



## Classroom Teachers, Librarians, and Nurses (RN) 2018/2019 New Hire Guide

2018-19 Years Exp	2018-19 New Hire Salary
0	\$44,500
1	\$45,000
2	\$45,300
3	\$45,600
4	\$45,900
5	\$46,200
6	\$46,500
7	\$46,800
8	\$47,100
9	\$47,400
10	\$47,700
11	\$48,000
12	\$48,300
13	\$48,600
14	\$48,900
15	\$49,300
16	\$49,500
17	\$50,149
18	\$51,079
19	\$51,900
20	\$52,724
21	\$53,445
22	\$53,960
23	\$54,475
24	\$54,990
25	\$55,505
26	\$56,020
27	\$56,535
28	\$57,050
29	\$57,565
30 +	\$58,080

**Salary Range: \$44,500 to \$64,000**

**Board of Trustees approved 3/26/2018**

Classroom Teacher Stipend for Master's Degree: \$500

**Board of Trustees approved 5/21/2018**

Salaries listed above are based on 10-month employment.

Salary plan is for the 2018-2019 school year only; and  
does not represent salaries for future years.

Salary advancement is based on the annual midpoint general pay  
increase budget approved by the Board of Trustees each year.



**Athletic Extra Duty Stipends**  
2018/2019 Compensation Plan

<b>High &amp; Middle School</b>	<b>18/19 Stipend Amount</b>	<b>18/19 # Allotted</b>	<b>18/19 Total Budget</b>
Athletic Coordinator-HS Girls	\$ 5,500	1	\$ 5,500
Athletic Trainer	\$ 12,000	2	\$ 24,000
Baseball - Head	\$ 6,000	1	\$ 6,000
Baseball - Asst	\$ 3,500	2	\$ 7,000
Basketball - Head Boys	\$ 6,500	1	\$ 6,500
Basketball - Head Girls	\$ 6,500	1	\$ 6,500
Basketball - JV Asst Boys	\$ 4,000	1	\$ 4,000
Basketball - JV Asst Girls	\$ 4,000	1	\$ 4,000
Basketball - 9th Boys	\$ 3,500	1	\$ 3,500
Basketball - 9th Girls	\$ 3,500	1	\$ 3,500
Football - Head*	\$ 20,000	1	\$ 20,000
Football - Asst Head	\$ 7,000	1	\$ 7,000
Football - Def Coordinator	\$ 7,500	1	\$ 7,500
Football - Off Coordinator	\$ 7,500	1	\$ 7,500
Football - Asst	\$ 6,500	7	\$ 45,500
Football - Film	\$ 1,200	1	\$ 1,200
Golf - Head Boys	\$ 3,500	1	\$ 3,500
Golf - Head Girls	\$ 3,500	1	\$ 3,500
Powerlifting - Head	\$ 4,500	1	\$ 4,500
Powerlifting - Asst	\$ 2,500	1	\$ 2,500
Soccer Head - Boys	\$ 5,500	1	\$ 5,500
Soccer Head - Girls	\$ 5,500	1	\$ 5,500
Soccer Asst - Boys	\$ 2,500	1	\$ 2,500
Soccer Asst - Girls	\$ 2,500	1	\$ 2,500
Softball - Head	\$ 6,000	1	\$ 6,000
Softball - Asst	\$ 3,500	2	\$ 7,000
Strength & Conditioning	\$ 1,000	6	\$ 6,000
Tennis - Head	\$ 6,000	1	\$ 6,000
Track - Head Boys	\$ 5,500	1	\$ 5,500
Track - Head Girls	\$ 5,500	1	\$ 5,500
Track - Asst Boys	\$ 3,250	3	\$ 9,750
Track - Asst Girls	\$ 3,250	3	\$ 9,750
Volleyball - Head	\$ 6,500	1	\$ 6,500
Volleyball - JV	\$ 4,000	2	\$ 8,000
Pole Vault	\$ 500	1	\$ 500
Stadium Manager	\$ 500	1	\$ 500
<b>High &amp; Middle School</b>	<b>18/19 Stipend Amount</b>	<b>18/19 # Allotted</b>	<b>18/19 Total Budget</b>
Cross Country - Head	\$ 5,500	1	\$ 5,500
Cross Country - Asst	\$ 2,500	1	\$ 2,500
Swimming - Head	\$ 6,000	1	\$ 6,000
Tennis - Asst	\$ 3,250	1	\$ 3,250
<b>Middle School</b>	<b>18/19 Stipend Amount</b>	<b>18/19 # Allotted</b>	<b>18/19 Total Budget</b>
Athletic Coordinator - Boys & Girls	\$ 5,000	1	\$ 5,000
Basketball - Boys	\$ 2,000	4	\$ 8,000
Basketball - Girls	\$ 2,000	4	\$ 8,000
Football - Head	\$ 3,500	1	\$ 3,500
Football - Asst	\$ 3,000	3	\$ 9,000
Golf - Head (Boys & Girls)	\$ 2,000	1	\$ 2,000
Tennis - Head (Boys & Girls)	\$ 2,000	1	\$ 2,000
Track - Boys	\$ 2,000	4	\$ 8,000
Track - Girls	\$ 2,000	4	\$ 8,000
Volleyball	\$ 2,750	4	\$ 11,000

