

# 2017-18 Proposal Cost Summary

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$333,535	\$61,605	\$395,140
Administrative Professional	\$100,533	\$14,690	\$115,223
Clerical Paraprofessional	\$82,396	\$78,160	\$160,556
Auxiliary	\$74,063	\$40,939	\$115,002
<b>Total</b>	<b>\$590,527</b>	<b>\$195,394</b>	<b>\$785,921</b>
<b>% of Current Costs</b>	<b>3.0%</b>	<b>1.0%</b>	<b>4.0%</b>

As discussed in the recommendations, TASB HR Services has recommended adjustments to the district's current pay structures. The following exhibits depict the proposed pay structures, including updated pay rates.

**2017–18 Proposed Pay Structures  
New Hire Guide for Teachers and Librarians**

<b>Years of Experience</b>	<b>New Hire Salary</b>
0	\$44,750
1	\$44,950
2	\$45,150
3	\$45,450
4	\$45,750
5	\$46,160
6	\$46,700
7	\$47,000
8	\$47,300
9	\$47,600
10	\$47,900
11	\$48,200
12	\$48,600
13	\$49,000
14	\$49,400
15	\$50,100
16	\$50,883
17	\$52,177
18	\$53,527
19	\$54,719
20	\$55,889
21	\$57,025
22	\$58,093
23	\$59,095
24	\$60,073
25+	\$60,985

Master's Degree stipend: \$500

Salaries listed above are based on 10-month employment.

This salary plan is for the 2017-18 school year only. It does not represent salaries for future years. Salary advancement is based on the annual pay raise budget approved by the Board of Trustees each year.

**Teachers and Librarians Salary Plan Development**

Beeville ISD

Model 1: \$44,750 starting, 3.0% GPI

2016-17 Years of Exp	2016-17 New Hire Salary	3.0% General Pay + Increase	+ Additional Adjustment	=	2017-18 Years of Exp	2017-18 Proposed New Hire Salary
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					0	\$44,750
0	\$43,500	\$1,450			1	\$44,950
1	\$43,500	\$1,450	\$200		2	\$45,150
2	\$43,938	\$1,450	\$62		3	\$45,450
3	\$43,938	\$1,450	\$362		4	\$45,750
4	\$44,709	\$1,450	\$1		5	\$46,160
5	\$44,813	\$1,450	\$437		6	\$46,700
6	\$44,917	\$1,450	\$633		7	\$47,000
7	\$45,021	\$1,450	\$829		8	\$47,300
8	\$45,130	\$1,450	\$1,020		9	\$47,600
9	\$45,552	\$1,450	\$898		10	\$47,900
10	\$45,974	\$1,450	\$776		11	\$48,200
11	\$46,396	\$1,450	\$754		12	\$48,600
12	\$46,818	\$1,450	\$732		13	\$49,000
13	\$47,240	\$1,450	\$710		14	\$49,400
14	\$48,140	\$1,450	\$510		15	\$50,100
15	\$49,433	\$1,450			16	\$50,883
16	\$50,727	\$1,450			17	\$52,177
17	\$52,077	\$1,450			18	\$53,527
18	\$53,269	\$1,450			19	\$54,719
19	\$54,439	\$1,450			20	\$55,889
20	\$55,575	\$1,450			21	\$57,025
21	\$56,643	\$1,450			22	\$58,093
22	\$57,645	\$1,450			23	\$59,095
23	\$58,623	\$1,450			24	\$60,073
24	\$59,535	\$1,450			25+	\$60,985
25+	\$60,412					

Current Market Median		
Value	Compare Before	Compare After

Exp Diff 1
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Entry

40,985	106%	109%
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5 Yrs

43,100	104%	107%
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10 Yrs

47,030	98%	102%
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15 Yrs

50,310	98%	100%
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20 Yrs

53,485	104%	104%
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Max

58,633	103%	104%
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200
200
300
300
410
540
300
300
300
300
300
300
400
400
400
400
700
783
1294
1350
1192
1170
1136
1068
1002
978
912

<b>Teachers and Librarians Range Minimum</b>	\$44,750	<b>Teachers and Librarians Range Maximum</b>	\$65,529
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General pay increase is applied to the market median salary (\$48,286).

