

# Smithville I.S.D.



**Approved**  
**2023-2024 Salary Schedules**  
Based upon Current Law as of March, 2024

**Cheryl Burns, Superintendent**  
**Jean Ann McCarthy, Chief Financial Officer**  
(Proposed to the Board of Trustees 7/16/23)

**Smithville Independent School District  
2023-2024 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.**

<b>State Minimum</b>	<b>Years Experience</b>	<b>Bachelor's Degree</b>	<b>Master's Degree</b>
\$33,600	0	\$ 47,000	\$ 48,100
\$34,390	1	\$ 47,025	\$ 48,125
\$35,100	2	\$ 47,065	\$ 48,165
\$35,830	3	\$ 48,150	\$ 49,250
\$37,350	4	\$ 48,755	\$ 49,855
\$38,880	5	\$ 48,805	\$ 49,905
\$40,410	6	\$ 50,110	\$ 51,210
\$41,830	7	\$ 51,370	\$ 52,470
\$43,170	8	\$ 52,390	\$ 53,490
\$44,440	9	\$ 52,730	\$ 53,830
\$45,630	10	\$ 53,465	\$ 54,565
\$46,770	11	\$ 53,750	\$ 54,850
\$47,850	12	\$ 54,025	\$ 55,125
\$48,850	13	\$ 54,475	\$ 55,575
\$49,810	14	\$ 55,020	\$ 56,120
\$50,710	15	\$ 55,315	\$ 56,415
\$51,570	16	\$ 55,750	\$ 56,850
\$52,370	17	\$ 56,510	\$ 57,610
\$53,140	18	\$ 57,490	\$ 58,590
\$53,860	19	\$ 58,480	\$ 59,580
\$54,540	20	\$ 59,770	\$ 60,870
\$54,540	21	\$ 60,555	\$ 61,655
\$54,540	22	\$ 61,555	\$ 62,655
\$54,540	23	\$ 62,340	\$ 63,440
\$54,540	24	\$ 63,245	\$ 64,345
\$54,540	25	\$ 63,855	\$ 64,955
\$54,540	26	\$ 64,305	\$ 65,405
\$54,540	27	\$ 65,165	\$ 66,265
\$54,540	28	\$ 66,115	\$ 67,215
\$54,540	29	\$ 67,040	\$ 68,140
\$54,540	30+	\$ 67,960	\$ 69,060

<b>Contractual Days</b>	
Teachers	187
Librarians	192
DAEP/Tiger Acad Coordinator	192
Instructional Coach	197
Nurse (RN)	192
Const Trades Teachers	202
Ag Teachers	214

Teacher Pay Scale

**BAND AND COACHING EXTRA DUTY SALARIES**  
**2023/2024**

<b><u>BAND/COACHING EXTRA DUTY SALARIES FOR:</u></b>	<b><u>SALARY</u></b>
Band Directorship	\$9,000
Band High School Assistant Director (HS/JH)	\$6,300
Band Jr. High Directorship	\$5,300
Women's Athletic Coordinator	\$4,875
Jr. High Athletic Coordinator	\$2,150
Baseball/Softball Jr. High Coaching Duties	\$300
Baseball/Softball Varsity Assistant Coaching Duties	\$2,900
Baseball/Softball Varsity Head Coaching Duties	\$4,725
Basketball Jr. High Coaching Duties	\$1,900
Basketball Varsity Assistant Coaching Duties	\$2,900
Basketball Varsity Head Coaching Duties	\$4,725
Cross Country Assistant Coaching Duties (Boys & Girls)	\$2,000
Cross Country Head Coaching Duties (Boys & Girls)	\$3,725
Football Assistant Coaching Duties	\$4,100
Football Varsity Defensive Coordinator Coaching Duties	\$5,375
Football Varsity Offensive Coordinator Coaching Duties	\$5,375
Golf Head Coaching Duties (Boys & Girls)	\$3,100
Powerlifting Assistant Coaching Duties (Boys & Girls)	\$2,125
Powerlifting Head Coaching Duties	\$3,475
Soccer Assistant Coaching Duties	\$2,725
Soccer Head Coaching Duties	\$4,500
Tennis Assistant Coaching Duties (Boys & Girls)	\$2,300
Tennis Head Coaching Duties (Boys & Girls)	\$4,850
Track Assistant Coaching Duties	\$2,625
Track Varsity Head Coaching Duties (Boys & Girls)	\$4,850
Volleyball Jr. High Coaching Duties	\$2,140
Volleyball Varsity Assistant Coaching Duties	\$2,900
Volleyball Varsity Head Coaching Duties	\$4,850
Strength & Conditioning Coaching Duties	\$2,000
Athletic Trainer	\$2,500
Special Olympics Coach	\$1,500
Special Olympics Asst Coach	\$800