**Board of Trustees Approved 5/21/18**  
**Board of Trustees Approved 12/17/18**



**Academic, Fine Arts & Extra Duty Stipends**  
2018/2019 Compensation Plan

<b>High School</b>	<b>18/19 Stipend</b>	<b>18/19 # Allotted</b>	<b>18/19 Total Budget</b>
Band - HS Head (226 Calendar Days)	\$ 10,000	1	\$ 10,000
Band - HS Asst.	\$ 8,000	1	\$ 8,000
Choir	\$ 2,500	1	\$ 2,500
CTSO (Career & Technology Student	\$ 500	6	\$ 3,000
Department Head	\$ 1,500	8	\$ 12,000
Drama	\$ 2,500	1	\$ 2,500
Drill Team *	\$ 3,750	1	\$ 3,750
Esprit De Corps *	\$ 1,575	1	\$ 1,575
FFA	\$ 3,000	4	\$ 12,000
One Act Play	\$ 2,500	1	\$ 2,500
UIL Coordinator	\$ 2,500	1	\$ 2,500
Cheerleading - Varsity	\$ 4,000	1	\$ 4,000
Cheerleading - JV / Freshman	\$ 3,000	1	\$ 3,000
National Honor Society Sponsor	\$ 1,500	1	\$ 1,500
Student Council Advisor	\$ 1,500	1	\$ 1,500
UIL / Event Sponsors	\$ 500	22	\$ 11,000
VASE	\$ 500	1	\$ 500
Yearbook Advisor	\$ 2,500	1	\$ 2,500
Spirit, Pride & Honor Coordinator	\$ 500	3	\$ 1,500
Debate	\$ 750	2	\$ 1,500
<b>High &amp; Middle School</b>	<b>18/19 Stipend Amount</b>	<b>18/19 # Allotted</b>	<b>18/19 Total Budget</b>
AVID Coordinator	750	1	\$ 750
<b>Middle School</b>	<b>18/19 Stipend Amount</b>	<b>18/19 # Allotted</b>	<b>18/19 Total Budget</b>
Band Head	\$ 8,000	1	\$ 8,000
Band Asst.	\$ 7,000	1	\$ 7,000
Department Head	\$ 1,000	6	\$ 6,000
Cheerleading	\$ 1,500	1	\$ 1,500
Belles Sponsor	\$ 1,000	1	\$ 1,000
National Honor Society Sponsor	\$ 1,000	1	\$ 1,000
Student Council Advisor	\$ 1,000	1	\$ 1,000
UIL Coordinator	\$ 800	1	\$ 800
UIL Event Sponsor	\$ 100	50	\$ 5,000
Yearbook Advisor	\$ 1,000	1	\$ 1,000
<b>Elementary</b>	<b>18/19 Stipend Amount</b>	<b>18/19 # Allotted</b>	<b>18/19 Total Budget</b>
Bilingual	\$ 4,500	6	\$ 27,000
Department Heads	\$ 800	16	\$ 12,800
UIL Coordinator	\$ 500	3	\$ 1,500
UIL Event Sponsor	\$ 175	36	\$ 6,300
<b>All Campuses</b>	<b>18/19 Stipend Amount</b>	<b>18/19 # Allotted</b>	<b>18/19 Total Budget</b>
Master's Degree	\$ 500		
Licensed Master Tradesman *	\$ 1,000		
Mentor *	\$ 400		
<b>Board of Trustees Approved 5/21/18</b>			
<b>*Board of Trustees Approved 7/11/18</b>			



