.52%
2024	2,687	(6.00)	2,447.90	20.5	94.81%
2025	2,669	(18.00)	2,425.00	(22.9)	94.50%



- Total Student Enrollment during 2024 was 2687,
- ADA was 2,447.9 during 2024,
- Average Attendance Rate over that last two years has been 94.67%,
- Projected student enrollment for 2025 is 2,669, and
- Projected ADA is 2,425.0 at a 94.5% attendance rate.

Examples of Rising Operational Costs Since the Last Per Student Funding Increase in 2019-2020

	2024-25 Budgeted	2023-24 Activity*	2019-20 Spent		5 Year \$ Increase	1 Year % Increase	5 Year % Increase
Property/Casualty Insurance	\$ 361,070	\$ 307,814	\$ 165,845		\$ 195,225	17%	118%
Hays County Appraisal District	\$ 350,100	\$ 316,600	\$ 220,565		\$ 129,535	11%	59%

	2023-24 Activity*	2022-23 Spent	2019-20 Spent		4 Year \$ Increase	1 Year % Increase	4 Year % Increase
Utilities	\$ 1,049,350	\$ 979,957	\$ 792,763		\$ 256,587	7%	32%

	2024-25 Budgeted	2023-24 Spent	2022-23 Spent		2 Year \$ Increase	2 Year % Increase
Instructional Materials Adoption	\$ 117,000	\$0 Local Dollars – IMA Funds Available	\$ 52,120		\$ 64,880	124%

FY2024-25 PROPOSED GENERAL OPERATING BUDGET

	FY2023-24 General Fund Final Budget	FY2024-25 DRAFT General Fund Budget	FY2024-25 To FY2023-24 Final Budget
TOTAL OPERATING REVENUES	28,368,260	30,505,808	2,137,548
Personnel Costs	22,590,500	22,866,000	275,500
Campus Level Expenditures	395,000	405,000	10,000
District Level Expenditures	2,066,332	2,247,275	180,943
Other Operating Costs	2,628,200	2,504,960	(123,240)
TOTAL OPERATING EXPENDITURES	27,680,032	28,023,235	343,203
Chapter 49 Recapture Payment	1,216,000	3,527,190	2,311,190
NET EXPENDITURES	28,896,032	31,550,425	2,654,393
Estimated Beginning Fund Balance	7,440,759	7,405,354	
Change in Fund Balance	(527,772)	(1,044,617)	(516,845)
Other Fund Source Transfers	0	0	
Estimated Ending Fund Balance	6,912,987	6,360,737	
Fund Balance as a % of Operating Budget	25.0%	22.7%	
Less Chap 49 Recapture			
Operating Reserves in Months	3.0	2.7	

