

Smithville I.S.D.



Proposed 2022-2023 Salary Schedules

Based upon Current Law as of May, 2022

Cheryl Burns, Superintendent
Jean Ann McCarthy, Chief Financial Officer
(Proposed to the Board of Trustees 5/16/22)

Smithville Independent School District

2022-2023 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	\$ 45,000	\$ 46,100
\$34,390	1	\$ 45,065	\$ 46,165
\$35,100	2	\$ 46,150	\$ 47,250
\$35,830	3	\$ 46,755	\$ 47,855
\$37,350	4	\$ 46,805	\$ 47,905
\$38,880	5	\$ 48,110	\$ 49,210
\$40,410	6	\$ 49,370	\$ 50,470
\$41,830	7	\$ 50,375	\$ 51,475
\$43,170	8	\$ 50,700	\$ 51,800
\$44,440	9	\$ 51,405	\$ 52,505
\$45,630	10	\$ 51,680	\$ 52,780
\$46,770	11	\$ 51,945	\$ 53,045
\$47,850	12	\$ 52,380	\$ 53,480
\$48,850	13	\$ 52,900	\$ 54,000
\$49,810	14	\$ 53,185	\$ 54,285
\$50,710	15	\$ 53,605	\$ 54,705
\$51,570	16	\$ 54,335	\$ 55,435
\$52,370	17	\$ 55,275	\$ 56,375
\$53,140	18	\$ 56,230	\$ 57,330
\$53,860	19	\$ 57,470	\$ 58,570
\$54,540	20	\$ 58,225	\$ 59,325
\$54,540	21	\$ 59,185	\$ 60,285
\$54,540	22	\$ 59,940	\$ 61,040
\$54,540	23	\$ 60,810	\$ 61,910
\$54,540	24	\$ 61,395	\$ 62,495
\$54,540	25	\$ 61,830	\$ 62,930
\$54,540	26	\$ 62,655	\$ 63,755
\$54,540	27	\$ 63,570	\$ 64,670
\$54,540	28	\$ 64,460	\$ 65,560
\$54,540	29	\$ 65,345	\$ 66,445
\$54,540	30+	\$ 65,960	\$ 67,060

Contractual Days	
Teachers	187
Librarians	192
DAEP/Tiger Acad Coordinator	192
Instructional Coach	197
Nurse (RN)	192
Const Trades Teachers	202
Ag Teachers	212

Teacher Pay Scale

BAND AND COACHING EXTRA DUTY SALARIES

2022/2023

BAND/COACHING EXTRA DUTY SALARIES FOR:

SALARY

Band Directorship	\$8,700	9000
Band High School Assistant Director (HS/JH)	\$5,600	6300
Band Jr. High Directorship	\$4,600	5300
Women's Athletic Coordinator	\$4,500	4875
Jr. High Athletic Coordinator	\$1,800	2150
Baseball/Softball Varsity Assistant Coaching Duties	\$2,300	2900
Baseball/Softball Varsity Head Coaching Duties	\$3,700	4725
Basketball Jr. High Coaching Duties	\$1,800	1900
Basketball Varsity Assistant Coaching Duties	\$2,300	2900
Basketball Varsity Head Coaching Duties	\$3,700	4725
Cross Country Assistant Coaching Duties (Boys & Girls)	\$2,000	
Cross Country Head Coaching Duties (Boys & Girls)	\$3,200	3725
Football Assistant Coaching Duties	\$2,700	4100
Football Varsity Defensive Coordinator Coaching Duties	\$4,000	5375
Football Varsity Offensive Coordinator Coaching Duties	\$4,000	5375
Golf Head Coaching Duties (Boys & Girls)	\$2,700	3100
Powerlifting Assistant Coaching Duties (Boys & Girls)	\$2,000	2125
Powerlifting Head Coaching Duties	\$3,200	3475
Soccer Assistant Coaching Duties	\$2,300	2725
Soccer Head Coaching Duties	\$3,500	4500
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	3500
Track Assistant Coaching Duties	\$2,000	2625
Track Varsity Head Coaching Duties (Boys)	\$3,200	
Track Varsity Head Coaching Duties (Girls)	\$3,200	
Volleyball Jr. High Coaching Duties	\$2,000	2140
Volleyball Varsity Assistant Coaching Duties	\$2,300	2900
Volleyball Varsity Head Coaching Duties	\$3,700	4850
Strength & Conditioning Coaching Duties	\$2,000	
Athletic Trainer	\$2,000	2500
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