**Administrative/Professional**  
**(exempt)**  
**2018/2019 Compensation Plan**  
**Approved 3/26/2018**

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
<b>1</b>			<b>Daily</b>	<b>\$228.25</b>	<b>\$275.00</b>	<b>\$321.75</b>
	Accounting Coordinator	226	<b>226 Days</b>	51,585	62,150	72,716
	Instructional Technologist	226	<b>240 Days</b>	54,780	66,000	77,220
	Transportation Coordinator	240				
<b>2</b>			<b>Daily</b>	<b>\$248.79</b>	<b>\$299.75</b>	<b>\$350.71</b>
	Asst Principal, Elementary	212	<b>187 Days</b>	46,524	56,053	65,583
	Behavior Specialist	197	<b>197 Days</b>	49,012	59,051	69,090
	Counselor, Alternative	197	<b>207 Days</b>	51,500	62,048	72,597
	Counselor, Elementary	197, 207	<b>212 Days</b>	52,743	63,547	74,351
	Counselor, Middle School	207				
	Speech Therapist	187				
<b>3</b>			<b>Daily</b>	<b>\$271.19</b>	<b>\$326.73</b>	<b>\$382.27</b>
	Asst Principal, Middle School	212	<b>187 Days</b>	50,713	61,099	71,484
	Counselor, High School	212	<b>197 Days</b>	53,424	64,366	75,307
	Diagnostician	197	<b>212 Days</b>	57,492	69,267	81,041
	LSSP	197	<b>226 Days</b>	61,289	73,841	86,393
	Network Administrator	226				
	Occupational Therapist	187				
	Special Education Coordinator	226				
	Speech Language Pathologist	187				
<b>4</b>			<b>Daily</b>	<b>\$297.90</b>	<b>\$358.91</b>	<b>\$419.92</b>
	Asst Principal, High School	212, 226	<b>212 Days</b>	63,155	76,089	89,023
	Director, Food Service	226	<b>226 Days</b>	67,325	81,114	94,902
	Director, Transportation	240	<b>240 Days</b>	71,496	86,138	100,781
<b>5</b>			<b>Daily</b>	<b>\$323.66</b>	<b>\$387.62</b>	<b>\$451.58</b>
	Director, Facilities/Operation	240	<b>217 Days</b>	70,234	84,114	97,993
	Principal, Alternative	226	<b>226 Days</b>	73,147	87,602	102,057
	Principal, Elementary	217	<b>240 Days</b>	77,648	93,029	108,379
<b>6</b>			<b>Daily</b>	<b>\$349.56</b>	<b>\$418.63</b>	<b>\$487.70</b>
	Director, Athletics	226	<b>226 Days</b>	79,001	94,610	110,220
	Director, Curriculum	226				
	Director, Human Resources	226				
	Director, Special Programs	226				
	Director, Technology	226				
	Principal, Middle School	226				
<b>7</b>			<b>Daily</b>	<b>\$390.33</b>	<b>\$464.68</b>	<b>\$539.03</b>
	Director, Business & Finance	226	<b>226 Days</b>	88,215	105,018	121,821
	Principal, High School	226				
<b>8</b>			<b>Daily</b>	<b>\$433.63</b>	<b>\$520.44</b>	<b>\$603.71</b>
	Assistant Superintendent C&I	226	<b>226 Days</b>	98,000	117,619	136,439



**Clerical/Paraprofessional**  
**(non-exempt)**  
**2018/2019 Compensation Plan**  
**Approved 3/26/2018**

Annual amounts are based on 7.5 hours per day.