**2017-18 Proposed Pay Structures  
Salary Plan for Teachers and Librarians**

**Base Salary Range**

10-Month Salary Range Minimum: \$44,750

10-Month Salary Range Maximum: \$65,529

Continuing Teachers and Librarians will receive a \$1,450  
increase

**\$500 Master's Degree Stipend**

The salaries listed above are based on 10-month employment for the 2017-18 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Salaries are determined individually with consideration for job-related experience and credentials.

**2017-18 Proposed Administrative Professional Pay Plan  
Beeville ISD**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>						
	RN	187	<b>Daily</b>	<b>\$232.28</b>	<b>\$285.00</b>	<b>\$337.73</b>
	Speech Therapy Assistant	192	<b>187 Days</b>	43,436	53,295	63,156
			<b>192 Days</b>	44,598	54,720	64,844
<b>2</b>						
	Campus Consultant	207, 220	<b>Daily</b>	<b>\$255.74</b>	<b>\$313.79</b>	<b>\$371.84</b>
	Counselor, Early Childhood Center	207	<b>207 Days</b>	52,938	64,955	76,971
	Counselor, Elementary	207	<b>220 Days</b>	56,263	69,034	81,805
	Counselor, Intermediate	207				
	Counselor, Jr High	207				
	Math Consultant	207				
<b>3</b>						
	Assistant Director of Athletics/Trainer	226	<b>Daily</b>	<b>\$271.09</b>	<b>\$332.62</b>	<b>\$394.15</b>
	Campus Asst Principal, Elementary	207	<b>192 Days</b>	52,049	63,863	75,677
	Campus Asst Principal, Intermediate	207	<b>202 Days</b>	54,760	67,189	79,618
	Campus Asst Principal, Jr High	207	<b>207 Days</b>	56,116	68,852	81,589
	Counselor, High School	212	<b>212 Days</b>	57,471	70,515	83,560
	Director, Transportation	226	<b>226 Days</b>	61,266	75,172	89,078
	Educational Diagnostician	202				
	Speech Pathologist	192				
<b>4</b>						
	Campus Asst Principal, High School	207	<b>Daily</b>	<b>\$287.35</b>	<b>\$352.58</b>	<b>\$417.81</b>
	Campus Principal, Early Childhood Center	226	<b>187 Days</b>	53,734	65,932	78,130
	Campus Principal, Elementary	226	<b>207 Days</b>	59,481	72,984	86,487
	Campus Principal, Intermediate	226	<b>226 Days</b>	64,941	79,683	94,425
	Director, Maintenance	226				
	Head Band Director	187				
<b>5</b>						
	Athletic Director/Head Football Coach	226	<b>Daily</b>	<b>\$316.09</b>	<b>\$387.84</b>	<b>\$459.59</b>
	Campus Principal, Jr High	226	<b>220 Days</b>	69,540	85,325	101,110
	Director, Special Ed/Health Services	226	<b>226 Days</b>	71,436	87,652	103,867
	Director, Technology	220				
<b>6</b>						
	Campus Principal, High School	226	<b>Daily</b>	<b>\$344.54</b>	<b>\$422.75</b>	<b>\$500.96</b>
	Director, Curriculum & Instruction	226	<b>226 Days</b>	77,866	95,542	113,217
	Executive Director, Business & Finance	226				
<b>7</b>						
	Deputy Superintendent	226	<b>Daily</b>	<b>\$385.89</b>	<b>\$473.48</b>	<b>\$561.07</b>
			<b>226 Days</b>	87,211	107,006	126,802

