

Smithville I.S.D.



Approved
2019-2020 Salary Schedules
Based upon Current Law as of August, 2019

Cheryl Burns, Superintendent
Jean Ann McCarthy, Chief Financial Officer
(Approved by the Board of Trustees 08/5/2019)

Smithville Independent School District

2019-2020 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 schedu**

State Minimum	Years Experience	Bachelor's Degree	Master's Degree
\$33,600	0	\$ 43,200	\$ 44,250
\$34,390	1	\$ 43,250	\$ 44,300
\$35,100	2	\$ 44,455	\$ 45,505
\$35,830	3	\$ 45,615	\$ 46,665
\$37,350	4	\$ 46,545	\$ 47,595
\$38,880	5	\$ 46,845	\$ 47,895
\$40,410	6	\$ 47,500	\$ 48,550
\$41,830	7	\$ 47,755	\$ 48,805
\$43,170	8	\$ 48,000	\$ 49,050
\$44,440	9	\$ 48,395	\$ 49,445
\$45,630	10	\$ 48,875	\$ 49,925
\$46,770	11	\$ 49,145	\$ 50,195
\$47,850	12	\$ 49,525	\$ 50,575
\$48,850	13	\$ 50,205	\$ 51,255
\$49,810	14	\$ 51,075	\$ 52,125
\$50,710	15	\$ 51,960	\$ 53,010
\$51,570	16	\$ 53,105	\$ 54,155
\$52,370	17	\$ 53,795	\$ 54,845
\$53,140	18	\$ 54,690	\$ 55,740
\$53,860	19	\$ 55,385	\$ 56,435
\$54,540	20	\$ 56,190	\$ 57,240
\$54,540	21	\$ 56,730	\$ 57,780
\$54,540	22	\$ 57,130	\$ 58,180
\$54,540	23	\$ 57,895	\$ 58,945
\$54,540	24	\$ 58,740	\$ 59,790
\$54,540	25	\$ 59,560	\$ 60,610
\$54,540	26	\$ 60,380	\$ 61,430
\$54,540	27	\$ 60,950	\$ 62,000
\$54,540	28	\$ 61,260	\$ 62,310
\$54,540	29	\$ 61,845	\$ 62,895
\$54,540	30+	\$ 62,635	\$ 63,685

Contractual Days	
Teachers	187
Librarians	192
Instructional Coach	197
Nurse (RN)	202
DECA & Const Trades Teachers	202
Ag Teachers	207

Teacher Pay Scale

BAND AND COACHING EXTRA DUTY SALARIES
2019/2020

<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 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
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	\$2,300
Soccer Head Coaching Duties	\$3,500
Fall Tennis Assistant Coaching Duties (Boys & Girls)	\$1,400
Fall Tennis Head Coaching Duties (Boys & Girls)	\$2,200
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 (Boys)	\$3,200
Track Varsity Head Coaching Duties (Girls)	\$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
Athletic Trainer	\$2,000
Special Olympics Coach	\$1,500
Special Olympics Asst Coach	\$800

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
2019/2020

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
CTE Student Organization Sponsor	\$2,000
Robotics Sponsor (UIL)*	\$1,500
Destination Imagination Sponsor	\$750
Texas Future Problem Solvers Sponsor	\$750
Accounting (UIL)*	\$250
Calculator Applications (UIL)*	\$250
Computer Applications (UIL)*	\$250
Computer Science (UIL)*	\$250
Current Issues & Events (UIL)*	\$250
CX Debate (UIL)*	\$500
Editorial Writing (UIL)*	\$250
Feature Writing (UIL)*	\$250
Headline Writing (UIL)*	\$250
Extemporaneous/Informative Speaking (UIL)*	\$500
Keyboarding (UIL)*	\$250
Literary Criticism (UIL)*	\$250
Lincoln Douglas Debate (UIL)*	\$500
Mathematics (UIL)*	\$250
Newswriting (UIL)*	\$250
Number Sense (UIL)*	\$250
Persuasive Speaking (UIL)*	\$500
Poetry Interpretation (UIL)*	\$500
Prose Interpretation (UIL)*	\$500
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
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
High School National Honor Society	\$800
Junior National Honor Society	\$350
LEO High School Sponsor	\$300