<b>Pay Grade</b>	<b>Job Title</b>	<b>Calendars</b>	<b>Hourly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>1</b>			<b>Hourly</b>	<b>\$12.23</b>	<b>\$14.65</b>	<b>\$17.07</b>
	Instructional Partner	187	<b>187 Days</b>	17,153	20,547	23,941
<b>2</b>			<b>Hourly</b>	<b>\$13.00</b>	<b>\$15.57</b>	<b>\$18.14</b>
	Instructional Partner-Behavior Support	187	<b>187 Days</b>	18,233	21,837	25,441
	Instructional Partner-Life Skills	187				
	Instructional Partner-PPCD	187				
	Nurse Asst	187				
	Receptionist, Campus	187				
<b>3</b>			<b>Hourly</b>	<b>\$14.69</b>	<b>\$17.59</b>	<b>\$20.49</b>
	Attendance Clerk	202	<b>202 Days</b>	22,255	26,649	31,042
	Parent Liaison	187	<b>207 Days</b>	22,806	27,308	31,811
	Purchasing Coord, Food Services	226	<b>226 Days</b>	24,900	29,815	34,731
	Receptionist, Central Office	226				
	Registrar, Elementary	207				
	Registrar, Middle School	207				
	Secretary, Asst Principal	207				
<b>4</b>			<b>Hourly</b>	<b>\$16.60</b>	<b>\$19.88</b>	<b>\$23.16</b>
	Accounts Payable Clerk	226	<b>187 Days</b>	23,282	27,882	32,482
	Campus Technologist, HS	197	<b>197 Days</b>	24,527	29,373	34,219
	Human Resources Asst	226	<b>207 Days</b>	25,772	30,864	35,956
	Registrar, High School	207, 226	<b>212 Days</b>	26,394	31,609	36,824
	Secretary, Alternative	207	<b>226 Days</b>	28,137	33,697	39,256
	Secretary, Athletics	226				
	Secretary, Facilities & Maint	226				
	Secretary, Principal Elem	212				
	Secretary, Principal MS	226				
	Secretary, Transportation	212, 226				
<b>5</b>			<b>Hourly</b>	<b>\$19.09</b>	<b>\$22.86</b>	<b>\$26.63</b>
	Purchasing Clerk	226	<b>226 Days</b>	32,358	38,748	45,138
	Secretary, Curriculum	226				
	Secretary, Principal HS	226				
	Secretary, Special Education	226				
<b>6</b>			<b>Hourly</b>	<b>\$20.90</b>	<b>\$25.03</b>	<b>\$29.16</b>
	Helpdesk Technician	226	<b>187 Days</b>	29,312	35,105	40,897
	LVN	187	<b>226 Days</b>	35,426	42,426	49,426
	Network Technician	226				
	Payroll Coordinator	226				
	PC Technician	226				
	PEIMS Coordinator	226				
<b>7</b>			<b>Hourly</b>	<b>\$25.07</b>	<b>\$30.04</b>	<b>\$35.01</b>
	Benefits Coordinator	226	<b>226 Days</b>	42,494	50,918	59,342
	Secretary, Superintendent	226				



## Auxiliary (non-exempt) 2018/2019 Compensation Plan

Approved 3/26/2018

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
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Annual amounts are based on 8 hours per day.

<b>1</b>			<b>Hourly</b>	<b>\$10.05</b>	<b>\$12.25</b>	<b>\$14.46</b>
	Bus Driver Trainee	176	<b>176 Days</b>	Based on hours		
	Bus Monitor	176	<b>240 Days</b>	19,296	23,520	27,763
	Cashier / Cook	176				
	Custodian	240				
<b>2</b>			<b>Hourly</b>	<b>\$11.74</b>	<b>\$14.15</b>	<b>\$16.56</b>
	Driver, Non-CDL	176	<b>176 Days</b>	Based on hours		
	Groundskeeper	240	<b>240 Days</b>	22,541	27,168	31,795
	Mail Delivery	240				
	Vehicle Washer / Cleaner	176				
<b>3</b>			<b>Hourly</b>	<b>\$13.39</b>	<b>\$16.13</b>	<b>\$18.87</b>
	Cafeteria Manager, ES	176	<b>176 Days</b>	18,853	22,711	26,569
	Lead Custodian	240	<b>240 Days</b>	25,709	30,970	36,230
<b>4</b>			<b>Hourly</b>	<b>\$14.92</b>	<b>\$17.98</b>	<b>\$21.04</b>
	Cafeteria Manager, MS	176	<b>176 Days</b>	21,007	25,316	29,624
	General Maintenance	240	<b>240 Days</b>	28,646	34,522	40,397
<b>5</b>			<b>Hourly</b>	<b>\$15.25</b>	<b>\$18.16</b>	<b>\$21.07</b>
	Bus Driver	176	<b>176 Days</b>	Based on hours		
<b>6</b>			<b>Hourly</b>	<b>\$16.64</b>	<b>\$20.05</b>	<b>\$23.46</b>
	Cafeteria Manager, HS	176	<b>176 Days</b>	23,429	28,230	33,032
	Lead Driver / Trainer	176				
<b>7</b>			<b>Hourly</b>	<b>\$18.97</b>	<b>\$22.86</b>	<b>\$26.75</b>
	Asst Director Food Service	202	<b>202 Days</b>	34,033	40,998	47,963
	Custodial Services Supervisor	240	<b>240 Days</b>	36,422	43,891	51,360
	Grounds Supervisor	240				
	Vehicle Mechanic	240				
<b>8</b>			<b>Hourly</b>	<b>\$21.06</b>	<b>\$25.37</b>	<b>\$29.68</b>
	HVAC Technician	240	<b>240 Days</b>	40,435	48,710	56,986
	Lead Vehicle Mechanic	240				
	Master Electrician	240				
	Master Plumber	240				
<b>9</b>			<b>Hourly</b>	<b>\$25.57</b>	<b>\$30.44</b>	<b>\$35.31</b>
	Preventive Maintenance Supervisor	240	<b>240 Days</b>	49,094	58,445	67,795