**CONTRACT LENGTHS**

Athletic Director	226 Days
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**  
**2023/2024**

Cheerleader Varsity Sponsor	\$3,125
Cheerleader Varsity Assistant Sponsor	\$1,850
Cheerleader Jr. High Sponsor	\$1,450
Cheerleader Jr. High Assistant Sponsor	\$800
High School One Act Play Sponsor (UIL)	\$2,450
High School Assistant One Act Play Sponsor (UIL)	\$750
Robotics Sponsor (UIL)*	\$1,500
Robotics Assistant Sponsor (UIL)*	\$500
FFA Student Organization Sponsor	\$2,800
Destination Imagination Sponsor	\$750
Skills USA Student Organization Sponsor	\$2,800
Texas Future Problem Solvers Sponsor	\$750
Accounting (UIL)*	\$435
Calculator Applications (UIL)*	\$435
Computer Applications (UIL)*	\$435
Computer Science (UIL)*	\$435
Current Issues & Events (UIL)*	\$435
CX Debate (UIL)*	\$625
Editorial Writing (UIL)*	\$435
Feature Writing (UIL)*	\$435
Headline Writing (UIL)*	\$435
Extemporaneous/Informative Speaking (UIL)*	\$500
Keyboarding (UIL)*	\$435
Literary Criticism (UIL)*	\$435
Lincoln Douglas Debate (UIL)*	\$625
Mathematics (UIL)*	\$435
Newswriting (UIL)*	\$435
Number Sense (UIL)*	\$435
Persuasive Speaking (UIL)*	\$500
Poetry Interpretation (UIL)*	\$500
Prose Interpretation (UIL)*	\$500
Ready Writing (UIL)*	\$435
Science (UIL)*	\$435
Social Studies (UIL)*	\$435
Spelling (UIL)*	\$435
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	\$900
Junior High Student Council Sponsor	\$425
High School UIL Coordinator	\$1,250
Junior High UIL Coordinator	\$650
Elementary UIL Coordinator	\$500
High School National Honor Society	\$800
Junior National Honor Society	\$425
LEO High School Sponsor	\$300

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

## SUPPLEMENTAL COMPENSATION 2023/2024

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
Interpreter (for select events not included in regular hours)		\$12 per hour

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

Behavior Unit/Life Skills/ECSE <b>Teacher</b>	\$2,000
Behavior Unit/Life Skills/ECSE <b>Paraprofessional</b>	\$1,000
Lead Behavior Support Specialist	\$6,500
Campus Technology Liaison	\$300
DAEP/Tiger Academy Coordinator	\$6,500
ESL Liaison - Campus	\$500/campus
High School Annual Sponsor	\$1,500
HS Math (critical needs) Teacher Stipend	\$2,500
HS Science (critical needs) Teacher Stipend	\$2,500
Instructional Coach	\$6,500
K-8 Annual Sponsor	\$750
Lead Speech Language Pathologist	\$2,500
Librarian Advisor	\$1,000
Master Reading Teacher Endorsement	\$1,000
General Education Mentor Teacher Stipend - <i>Title IIA Federal Funds</i>	\$1,000
Special Education Mentor Teacher Stipend - <i>Title IIA Federal Funds</i>	\$1,500
Educational Diagnostician Mentor Stipend - <i>Title IIA Federal Funds</i>	\$1,500
ACC Mentor Teacher Stipend - <i>Title IIA Federal Funds</i>	\$2,000
TSI College Bridge Stipend - <i>TCLAS Federal Funds</i>	\$500/semester
Reading Academy Mastery	\$1,500
<b>Retention Stipend</b> - For all employees that complete their contractual obligation (required number of days) To be paid on 6/27/24	<b>TBD</b>

*\*Retention Stipend will be paid with ESSER III funds*

## SUPPLEMENTAL BUS TRANSPORTATION COMPENSATION

All Substitute Bus Drivers will receive \$17.10 per hour for **driving time**.