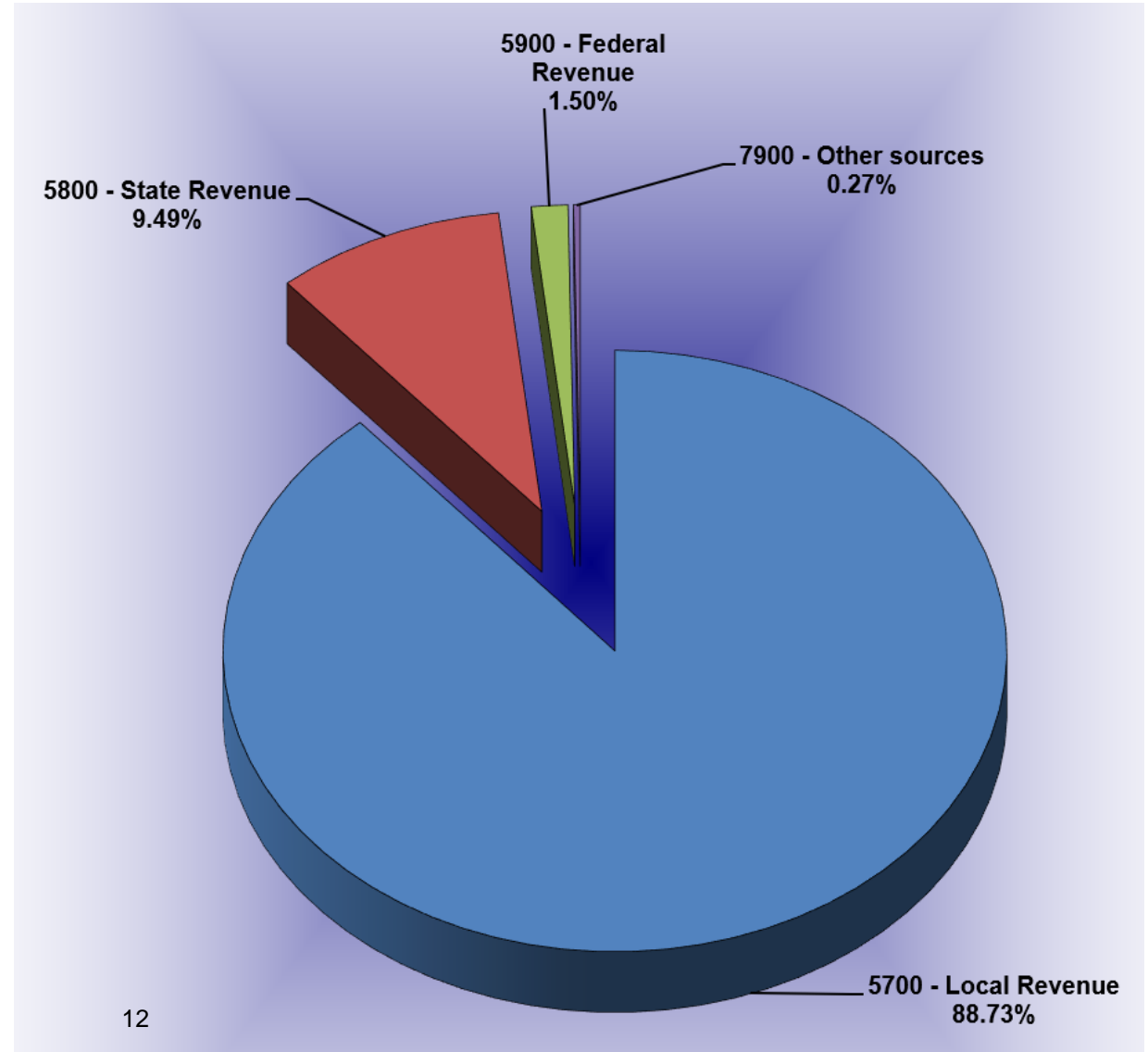
FY2024-25 PROPOSED OPERATING REVENUES

- Total Local Sources = \$37.2M (89%)
- *Total State Sources = \$4.0M (9.5%)
- Total Federal Sources = \$630k (1.5%)
- Total Other Sources = \$113k (0.3%)
- ****Total Operating Revenues = \$41.9M**

NOTE:

**Includes TRS On-behalf state payments of \$1.4mm.*

***Includes the General, Child Nutrition Program, and Debt Service Funds.*



FY2024-25 PROPOSED OPERATING EXPENDITURE BUDGET BY FUNCTION

- *Total General Fund expenditure budget does not include any of the proposed salary increases.
- The estimated Chap 49 Recapture payment is \$3.5M
- Total Debt Service Fund expenditure budget includes \$4.4M for current debt service payments and \$4.3M for bond defeasance.

NOTE:

**Includes TRS On-behalf state payments of \$1.4mm.*

	2024-2025 Proposed General Fund Budget	2024-2025 Proposed Food Service Budget	2024-2025 Proposed Debt Service Budget	2024-2025 Proposed Total Annual Budget
EXPENDITURES:				
Function 00 - Other Uses(Operating Transfers Out):	\$ 21,000	\$ -	\$ -	\$ 21,000
Function 11 - Instructional Services:	\$ 15,144,180	\$ -	\$ -	\$ 15,144,180
Function 12 - Instructional Resources & Media Services:	\$ 262,674	\$ -	\$ -	\$ 262,674
Function 13 - Instructional Staff Development:	\$ 204,419	\$ -	\$ -	\$ 204,419
Function 21 - Instructional Administration:	\$ 626,853	\$ -	\$ -	\$ 626,853
Function 23 - School Leadership:	\$ 1,347,661	\$ -	\$ -	\$ 1,347,661
Function 31 - Counseling Services:	\$ 1,068,815	\$ -	\$ -	\$ 1,068,815
Function 33 - Health Services:	\$ 228,525	\$ -	\$ -	\$ 228,525
Function 34 - Student Transportation:	\$ 1,051,226	\$ -	\$ -	\$ 1,051,226
Function 35 - Food Service	\$ -	\$ 1,210,325	\$ -	\$ 1,210,325
Function 36 - Cocurricular/Extracurricular Activities:	\$ 1,419,857	\$ -	\$ -	\$ 1,419,857
Function 41 - General Administration:	\$ 1,525,182	\$ -	\$ -	\$ 1,525,182
Function 51 - Plant Maintenance & Operations:	\$ 3,690,577	\$ -	\$ -	\$ 3,690,577
Function 52 - Security & Monitoring Services:	\$ 674,921	\$ -	\$ -	\$ 674,921
Function 53 - Data Processing Services:	\$ 435,945	\$ -	\$ -	\$ 435,945
Function 61 - Community Service:	\$ -	\$ -	\$ -	\$ -
Function 71 - Debt Service:	\$ -	\$ -	\$ 8,709,000	\$ 8,709,000
Function 81 - Facilities Acquisition/Constr.	\$ -	\$ -	\$ -	\$ -
Function 91 - Chapter 49 Payments	\$ 3,527,190	\$ -	\$ -	\$ 3,527,190
Function 99 - Other Intergovernmental Charges	\$ 321,400	\$ -	\$ -	\$ 321,400
Total Expenditures 13	\$ 31,550,425	\$ 1,210,325	\$ 8,709,000	\$ 41,469,750
NET CHANGES IN FUND BALANCE	\$ (1,044,617)	\$ (46,000)	\$ 1,516,800	\$ 426,183

