

STEPHENVILLE ISD

Proposed 2018-2019 HIRING SCHEDULE

For Teachers, Librarians, and Nurses (RNs)

Ten Month Contract --187 Days

Years	Bachelors		Masters		Doctorate	
Experience	Annual	Day Rate	Annual	Day Rate	Annual	Day Rate
0	\$42,450	\$227.01	\$43,250	\$231.28	\$44,050	\$235.56
1	\$43,150	\$230.75	\$43,950	\$235.03	\$44,750	\$239.30
2	\$43,650	\$233.42	\$44,450	\$237.70	\$45,250	\$241.98
3	\$44,150	\$236.10	\$44,950	\$240.37	\$45,750	\$244.65
4	\$44,650	\$238.77	\$45,450	\$243.05	\$46,250	\$247.33
5	\$45,150	\$241.44	\$45,950	\$245.72	\$46,750	\$250.00
6	\$45,568	\$243.68	\$46,368	\$247.96	\$47,168	\$252.24
7	\$45,918	\$245.55	\$46,718	\$249.83	\$47,518	\$254.11
8	\$46,118	\$246.62	\$46,918	\$250.90	\$47,718	\$255.18
9	\$46,418	\$248.22	\$47,218	\$252.50	\$48,018	\$256.78
10	\$46,718	\$249.83	\$47,518	\$254.11	\$48,318	\$258.39
11	\$47,018	\$251.43	\$47,818	\$255.71	\$48,618	\$259.99
12	\$47,318	\$253.04	\$48,118	\$257.32	\$48,918	\$261.59
13	\$48,002	\$256.70	\$48,802	\$260.97	\$49,602	\$265.25
14	\$49,152	\$262.84	\$49,952	\$267.12	\$50,752	\$271.40
15	\$50,242	\$268.67	\$51,042	\$272.95	\$51,842	\$277.23
16	\$51,272	\$274.18	\$52,072	\$278.46	\$52,872	\$282.74
17	\$52,242	\$279.37	\$53,042	\$283.65	\$53,842	\$287.93
18	\$53,162	\$284.29	\$53,962	\$288.57	\$54,762	\$292.84
19	\$54,042	\$288.99	\$54,842	\$293.27	\$55,642	\$297.55
20	\$54,852	\$293.33	\$55,652	\$297.60	\$56,452	\$301.88
21	\$55,632	\$297.50	\$56,432	\$301.78	\$57,232	\$306.05
22	\$56,362	\$301.40	\$57,162	\$305.68	\$57,962	\$309.96
23	\$57,062	\$305.14	\$57,862	\$309.42	\$58,662	\$313.70
24	\$57,712	\$308.62	\$58,512	\$312.90	\$59,312	\$317.18
25	\$58,332	\$311.94	\$59,132	\$316.21	\$59,932	\$320.49
26	\$58,922	\$315.09	\$59,722	\$319.37	\$60,522	\$323.65
27	\$59,472	\$318.03	\$60,272	\$322.31	\$61,072	\$326.59
28	\$59,972	\$320.71	\$60,772	\$324.98	\$61,572	\$329.26
29	\$60,472	\$323.38	\$61,272	\$327.66	\$62,072	\$331.94
30	\$60,772	\$324.98	\$61,572	\$329.26	\$62,372	\$333.54
31	\$61,072	\$326.59	\$61,872	\$330.87	\$62,672	\$335.14
32	\$61,372	\$328.19	\$62,172	\$332.47	\$62,972	\$336.75
33	\$61,672	\$329.80	\$62,472	\$334.07	\$63,272	\$338.35
34+	\$62,072	\$331.94	\$62,872	\$336.21	\$63,672	\$340.49
Increase for all teacher of \$1,250						