\$8.00 per hour is paid for each additional hour of trip

### **Field Trips:**

Regular bus operators: **driving time** @ hourly rate

\$8.00 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 \$8.00/hour

*\*Coaches will only be paid for after contract hours.*

## **SUBSTITUTE TEACHER COMPENSATION**

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

### **Short-Term Substitute**

Non-degreed substitute	\$85 per day
*Degreed substitute	\$95 per day
** Degreed-Certified substitute teachers	\$100 per day

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

Non-degreed substitute	\$90 per day
*Degreed substitute	\$100 per day
**Degreed-Certified substitute teachers	\$125 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	\$10.50 per hour
5-10 Years School Cafeteria Experience	\$10.75 per hour
11-15 Years School Cafeteria Experience	\$11.00 per hour
16+ Years School Cafeteria Experience	\$11.25 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 2023-2024

<b>Monthly Rates</b>			
<b>Pay Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
1	\$5,050	\$6,300	\$7,550
2	\$5,200	\$6,600	\$8,000
3	\$6,000	\$7,250	\$8,500
4	\$6,400	\$7,713	\$9,025
5	\$6,900	\$8,450	\$10,000

<b>10 Month Annual Salary (187/192/197 days)</b>			
<b>Pay Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
1	\$50,500	\$63,000	\$75,500
2	\$52,000	\$66,000	\$80,000
3	\$60,000	\$72,500	\$85,000
4	\$64,000	\$77,125	\$90,250
5	\$69,000	\$84,500	\$100,000

<b>11 Month Annual Salary (202/207/212/214 days)</b>			
<b>Pay Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
1	\$55,550	\$69,300	\$83,050
2	\$57,200	\$72,600	\$88,000
3	\$66,000	\$79,750	\$93,500
4	\$70,400	\$84,838	\$99,275
5	\$75,900	\$92,950	\$110,000

<b>12 Month Annual Salary (226/247 days)</b>			
<b>Pay Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
1	\$60,600	\$75,600	\$90,600
2	\$62,400	\$79,200	\$96,000
3	\$72,000	\$87,000	\$102,000
4	\$76,800	\$92,550	\$108,300
5	\$82,800	\$101,400	\$120,000



## Smithville Independent School District Administrative/Professional Pay Grades

Pay Grade 1		Days
	Certified Occupational Therapy Assistant	187
	Speech-Language Pathology Assistant	187
	504/School Improvement Facilitator	197
	ARD Facilitator	197
	Athletic Trainer	202
	Certified Counselor, Primary	202
	Certified Counselor, Elementary	202
	Certified Counselor, Jr. High	202
	District Communications Officer	202
	ACE Site Coordinator	212
	Network Administrator	226

Pay Grade 2		Days
	Occupational Therapist	187
	Speech-Language Pathologist	187
	Diagnostician	197
	Support Specialist	197
	Certified Counselor, High School	207
	Certified Counselor, High School Lead	210
	Assistant Principal, Primary	207
	Assistant Principal, Elementary	207
	Director of Child Nutrition	226
	IT Coordinator	226
	Director of Maintenance & Transportation	247

Pay Grade 3		Days
	Behavior Support Specialist	197
	Licensed Specialist in School Psychology	197
	Assistant Principal, Junior High	207
	Assistant Principal, High School	207
	Principal, Brown Primary	207
	<b>Business Manager</b>	<b>226</b>

Pay Grade 4		Days
	Special Programs Coordinator	207
	Principal, Elementary	214
	Principal, Junior High	214

Pay Grade 5		Days
	Assistant Superintendent	226
	Chief Financial Officer	226
	Director of Athletics	226
	Director of Curriculum/Instruction	226
	Director of Special Education	226
	Principal, High School	226

## Smithville Independent School District Clerical / Paraprofessional Pay Scale 2023-2024

Hourly Rates			
Pay Grade	Minimum	Midpoint	Maximum
1	\$12.75	\$17.80	\$21.55
2	\$12.90	\$19.40	\$27.75
3	\$13.25	\$21.10	\$29.20
4	\$15.35	\$23.60	\$31.20
5	\$18.25	\$28.40	\$35.80

10 Month Annual Salary (187/191/197 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$17,882	\$24,965	\$30,224
2	\$18,092	\$27,209	\$38,919
3	\$18,583	\$29,593	\$40,953
4	\$21,528	\$33,099	\$43,758
5	\$25,596	\$39,831	\$50,210

11 Month Annual Salary (202/207/212 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$19,316	\$26,967	\$32,648
2	\$19,544	\$29,391	\$42,041
3	\$20,074	\$31,967	\$44,238
4	\$23,255	\$35,754	\$47,268
5	\$27,649	\$43,026	\$54,237

