

Smithville I.S.D.



Proposed 2018-2019 Salary Schedules

Based upon Current Law as of July, 2018

**Cheryl Burns, Superintendent
Jean Ann McCarthy, Chief Financial Officer**

(Approved by the Board of Trustees 07/16/2018)

Smithville Independent School District

2018-2019 Teacher, Librarian, Counselor, Nurse (RN)

Salary Schedule - 10 Month (187 day) Contracts

**Note: New salary schedules will be developed each year.
Future salary amounts cannot be predicted from this schedule.**

State Minimum	Years Experience	Bachelor's Degree	Master's Degree
\$28,080	0	\$ 40,050	\$ 41,100
\$28,690	1	\$ 41,255	\$ 42,305
\$29,290	2	\$ 42,415	\$ 43,465
\$29,890	3	\$ 43,345	\$ 44,395
\$31,170	4	\$ 43,645	\$ 44,695
\$32,440	5	\$ 44,000	\$ 45,050
\$33,720	6	\$ 44,255	\$ 45,305
\$34,900	7	\$ 44,500	\$ 45,550
\$36,020	8	\$ 44,895	\$ 45,945
\$37,080	9	\$ 45,375	\$ 46,425
\$38,080	10	\$ 45,645	\$ 46,695
\$39,020	11	\$ 46,025	\$ 47,075
\$39,930	12	\$ 46,705	\$ 47,755
\$40,760	13	\$ 47,575	\$ 48,625
\$41,560	14	\$ 48,460	\$ 49,510
\$42,310	15	\$ 49,105	\$ 50,155
\$43,030	16	\$ 49,795	\$ 50,845
\$43,700	17	\$ 50,690	\$ 51,740
\$44,340	18	\$ 51,385	\$ 52,435
\$44,940	19	\$ 52,190	\$ 53,240
\$45,510	20	\$ 52,730	\$ 53,780
\$45,510	21	\$ 53,130	\$ 54,180
\$45,510	22	\$ 53,895	\$ 54,945
\$45,510	23	\$ 54,740	\$ 55,790
\$45,510	24	\$ 55,560	\$ 56,610
\$45,510	25	\$ 56,380	\$ 57,430
\$45,510	26	\$ 56,950	\$ 58,000
\$45,510	27	\$ 57,260	\$ 58,310
\$45,510	28	\$ 57,845	\$ 58,895
\$45,510	29	\$ 58,435	\$ 59,485
\$45,510	30	\$ 59,025	\$ 60,075

Contractual Days	
Teachers	187
Librarians	192
Nurse (RN)	202
DECA & Const Trades Teachers	202
Ag Teachers	207

