



# POTH ISD

## 2019-2020

# COMPENSATION

# PLAN

Board Approved 06/25/2019

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# PAY GUIDELINES

## Purpose

This is a guide for administering salaries and wages for Teachers, Administrators, Paraprofessional (Instructional Support and Clerical), and Manual Trades of Poth ISD.

## Job Classification

District jobs are assigned to pay ranges based upon compensable factors and grouped with jobs of similar value.

On a periodic basis, selected jobs from each job family will be reviewed to ensure that conditions in the district, such as organizational structure, major programs, or significant responsibilities in a particular job have not changed to a degree warranting a change in pay range classification.

## Pay Ranges

Pay ranges 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 range structure.

## Employee Benefits

Poth ISD offers employee health insurance through TRS/Aetna. Employees can choose from three plans; ActiveCare 1HD, ActiveCare Select and ActiveCare 2. Poth ISD contributes \$225.00 and the state contributes \$75.00 towards the premium which is a total of \$300.00 per month. The district offers supplemental benefits which consist of dental, vision, cancer, life insurance and disability which can be purchased during the enrollment period. If an employee declines the health insurance and enrolls in a supplemental insurance plan, \$50.00 will go towards one supplemental insurance premium. Employees receive \$25,000.00 life insurance which is paid through the district. Questions regarding employee benefits and pay can be sent to the Human Resources Department.

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## TEACHER SALARY SCHEDULE

YEARS OF EXPERIENCE CREDITED	Poth ISD SALARY	STATE MINIMUM
0	\$36,729	\$33,660
1	\$37,370	\$34,390
2	\$38,000	\$35,100
3	\$38,630	\$35,830
4	\$39,974	\$37,350
5	\$41,307	\$38,880
6	\$43,565	\$40,410
7	\$44,831	\$41,830
8	\$46,032	\$43,170
9	\$47,169	\$44,440
10	\$48,241	\$45,630
11	\$49,249	\$46,770
12	\$50,225	\$47,850
13	\$51,115	\$48,850
14	\$51,973	\$49,810
15	\$52,778	\$50,710
16	\$53,550	\$51,570
17	\$54,269	\$52,370
18	\$54,955	\$53,140
19	\$55,598	\$53,860
20 & Over	\$56,210	\$54,540

**\*\*Years 21-30 receive \$500 annually**

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## ADMINISTRATOR SALARY SCHEDULE

	Minimum	Midpoint	Maximum
220	\$65,000	\$80,000	\$95,000
Principals, SPED Director, Athletic Director, Student Services			

## CENTRAL OFFICE EXEMPT SALARY SCHEDULE

	Minimum	Midpoint	Maximum
220	\$55,000	\$70,000	\$85,000
Business Manager			

	Minimum	Midpoint	Maximum
220	\$50,000	\$67,500	\$85,000
Technology Director			

	Minimum	Midpoint	Maximum
220	\$30,000	\$42,000	\$56,000
Payroll/Human Resources			

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## PARAPROFESSIONAL / CLERICAL SALARY SCHEDULE

<b>PAY GRADE 1</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Hourly	<b>\$10.02</b>	<b>\$13.23</b>	<b>\$16.44</b>
187	\$14,985	\$19,785	\$24,590
Aide (Instructional, Special Educations, ISS)			

<b>PAY GRADE 2</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Hourly	<b>\$11.45</b>	<b>\$14.98</b>	<b>\$18.51</b>
187	\$17,130	\$22,410	\$27,690
Aide (Life Skills, Behavior, Attendance Clerk, Nurse Aide)			

<b>PAY GRADE 3</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Hourly	<b>\$11.50</b>	<b>\$15.35</b>	<b>\$19.21</b>
207	\$19,050	\$25,425	\$31,805
Secretary 1			

<b>PAY GRADE 4</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Hourly	<b>\$12.95</b>	<b>\$17.12</b>	<b>\$21.29</b>
220	\$22,785	\$30,130	\$37,475
Secretary 2			

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## DIRECTOR SALARY SCHEDULE

	Minimum	Midpoint	Maximum
220	\$30,000	\$39,000	\$48,000
Cafeteria Director			

	Minimum	Midpoint	Maximum
260	\$40,000	\$50,000	\$60,000
Maintenance Director			

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## FOOD SERVICE / MAINTENANCE SALARY SCHEDULE

### FOOD SERVICE

	Minimum	Midpoint	Maximum
Hourly	<b>\$9.10</b>	<b>\$11.24</b>	<b>\$13.38</b>
181	\$13,170	\$16,270	\$19,370

### CUSTODIAN

	Minimum	Midpoint	Maximum
Hourly	<b>\$10.25</b>	<b>\$13.05</b>	<b>\$15.41</b>
260	\$21,320	\$27,150	\$32,050