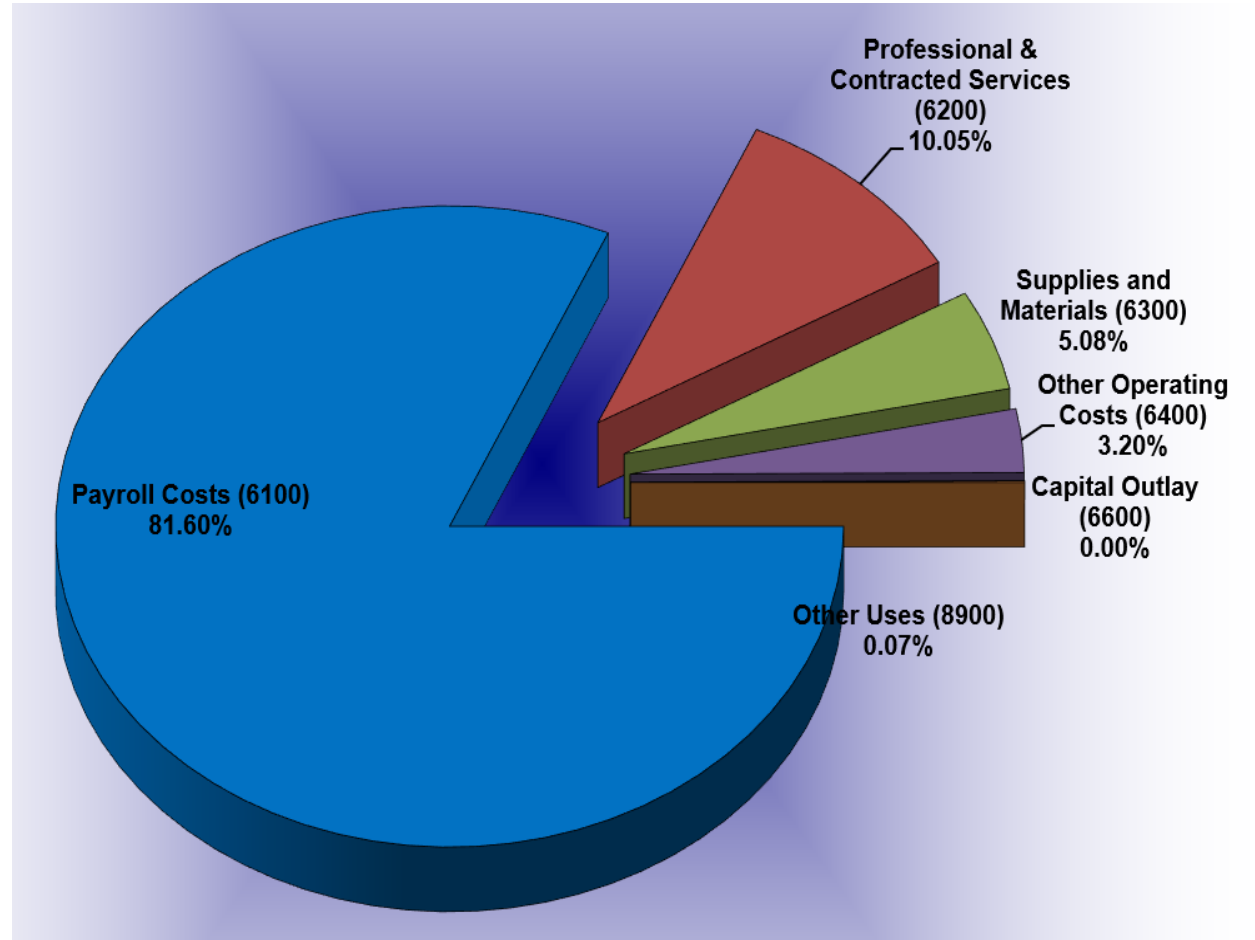
FY2024-25 PROPOSED GENERAL OPERATING EXPENDITURE BUDGET BY OBJECT CODE

- *Total Payroll Cost = \$22.9M (82%)
- Prof/Contracted Services = \$2.8M (10%)
- Gen Supp/Materials = \$1.4M (5%)
- Other Operating Cost = \$896K (3%)
- Other Uses = \$21K (0.1%)
- **Total General Operating Expenditures = \$28.2M

NOTE:

**Includes TRS On-behalf state payments of \$1.4mm and no proposed salary increases.*

***Includes the General Fund only and does not include Chap 49 Recapture Payment of \$3.5M (11% of GF budget)*



	1% Increase to Mid-Point		2% Increase to Mid-Point	
Total Increase to % of Midpoint:	\$	236,037	\$	411,266
Increase Employer Insurance:				
Contribution from \$300 to \$350	\$	169,200	\$	169,200
TOTAL COST	\$	405,237	\$	580,466
Contribution from \$300 to \$375	\$	253,800	\$	253,800
TOTAL COST	\$	489,837	\$	665,066

- The calculated employer health insurance contribution cost increase assumes a constant participation rate of 282 employees.
- A \$50 increase to the employee health premiums is equivalent to a 1.02 % increase to the midpoint for the teacher pay scale, and a \$75 increase equates to a 1.53% increase.



THANK YOU!

**WIMBERLEY INDEPENDENT SCHOOL DISTRICT
BOARD OF EDUCATION
WIMBERLEY, TEXAS**

Subject: Discuss and Consider Approval of 2024-2025 Employee Health Benefit Contribution Increase

Date: August 5, 2024

Presented by: Dr. Bonewald

Action

BACKGROUND INFORMATION

The Board has previously reviewed regional and state-wide data regarding our District's employer contribution toward employee health insurance. This data reveals an opportunity for WISD to increase our benefit contribution competitiveness. Given continued rising health care premium costs, and increase of \$50 - \$75 toward the District's monthly contribution would substantially offset rising premiums for our staff and significantly improve our market competitiveness.