BAND AND COACHING EXTRA DUTY SALARIES

2018/2019

<u>BAND/COACHING EXTRA DUTY SALARIES FOR:</u>	<u>SALARY</u>
Band Directorship	\$8,700
Band High School Assistant Director (HS/JH)	\$5,600
Band Jr. High Directorship	\$4,600
Women's Athletic Coordinator	\$4,200
Jr. High Athletic Coordinator	\$1,800
Baseball/Softball Varsity Assistant Coaching Duties	\$2,300
Baseball/Softball Varsity Head Coaching Duties	\$3,700
Basketball Jr. High Coaching Duties	\$1,800
Basketball Varsity Assistant Coaching Duties	\$2,300
Basketball Varsity Head Coaching Duties	\$3,700
Cross Country Assistant Coaching Duties (Boys & Girls)	\$2,000
Cross Country Head Coaching Duties (Boys & Girls)	\$3,200
Football Jr. High Assistant Coaching Duties	\$2,000
Football Jr. High Coaching Duties	\$2,000
Football Freshman/JV Coaching Duties	\$2,700
Football Varsity Assistant Coaching Duties	\$2,700
Football Varsity Defensive Coordinator Coaching Duties	\$4,000
Football Varsity Offensive Coordinator Coaching Duties	\$4,000
Football Varsity Head Coaching Duties	\$4,000
Golf Head Coaching Duties (Boys & Girls)	\$2,700
Powerlifting Assistant Coaching Duties (Boys & Girls)	\$2,000
Powerlifting Head Coaching Duties	\$3,200
Soccer Assistant Coaching Duties (Boys)	\$2,300
Soccer Assistant Coaching Duties (Girls)	\$2,300
Soccer Head Coaching Duties (Boys)	\$3,500
Soccer Head Coaching Duties (Girls)	\$3,500
Fall Tennis Head Coaching Duties (Boys & Girls)	\$2,200
Fall Tennis Assistant Coaching Duties (Boys & Girls)	\$1,400
Spring Tennis Assistant Coaching Duties (Boys & Girls)	\$2,300
Spring Tennis Head Coaching Duties (Boys & Girls)	\$3,200
Track Assistant Coaching Duties	\$2,000
Track Varsity Head Coaching Duties	\$3,200
Volleyball Jr. High Coaching Duties	\$2,000
Volleyball Varsity Assistant Coaching Duties	\$2,300
Volleyball Varsity Head Coaching Duties	\$3,700
Strength & Conditioning Coaching Duties	\$2,000

CONTRACT LENGTHS

Athletic Director	226 Days
Varsity Assistants-	187 Days + 15 days @ Daily Rate
All Football, Volleyball & Cross Country Coaches	187 Days + 15 days @ Daily Rate
Strength & Conditioning Coach	187 Days + 15 days @ Daily Rate
Band Director	207 Days
Assistant Varsity/Jr. High Band Director	187 Days + 15 days @ Daily Rate
Assistant Jr. High Band Director	187 Days + 15 days @ Daily Rate

EXTRA CURRICULAR SALARIES

2018/2019

Cheerleader Varsity Sponsor	\$2,400
Cheerleader Varsity Assistant Sponsor	\$1,700
Cheerleader Jr. High Sponsor	\$1,400
Cheerleader Jr. High Assistant Sponsor	\$800
High School One Act Play Sponsor (UIL)	\$2,100
High School Assistant One Act Play Sponsor (UIL)	\$750
Debate Coach (UIL)*	\$1,500
Debate Coach Assistant (UIL)*	\$500
CTE Student Organization Sponsor	\$2,000
Robotics Sponsor (UIL)*	\$1,500
Behavior Unit/Life Skills	\$1,000
Accounting (UIL)*	\$250
Calculator Applications (UIL)*	\$250
Computer Applications (UIL)*	\$250
Computer Science (UIL)*	\$250
Current Issues & Events (UIL)*	\$250
Editorial Writing (UIL)*	\$250
Feature Writing (UIL)*	\$250
Headline Writing (UIL)*	\$250
Extemporaneous/Informative Speaking (UIL)*	\$250
Keyboarding (UIL)*	\$250
Literary Criticism (UIL)*	\$250
Mathematics (UIL)*	\$250
Newswriting (UIL)*	\$250
Number Sense (UIL)*	\$250
Persuasive Speaking (UIL)*	\$250
Poetry Interpretation (UIL)*	\$250
Prose Interpretation (UIL)*	\$250
Ready Writing (UIL)*	\$250
Science (UIL)*	\$250
Social Studies (UIL)*	\$250
Spelling (UIL)*	\$250
Junior High UIL Sponsors*	\$200 / grade level / event
Elementary UIL Sponsors*	\$200 / grade level / event
Primary UIL Sponsors*	\$200 / grade level / event
Special Olympics Coach	\$1,500
Special Olympics Asst Coach	\$800
High School Annual Sponsor	\$1,500
K-8 Annual Sponsor	\$750
High School Student Council Sponsor	\$800
Junior High Student Council Sponsor	\$350
High School UIL Coordinator	\$1,000
Junior High UIL Coordinator	\$500
Elementary UIL Coordinator	\$500
HS UIL Sponsors - Regional Qualifier	\$100/event
HS UIL Sponsors - State Qualifier	\$150/event
High School National Honor Society	\$750
Junior National Honor Society	\$300
LEO High School Sponsor	\$300
Master Reading Teacher Endorsement	\$1,000
Librarian Advisor	\$1,000

