

STEPHENVILLE ISD**2019-2020 DRAFT PROPOSAL HIRING SCHEDULE**

For Teachers, Librarians, and Nurses (RNs)

Ten Month Contract --187 Days

Years Experience	Bachelors		Masters		Doctorate	
	Annual	Day Rate	Annual	Day Rate	Annual	Day Rate
0	\$44,950	\$240.37	\$45,750	\$244.65	\$46,550	\$248.93
1	\$45,650	\$244.12	\$46,450	\$248.40	\$47,250	\$252.67
2	\$46,350	\$247.86	\$47,150	\$252.14	\$47,950	\$256.42
3	\$46,850	\$250.53	\$47,650	\$254.81	\$48,450	\$259.09
4	\$47,350	\$253.21	\$48,150	\$257.49	\$48,950	\$261.76
5	\$47,850	\$255.88	\$48,650	\$260.16	\$49,450	\$264.44
6	\$48,650	\$260.16	\$49,450	\$264.44	\$50,250	\$268.72
7	\$49,068	\$262.40	\$49,868	\$266.67	\$50,668	\$270.95
8	\$49,418	\$264.27	\$50,218	\$268.55	\$51,018	\$272.82
9	\$49,618	\$265.34	\$50,418	\$269.61	\$51,218	\$273.89
10	\$49,918	\$266.94	\$50,718	\$271.22	\$51,518	\$275.50
11	\$50,218	\$268.55	\$51,018	\$272.82	\$51,818	\$277.10
12	\$50,518	\$270.15	\$51,318	\$274.43	\$52,118	\$278.71
13	\$50,818	\$271.75	\$51,618	\$276.03	\$52,418	\$280.31
14	\$51,502	\$275.41	\$52,302	\$279.69	\$53,102	\$283.97
15	\$52,652	\$281.56	\$53,452	\$285.84	\$54,252	\$290.12
16	\$53,742	\$287.39	\$54,542	\$291.67	\$55,342	\$295.95
17	\$54,772	\$292.90	\$55,572	\$297.18	\$56,372	\$301.45
18	\$55,742	\$298.09	\$56,542	\$302.36	\$57,342	\$306.64
19	\$56,662	\$303.01	\$57,462	\$307.28	\$58,262	\$311.56
20	\$57,542	\$307.71	\$58,342	\$311.99	\$59,142	\$316.27
21	\$58,352	\$312.04	\$59,152	\$316.32	\$59,952	\$320.60
22	\$59,132	\$316.21	\$59,932	\$320.49	\$60,732	\$324.77
23	\$59,862	\$320.12	\$60,662	\$324.40	\$61,462	\$328.67
24	\$60,562	\$323.86	\$61,362	\$328.14	\$62,162	\$332.42
25	\$61,212	\$327.34	\$62,012	\$331.61	\$62,812	\$335.89
26	\$61,832	\$330.65	\$62,632	\$334.93	\$63,432	\$339.21
27	\$62,422	\$333.81	\$63,222	\$338.09	\$64,022	\$342.36
28	\$62,972	\$336.75	\$63,772	\$341.03	\$64,572	\$345.30
29	\$63,472	\$339.42	\$64,272	\$343.70	\$65,072	\$347.98
30	\$63,972	\$342.10	\$64,772	\$346.37	\$65,572	\$350.65
31	\$64,272	\$343.70	\$65,072	\$347.98	\$65,872	\$352.26
32	\$64,572	\$345.30	\$65,372	\$349.58	\$66,172	\$353.86
33	\$64,872	\$346.91	\$65,672	\$351.19	\$66,472	\$355.47
34	\$65,172	\$348.51	\$65,972	\$352.79	\$66,772	\$357.07
35+	\$65,572	\$350.65	\$66,372	\$354.93	\$67,172	\$359.21

Increase for teachers zero to five 3,200 & 6 & up \$3,500

Draft 6/4/19

Stephenville Independent School District
2019-2020 Proposed Hiring Schedule for Auxiliary Pay Ranges

5% of Mid
Existing
Staff

Annualized salaries calculated based on a 8 hours per day for the number on scheduled days Increase