Stephenville Independent School District				2.5% of Mid
2018-2019 Proposed Hiring Schedule for Auxiliary Pay Ranges				Existing
Annualized salaries calculated based on a 8 hours per day for the number on scheduled days				Staff
				Increase
AUX 1				
	Minimum	Midpoint	Maximum	
Hourly	9.15	11.17	13.17	0.28
177	13,688.40	16,710.32	19,702.32	396.48
Positions in the pay grade: Cafeteria Worker				
AUX 2				
	Minimum	Midpoint	Maximum	
Hourly	10.68	13.03	15.40	0.32
175	14,952.00	18,242.00	21,560.00	448.00
240	20,505.60	25,017.60	29,568.00	614.40
Positions in the pay grade: Groundskeeper II, Transportation aides, Bus Driver Trainee				
AUX 3				
	Minimum	Midpoint	Maximum	
Hourly	11.54	13.90	16.40	0.28
178	16,432.96	19,793.60	23,353.60	
240	22,156.80	26,688.00	31,488.00	
Positions in the pay grade: Elementary Cafeteria Manager, General Maintenance Worker, Groundskeeper III, Restricted Bus Driver				
AUX 4				
	Minimum	Midpoint	Maximum	
Hourly	12.46	15.2	17.94	0.38
175	17444	21280	25116	532
178	17743.04	21644.8	25546.56	541.12
240	23923.2	29184	34444.8	729.6
Positions in the pay grade: Bus Driver, Carpenter, Grounds Forman, Secondary Cafeteria Manager,				
AUX 5				
	Minimum	Midpoint	Maximum	
Hourly	13.46	16.42	19.37	0.41
202	21,751.36	26,534.72	31,301.92	662.56
226	24,335.68	29,687.36	35,020.96	741.28
240	25,843.20	31,526.40	37,190.40	787.20
Positions in the pay grade: HVAC Mechanic-Unlicensed, Plumber-Unlicensed, Master Bus Driver, Painter, Transportation Dispatcher & Coord.				

Stephenville Independent School District
2018-2019 Proposed Hiring Schedule for Auxiliary Pay Ranges

AUX 6					
	Minimum	Midpoint	Maximum		
Hourly	14.53	17.72	20.65		0.44
240	27,897.60	34,022.40	40,147.20		844.80
Positions in the pay grade: HVAC Mechanic-Licensed					
AUX 7					
	Minimum	Midpoint	Maximum		
Hourly	19.29	23.52	27.75		0.58
240	37,036.80	45,158.40	53,280.00		1,113.60
Positions in the pay grade: Diesel Mechanic & Plumber - Master					

Stephenville Independent School District

Page 1

2018-2019 Proposed Hiring Schedule for Clerical / Paraprofessional Pay Ranges

2.5% of Mid

Existing
Staff

Annualized salaries calculated based on a 7.5 hours per day for the number on scheduled days

Increase

CL/PA 1		Minimum	Midpoint	Maximum	
Hourly		10.48	13.09	15.71	0.32
184		14,462.40	18,064.20	21,679.80	441.60
Positions in the pay grade: Aide I, Regular Ed Aide, Pre-K Aide, Inclusion- Resource Aide, Translator-Bilingual Aide, Lab, PE & Music					

CL/PA 2		Minimum	Midpoint	Maximum	
Hourly		11.33	14.14	16.96	0.35
184		15,635.40	19,513.20	23,404.80	483.00
Positions in the pay grade: Aide II - DAEP, Behavior, ISS, Special Ed, Life Skills, PPCD, Nurse, Instructor Aide (independent in classroom)					

CL/PA 3		Minimum	Midpoint	Maximum	
Hourly		12.37	15.27	18.17	0.38
184		17,070.60	21,072.60	25,074.60	524.40
202		18,740.55	23,134.05	27,527.55	575.70
226		20,967.15	25,882.65	30,798.15	644.10
Positions in the pay grade: Counselor Secretary, Attendance Clerk, High School Receptionist, Administration Receptionist					

CL/PA 4		Minimum	Midpoint	Maximum	
Hourly		13.49	16.65	19.82	0.41
184		18,616.20	22,977.00	27,351.60	565.80
202		20,437.35	25,224.75	30,027.30	621.15
226		22,865.55	28,221.75	33,594.90	694.95
Positions in the pay grade: Campus PEIMS Secretary, Elementary/Jr High Secretary					

2018-2019 Proposed Hiring Schedule for Clerical / Paraprofessional Pay Ranges

Annualized salaries calculated based on a 7.5 hours per day for the number on scheduled days

CL/PA 5

	Minimum	Midpoint	Maximum	
Hourly	14.85	18.33	21.79	0.45
202	20,493.00	25,295.40	30,070.20	621.00
226	25,170.75	31,069.35	36,934.05	762.75

Positions in the pay grade: HS Principal Secretary, Department Secretary(Athletic, Child Nutrition, Special Ed, HR-Admin, Transportation, Maintenance, Technology, Business), District Parent Liaison