**UIL Literary Coaching Stipends require a minimum of four documented practices.*

SUPPLEMENTAL SALARIES
2018/2019

Summer School	Para-Professional	\$10 per hour
	Teacher	\$25 per hour
Saturday School - Teacher		\$25 per hour
Saturday School - Para-Professional		\$10 per hour
After School Detention* - Teacher		\$20 per hour
After School Detention* - Para-Professional		\$10 per hour
Tutorials - Teacher		\$25 per hour
Homebound Teacher		\$25 per hour
After School Program	Para-Professional	\$10 per hour
	Teacher	\$25 per hour
ESL Coordinator		\$250/campus

**No more than 30 minutes of pay can be submitted, when students do not show to detention.*

FIELD TRIP OPERATOR SALARIES

Regular bus operators: driving time @ hourly rate
 \$7.25 per hour is paid for each additional hour of trip.
 Coaches who drive an athletic event, **out of their sport**, will be paid \$7.25/hour
 All Substitute Bus Drivers will receive \$14.00 per hour for driving time.

SUBSTITUTE TEACHER SALARIES

(Includes Teachers, Instructional Aides, Clerical Support and Nurses)

Short-Term Substitute

Non-degreed substitute	\$70 per day
*Degreed substitute	\$80 per day
** Degreed-Certified substitute teachers	\$85 per day

Long-Term Substitutes (10 or more consecutive days in any one position)

Non-degreed substitute	\$75 per day
*Degreed substitute	\$85 per day
**Degreed-Certified substitute teachers	\$100 per day

*To be considered a degreed substitute, the individual must have the equivalent of a four year Bachelor's degree.
 **All certificates must be valid and current Texas certificates.

SUBSTITUTE CHILD NUTRITION SALARIES

0-4 Years School Cafeteria Experience	\$9.75 per hour
5-10 Years School Cafeteria Experience	\$10.00 per hour
11-15 Years School Cafeteria Experience	\$10.25 per hour
16+ Years School Cafeteria Experience	\$10.50 per hour

*Outside food experience will be granted 1/2 year credit.
 **Cafeteria food experience will be granted 1 year credit.

**ATHLETIC TICKET SELLERS, GATE KEEPERS,
SCOREBOARD OPERATOR & BOOKKEEPER**

Ticket Sellers (all sports)	\$45 per night
Gate Keepers (all sports)	\$45 per night
Scoreboard Operator-High School	\$10 per game
Scoreboard Operator-Jr. High School	\$25 per night
Bookkeeper-High School	\$10 per game
Bookkeeper-Jr. High School	\$25 per night

**Coaches associated with the sport (JH and HS) are considered to be fulfilling duties within their coaching assignment.*

**Experience Factor for:
Educational Aides/Secretaries (Full Time)
Maintenance & Transportation Staff (Full Time)
Cafeteria Staff (Full Time)**

The Superintendent will initially place employees in a pay range appropriate to the position. Hourly rates of pay will be based on the pay range rates and on a prior experience factor as determined by the district.

The factor is as follows:

- 1.) For every year of non-school related experience, the Superintendent will evaluate the job experience as it relates to the school-related job. One half year of experience will be credited for each similar non-school related year. Part time experience will not be considered in the experience factor.
- 2.) Similar school-related experience will be considered as a one for one match. Thus, each year of experience will count in the experience factor.