AUX 1				
	Minimum	Midpoint	Maximum	
Hourly	9.38	11.45	13.50	0.56
177	13,282.08	16,213.20	19,116.00	792.96
Positions in the pay grade: Cafeteria Worker				

AUX 2				
	Minimum	Midpoint	Maximum	
Hourly	10.95	13.36	15.79	0.65
175	15,330.00	18,704.00	22,106.00	910.00
240	21,024.00	25,651.20	30,316.80	1,248.00
Positions in the pay grade: Groundskeeper II, Transportation aides, Bus Driver Trainee				

AUX 3				
	Minimum	Midpoint	Maximum	
Hourly	11.83	14.25	16.81	0.70
178	16,845.92	20,292.00	23,937.44	996.80
240	22,713.60	27,360.00	32,275.20	1,344.00
Positions in the pay grade: Elementary Cafeteria Manager, General Maintenance Worker, Groundskeeper III, Restricted Bus Driver				

AUX 4				
	Minimum	Midpoint	Maximum	
Hourly	12.77	15.58	18.39	0.76
175	17,878.00	21,812.00	25,746.00	1,064.00
178	18,184.48	22,185.92	26,187.36	1,064.00
240	24,518.40	29,913.60	35,308.80	1,459.00
Positions in the pay grade: Apprentice, Carpenter, Grounds Forman, Secondary Cafeteria Manager,				

AUX 5				
	Minimum	Midpoint	Maximum	
Hourly	13.80	16.83	19.85	0.82
202	22,300.80	27,197.28	32,077.60	1,325.12
226	24,950.40	30,428.64	35,888.80	1,482.56
240	26,496.00	32,313.60	38,112.00	1,574.40
Positions in the pay grade: HVAC Mechanic-Unlicensed, Plumber-Unlicensed, Painter, Transportation Coord.				

Stephenville Independent School District
2019-2020 Proposed Hiring Schedule for Auxiliary Pay Ranges

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AUX 6A				
	Minimum	Midpoint	Maximum	
Hourly	14.31	17.17	19.74	0.84
175	20,034.00	24,038.00	27,636.00	1,176.00
Positions in the pay grade: Licensed; fully licensed & certified CDL bus drivers and Dispatcher				
AUX 6				
	Minimum	Midpoint	Maximum	
Hourly	14.89	18.16	21.17	0.89
240	28,589.00	34,867.20	40,646.40	1,708.80
Positions in the pay grade: HVAC Mechanic-Licensed; Master Bus Driver				
AUX 7				
	Minimum	Midpoint	Maximum	
Hourly	19.77	24.11	28.44	1.18
240	37,958.00	46,291.20	54,604.80	2,265.60
Positions in the pay grade: Diesel Mechanic & Plumber - Master				

Stephenville Independent School District
 2019-2020 Proposed Hiring Schedule for Clerical / Paraprofessional Pay Ranges

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5% of Mid
 Existing
 Staff
 Increase

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

CL/PA 1		Minimum	Midpoint	Maximum	
Hourly		10.74	13.42	16.10	0.65
184		14,821.20	18,519.60	22,218.00	897.00
Positions in the pay grade: Aide I, Regular Ed Aide, Inclusion- Resource Aide, Translator-Bilingual Aide, Lab, PE & Music					

CL/PA 2		Minimum	Midpoint	Maximum	
Hourly		11.61	14.49	17.38	0.71
184		16,021.80	19,996.20	23,984.40	979.80
Positions in the pay grade: Aide II - DAEP, Behavior, ISS, Special Ed, Life Skills, PPCD, Pre-K Aide Nurse, Instructor Aide (independent in classroom)					

CL/PA 3		Minimum	Midpoint	Maximum	
Hourly		12.68	15.65	18.62	0.76
184		17,498.40	21,597.00	25,695.60	1,048.80
202		19,210.20	23,709.75	28,209.30	1,151.40
226		21,492.60	26,526.75	31,560.90	1,288.20
Positions in the pay grade: Counselor Secretary, Attendance Clerk, High School Receptionist, Administration Receptionist					

