

**NAVARRO ISD
2018-19**

New Hire Guide for Classroom Teachers

3% GPI (General Pay Increase)

Years of Experience	New Hire Salary
0	\$43,000
1	\$43,400
2	\$43,775
3	\$44,125
4	\$44,325
5	\$44,525
6	\$44,725
7	\$44,925
8	\$45,125
9	\$45,325
10	\$45,825
11	\$46,425
12	\$47,025
13	\$47,625
14	\$48,225
15	\$48,825
16	\$49,425
17	\$50,325
18	\$51,225
19	\$52,125
20	\$53,025
21	\$53,925
22	\$54,625
23	\$55,325
24	\$56,025
25+	\$56,725

Master's Degree Stipend:
\$1,000

The salaries listed above are based on 10-month employment for the 2018-19 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Base Salary Range

10-Month Salary Range Minimum: \$43,000
10-Month Salary Range Maximum: \$62,000

Continuing Classroom Teachers will receive a \$1,400 increase

Navarro ISD
2018-19
Administrative/Professional Pay Plan

Pay Grad	Job Title	Calendars	Minimum	Midpoint	Maximum	3% GPI of 16-17	
AP1			Daily	\$167.31	\$209.14	\$250.96	\$6.18
	Transportation Coordinator	207	207 Days	34,634	43,292	51,948	1,279
	Child Nutrition Services (CNS) Director	220	220 Days	36,809	46,011	55,211	1,360
	Operational Manager	230	230 Days	38,482	48,102	57,721	1,421
AP2			Daily	\$218.55	\$273.19	\$327.82	\$8.07
	Behavior Specialist	187	187 Days	40,869	51,086	61,303	1,509
	Dyslexia Specialist	192	192 Days	41,962	52,452	62,942	1,549
	Nurse RN	192	197 Days	43,054	53,818	64,581	1,590
	Speech Therapist	192	207 Days	45,240	56,550	67,860	1,670
	Librarian	197	215 Days	46,988	58,735	70,482	1,735
	Instructional Technologist	207					
	Agriculture Teachers	215					
AP3			Daily	\$231.66	\$289.58	\$347.50	\$8.56
	LSSP	197	197 Days	45,638	57,047	68,457	1,686
	Assistant Principal - Elem	207	207 Days	47,954	59,943	71,932	1,772
	Counselor - Elementary	207	215 Days	49,808	62,260	74,712	1,840
	Counselor - Intm School	207	220 Days	50,966	63,707	76,449	1,883
	Counselor - Jr High	207	226 Days	52,356	65,445	78,534	1,935
	Band Director	215					
	Counselor - High School	220					
	Academic Dean	226					
	Assistant Principal - HS	226					
	Human Resources Manager	226					
AP4			Daily	\$246.99	\$321.43	\$385.72	\$9.50
	Director, Athletics	226	226 Days	55,820	72,643	87,173	2,147
	Director, Special Ed	226					
	Director, Technology	226					
	Business Manager	226					
	Principal - Elementary	226					
	Principal - Intermediate	226					
	Principal - Junior High	226					
AP5			Daily	\$308.58	\$385.72	\$462.86	\$11.40
	Chief Instructional Officer	226	226 Days	69,739	87,173	104,606	2,577
	Principal - High School	226					

Master's Degree Stipend and Add'l Duty Stipends
are included in Daily Rates above

Navarro ISD
2018-19
Clerical/Paraprofessional/Technical Pay Plan

Pay Grad	Job Title	Calendars		Minimum	Midpoint	Maximum	3% GPI of 16-17	
CP1				Hourly	\$10.67	\$13.34	\$16.00	\$ 0.39
*	Special Ed Aide - Inclusion	185	7.5	185 Days	14,801	18,505	22,195	541
*	Teacher's Aide	185	8	185 Days	15,788	19,739	23,675	577
	Library Aide (8 hours)	185						
	HR Assistant	185						
CP2				Hourly	\$12.03	\$15.03	\$18.05	\$ 0.44
*	Behavioral Aide	185		185 Days	16,689	20,857	25,040	611
*	Special Ed Aide - Functional Academics	185		187 Days	17,994	22,488	26,998	658
	Nurse Aide (8 hours)	187						
CP3				Hourly	\$15.16	\$18.95	\$22.74	\$ 0.56
	LV Nurse	187		187 Days	22,685	28,349	34,013	838
	Campus Secretary	207		207 Days	25,112	31,381	37,651	927
	Campus PEIMS Data Clerk	207		220 Days	26,689	33,352	40,015	986
	Administrative Assistant - CO	220						
	Administrative Assistant - HS	220						
	Registrar - High School	220						
CP4				Hourly	\$17.43	\$21.49	\$26.16	\$0.64
	Asst. Business Manager	220		220 Days	30,672	37,818	46,036	1,126
	Payroll Specialist	220						
	Purchasing Agent	220						
	Technology Tech	220						

*CP1 & CP2 annual amounts are based on 7.5 hours per day
 CP3 & CP4 annual amounts are based on 8 hours per day

Navarro ISD
2018-19
Auxiliary Pay Plan

Pay Grad	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
AX1			Hourly	\$10.42	\$12.87	\$15.32	\$0.38
*	Bus Monitor (4 hours)	174	174 Days	7,255	8,958	10,660	264
	Child Nutrition Services (CNS) Worker	177	177 Days	14,760	18,224	21,688	538
	Custodian	230	230 Days	19,180	23,681	28,182	699
	Groundskeeper	230	260 Days	21,682	26,770	31,858	790
	Groundskeeper	260					
AX2			Hourly	\$12.46	\$15.39	\$18.32	\$0.45
	Child Nutrition Services Manager - ELM	181	181 Days	18,048	22,281	26,528	652
	Child Nutrition Services Manager - INT	181	230 Days	22,934	28,313	33,710	828
	Child Nutrition Services Manager - JR	181					
	Custodian Supervisor	230					
AX3			Hourly	\$13.59	\$16.79	\$19.98	\$0.50
*	Bus Driver (4 hours)	174	174 Days	9,459	11,685	13,903	348
	Child Nutrition Services Manager - HS	181	181 Days	19,680	24,309	28,924	724
	Bus Driver/Flt Svcs	185	185 Days	20,114	24,846	29,563	740
	CNS Production Assistant	192	192 Days	20,876	25,787	30,682	768
	General Maintenance Worker	230	230 Days	25,007	30,890	36,754	920
	General Maintenance Worker	260	260 Days	28,269	34,919	41,548	1,040

*Bus Driver/Monitor annual amounts are based on **4** hours per day
All other positions annual amounts are based on **8** hours per day