Currently, 282 staff members are participating in the employee health insurance plan. A \$50 increase per month would result in an annual increased cost of \$169,200, should the employee participation rate remain constant.

A \$75 monthly increase toward health insurance premium costs would result in an increased annual cost of \$253,800 to the District, assuming the same rate of employee participation

ADMINISTRATIVE RECOMMENDATION

Approve increasing the District's current \$300 per month employee health benefit contribution by (\$50 / \$75) per month.

BOARD ACTION REQUIRED

Yes

	1% Increase to Mid-Point		2% Increase to Mid-Point	
Total Increase to % of Midpoint:	\$	236,037	\$	411,266
Increase Employer Insurance:				
Contribution from \$300 to \$350	\$	169,200	\$	169,200
TOTAL COST	\$	405,237	\$	580,466
Contribution from \$300 to \$375	\$	253,800	\$	253,800
TOTAL COST	\$	489,837	\$	665,066

**WIMBERLEY INDEPENDENT SCHOOL DISTRICT
BOARD OF EDUCATION
WIMBERLEY, TEXAS**

Subject: Discuss and Consider Approval of 2024-2025 Employee Compensation Increase

Date: August 5, 2024

Presented by: Dr. Bonewald

Action

BACKGROUND INFORMATION

Included with this agenda item are two scenarios, including the anticipated costs of implementing a 1% or 2% pay increase of the pay grade midpoint for full-time and part-time Auxiliary, Paraprofessional, Teacher and Administrative/Professional staff. Additionally, included are the costs associated with a market adjustment for some steps on the Teacher Pay Scale that would otherwise result in a year-over-year reduction in pay for certain “experience steps” on the pay scale.

ADMINISTRATIVE RECOMMENDATION

Approve a pay increase of **(1%, 2%)** of the pay grade midpoint for all full-time and part-time Auxiliary, Paraprofessional, Teacher and Administrative/Professional staff and the recommended Teacher Pay Scale market adjustments as recommended for the 2024-2025 school year.

BOARD ACTION REQUIRED

Yes

	1% Increase to Mid-Point		2% Increase to Mid-Point	
Total Increase to % of Midpoint:	\$	236,037	\$	411,266
Increase Employer Insurance:				
Contribution from \$300 to \$350	\$	169,200	\$	169,200
TOTAL COST	\$	405,237	\$	580,466
Contribution from \$300 to \$375	\$	253,800	\$	253,800
TOTAL COST	\$	489,837	\$	665,066

**WIMBERLEY INDEPENDENT SCHOOL DISTRICT
BOARD OF EDUCATION
WIMBERLEY, TEXAS**

Subject: Discuss and Consider Approval of 2024-2025 Auxiliary, Paraprofessional, Teacher and Administrative/Professional Pay Scales

Date: August 5, 2024

Presented by: Dr. Bonewald

Action

BACKGROUND INFORMATION

Included with this agenda item are drafts of the 2024-25 Auxiliary, Paraprofessional and Administrative/Professional pay scales.

Also, included with this agenda item are two drafts of the 2024-2025 Teacher Pay Scale.

ADMINISTRATIVE RECOMMENDATION

Approve the 2024-25 Auxiliary, Paraprofessional, and Administrative/Professional pay scales as presented.

Approve the 2024-25 Teacher Pay Scale that includes a **(1%, 2%)** of the midpoint pay increase with market adjustments as recommended by the administration.

BOARD ACTION REQUIRED

Yes

Wimberley Independent School District
Auxiliary Pay Structure
for the Fiscal Year Ending August 31, 2025

Pay Grade 1

Daily	Hrs	Minimum \$15.00	Midpoint \$17.91	Maximum \$19.94
175	5	13,121	15,672	17,448
175	6	15,746	18,806	20,937
175	7	18,370	21,940	24,427
180	6	16,195	19,343	21,536
240	8	28,792	34,388	38,286
		Bus Monitor Child Nutrition	Custodian	Custodian (District Wide)

Pay Grade 2

Daily	Hrs	Minimum \$15.75	Midpoint \$18.83	Maximum \$20.95
240	8	30,247	36,163	40,230
		Night Custodian		

Pay Grade 3

Daily	Hrs	Minimum \$16.50	Midpoint \$19.28	Maximum \$21.07
175	5	14,438	16,867	18,432
180	7	20,791	24,288	26,543
180	8	23,762	27,758	30,335
226	8	29,834	34,852	38,087
240	8	31,682	37,010	40,446
		Bus Driver Trainee General Maintenance	Campus Lead Custodian Child Nutrition Manager	General Maintenance Child Nutrition Clerical/Floater

Pay Grade 4

Daily	Hrs	Minimum \$19.25	Midpoint \$22.50	Maximum \$24.55
175	5	16,844	19,688	21,481
197	8	30,338	35,460	38,691
226	8	34,804	40,680	44,386
240	8	36,960	43,200	47,136
		Lead/Specialist Maintenance Bus Drivers	Technology Assistant Maintenance Clerical	Lead District Custodian