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

SUPPLEMENTAL COMPENSATION 2019/2020

Summer School	Para-Professional	\$12 per hour
	Teacher	\$25 per hour
Saturday School - Teacher		\$25 per hour
Saturday School - Para-Professional		\$12 per hour
After School Detention* - Teacher		\$20 per hour
After School Detention* - Para-Professional		\$12 per hour
Tutorials - Teacher		\$25 per hour
Homebound Teacher		\$25 per hour
After School Program	Para-Professional	\$12 per hour
	Teacher	\$25 per hour

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

Behavior Unit/Life Skills/PPCD	\$1,000
Campus Technology Liaison	\$300
ESL Coordinator	\$250/campus
High School Annual Sponsor	\$1,500
Instructional Coach	\$6,500
K-8 Annual Sponsor	\$750
Master Reading Teacher Endorsement	\$1,000

SUPPLEMENTAL BUS TRANSPORTATION COMPENSATION

All Substitute Bus Drivers will receive \$16.35 per hour for driving time.

\$7.25 per hour is paid for each additional hour of trip

Field Trips:

Regular bus operators: driving time @ hourly rate

\$7.25 per hour is paid for each additional hour of trip

Extracurricular/Cocurricular Events:

Coaches who drive an athletic event, **out of their sport**, will be paid \$7.25/hour

SUBSTITUTE TEACHER COMPENSATION

(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 COMPENSATION

0-4 Years School Cafeteria Experience	\$10.00 per hour
5-10 Years School Cafeteria Experience	\$10.25 per hour
11-15 Years School Cafeteria Experience	\$10.50 per hour
16+ Years School Cafeteria Experience	\$10.75 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 2019-2020

Monthly Rates			
Pay Grade	Minimum	Midpoint	Maximum
1	\$3,900	\$4,678	\$5,455
2	\$4,610	\$5,855	\$7,100
3	\$5,000	\$6,298	\$7,595
4	\$5,370	\$6,860	\$8,350
5	\$5,775	\$7,263	\$8,750

10 Month Annual Salary (187/192/197 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$39,000	\$46,775	\$54,550
2	\$46,100	\$58,550	\$71,000
3	\$50,000	\$62,975	\$75,950
4	\$53,700	\$68,600	\$83,500
5	\$57,750	\$72,625	\$87,500

11 Month Annual Salary (202/207/212/214 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$42,900	\$51,453	\$60,005
2	\$50,710	\$64,405	\$78,100
3	\$55,000	\$69,273	\$83,545
4	\$59,070	\$75,460	\$91,850
5	\$63,525	\$79,888	\$96,250

12 Month Annual Salary (226/247 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$46,800	\$56,130	\$65,460
2	\$55,320	\$70,260	\$85,200
3	\$60,000	\$75,570	\$76,000
4	\$64,440	\$82,320	\$100,200
5	\$69,300	\$87,150	\$105,000

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
Network Administrator	226
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
District Communications Officer	212
Special Programs Coordinator	212
Principal, Elementary	214
Principal, Junior High	214
Director of State & Federal Programs	226

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 2019-2020

Hourly Rates			
Pay Grade	Minimum	Midpoint	Maximum
1	\$10.50	\$16.54	\$18.40
2	\$10.80	\$17.94	\$25.45
3	\$11.85	\$19.23	\$26.60
4	\$13.80	\$22.29	\$27.15
5	\$16.85	\$27.23	\$31.20

10 Month Annual Salary (187/191/197 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$14,726	\$23,197	\$25,806
2	\$15,147	\$25,161	\$35,694
3	\$16,620	\$26,970	\$37,307
4	\$19,355	\$31,262	\$38,078
5	\$23,632	\$38,190	\$43,758