2022/2023

Cheerleader Varsity Sponsor	\$2,400	3125
Cheerleader Varsity Assistant Sponsor	\$1,700	1850
Cheerleader Jr. High Sponsor	\$1,400	1450
Cheerleader Jr. High Assistant Sponsor	\$800	
High School One Act Play Sponsor (UIL)	\$2,100	2450
High School Assistant One Act Play Sponsor (UIL)	\$750	
CTE Student Organization Sponsor	\$2,000	2800
Robotics Sponsor (UIL)*	\$1,500	
Robotics Assistant Sponsor (UIL)*	\$500	
Destination Imagination Sponsor	\$750	
Texas Future Problem Solvers Sponsor	\$750	
Accounting (UIL)*	\$250	435
Calculator Applications (UIL)*	\$250	435
Computer Applications (UIL)*	\$250	435
Computer Science (UIL)*	\$250	435
Current Issues & Events (UIL)*	\$250	435
CX Debate (UIL)*	\$500	625
Editorial Writing (UIL)*	\$250	435
Feature Writing (UIL)*	\$250	435
Headline Writing (UIL)*	\$250	435
Extemporaneous/Informative Speaking (UIL)*	\$500	
Keyboarding (UIL)*	\$250	435
Literary Criticism (UIL)*	\$250	435
Lincoln Douglas Debate (UIL)*	\$500	625
Mathematics (UIL)*	\$250	435
Newswriting (UIL)*	\$250	435
Number Sense (UIL)*	\$250	435
Persuasive Speaking (UIL)*	\$500	
Poetry Interpretation (UIL)*	\$500	
Prose Interpretation (UIL)*	\$500	
Ready Writing (UIL)*	\$250	435
Science (UIL)*	\$250	435
Social Studies (UIL)*	\$250	435
Spelling (UIL)*	\$250	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	\$800	900
Junior High Student Council Sponsor	\$350	425
High School UIL Coordinator	\$1,000	1250
Junior High UIL Coordinator	\$500	650
Elementary UIL Coordinator	\$500	
High School National Honor Society	\$800	
Junior National Honor Society	\$350	425
LEO High School Sponsor	\$300	

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

SUPPLEMENTAL COMPENSATION

2022/2023

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	2000
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	
DAEP/Tiger Academy Coordinator	\$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	
Retention Stipend - For all employees that complete their contractual obligation (required number of days) To be paid on 6/29/23	\$1,000	

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	80/day
*Degreed substitute	\$85 per day	90/day
** Degreed-Certified substitute teachers	\$90 per day	95/day

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

Non-degreed substitute	\$80 per day	85/day
*Degreed substitute	\$90 per day	95/day
**Degreed-Certified substitute teachers	\$105 per day	115/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	10.50/hr
5-10 Years School Cafeteria Experience	\$10.50 per hour	10.75/hr
11-15 Years School Cafeteria Experience	\$10.75 per hour	11.00/hr
16+ Years School Cafeteria Experience	\$11.00 per hour	11.25/hr

*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 2022-2023

Monthly Rates			
Pay Grade	Minimum	Midpoint	Maximum
1	\$5,050	\$6,295	\$7,540
2	\$5,200	\$6,448	\$7,695
3	\$5,775	\$7,063	\$8,350
4	\$6,400	\$7,700	\$9,000
5	\$6,900	\$8,200	\$9,500

10 Month Annual Salary (187/192/197 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$50,500	\$62,950	\$75,400
2	\$52,000	\$64,475	\$76,950
3	\$57,750	\$70,625	\$83,500
4	\$64,000	\$77,000	\$90,000
5	\$69,000	\$82,000	\$95,000

11 Month Annual Salary (202/207/212/214 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$55,550	\$69,245	\$82,940
2	\$57,200	\$70,923	\$84,645
3	\$63,525	\$77,688	\$91,850
4	\$70,400	\$84,700	\$99,000
5	\$75,900	\$90,200	\$104,500

12 Month Annual Salary (226/247 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$60,600	\$75,540	\$90,480
2	\$62,400	\$77,370	\$92,340
3	\$69,300	\$84,750	\$100,200
4	\$76,800	\$92,400	\$108,000
5	\$82,800	\$98,400	\$114,000

Smithville Independent School District Administrative/Professional Pay Grades

Pay Grade 1		Days
	Speech Therapist	187
	504 Facilitator/District Testing Coordinator	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
	Certified Counselor, High School	207
	Assistant Principal, Primary	207
	Assistant Principal, Elementary	207
	Director of Child Nutrition	226
	Director of Maintenance & Transportation	247