Smithville Independent School District Administrative/Professional Pay Scale 2018-2019

Monthly Rates			
Pay Grade	Minimum	Midpoint	Maximum
1	\$3,710	\$4,452	\$5,194
2	\$4,386	\$5,383	\$6,380
3	\$4,758	\$5,995	\$7,232
4	\$5,112	\$6,532	\$7,952
5	\$5,500	\$6,917	\$8,333

10 Month Annual Salary (187/192/197 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$37,100	\$44,520	\$51,940
2	\$43,860	\$53,830	\$63,800
3	\$47,580	\$59,950	\$72,320
4	\$51,120	\$65,320	\$79,520
5	\$55,000	\$69,167	\$83,333

11 Month Annual Salary (202/207/212/214 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$40,810	\$48,972	\$57,134
2	\$48,246	\$59,213	\$70,180
3	\$52,338	\$65,945	\$79,552
4	\$56,232	\$71,852	\$87,472
5	\$60,500	\$76,083	\$91,667

12 Month Annual Salary (226/247 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$44,520	\$53,424	\$62,328
2	\$52,632	\$64,596	\$76,560
3	\$57,096	\$71,940	\$76,000
4	\$61,344	\$78,384	\$95,424
5	\$66,000	\$83,000	\$100,000

Smithville Independent School District Administrative/Professional Pay Grades

Pay Grade 1		Days
	Athletic Trainer	202

Pay Grade 2		Days
	Speech Therapist	187
	ARD Facilitator	197
	Certified Counselor, Primary	202
	Certified Counselor, Elementary	202
	Certified Counselor, Jr. High	202
	Certified Counselor, High School	207
	ACE Site Coordinator	212
	Director of Child Nutrition	226
	Director of Maintenance & Transportation	247

Pay Grade 3		Days
	Assistant Principal, Primary	207
	Assistant Principal, High School	207
	Assistant Principal, Junior High	207
	Assistant Principal, Elementary	207

Pay Grade 4		Days
	Principal, Primary	207
	CTE & Federal Programs Coordinator	212
	District Information Officer	212
	Special Programs Coordinator	212
	Principal, Elementary	214
	Principal, Junior High	214

Pay Grade 5		Days
	Principal, High School	226
	Chief Financial Officer	226
	Director of Athletics	226
	Assistant Superintendent	226

Smithville Independent School District Clerical / Paraprofessional Pay Scale 2018-2019

Hourly Rates			
Pay Grade	Minimum	Midpoint	Maximum
1	\$10.00	\$15.82	\$17.65
2	\$10.30	\$17.59	\$25.02
3	\$11.35	\$18.81	\$25.95
4	\$13.30	\$22.07	\$26.20
5	\$16.35	\$26.36	\$30.12

10 Month Annual Salary (187/191/197 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$14,025	\$22,188	\$24,754
2	\$14,446	\$24,670	\$35,091
3	\$15,918	\$26,381	\$36,395
4	\$18,653	\$30,953	\$36,746
5	\$22,931	\$36,970	\$42,243

11 Month Annual Salary (202/207/212 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$15,150	\$23,967	\$26,740
2	\$15,605	\$26,649	\$37,905
3	\$17,195	\$28,497	\$39,314
4	\$20,150	\$33,436	\$39,693
5	\$24,770	\$39,935	\$45,632

12 Month Annual Salary (226 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$16,950	\$26,815	\$29,917
2	\$17,459	\$29,815	\$42,409
3	\$19,238	\$31,883	\$43,985
4	\$22,544	\$37,409	\$44,409
5	\$27,713	\$44,680	\$51,053

Smithville Independent School District Clerical / Paraprofessional Pay Grades

Pay Grade 1	Days
Aide, Classroom Instructional	187

Pay Grade 2	Days
Child Nutrition Receptionist/FT Substitute	180
Nurse Aide	191
Library Aide	192
Campus, Receptionist	197
Campus Attendance Clerk	197
High School Attendance Clerk	202