Pay Grade 5

Daily	Hrs	Minimum \$24.05	Midpoint \$28.11	Maximum \$30.71
207	8	39,827	46,550	50,856
226	8	43,482	50,823	55,524
240	8	46,176	53,971	58,963
		Carpenter HVAC/Refrigeration Technician	Electrician Transportation Coordinator/Trainer	Plumber Technology Specialist I

Pay Grade 6

Daily	Hrs	Minimum \$30.06	Midpoint \$35.15	Maximum \$38.39
226	8	54,356	63,551	69,402
240	8	57,723	22 67,488	73,701
		District Security/Technology Tech	Technology Specialist II	Mechanic

Wimberley Independent School District
ParaProfessional Pay Structure
for the Fiscal Year Ending August 31, 2025

*updated 7/25/2024

Pay Grade 1

Daily	Hrs	Minimum \$15.00	Midpoint \$19.48	Maximum \$23.04
180	8	21,600	28,044	33,174
187	8	22,440	29,135	34,464
		Instructional Aide	Pre-K Instructional Aide	P.E. Aide

Pay Grade 2

Daily	Hrs	Minimum \$15.75	Midpoint \$19.70	Maximum \$22.74
180	8	22,675	28,365	32,740
187	8	23,556	29,469	34,014
197	8	24,816	31,044	35,832
		Special Education Aide Receptionist/Security Monitor	Bilingual Aide	Office Assistant

Pay Grade 3

Daily	Hrs	Minimum \$16.50	Midpoint \$20.65	Maximum \$23.81
187	8	24,690	30,889	35,626
207	8	27,330	34,193	39,436
		Library Aide Instructional Assistant	Primary Attendance Clerk Bilingual Instruction/Language Assess.	Elementary Attendance Clerk Math/Reading Intervention Aide

Pay Grade 4

Daily	Hrs	Minimum \$17.00	Midpoint \$21.26	Maximum \$24.52
187	8	25,435	31,801	36,675
197	8	26,795	33,502	38,636
207	8	28,155	35,203	40,597
220	8	29,923	37,414	43,147
226	8	30,740	38,434	44,323
		JH Attendance Clerk Campus Secretary Aide/Coach HS Attendance Clerk	Department Secretary Lead Instructional Assistant JH Registrar Human Resource Assistant	LVN Athletic Secretary Deaf Support Specialist

Pay Grade 5

Daily	Hrs	Minimum \$19.43	Midpoint \$24.27	Maximum \$27.98
187	8	29,067	36,308	41,858
226	8	35,129	43,880	50,588
		Accounting Assistant HS Registrar	Librarian Assistant/Media Specialist	Computer Lab Specialist

Pay Grade 6

Daily	Hrs	Minimum \$23.29	Midpoint \$29.10	Maximum \$33.61
220	8	40,990	51,216	59,154
226	8	42,108	52,613	60,767
240	8	44,717	55,872	64,531
		HS Campus Coordinator	Payroll Specialist	

Pay Grade 7

Daily	Hrs	Minimum \$28.62	Midpoint \$32.87	Maximum \$38.34
226	8	51,745	59,429	69,319
Executive Assistant/Superintendent/Board Secretary				

**Wimberley Independent School District
Administrative / Professional Pay Structure
for the Fiscal Year Ending August 31, 2025**

*updated 7/25/2024

Pay Grade 1

	Minimum	Midpoint	Maximum
Daily	\$256.45	\$321.56	\$369.79
187	47,956	60,132	69,151
Speech Language Pathologist Assistant			

Pay Grade 2

	Minimum	Midpoint	Maximum												
Daily	\$279.41	\$349.28	\$403.01												
187	52,249	65,316	75,363												
197	55,043	68,809	79,393												
202	56,440	70,555	81,408												
207	57,837	72,302	83,423												
220	61,470	76,842	88,662												
226	63,146	78,938	91,080												
<table border="0" style="width:100%"> <tr> <td align="center">Counselor</td> <td align="center">District Wide Librarian</td> <td align="center">Diagnostician</td> </tr> <tr> <td align="center">Alternative Education Director</td> <td align="center">Athletic Trainer</td> <td align="center">Speech Language Therapist</td> </tr> <tr> <td align="center">Occupational Therapist</td> <td align="center">Lic Specialist in School Psych</td> <td align="center">Behavior Specialist</td> </tr> <tr> <td align="center">ARD Facilitator</td> <td align="center">Data Systems Coordinator</td> <td></td> </tr> </table>				Counselor	District Wide Librarian	Diagnostician	Alternative Education Director	Athletic Trainer	Speech Language Therapist	Occupational Therapist	Lic Specialist in School Psych	Behavior Specialist	ARD Facilitator	Data Systems Coordinator	
Counselor	District Wide Librarian	Diagnostician													
Alternative Education Director	Athletic Trainer	Speech Language Therapist													
Occupational Therapist	Lic Specialist in School Psych	Behavior Specialist													
ARD Facilitator	Data Systems Coordinator														

