

Smithville I.S.D.



Proposed 2021-2022 Salary Schedules

Based upon Current Law as of October, 2021

Cheryl Burns, Superintendent
Jean Ann McCarthy, Chief Financial Officer
(Proposed to the Board of Trustees 10/18/21)

Smithville Independent School District

2021-2022 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
\$33,600	0	\$ 43,750	\$ 44,850
\$34,390	1	\$ 44,805	\$ 45,905
\$35,100	2	\$ 45,390	\$ 46,490
\$35,830	3	\$ 45,440	\$ 46,540
\$37,350	4	\$ 46,705	\$ 47,805
\$38,880	5	\$ 47,930	\$ 49,030
\$40,410	6	\$ 48,905	\$ 50,005
\$41,830	7	\$ 49,220	\$ 50,320
\$43,170	8	\$ 49,905	\$ 51,005
\$44,440	9	\$ 50,175	\$ 51,275
\$45,630	10	\$ 50,430	\$ 51,530
\$46,770	11	\$ 50,850	\$ 51,950
\$47,850	12	\$ 51,355	\$ 52,455
\$48,850	13	\$ 51,635	\$ 52,735
\$49,810	14	\$ 52,040	\$ 53,140
\$50,710	15	\$ 52,750	\$ 53,850
\$51,570	16	\$ 53,665	\$ 54,765
\$52,370	17	\$ 54,590	\$ 55,690
\$53,140	18	\$ 55,795	\$ 56,895
\$53,860	19	\$ 56,525	\$ 57,625
\$54,540	20	\$ 57,460	\$ 58,560
\$54,540	21	\$ 58,190	\$ 59,290
\$54,540	22	\$ 59,035	\$ 60,135
\$54,540	23	\$ 59,605	\$ 60,705
\$54,540	24	\$ 60,025	\$ 61,125
\$54,540	25	\$ 60,830	\$ 61,930
\$54,540	26	\$ 61,715	\$ 62,815
\$54,540	27	\$ 62,580	\$ 63,680
\$54,540	28	\$ 63,440	\$ 64,540
\$54,540	29	\$ 64,035	\$ 65,135
\$54,540	30+	\$ 64,360	\$ 65,460

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

Teacher Pay Scale

BAND AND COACHING EXTRA DUTY SALARIES

2021/2022

<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	\$4,500
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 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
All Coaches except FB, VB & CC	187 Days + 5 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

2021/2022

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

2021/2022

Summer School	Para-Professional	\$17 per hour
	Teacher	\$30 per hour
Saturday School - Teacher/Administrator		\$25 per hour
Saturday School - Para-Professional		\$12 per hour
After School Detention* - Teacher		\$25 per hour
After School Detention* - Para-Professional		\$12 per hour
Interventionist Teacher (Before school, after school or Saturday school)		\$30 per hour
Interventionist Para (Before school, after school or Saturday school)		\$17 per hour
Homebound Teacher		\$25 per hour
After School Program	Enrichment Para-Professional	\$12 per hour
	Intervention Para-Professional	\$17 per hour
	Enrichment Teacher	\$25 per hour
	Intervention Teacher	\$30 per hour

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

Behavior Unit/Life Skills/ECSE Teacher	\$1,500
Behavior Unit/Life Skills/ECSE Paraprofessional	\$1,000
Campus Technology Liaison	\$300
District ESL Coordinator	\$1,500
ESL Liaison - Campus	\$250/campus
High School Annual Sponsor	\$1,500
Instructional Coach	\$6,500
K-8 Annual Sponsor	\$750
Master Reading Teacher Endorsement	\$1,000
Librarian Advisor	\$1,000
Reading Academy Mastery	\$1,500
HS Science (critical needs) Teacher Stipend	\$2,500

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	\$75 per day
*Degreed substitute	\$85 per day
** Degreed-Certified substitute teachers	\$90 per day

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

Non-degreed substitute	\$80 per day
*Degreed substitute	\$90 per day
**Degreed-Certified substitute teachers	\$105 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	\$10.25 per hour
5-10 Years School Cafeteria Experience	\$10.50 per hour
11-15 Years School Cafeteria Experience	\$10.75 per hour
16+ Years School Cafeteria Experience	\$11.00 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/Time Clock	\$25 per night
Bookkeeper-High School	\$25 per night
Announcer	\$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 2021-2022

Monthly Rates			
Pay Grade	Minimum	Midpoint	Maximum
1	\$4,610	\$5,855	\$7,100
2	\$5,000	\$6,298	\$7,595
3	\$5,370	\$6,860	\$8,350
4	\$5,775	\$7,263	\$8,750
5	\$6,170	\$7,658	\$9,145

10 Month Annual Salary (187/192/197 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$46,100	\$58,550	\$71,000
2	\$50,000	\$62,975	\$75,950
3	\$53,700	\$68,600	\$83,500
4	\$57,750	\$72,625	\$87,500
5	\$61,700	\$76,575	\$91,450

11 Month Annual Salary (202/207/212/214 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$50,710	\$64,405	\$78,100
2	\$55,000	\$69,273	\$83,545
3	\$59,070	\$75,460	\$91,850
4	\$63,525	\$79,888	\$96,250
5	\$67,870	\$84,233	\$100,595

12 Month Annual Salary (226/247 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$55,320	\$70,260	\$85,200
2	\$60,000	\$75,570	\$91,140
3	\$64,440	\$82,320	\$100,200
4	\$69,300	\$87,150	\$105,000
5	\$74,040	\$91,890	\$109,740