CL/PA 4		Minimum	Midpoint	Maximum	
Hourly		13.83	17.07	20.32	0.83
184		19,085.40	23,556.60	28,041.60	1,145.40
202		20,952.45	25,861.05	30,784.80	1,257.45
226		23,441.85	28,933.65	34,442.40	1,406.85
Positions in the pay grade: Campus PEIMS Secretary, Elementary/Jr High Secretary					

2019-2020 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	15.22	18.79	22.33	0.92
202	23,058.30	28,466.85	33,829.95	1,393.80
226	25,797.90	31,849.05	37,849.35	1,559.40
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	16.88	20.84	24.81	1.02
184	23,294.40	28,759.20	34,237.80	1,407.60
226	28,611.60	35,323.80	42,052.95	1,728.90
Positions in the pay grade: Payroll Coordinator, Account Payable-Receivable Coordinator HS Principal Secretary, Communication Assistant-Uncertified				

CL/PA 7				
	Minimum	Midpoint	Maximum	
Hourly	18.98	23.14	27.29	1.13
187	26,619.45	32,453.85	38,274.23	1,584.83
Positions in the pay grade: LVN				

CL/PA 8				
	Minimum	Midpoint	Maximum	
Hourly	21.26	25.91	30.59	1.26
226	36,035.70	43,917.45	51,850.05	2,135.70
Positions in the pay grade: Computer Technican, PEIMS Coordinator				

Stephenville Independent School District
2019-2020 Proposed Hiring Schedule for
Administrative/Profession Pay Ranges

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7% of Mid
Existing
Staff

AD/PR 1				Increase
	Minimum	Midpoint	Maximum	
Daily	160.35	195.55	230.64	13.23
226	36,239.10	44,194.30	52,124.64	2,989.98
Positions in the pay grade: Instructional Technology Specialist				

AD/PR 2				
	Minimum	Midpoint	Maximum	
Daily	202.19	249.65	294.58	16.88
192	38,820.48	47,932.80	56,559.36	3,240.96
226	45,694.94	56,420.90	66,575.08	3,814.88
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	229.29	279.81	329.96	18.92
202	46,316.58	56,521.62	66,651.92	3,821.84
226	51,819.54	63,237.06	74,570.96	4,275.92
240	55,030.00	67,154.00	79,190.00	4,540.80
Positions in the pay grade: Director of Maintenance, Director of Transportation, Director of Child Nutrition Director of Digital Learning				

AD/PR 4				
	Minimum	Midpoint	Maximum	
Daily	256.80	313.17	369.54	21.18
192	49,305.60	60,128.64	70,951.68	4,066.56
197	50,589.60	61,694.49	72,799.38	4,172.46
202	51,873.60	63,260.34	74,647.08	4,278.36
207	53,157.60	64,826.19	76,494.78	4,384.26
214	54,955.20	67,018.38	79,081.56	4,532.52
226	58,036.80	70,776.42	83,516.04	4,786.68
Positions in the pay grade: Elementary Assistant Principal, Intermediate Assistant Principal, Counselor, ARD Coordinator, Diagnostician, Speech Pathologist; LSSP				

2019-2020 Proposed Hiring Schedule for Administrative / Professional Pay Ranges

AD/PR 5				
	Minimum	Midpoint	Maximum	
Daily	277.35	338.22	399.12	22.87
226	62,681.10	76,437.72	90,201.12	5,168.62
Positions in the pay grade: Junior High Assistant Principal,				

AD/PR 6				
	Minimum	Midpoint	Maximum	
Daily	299.53	365.28	431.04	24.71
207	62,002.71	75,612.96	89,225.28	5,114.97
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	331.39	394.51	457.65	26.68
226	74,894.14	89,159.26	103,428.90	6,029.68
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	354.59	422.14	489.67	28.55
226	80,137.34	95,403.64	110,665.42	6,452.30
Positions in the pay grade: Athletic Director, Head Football Coach, High School Principal				

AD/PR 9				
	Minimum	Midpoint	Maximum	
Daily	379.42	451.68	523.94	30.55
226	85,748.92	102,079.68	118,410.44	6,904.30
Positions in the pay grade: Executive Director (Finance & Operations, HR & Student Services, Curriculum & Instruction, Instructional Technology)				