

Gatesville ISD 25-26 Pay Plan

Teachers

Years of Experience	Bachelors
0	\$45,300.00
1	\$46,200.00
2	\$47,600.00
3	\$48,900.00
4	\$50,200.00
5	\$52,450.00
6	\$53,830.00
7	\$55,210.00
8	\$56,480.00
9	\$57,670.00
10	\$58,790.00
11	\$59,830.00
12	\$60,720.00
13	\$61,550.00
14	\$62,350.00
15	\$63,110.00
16	\$63,810.00
17	\$64,570.00
18	\$65,270.00
19	\$65,940.00
20	\$66,560.00
21	\$67,140.00
22	\$67,740.00
23	\$68,340.00
24	\$68,940.00
25	\$69,540.00
26	\$70,140.00
27	\$70,740.00
28	\$71,340.00
29	\$71,940.00
30	\$73,140.00

The salaries listed above are based on 10-month employment for the 25-26 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. HB2 requirements are embedded in the salary scale.

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Clerical / Paraprofessional

Pay Grade	Job Title/Calendars	Minimum	Midpoint	Maximum	
P1A	<u>187 days</u> Instructional Support Aide Library Aide Campus + Bus Aide Workroom Aide	Hourly \$12.04	\$16.58	\$21.43	
P2A	<u>187 days</u> Self Contained Aide LVN Head Librarian Aide	Hourly \$12.41	\$18.90	\$25.81	
P3	<u>187 days (P3E)</u> Aide Instructor Behavior Technician <u>197 days (P3F)</u> District SPED Secretary District Admin Assistant <u>202 days (P3A , P3G)</u> Outreach Specialist HS Bookkeeper Principal/Campus Secretary Instructional Support Aide + Coaching	<u>217 days (P3C)</u> PEIMS Attendance Clerk Principal/Campus Secretary District SPED Secretary <u>226 days (P3D)</u> PEIMS Specialist Technology Technician Maintenance Secretary Athletic Secretary Principal/Campus Secretary	Hourly \$16.48	\$24.21	\$31.93
P4	<u>202 days (P4A)</u> School Resource Officer <u>226 days (P4B)</u> Special Education Specialist Network Specialist PEIMS Coordinator Accounts Payable Specialist Accountant Accounting Specialist Technology Director	<u>226 days cont.</u> HR Specialist Payroll Supervisor Superintendent Secretary District Admin Assistant Accounting Assistant Child Nutrition Specialist <u>235 days (P4C)</u> Maintenance Director Transportation Director	Hourly \$18.54	\$31.67	\$44.81

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Auxiliary

Pay Grade/Calendars	Job Title	Minimum	Midpoint	Maximum
AUX—180 days (A01—A06)	Hourly	\$10.04	\$16.74	\$30.13
	Bus Driver			
	Bus Aide			
	Route Coordinator			
AUX—181 days (A07—A09)				
	Cafeteria Worker			
AUX—184 days (A10)				
	Cafeteria Manager			
AUX—218 days (A11)				
	Custodial Worker			
AUX—226 (A12)				
	Custodial Worker			
AUX—230 (A13)				
	Mechanic			
AUX—235 (A14)				
	Custodian Supervisor			
	Custodian Worker			
	Lead Custodian			
	Night Security			
	Licensed HVAC			
	Grounds Keeper			
	Licensed Electrician			
	Maintenance Specialist			
	Maintenance Painter			

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Professional/Administrative

Pay Grade/Calendars	Job Title	Minimum	Midpoint	Maximum																												
PR1—187 days		<table><tr><th>Hourly</th><td></td><td></td><td></td></tr><tr><td>187 days</td><td>\$48,153</td><td>\$66,932</td><td>\$85,711</td></tr><tr><td>197 days</td><td>\$50,728</td><td>\$70,511</td><td>\$90,295</td></tr><tr><td>202 days</td><td>\$52,015</td><td>\$72,301</td><td>\$92,587</td></tr><tr><td>207 days</td><td>\$53,303</td><td>\$74,090</td><td>\$94,878</td></tr><tr><td>217 days</td><td>\$55,878</td><td>\$77,670</td><td>\$99,462</td></tr><tr><td>226 days</td><td>\$65,877</td><td>\$95,556</td><td>\$125,236</td></tr></table>			Hourly				187 days	\$48,153	\$66,932	\$85,711	197 days	\$50,728	\$70,511	\$90,295	202 days	\$52,015	\$72,301	\$92,587	207 days	\$53,303	\$74,090	\$94,878	217 days	\$55,878	\$77,670	\$99,462	226 days	\$65,877	\$95,556	\$125,236
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	Speech Language Pathology Asst.																															
	Speech Language Pathologist																															
	Registered Nurse																															
	Special Education Counselor																															
	Librarian/Media Specialist																															
PR2—197 days																																
	Registered Nurse Lead																															
	Social Worker																															
	Speech Language Pathologist Lead																															
	School Psychologist																															
		PR6—226																														
			Counselor HS Lead																													
			Athletic Trainer																													
			Asst. Director of Athletics																													
			Director of Athletics																													
			Band Director																													
			Director of Special Programs																													
			Director of Community Outreach																													
			Principal JR High																													
			Principal HS																													
			Asst. Superintendent of Finance																													
			Asst. Superintendent of Administration																													
			Asst. Superintendent of Academics																													
PR3—202 days																																
	Diagnostician																															
	Counselor K-6																															
PR4—207 days																																
	Counselor HS																															
	Counselor JR High																															
	Assistant Principal K-6																															
PR5—217 days																																
	Director of Bilingual & Accountability																															
	Assistant Principal HS																															
	Assistant Principal JR High																															
	Principal K-6																															