Smithville Independent School District

Administrative/Professional Pay Grades

Pay Grade 1		Days
	Speech Therapist	187
	504 Facilitator	192
	ARD Facilitator	197
	Athletic Trainer	202
	Certified Counselor, Primary	202
	Certified Counselor, Elementary	202
	Certified Counselor, Jr. High	202
	ACE Site Coordinator	212
	Network Administrator	226

Pay Grade 2		Days
	Certified Counselor, High School	207
	Assistant Principal, Primary	207
	Assistant Principal, Elementary	207
	Assistant Principal, Primary/Dist Test Coord	212
	Assistant Principal, Elem/Dist Testing Coord	212
	Director of Child Nutrition	226
	Director of Maintenance & Transportation	247

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

Pay Grade 4		Days
	District Communications Officer	212
	Special Programs Coordinator	212
	Principal, Elementary	214
	Principal, Junior High	214

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

Smithville Independent School District

Clerical / Paraprofessional Pay Scale 2021-2022

Hourly Rates			
Pay Grade	Minimum	Midpoint	Maximum
1	\$11.15	\$17.45	\$19.45
2	\$11.40	\$18.60	\$26.55
3	\$12.40	\$19.90	\$27.60
4	\$14.50	\$22.30	\$28.80
5	\$17.60	\$27.40	\$33.10

10 Month Annual Salary (187/191/197 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$15,638	\$24,474	\$27,279
2	\$15,989	\$26,087	\$37,236
3	\$17,391	\$27,910	\$38,709
4	\$20,336	\$31,276	\$40,392
5	\$24,684	\$38,429	\$46,423

11 Month Annual Salary (202/207/212 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$16,892	\$26,437	\$29,467
2	\$17,271	\$28,179	\$40,223
3	\$18,786	\$30,149	\$41,814
4	\$21,968	\$33,785	\$43,632
5	\$26,664	\$41,511	\$50,147

12 Month Annual Salary (226 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$18,899	\$29,578	\$32,968
2	\$19,323	\$31,527	\$45,002
3	\$21,018	\$33,731	\$46,782
4	\$24,578	\$37,799	\$48,816
5	\$29,832	\$46,443	\$56,105

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	178
	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	197
	Principal Secretary, Elementary	197
	Campus Registrar/PEIMS	207
	Special Education Secretary	212
	State & Federal Programs Assistant	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					
2021-2022					
Years Experience/ Step	Pay Grade 1	Pay Grade 2	Pay Grade 3	Pay Grade 4	Pay Grade 5
0	11.15	11.40	12.40	14.50	17.60
1	11.18	11.44	12.48	14.56	17.68
2	11.25	11.56	12.70	14.78	18.05
3	11.63	11.94	13.07	15.15	18.43
4	11.66	12.27	13.45	15.59	18.95
5	11.70	12.43	13.55	15.72	19.15
6	12.14	13.11	14.29	16.48	20.01
7	12.57	13.66	14.88	17.12	20.72
8	12.93	14.04	15.30	17.66	21.31
9	13.20	14.54	15.70	18.17	21.80
10	14.00	15.08	16.38	18.69	22.57
11	14.39	15.63	16.97	19.27	23.22
12	14.49	16.61	17.54	20.12	23.89
13	14.89	17.08	18.14	20.71	24.59
14	15.28	17.20	18.72	21.01	25.29
15	15.81	17.58	19.31	21.58	25.99
16	16.95	18.09	19.87	22.19	26.69
17	17.45	18.60	19.90	22.30	27.40
18	17.58	18.88	20.23	22.98	28.34
19	17.72	19.22	20.60	23.88	29.17
20	17.86	19.75	21.06	24.59	29.36
21	17.98	19.92	21.66	25.08	29.99
22	18.09	20.28	21.89	25.82	30.63
23	18.16	20.62	22.31	26.75	31.26
24	18.28	20.97	22.95	27.55	31.31
25	18.31	21.33	23.37	27.62	31.48
26	18.36	21.66	23.60	27.81	31.95
27	18.48	22.02	24.02	27.84	32.09
28	18.60	22.38	24.48	27.87	32.24
29	18.72	22.66	25.18	27.90	32.25
30	18.84	23.11	25.37	28.06	32.26
31	18.96	23.77	25.82	28.43	32.44
32	19.30	24.44	26.25	28.46	32.60
33	19.35	25.13	26.70	28.53	32.77
34	19.40	25.80	27.13	28.63	32.91
35	19.45	26.55	27.60	28.80	33.10

Smithville Independent School District

Manual Trades Pay Scale 2021-2022

Hourly Rates			
Pay Grade	Minimum	Midpoint	Maximum
1	\$10.60	\$11.95	\$13.70
2	\$11.30	\$14.10	\$16.80
3	\$13.20	\$16.75	\$20.30
4	\$13.70	\$17.85	\$22.25
5	\$16.30	\$20.45	\$24.65
6	\$16.75	\$19.85	\$23.10
7	\$18.60	\$23.25	\$27.95

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	175
	Food Service Distributor	180
	Grounds Maintenance	247

Pay Grade 3		Days
	Cafeteria Manager	175
	Van Drivers	175
	Food Service Distributor Mgr	180

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

Pay Grade 5		Days
	Transportation Assistant	230
	Bus Mechanic	247

Pay Grade 6		Days
	Bus Drivers	175

Pay Grade 7		Days
	Certified Tradesman / Carpenter	247