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

Pay Grade 4		Days
	Special Programs Coordinator	214
	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 State & Federal Programs	226
	Principal, High School	226

Smithville Independent School District

Clerical / Paraprofessional Pay Scale 2022-2023

Hourly Rates			
Pay Grade	Minimum	Midpoint	Maximum
1	\$12.00	\$17.80	\$20.40
2	\$12.25	\$19.00	\$27.10
3	\$12.75	\$20.90	\$28.25
4	\$14.85	\$23.30	\$30.05
5	\$18.00	\$28.05	\$34.60

10 Month Annual Salary (187/191/197 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$16,830	\$24,965	\$28,611
2	\$17,181	\$26,648	\$38,008
3	\$17,882	\$29,312	\$39,621
4	\$20,827	\$32,678	\$42,145
5	\$25,245	\$39,340	\$48,527

11 Month Annual Salary (202/207/212 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$18,180	\$26,967	\$30,906
2	\$18,559	\$28,785	\$41,057
3	\$19,316	\$31,664	\$42,799
4	\$22,498	\$35,300	\$45,526
5	\$27,270	\$42,496	\$52,419

12 Month Annual Salary (226 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$20,340	\$30,171	\$34,578
2	\$20,764	\$32,205	\$45,935
3	\$21,611	\$35,426	\$47,884
4	\$25,171	\$39,494	\$50,935
5	\$30,510	\$47,545	\$58,647

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
	Campus, Receptionist	197
	BP/Elem Registrar	202
	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
	Curriculum & Instruction Secretary	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					
2022-2023					
Years Experience/ Step	Pay Grade 1	Pay Grade 2	Pay Grade 3	Pay Grade 4	Pay Grade 5
0	12.00	12.25	12.75	14.85	18.00
1	12.05	12.40	13.02	15.23	18.48
2	12.10	12.45	13.10	15.29	18.56
3	12.15	12.50	13.34	15.52	18.95
4	12.21	12.54	13.72	15.91	19.35
5	12.24	12.88	14.12	16.37	19.90
6	12.29	13.05	14.23	16.51	20.11
7	12.75	13.77	15.00	17.30	21.01
8	13.20	14.34	15.62	17.98	21.76
9	13.58	14.74	16.07	18.54	22.38
10	13.86	15.27	16.49	19.08	22.89
11	14.70	15.83	17.20	19.62	23.70
12	15.11	16.41	17.82	20.23	24.38
13	15.21	17.44	18.42	21.13	25.08
14	15.63	17.93	19.05	21.75	25.82
15	16.04	18.06	19.66	22.06	26.55
16	16.60	18.46	20.28	22.66	27.29
17	17.80	19.00	20.90	23.30	28.05
18	18.32	19.53	20.95	23.42	27.88
19	18.46	19.82	21.24	24.13	29.76
20	18.61	20.18	21.63	25.07	30.63
21	18.75	20.74	22.11	25.82	30.83
22	18.88	20.92	22.74	26.33	31.49
23	18.99	21.29	22.98	27.11	32.16
24	19.07	21.65	23.43	28.09	32.82
25	19.19	22.02	24.10	28.93	32.88
26	19.23	22.40	24.54	29.00	33.05
27	19.28	22.74	24.78	29.20	33.55
28	19.40	23.12	25.22	29.23	33.69
29	19.53	23.50	25.70	29.26	33.85
30	19.66	23.79	26.44	29.30	33.86
31	19.78	24.27	26.64	29.46	33.87
32	19.91	24.96	27.11	29.85	34.06
33	20.27	25.66	27.56	29.88	34.23
34	20.32	26.39	28.04	29.96	34.41
35	20.40	27.10	28.25	30.05	34.60

Smithville Independent School District

Manual Trades Pay Scale 2022-2023

Hourly Rates			
Pay Grade	Minimum	Midpoint	Maximum
1	\$11.50	\$12.40	\$14.25
2	\$12.00	\$14.60	\$17.45
3	\$13.55	\$17.30	\$21.05
4	\$14.05	\$18.40	\$23.05
5	\$16.65	\$21.15	\$25.55
6	\$17.10	\$20.65	\$24.00
7	\$18.95	\$24.05	\$29.00

Smithville Independent School District Manual Trades Pay Grades

Pay Grade 1		Days
	Bus Monitor	172
	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	172
	Food Service Distributor Mgr	180

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	172

Pay Grade 7		Days
	Certified Tradesman / Carpenter	247