### LEAD CUSTODIAN / ASSISTANT MAINTENANCE / ASSISTANT GROUNDS

	Minimum	Midpoint	Maximum
Hourly	<b>\$10.75</b>	<b>\$13.54</b>	<b>\$16.10</b>
260	\$22,360	\$28,155	\$33,495

### GROUNDS SUPERVISOR

	Minimum	Midpoint	Maximum
Hourly	<b>\$12.25</b>	<b>\$15.78</b>	<b>\$18.56</b>
260	\$25,480	\$32,830	\$38,615

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## TRANSPORTATION SALARY SCHEDULE

	Minimum	Midpoint	Maximum
207	\$33,000	\$40,500	\$48,000
Mechanic Helper			

	Minimum	Midpoint	Maximum
207	\$40,000	\$50,000	\$60,000
Shop Foreman/Lead Mechanic			

### Route Drivers

\$65/day for 4 hours; \$16.25/hour for additional route time

### Non-professional Staff Extra Duty

\$20/hour drive-time; \$9/hour sit-time

### Professional Staff Extra Duty

\$25/trip

### Bus Monitor

\$30/day

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## STIPENDS

Master's Degree	\$1,500
Yearbook Advisor	\$2,000
One Act Play Director	\$1,000
One Act Play Assistant	\$ 400
UIL Coordinator (HS)	\$1,500
UIL Coordinator (Elem/JH)	\$ 750
UIL Academics (Per event)	\$ 150
Counselor	\$4,000
Dept Chairperson	\$3,500
Teacher Shortage Area (Math, Science, Foreign Language)	\$1,500
Head Coach	\$3,500
Off/Def/Special Teams Coordinator	\$3,000
Assistant HS Coach	\$2,500
Junior High Coach	\$2,000
Offseason Coordinator	\$1,500
Athletic Trainer	\$5,500
Band Director	\$8,500
Assistant Band Director	\$3,000
Color Guard Sponsor	\$1,000
Cheerleading Sponsor	\$4,000
Cheerleading/Pep Squad (JH)	\$2,000
Behavior Specialist	\$5,000
LIDS Classroom	\$2,000
Student Council, Honor Society, Beta Club Sponsors	\$ 600
Robotics	\$1,500

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## SUPPLEMENTAL PAY RATES

### Summer Rates

Summer School/Accelerated Instruction	\$26.50/hour
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### Tutorials/After School

Tutoring	\$26.50/hour
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### Gate/Clock\*

Football – Sub-Varsity	\$40/day
Football – Varsity	\$50/day
Volleyball – Sub-Varsity and Varsity	\$40/day
Basketball – Sub-Varsity and Varsity	\$40/day
Tournaments	\$60/day

\* This includes all non-coaching staff who serve as gatekeepers, ticket takers, book keepers and time keepers.

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## SUBSTITUTE PAY RATES

STATUS	Substitute for: AIDE	Substitute for: TEACHER	Teacher Long-Term (20 consecutive days for the same teacher)	NURSE	Substitute for: FOOD SERVICE OR CUSTODIAN
Non-Degreed	\$60/day	\$60/day	\$70/day	LVN \$100/day	\$7.50/hr.
Degreed	\$60/day	\$70/day	\$85/day	RN \$125/day	
Degreed With Texas Teaching Certificate	\$60/day	\$80/day	\$100/day		

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## PAY DATES

<b>PAY PERIOD</b>	<b>DUE TO PAYROLL DEPT**</b>	<b>PAY DATE</b>
6/1/19-6/30/19	July 8, 2019	July 25, 2019
7/1/19-7/31/19	August 2, 2019	August 22, 2019
08/1/19-8/31/19	September 4, 2019	September 25, 2019
9/1/19-9/30/19	October 2, 2019	October 25, 2019
10/1/19-10/31/19	November 4, 2019	November 22, 2019
11/1/19-11/30/19	December 3, 2019	December 19, 2019
12/1/19-12/31/19	January 8, 2020	January 24, 2020
1/1/20-1/31/20	February 4, 2020	February 25, 2020
2/1/20-2/28/20	March 3, 2020	March 25, 2020
3/1/20-3/31/20	April 2, 2020	April 24, 2020
4/1/20-4/30/20	May 4, 2020	May 22, 2020
5/1/20-5/31/20	June 3, 2020	June 25, 2020
6/1/20-6/30/20	July 7, 2020	July 25, 2020
7/1/20-7/31/20	August 4, 2020	August 25, 2020

\*\*Pay data not received by the payroll cutoff date  
will be processed on the next payroll.

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