Pay Grade 3

	Minimum	Midpoint	Maximum												
Daily	\$307.34	\$384.19	\$443.30												
207	63,620	79,527	91,763												
220	67,615	84,522	97,526												
226	69,459	86,827	100,186												
240	73,762	92,206	106,392												
<table border="0" style="width:100%"> <tr> <td align="center">Assistant Principal (K-8)</td> <td align="center">Director of Child Nutrition</td> <td align="center">Curriculum Specialist</td> </tr> <tr> <td align="center">Transportation Director</td> <td align="center">Director of Maintenance/Custodial</td> <td align="center">Campus Instructional Strategist</td> </tr> <tr> <td align="center">Accountant</td> <td align="center">Executive Director of Communications</td> <td align="center">Human Resources Director</td> </tr> <tr> <td align="center">Technology Director</td> <td></td> <td></td> </tr> </table>				Assistant Principal (K-8)	Director of Child Nutrition	Curriculum Specialist	Transportation Director	Director of Maintenance/Custodial	Campus Instructional Strategist	Accountant	Executive Director of Communications	Human Resources Director	Technology Director		
Assistant Principal (K-8)	Director of Child Nutrition	Curriculum Specialist													
Transportation Director	Director of Maintenance/Custodial	Campus Instructional Strategist													
Accountant	Executive Director of Communications	Human Resources Director													
Technology Director															

Pay Grade 4

	Minimum	Midpoint	Maximum			
Daily	\$338.10	\$422.61	\$487.63			
207	69,986	87,480	100,940			
212	71,677	89,593	103,378			
<table border="0" style="width:100%"> <tr> <td align="center">Assistant Principal (HS)</td> <td align="center">Director of Special Education</td> <td align="center">Director of Student Support Services</td> </tr> </table>				Assistant Principal (HS)	Director of Special Education	Director of Student Support Services
Assistant Principal (HS)	Director of Special Education	Director of Student Support Services				

Pay Grade 5

	Minimum	Midpoint	Maximum			
Daily	\$371.90	\$464.88	\$536.41			
212	78,843	98,555	113,720			
220	81,818	102,274	118,011			
226	84,050	105,063	121,229			
<table border="0" style="width:100%"> <tr> <td align="center">Principal (K-8)</td> <td align="center">Director of Safety and School Initiatives</td> <td></td> </tr> </table>				Principal (K-8)	Director of Safety and School Initiatives	
Principal (K-8)	Director of Safety and School Initiatives					

Pay Grade 6

	Minimum	Midpoint	Maximum			
Daily	\$409.09	\$511.35	\$590.03			
220	89,999	112,498	129,806			
226	92,453	115,566	133,346			
<table border="0" style="width:100%"> <tr> <td align="center">HS Principal</td> <td align="center">Athletic Director</td> <td></td> </tr> </table>				HS Principal	Athletic Director	
HS Principal	Athletic Director					

Pay Grade 7

	Minimum	Midpoint	Maximum			
Daily	\$450.00	\$562.47	\$649.01			
226	101,699	247 119	146,677			
<table border="0" style="width:100%"> <tr> <td align="center">Assistant Superintendent</td> <td align="center">Chief Financial Officer</td> <td></td> </tr> </table>				Assistant Superintendent	Chief Financial Officer	
Assistant Superintendent	Chief Financial Officer					

**Wimberley Independent School District
Teacher Hiring Schedule
for the Fiscal Year Ending August 31, 2025**

1% Increase

2025 Years Exp (Step)	2025 Salary Schedule
0	\$ 46,750
1	\$ 47,086
2	\$ 48,052
3	\$ 50,021
4	\$ 51,770
5	\$ 52,764
6	\$ 53,396
7	\$ 53,974
8	\$ 54,514
9	\$ 55,156
10	\$ 56,042
11	\$ 56,616
12	\$ 57,403
13	\$ 58,318
14	\$ 59,024
15	\$ 59,606
16	\$ 60,170
17	\$ 60,530
18	\$ 60,788
19	\$ 61,014
20	\$ 61,436
21	\$ 62,119
22	\$ 62,702
23	\$ 63,753
24	\$ 64,406
25	\$ 64,988
26	\$ 65,654
27	\$ 66,287
28	\$ 66,941
29	\$ 67,641
30	\$ 68,302

The compensation scale above represents annual salaries based on full-time contract arrangements for 10-month employment. Salary levels meet or exceed state minimum salary requirements. Predictions of future salaries are not possible from this pay structure. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay-raise budget approved by the Board of Trustees.

**Wimberley Independent School District
Teacher Hiring Schedule
for the Fiscal Year Ending August 31, 2025**

2% Increase

2025 Years Exp (Step)	2025 Salary Schedule
0	\$ 46,750
1	\$ 47,677
2	\$ 48,198
3	\$ 50,027
4	\$ 51,771
5	\$ 52,945
6	\$ 53,937
7	\$ 54,565
8	\$ 55,105
9	\$ 55,632
10	\$ 56,333
11	\$ 57,207
12	\$ 57,779
13	\$ 58,579
14	\$ 59,495
15	\$ 60,197
16	\$ 60,761
17	\$ 61,121
18	\$ 61,379
19	\$ 61,605
20	\$ 62,027
21	\$ 62,450
22	\$ 63,293
23	\$ 63,759
24	\$ 64,927
25	\$ 65,579
26	\$ 66,155
27	\$ 66,828
28	\$ 67,457
29	\$ 68,117
30	\$ 68,813

The compensation scale above represents annual salaries based on full-time contract arrangements for 10-month employment. Salary levels meet or exceed state minimum salary requirements. Predictions of future salaries are not possible from this pay structure. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay-raise budget approved by the Board of Trustees.

