

# 2018-2019 West Independent School District Certified Salary Schedule

## Bachelor's Degree Classroom Teacher

Pay Step	State Minimum	West ISD Salary	Daily Rate
0	28,080	35,000	187.17
1	28,690	35,250	188.51
2	29,290	35,500	189.84
3	29,890	35,750	191.18
4	31,170	36,000	192.52
5	32,440	36,400	194.66
6	33,720	37,600	201.07
7	34,900	38,850	207.76
8	36,020	40,100	214.44
9	37,080	41,350	221.13
10	38,080	42,350	226.47
11	39,020	43,350	231.82
12	39,930	44,250	236.64
13	40,760	45,150	241.45
14	41,560	46,050	246.26
15	42,310	46,650	249.47
16	43,030	47,250	252.68
17	43,700	47,850	255.89
18	44,340	48,450	259.09
19	44,940	49,050	262.30
20	45,510	49,550	264.98
21	45,510	50,050	267.65
22	45,510	50,650	270.86
23	45,510	51,250	274.07
24	45,510	51,850	277.28
25	45,510	52,450	280.49
26	45,510	53,050	286.13
27	45,510	53,650	286.90
28	45,510	54,250	290.11
29	45,510	54,850	293.32
30+	45,510	55,450	296.53



### OTHER INCENTIVES

- Five State Leave Days and five Paid Local Leave Days (Total: 10) for all Staff Members
- Tuition-Free Prekindergarten for the Eligible Children of all Staff Members
- Stipend for Composite Science and Mathematics Certifications
- Stipend for most Advanced Degrees
- Stipend for the Sponsorship of most Extracurricular Clubs and Activities
- Mentoring Program for all New-to-West-ISD Staff Members; New Staff Members for Years 1 and 2
- District-Issued iPad to all Certified Teachers
- \$10,000 Life Insurance Payment for all Staff Members
- \$235 Towards Monthly Health Insurance Costs

**Teacher contracts are based on 187 days.**

### RETIRE-REHIRE

It is not customary for West ISD to rehire individuals who have retired.