Pay Grade 3	Days
Child Nutrition Assistant	197
Principal Secretary, Brown Primary	207
Special Education Secretary	212
Principal Secretary, Elementary	212
Principal Secretary, Jr. High School	212
Principal Secretary, High School	226

Pay Grade 4	Days
Attendance Officer	187
LVN Nurse	191
District PEIMS Coordinator	226
District Accounts Payable Clerk	226

Pay Grade 5	Days
Assistant Superintendent Secretary	226
Payroll/Benefits Coordinator	226
Superintendent's Secretary	226
Computer Technician	226

Smithville ISD					
Para-Professional Entry Placement Schedule					
2018-2019					
Years Experience/ Step	Pay Grade 1	Pay Grade 2	Pay Grade 3	Pay Grade 4	Pay Grade 5
0	10.00	10.30	11.35	13.30	16.35
1	10.03	10.61	11.70	13.70	16.84
2	10.07	10.75	11.80	13.83	17.02
3	10.48	11.39	12.49	14.54	17.83
4	10.89	11.90	13.04	15.13	18.49
5	11.22	12.26	13.43	15.64	19.04
6	11.47	12.72	13.81	16.11	19.50
7	12.22	13.23	14.44	16.60	20.22
8	12.59	13.74	14.99	17.14	20.83
9	12.67	14.65	15.53	17.94	21.44
10	13.05	15.09	16.08	18.48	22.07
11	13.41	15.21	16.63	18.76	22.70
12	13.91	15.56	17.18	19.30	23.33
13	14.98	16.03	17.70	19.87	23.95
14	15.43	16.48	17.72	19.94	24.57
15	15.55	16.77	17.99	20.58	25.42
16	15.69	17.09	18.38	21.43	26.18
17	15.82	17.59	18.81	22.07	26.36
18	15.94	17.74	19.37	22.52	26.92
19	16.03	18.08	19.59	23.18	27.49
20	16.10	18.40	19.98	24.01	28.06
21	16.22	18.72	20.58	24.73	28.11
22	16.25	19.06	20.97	24.80	28.26
23	16.29	19.37	21.18	24.96	28.68
24	16.40	19.70	21.57	24.99	28.81
25	16.51	20.04	21.97	25.02	28.94
26	16.63	20.31	22.60	25.05	28.95
27	16.74	20.72	22.77	25.18	28.96
28	16.85	21.34	23.18	25.52	29.12
29	17.17	21.94	23.56	25.55	29.27
30	17.22	22.56	23.96	25.61	29.41
31	17.26	23.16	24.36	25.70	29.54
32	17.31	23.83	24.76	25.82	29.69
33	17.43	24.02	25.15	25.95	29.85
34	17.54	24.45	25.55	26.07	29.97
35	17.65	25.02	25.95	26.20	30.12

Smithville Independent School District Manual Trades Pay Scale 2018-2019

Hourly Rates			
Pay Grade	Minimum	Midpoint	Maximum
1	\$9.00	\$10.65	\$12.24
2	\$10.20	\$12.84	\$15.33
3	\$12.00	\$15.51	\$18.73
4	\$12.45	\$16.71	\$20.72
5	\$14.00	\$17.10	\$20.19
6	\$15.00	\$19.08	\$22.87
7	\$17.30	\$21.70	\$25.89

Smithville Independent School District Manual Trades Pay Grades

Pay Grade 1	Days
Crossing Guard	174
Bus Monitor	174
Custodian	247

Pay Grade 2	Days
Food Service Worker	175
Food Service Distributor	182
Grounds Maintenance	247

Pay Grade 3	Days
Cafeteria Manager	175
Van Drivers	174
Food Service Distributor Mgr	182

Pay Grade 4	Days
General Maintenance Worker	247
Bus Mechanic Assistant	247

Pay Grade 5	Days
Bus Drivers	174

Pay Grade 6	Days
Transportation Assistant	230
Bus Mechanic	247

Pay Grade 7	Days
Certified Tradesman / Carpenter	247