11 Month Annual Salary (202/207/212 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$15,908	\$25,058	\$27,876
2	\$16,362	\$27,179	\$38,557
3	\$17,953	\$29,133	\$40,299
4	\$20,907	\$33,769	\$41,132
5	\$25,528	\$41,253	\$47,268

12 Month Annual Salary (226 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$17,798	\$28,035	\$31,188
2	\$18,306	\$30,408	\$43,138
3	\$20,086	\$32,595	\$45,087
4	\$23,391	\$37,782	\$46,019
5	\$28,561	\$46,155	\$52,884

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	176
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

Pay Grade 5	Days
Assistant Superintendent Secretary	226
District PEIMS Coordinator	226
District Accounts Payable Clerk	226
Payroll/Benefits Coordinator	226
Superintendent's Secretary	226
Computer Technician	226

Smithville ISD					
Para-Professional Entry Placement Schedule					
2019-2020					
Years Experience/ Step	Pay Grade 1	Pay Grade 2	Pay Grade 3	Pay Grade 4	Pay Grade 5
0	10.50	10.80	11.85	13.80	16.85
1	10.85	11.15	12.20	14.15	17.20
2	10.88	11.46	12.55	14.55	17.69
3	10.92	11.60	12.65	14.68	17.87
4	11.33	12.24	13.34	15.39	18.68
5	11.74	12.75	13.89	15.98	19.34
6	12.07	13.11	14.28	16.49	19.89
7	12.32	13.57	14.66	16.96	20.35
8	13.07	14.08	15.29	17.45	21.07
9	13.44	14.59	15.84	17.99	21.68
10	13.52	15.50	16.38	18.79	22.30
11	13.90	15.94	16.93	19.33	22.95
12	14.26	16.06	17.48	19.61	23.61
13	14.76	16.41	18.03	20.15	24.26
14	15.83	16.88	18.55	20.72	24.91
15	16.28	17.33	18.57	20.79	25.55
16	16.40	17.62	18.84	21.43	26.44
17	16.54	17.94	19.23	22.29	27.23
18	16.67	18.44	19.66	22.95	27.41
19	16.79	18.59	20.22	23.42	28.00
20	16.88	18.93	20.44	24.11	28.59
21	16.95	19.25	20.83	24.97	29.18
22	17.07	19.57	21.43	25.72	29.23
23	17.10	19.91	21.82	25.79	29.39
24	17.14	20.22	22.03	25.96	29.83
25	17.25	20.55	22.43	25.99	29.96
26	17.36	20.89	22.85	26.02	30.10
27	17.48	21.16	23.50	26.05	30.11
28	17.59	21.57	23.68	26.19	30.12
29	17.70	22.19	24.11	26.54	30.28
30	18.02	22.82	24.50	26.57	30.44
31	18.07	23.46	24.92	26.63	30.59
32	18.11	24.09	25.33	26.73	30.72
33	18.16	24.78	25.75	26.85	30.88
34	18.28	24.98	26.16	26.99	31.04
35	18.40	25.45	26.60	27.15	31.20

Smithville Independent School District Manual Trades Pay Scale 2019-2020

Hourly Rates			
Pay Grade	Minimum	Midpoint	Maximum
1	\$10.00	\$11.39	\$13.00
2	\$10.70	\$13.51	\$16.00
3	\$12.50	\$16.12	\$19.35
4	\$12.95	\$17.24	\$21.35
5	\$16.35	\$18.91	\$22.00
6	\$15.50	\$19.65	\$23.55
7	\$17.80	\$22.26	\$26.70

Smithville Independent School District Manual Trades Pay Grades

Pay Grade 1	Days
Crossing Guard	175
Bus Monitor	175
Custodian	247

Pay Grade 2	Days
Food Service Worker	176
Food Service Distributor	182
Grounds Maintenance	247

Pay Grade 3	Days
Cafeteria Manager	176
Van Drivers	175
Food Service Distributor Mgr	182

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

Pay Grade 5	Days
Bus Drivers	175

Pay Grade 6	Days
Transportation Assistant	230
Bus Mechanic	247

Pay Grade 7	Days
Certified Tradesman / Carpenter	247