**2017-18 Proposed Clerical Paraprofessional Pay Plan**  
**Beeville ISD**

\*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$10.60</b>	<b>\$13.00</b>	<b>\$15.41</b>
	Educational Aide	186	<b>186 Days</b>	14,787	18,135	21,497
	Educational Aide, Computer Lab	186				
	Educational Aide, PE	186				
	Educational Aide, Pre-K	186				
<b>2</b>			<b>Hourly</b>	<b>\$11.23</b>	<b>\$13.78</b>	<b>\$16.33</b>
	Educational Aide, DAEP	186	<b>186 Days</b>	15,666	19,223	22,780
	Educational Aide, ISS	186				
	Educational Aide, Library	186				
	Educational Aide, Special Ed	186				
	Educational Aide, Special Ed MAC Lab	186				
<b>3</b>			<b>Hourly</b>	<b>\$11.91</b>	<b>\$14.61</b>	<b>\$17.31</b>
	Campus Receptionist/Security	207	<b>186 Days</b>	16,614	20,381	24,147
	Clerk, Campus PEIMS	207	<b>202 Days</b>	18,044	22,134	26,225
	Clerk, Food Service	207	<b>207 Days</b>	18,490	22,682	26,874
	Clerk, Special Education	202				
	Educational Aide, Special Ed Behavior	186				
	Educational Aide, Special Ed Behavior/Life Skills	186				
	Educational Aide, Special Ed Life Skills	186				
	Educational Aide, Special Ed PPCD	186				
	Secretary, Asst Principal, JH	207				
<b>4</b>			<b>Hourly</b>	<b>\$13.10</b>	<b>\$16.07</b>	<b>\$19.04</b>
	Central Office Secretary/Receptionist	226	<b>187 Days</b>	18,373	22,538	26,704
	Clerk, Campus Accounting	215	<b>207 Days</b>	20,338	24,949	29,560
	Food Service Supervisor	226	<b>215 Days</b>	21,124	25,913	30,702
	Registrar	226	<b>226 Days</b>	22,205	27,239	32,273
	Secretary, Asst Principal, HS	207				
	Secretary, Counselor	207				
	Secretary, Early Childhood Center Principal	207				
	Secretary, Elementary Principal	207				
	Secretary, Intermediate Principal	207				
	Secretary, Jr High Principal	207				
	Secretary, Nurse	187				
	Secretary/Clerk, Records	226				

**2017-18 Proposed Clerical Paraprofessional Pay Plan  
Beeville ISD**

\*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>5</b>						
			<b>Hourly</b>	<b>\$16.28</b>	<b>\$19.98</b>	<b>\$23.68</b>
	Accountant	226	<b>186 Days</b>	22,711	27,872	33,034
	Clerk, Payroll/Accounts Payable	226	<b>192 Days</b>	23,443	28,771	34,099
	Computer Technician	220	<b>207 Days</b>	25,275	31,019	36,763
	LVN	186	<b>220 Days</b>	26,862	32,967	39,072
	Secretary, Athletics	207	<b>226 Days</b>	27,595	33,866	40,138
	Secretary, Finance	226				
	Secretary, High School Principal	226				
	Secretary, Instruction & Curriculum	226				
	Secretary, Maintenance	226				
	Secretary, Special Education	220				
	Secretary, Transportation	226				
	Telecommunications Specialist	220				
	Truant Officer	192				
<b>6</b>						
			<b>Hourly</b>	<b>\$20.20</b>	<b>\$24.78</b>	<b>\$29.36</b>
	Benefits Coordinator	226	<b>220 Days</b>	33,330	40,887	48,444
	Network Manager	220	<b>226 Days</b>	34,239	42,002	49,765
	Payroll Coordinator	226				
	PEIMS Coordinator	226				
	Personnel Specialist	226				
	Secretary, Superintendent	226				

## 2017-18 Clerical Paraprofessional Placement Scale

### Beeville ISD

Placement scales are used to establish a minimum rate for new hires based on job-related experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2017-18 Yrs Exp	Pay Grades		
		1	2	3
<b>Minimum</b>	<b>0</b>	\$10.60	\$11.23	\$11.91
	<b>1</b>	\$10.65	\$11.29	\$11.97
	<b>2</b>	\$10.81	\$11.46	\$12.15
	<b>3</b>	\$10.97	\$11.63	\$12.33
	<b>4</b>	\$11.13	\$11.80	\$12.51
	<b>5</b>	\$11.29	\$11.97	\$12.69
	<b>6</b>	\$11.45	\$12.14	\$12.87
	<b>7</b>	\$11.61	\$12.31	\$13.05
	<b>8</b>	\$11.77	\$12.48	\$13.23
	<b>9</b>	\$11.93	\$12.65	\$13.41
	<b>10</b>	\$12.09	\$12.82	\$13.59
	<b>11</b>	\$12.25	\$12.99	\$13.77
	<b>12</b>	\$12.41	\$13.16	\$13.95
	<b>13</b>	\$12.57	\$13.33	\$14.13
	<b>14</b>	\$12.73	\$13.50	\$14.31
<b>Midpoint</b>	<b>15</b>	\$13.00	\$13.78	\$14.61
<b>Maximum</b>		\$15.41	\$16.33	\$17.31