**WIMBERLEY INDEPENDENT SCHOOL DISTRICT
BOARD OF EDUCATION
WIMBERLEY, TEXAS**

Subject: Discuss and Consider Approval of 2024-25 Supplemental and Stipend Pay Scale

Date: August 5, 2024

Presented by: Dr. Bonewald

Action

BACKGROUND INFORMATION

Each year, the Board approves Supplemental and Stipend Pay Scales to authorize rates of pay for additional duties that are assumed by staff members to support the mission of the District. Included with this agenda item are recommendations for the 2024-25 Supplemental and Stipend pay rates.

ADMINISTRATIVE RECOMMENDATION

Approve the 2024-25 Supplemental and Stipend Pay Scales as presented

BOARD ACTION REQUIRED

Yes

**Wimberley Independent School District
Substitute Pay Structure
for the Fiscal Year Ending August 31, 2025**

Substitute Pay Rates	Amount	Method
Substitute - Texas Certified and Degreed	\$125.00	Day
Substitute - Non-Degreed	\$100.00	Day
Certified RN/LVN Substitute	\$125.00	Day
Principal/Director Substitute	\$300.00	Day
Assistant Principal Substitute	\$200.00	Day
Counselor Substitute	\$125.00	Day
Substitute Pay Rates Extended 21+ Consecutive Days in the Same Assignment		
Substitute - Texas Certified and Degreed	\$140.00	Day
Substitute - Non-Degreed	\$115.00	Day

**Wimberley Independent School District
Supplemental Pay Structure
for the Fiscal Year Ending August 31, 2025**

Description	Amount		Amount ²	Method
Certified teacher instructing/tutoring a group of students (off contract)			\$35.00	Hourly
Non-certified staff instructing/tutoring a group of students (after hours)	\$15.00	to	\$20.00	Hourly
Non-certified staff assisting in the instruction/tutoring of a group of students (after hours - ie summer school aide)	\$10.00	to	\$16.00	Hourly
Non-certified student coach coaching athletes during athletic events (Grad Assist)	\$10.00	to	\$14.00	Hourly
Teacher/professional performing clerical duties (off contract)-TAKS monitoring			\$18.00	Hourly
Licensed Special Ed Professional Staff (LSSP/OT/SLP) Extra Duty			\$50.00	Hourly
Summer school bus driver			\$19.25	Hourly
Summer school bus monitor			\$15.00	Hourly
Summer Food Nutrition Worker (PT/FT)			\$15.00	Hourly
Summer Food Nutrition Manager (PT/FT)			\$20.00	Hourly
Athletic bus driver (coach driving a bus for an athletic event)			\$12.00	Hourly
Athletic event ticket taker			\$12.25	Hourly
Gate coordinator (Varsity football)			\$15.25	Hourly
Athletic event cash handler			\$12.25	Hourly
Sub-Varsity Announcer			\$10.00	Hourly
Sub-Varsity Clock Keeper			\$10.00	Hourly
Sub-Varsity Book Keeper			\$10.00	Hourly
Varsity Announcer			\$12.00	Hourly
Varsity Clock Keeper			\$10.00	Hourly
Varsity Book Keeper			\$10.00	Hourly
Lunch Monitor (part time/hourly)			\$15.00	Hourly
Scouting (excluding drive time)			\$10.00	Hourly
Part-time/Sub Bus Driver			\$15.00	Hourly
Part-time/Sub Bus Monitor			\$12.00	Hourly
Bus Driver Attendance Incentive Plan			\$100.00	p/Month
Emergency Bus Driver Route Rate			\$40.00	p/Route
Summer part-time help	\$12.00	to	\$16.00	Hourly
Homebound/In-Home/Parent Training Services (certified teacher)			\$25.00	Hourly
Homebound/In-Home/Parent Training Services (non-certified staff)			\$15.00	Hourly
Afterschool Program (tuition based)			\$20.00	Hourly
Afterschool Program (tuition based) Certified Teacher			\$20.00	Hourly
Friday Night Live			\$25.00	Hourly
D-Hall			\$25.00	Hourly
Summer camp coordinator/worker (tuition/fee based)	\$12.00	to	\$30.00	Hourly
Other Duties (Not Defined Above)	\$10.00	to	\$20.00	Hourly