12 Month Annual Salary (226 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$21,611	\$30,171	\$36,527
2	\$21,866	\$32,883	\$47,036
3	\$22,459	\$35,765	\$49,494
4	\$26,018	\$40,002	\$52,884
5	\$30,934	\$48,138	\$60,681

## Smithville Independent School District Clerical / Paraprofessional Pay Grades

Pay Grade 1	Days
Aide, Classroom Instructional	187

Pay Grade 2	Days
Child Nutrition Receptionist	180
Nurse Aide	192
Library Aide	192
Campus, Receptionist	197
Elementary PEIMS	202
Principal Secretary, Brown Primary	202

Pay Grade 3	Days
Certified Nurse Aide	192
Child Nutrition Assistant	197
Principal Secretary, Elementary	202
High School Registrar/PEIMS	207
Special Education Secretary	212
Principal Secretary, Jr. High School	212
Principal Secretary, High School	226

Pay Grade 4	Days
Attendance Officer	187
LVN Nurse	192

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

<b>Smithville ISD</b>					
<b>Para-Professional Entry Placement Schedule</b>					
<b>2023-2024</b>					
<b>Years Experience/ Step</b>	<b>Pay Grade 1</b>	<b>Pay Grade 2</b>	<b>Pay Grade 3</b>	<b>Pay Grade 4</b>	<b>Pay Grade 5</b>
0	12.75	12.90	13.25	15.35	18.25
1	12.76	12.96	13.26	15.44	18.72
2	12.77	13.02	13.54	15.84	19.22
3	12.83	13.07	13.62	15.90	19.30
4	12.88	13.13	13.87	16.14	19.71
5	12.94	13.17	14.27	16.55	20.12
6	12.97	13.52	14.68	17.02	20.70
7	13.03	13.77	15.00	17.30	21.01
8	13.52	14.46	15.62	17.99	21.85
9	13.99	15.06	16.24	18.70	22.63
10	14.39	15.48	16.71	19.28	23.28
11	14.70	16.03	17.20	19.84	23.81
12	15.58	16.62	17.89	20.40	24.65
13	16.02	17.44	18.53	21.13	25.36
14	16.12	18.31	19.16	21.98	26.08
15	16.57	18.83	19.81	22.62	26.85
16	17.00	18.96	20.45	22.94	27.61
17	17.80	19.40	21.10	23.60	28.40
18	18.87	19.95	21.74	24.23	29.17
19	19.42	20.51	21.79	24.36	30.04
20	19.57	20.81	22.09	25.10	30.95
21	19.73	21.19	22.50	26.07	31.86
22	19.88	21.78	22.99	26.85	32.06
23	20.01	21.97	23.65	27.38	32.75
24	20.13	22.35	23.90	28.19	33.45
25	20.21	22.73	24.37	29.21	34.13
26	20.34	23.12	25.06	30.09	34.20
27	20.38	23.52	25.52	30.16	34.37
28	20.44	23.88	25.77	30.37	34.89
29	20.56	24.28	26.23	30.40	35.04
30	20.70	24.68	26.73	30.43	35.20
31	20.84	24.98	27.50	30.47	35.21
32	20.97	25.48	27.71	30.64	35.22
33	21.10	26.21	28.19	31.04	35.42
34	21.49	26.94	28.66	31.08	35.60
35	21.55	27.75	29.20	31.20	35.80

## Smithville Independent School District Manual Trades Pay Scale 2023-2024

Hourly Rates			
Pay Grade	Minimum	Midpoint	Maximum
1	\$12.00	\$12.80	\$14.80
2	\$12.50	\$15.00	\$18.05
3	\$14.00	\$17.75	\$21.60
4	\$14.30	\$18.80	\$23.65
5	\$17.00	\$21.70	\$26.25
6	\$17.60	\$21.30	\$24.85
7	\$19.00	\$24.65	\$29.85

### Smithville Independent School District Manual Trades Pay Grades

Pay Grade 1	Days
Bus Monitor	177
Custodian	247

Pay Grade 2	Days
Food Service Worker	179
Food Service Distributor	182
Grounds Maintenance	247

Pay Grade 3	Days
Cafeteria Manager	179
Van Drivers	177
Food Service Distributor Mgr	182

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

Pay Grade 5	Days
Transportation Assistant	226
Bus Mechanic	247

Pay Grade 6	Days
Bus Drivers	177

Pay Grade 7	Days
Certified Tradesman / Carpenter	247