**2017-18 Proposed Auxiliary Pay Plan**  
**Beeville ISD**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$10.02</b>	<b>\$12.30</b>	<b>\$14.58</b>
	Bus Aide	177	<b>177 Days</b>	14,188	17,417	20,645
	Custodian	261	<b>182 Days</b>	14,589	17,909	21,228
	Food Service Worker	182	<b>261 Days</b>	20,922	25,682	30,443
<b>2</b>			<b>Hourly</b>	<b>\$10.53</b>	<b>\$12.92</b>	<b>\$15.31</b>
	Food Service Cashier	182	<b>178 Days</b>	14,995	18,398	21,801
	Sp Ed Student Driver Assistant	178	<b>182 Days</b>	15,332	18,812	22,291
<b>3</b>			<b>Hourly</b>	<b>\$11.06</b>	<b>\$13.57</b>	<b>\$16.08</b>
	FS Warehouse & Delivery Specialist	261	<b>178 Days</b>	15,749	19,324	22,898
	Groundskeeper	261	<b>261 Days</b>	23,093	28,334	33,575
	Groundskeeper-Athletics	261				
	Mail Delivery Clerk	261				
	Sp Ed Student Driver	178				
	Warehouse Worker	261				
<b>4</b>			<b>Hourly</b>	<b>\$12.27</b>	<b>\$15.06</b>	<b>\$17.85</b>
	Carpenter Assistant	261	<b>182 Days</b>	17,865	21,927	25,990
	Food Service Manager, ECC	182	<b>261 Days</b>	25,620	31,445	37,271
	Food Service Manager, Elementary	182				
	Food Service Manager, High School	182				
	Food Service Manager, Intermediate	182				
	Food Service Manager, Jr High	182				
	FS Warehouse Manager	261				
	Maintenance Worker	261				
	Mechanic Helper	261				
	Plumber (non-licensed)	261				
<b>5</b>			<b>Hourly</b>	<b>\$16.67</b>	<b>\$20.45</b>	<b>\$24.23</b>
	Air Conditioner Tech	261	<b>261 Days</b>	34,807	42,700	50,592
	Carpenter	261				
	Electrician	261				
	Locksmith	261				
	Mechanic	261				
<b>6</b>			<b>Hourly</b>	<b>\$19.54</b>	<b>\$23.97</b>	<b>\$28.40</b>
	Director, Central Supply	226	<b>226 Days</b>	35,328	43,338	51,347
<b>BD</b>			<b>Hourly</b>	<b>\$16.23</b>	<b>\$18.65</b>	<b>\$21.07</b>
	Bus Driver	177	<b>177 Days</b>	22,982	26,408	29,835

**2017-18 Auxiliary Placement Scale**  
**Beeville ISD**

Placement scales are used to establish a minimum rate for new hires based on job-related experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2017-18 Yrs Exp	Pay Grades
		1
<b>Minimum</b>	<b>0</b>	\$10.02
	<b>1</b>	\$10.07
	<b>2</b>	\$10.22
	<b>3</b>	\$10.37
	<b>4</b>	\$10.52
	<b>5</b>	\$10.67
	<b>6</b>	\$10.82
	<b>7</b>	\$10.97
	<b>8</b>	\$11.12
	<b>9</b>	\$11.27
	<b>10</b>	\$11.42
	<b>11</b>	\$11.57
	<b>12</b>	\$11.72
	<b>13</b>	\$11.87
	<b>14</b>	\$12.02
<b>Midpoint</b>	<b>15</b>	\$12.30
<b>Maximum</b>		\$14.58