**Wimberley Independent School District
Stipend Pay Structure
for the Fiscal Year Ending August 31, 2025**

*updated 7/25/24

Department	Description	Amount
Districtwide:	Website Coordinator	\$2,500.00
Campus Admin:	BHP Registrar	\$3,500.00
	JWE Registrar	\$3,500.00
	JH Registrar	\$3,500.00
	HS Registrar	\$3,500.00
Curriculum:	504 Coordinator	\$ 1,500 to \$ 3,000
	After School Director(Enterprise Fund)	\$5,000.00
	Agriculture FFA Advisor	\$3,000.00
	AP Academic Coach	\$2,000.00
	AP/UT OnRamps Courses (Tier I)	\$1,000.00
	AP/UT OnRamps Courses (Tier II)	\$1,500.00
	Band Asst Director	\$4,500.00
	Band Director	\$8,000.00
	Bilingual (PK-5)	\$1,500.00
	Choir	\$3,000.00
	Class Sponsor(Junior/Senior)	\$500.00
	Department Head	\$1,200.00
	Drama-One Act Play	\$2,500.00
	District Transition and Employment Designee (Sped)	\$2,500.00
	ESL Coordinator-Campus	\$500.00
	ESL Coordinator-District	\$2,500.00
	Facility Use Management	\$5,000.00
	Grade Level Chairs(PK-5)	\$500.00
	Leo Club	\$1,000.00
	Librarian(Tech/IPADS)	\$2,500.00
	LSSP/ Diag Stipend	\$1,000.00
	Master	\$1,500.00
	Math/Science (6-12) Starts at \$1,000 increases \$200 each year up to \$4,000 at step 10	\$ 1,000 up to \$ 4,000
	National Honor Society	\$1,000.00
	National Junior Honor Society	\$500.00
	National Technical Honor Society	\$1,000.00
	Robotics	\$2,000.00
	Special Olympics - Head of Delegation	\$1,500.00
	Special Olympics Coach (HS)-per sport	\$400.00
	Special Education Inclusion/Resource	\$1,000.00
	Speech Language Pathologist/Bilingual	\$1,500.00
	Speech/Debate - HS	\$3,500.00
	Student Council(2-8)	\$500.00
	Student Council(9-12)	\$1,000.00
	Theater- HS	\$4,500.00
	UIL Coordinator-District/HS	\$3,500.00
	UIL Coordinator-JH	\$1,200.00
	Yearbook - HS/JH	\$1,000.00
Athletics:	Baseball - Assistant Coach	\$4,000.00
	Baseball - Head Coach	\$5,000.00
	Basketball - Assistant Coach	\$4,000.00
	Basketball - Head Coach	\$5,000.00

**Wimberley Independent School District
Stipend Pay Structure
for the Fiscal Year Ending August 31, 2025**

*updated 7/25/24

Department	Description	Amount
	Cross Country - Assistant Coach	\$4,000.00
	Cross Country - Head Coach	\$5,000.00
	Filming/Video/Scoreboard	\$1,500.00
	Football - Assistant Coach	\$5,000.00
	Football - Varsity Defensive Coordinator	\$6,000.00
	Football - Varsity Offensive Coordinator	\$6,000.00
	Girls Athletic Coordinator	\$5,000.00
	Golf - Head Coach	\$5,000.00
	Offseason Coordinator	\$2,500.00
	Scouting (Varsity Football)	\$1,000.00
	Soccer - Assistant Coach	\$4,000.00
	Soccer - Head Coach	\$5,000.00
	Softball - Assistant Coach	\$4,000.00
	Softball - Head Coach	\$5,000.00
	Swimming - Assistant Coach	\$4,000.00
	Swimming - Head Coach	\$5,000.00
	Tennis(Spring) - Assistant Coach	\$4,000.00
	Tennis(Spring) - Head Coach	\$5,000.00
	Tennis(Fall) - Head Coach	\$5,000.00
	Tennis(Fall) - Assistant Coach	\$4,000.00
	Track - Assistant Coach	\$4,000.00
	Track - Head Coach	\$5,000.00
	Volleyball - Assistant Coach	\$4,000.00
	Volleyball - Head Coach	\$5,000.00
	JH - Basketball	\$2,800.00
	JH - Cross Country	\$2,500.00
	JH - Football	\$2,800.00
	JH - Golf	\$2,500.00
	JH - Sports Coordinator (per sport)	\$1,000.00
	JH - Tennis	\$2,500.00
	JH - Track	\$2,800.00
	JH - Volleyball	\$2,800.00
Cheerleading:	Cheerleading-HS	\$4,500.00
	Cheerleading-HS Assistant	\$3,500.00
	Cheerleading-JH	\$2,300.00
	Cheerleading-JH Assistant	\$1,800.00
	Dance-HS	\$3,500.00
	Dance-HS Assistant	\$2,500.00
One time Stipends:	Reading Academy	\$1,000.00
	UIL Academic Coach (HS)	\$500.00
	(a) Destination Imagination/Science Fair Sponsor (JWE/JH)	\$150.00
"Event/Meet" is defined below	Destination Imagination/Science Fair Sponsors (Not Riding Bus/Attending Event)-JWE/JH per Event	\$75.00
"Event/Meet" is defined below	Destination Imagination/Science Fair Sponsors (Overnight stay)-JWE/JH per Event	\$125.00
"Event/Meet" is defined below	Destination Imagination/Science Fair Sponsors (Riding bus/attending Event)-JWE/JH per Event	\$100.00
	(a) UIL Academic Coach (JH)	\$300.00

**Wimberley Independent School District
Stipend Pay Structure
for the Fiscal Year Ending August 31, 2025**

**updated 7/25/24*

Department		Description	Amount
"Event/Meet" is defined below	(a)	UIL Academic Meet (Not Riding Bus/Attending Meet)-JH/HS per Meet	\$100.00
"Event/Meet" is defined below	(a)	UIL Academic Meet (Overnight stay)-JH/HS per Meet	\$200.00
"Event/Meet" is defined below	(a)	UIL Academic Meet (Riding bus/attending Meet)-JH/HS per Meet	\$100.00
	(a)	Paid upon completion of duties.	

NOTE:

The term "event/meet" is understood to mean to be in attendance from the START until the END of the event being compensated.

Coaches will receive an extra 10 days. Any days in excess of this must be approved by the superintendent.

Any extra amount paid not listed above must have approval from the superintendent.