CL/PA 6

	Minimum	Midpoint	Maximum	
Hourly	16.47	20.33	24.20	0.50
184	22,728.60	28,055.40	33,396.00	690.00
226	27,916.65	34,459.35	41,019.00	847.50

Positions in the pay grade: Payroll Coordinator, Account Payable-Receiveable Coordinator
HS Principal Secretary, Communication Assistant-Uncertified

CL/PA 7

	Minimum	Midpoint	Maximum	
Hourly	18.52	22.58	26.62	0.56
187	25,974.30	31,668.45	37,334.55	785.40

Positions in the pay grade: LVN

CL/PA 8

	Minimum	Midpoint	Maximum	
Hourly	20.74	25.28	29.84	0.62
226	35,154.30	42,849.60	50,578.80	1,050.90

Positions in the pay grade: Computer Technican, PEIMS Coordinator

Stephenville Independent School District			Page 1	
2018-2019 Proposed Hiring Schedule for				2.5% of Mid
Administrative/Profession Pay Ranges				Existing
				Staff
AD/PR 1				Increase
	Minimum	Midpoint	Maximum	
Daily	154.93	188.94	222.84	4.67
226	35,014.18	42,700.44	50,361.84	1,054.35
Positions in the pay grade: Instructional Technology Specialist				
AD/PR 2				
	Minimum	Midpoint	Maximum	
Daily	195.35	195.35	195.35	5.96
192	37,975.68	46,312.32	54,647.04	1,143.50
226	44,700.54	54,513.46	64,324.12	1,346.00
Positions in the pay grade: Assistant Speech Pathologist, Business Manager, Network Administrator, Human Resource Manager, Director of Education Foundation & Grant Writing Secretary to the Superintendent/Board				
AD/PR 3				
	Minimum	Midpoint	Maximum	
Daily	221.54	270.35	318.80	6.68
202	44,751.08	54,610.70	64,397.60	1,348.40
226	50,068.04	61,099.10	72,048.80	1,508.61
240	53,169.60	64,884.00	76,512.00	1,602.06
Positions in the pay grade: Director of Maintenance, Director of Transportation, Director of Child Nutri Director of Digital Learning				
AD/PR 4				
	Minimum	Midpoint	Maximum	
Daily	248.12	302.58	357.04	7.47
192	47,639.04	58,095.36	68,551.68	1,434.43
197	48,879.64	59,608.26	70,336.88	1,471.79
202	50,120.24	61,121.16	72,122.08	1,509.14
207	51,360.84	62,634.06	73,907.28	1,546.50
214	53,097.68	64,752.12	76,406.56	1,598.79
226	56,075.12	68,383.08	80,691.04	1,688.45
Positions in the pay grade: Elementary Assistant Principal, Intermediate Assistant Principal, Counselor, ARD Coordinator, Diagnostician, Speech Pathologist; LSSP				

Stephenville Independent School District Page 2
2018-2019 Proposed Hiring Schedule for Administrative / Professional Pay Range

AD/PR 5				
	Minimum	Midpoint	Maximum	
Daily	267.97	326.78	385.62	8.07
226	60,561.22	73,852.28	87,150.12	1,823.54
Positions in the pay grade: Junior High Assistant Principal,				

AD/PR 6				
	Minimum	Midpoint	Maximum	
Daily	289.40	352.93	416.46	8.71
207	59,905.80	73,056.51	86,207.22	1,760.28
226	65,404.40	79,762.18	94,119.96	1,969.42
Positions in the pay grade: Elementary Principal, Intermediate Principal, High School Assistant Principal				

AD/PR 7				
	Minimum	Midpoint	Maximum	
Daily	320.18	381.17	442.17	9.41
226	72,360.68	86,144.42	99,930.42	2,127.00
Positions in the pay grade: Director of Testing & Assessment; Director of Professional Development Director of Special Education; Junior High Principal				

AD/PR 8				
	Minimum	Midpoint	Maximum	
Daily	342.60	407.86	473.11	10.07
226	77,427.60	92,176.36	106,922.86	2,275.93
Positions in the pay grade: Athletic Director, Head Football Coach, High School Principal				

AD/PR 9				
	Minimum	Midpoint	Maximum	
Daily	366.59	436.41	506.22	10.78
226	82,849.34	98,628.66	114,405.72	2,435.26
Positions in the pay grade: Executive Director (Finance & Operations, HR & Student Services, Curriculum & Instruction, Instructional Technology)				