



**BELTON ISD
COMPENSATION PLAN
2022-2023**

	2% Admin; 4% Prof; 6% Para/Aux
Category	Cost Increase
<u>Teachers, Librarians and Nurses</u>	
Increase	\$2,407,560
Adjustment due to hiring schedule change (EXP 24-30)	\$110,400
Subtotal Teachers	\$2,517,960
<u>Administrative/Professional</u>	
Increase	\$710,415
Subtotal Administrative/Professional	\$710,415
<u>Clerical/Paraprofessional</u>	
Increase	\$576,151
Subtotal Clerical/Paraprofessional	\$576,151
<u>Auxiliary</u>	
Increase	\$637,265
Subtotal Auxiliary	\$637,265
Stipend Adjustments (\$1,500 to \$2,500 for SP ED)	\$210,000
Mentor Stipend	\$50,000
Equity/Market Adjustments	\$236,224
Referral Incentive (\$500 per referral)	\$150,000
Subtotal Stipends	\$646,224
Total Cost Estimate	\$5,088,015

Belton ISD
2022-2023 Hiring Schedule for
Classroom Teachers, Librarians, and Nurses (RN)

Years of Experience	Bachelor's Degree Salary	Master's Degree Salary
0	\$53,500	\$54,500
1	\$53,800	\$54,800
2	\$54,100	\$55,100
3	\$54,400	\$55,400
4	\$54,700	\$55,700
5	\$55,000	\$56,000
6	\$55,300	\$56,300
7	\$55,600	\$56,600
8	\$56,100	\$57,100
9	\$56,600	\$57,600
10	\$57,100	\$58,100
11	\$57,600	\$58,600
12	\$58,100	\$59,100
13	\$58,600	\$59,600
14	\$59,100	\$60,100
15	\$59,600	\$60,600
16	\$60,100	\$61,100
17	\$60,600	\$61,600
18	\$61,100	\$62,100
19	\$61,600	\$62,600
20	\$62,100	\$63,100
21	\$62,600	\$63,600
22	\$63,100	\$64,100
23	\$63,600	\$64,600
24	\$64,100	\$65,100
25	\$65,070	\$66,070
26	\$66,040	\$67,040
27	\$66,540	\$67,540
28	\$67,494	\$68,494
29	\$68,147	\$69,147
30	\$68,856	\$69,856

NOTE: Salaries listed are based on (187 Day) 10-month employment. Salary scales are for the current year only and used for placement of new hires. Salary steps do not represent future salaries for returning employees.

2022-2023 Administrative/Professional Compensation Plan

Pay Grade

1 Assistant, COTA

Assistant, Speech and Language
Communications Specialist
Digital Media Specialist
Foster Care/Homeless Liaison
Intern
Multimedia Specialist
ROTC Instructors
Staff Accountant
Truancy Officer

		Minimum	Midpoint	Maximum
Daily		\$278.44	\$334.13	\$389.92
187 Days		52,068	62,482	72,915
197 Days		54,853	65,824	76,814
207 Days		57,637	69,165	80,713
226 Days		62,927	75,513	88,122

2 Advisor, College & Career

Assistant Director (SN & Transportation)
Athletic Trainer
Behavior Specialist
Certified Occupational Therapist
Coach, Head Swim Club
*Coordinator
Counselor
Counselor, Lead
Facilitator
Information Systems Administrator
Instructional Coach (Elementary)
Operations Supervisor
Specialist, PEIMS & SIS
Systems Administrator
(*Coordinator excludes DAEP, Digital Learning and SP ED)

		Minimum	Midpoint	Maximum
Daily		\$294.99	\$351.62	\$408.24
187 Days		55,163	65,752	76,341
197 Days		58,113	69,268	80,423
207 Days		61,063	72,784	84,506
217 Days		64,013	76,300	88,588
226 Days		66,668	79,465	92,262

3 Assistant Principal

Coordinator, Advanced Academic Services
Coordinator, Digital Learning
Coordinator, District Alternative Education Program
Coordinator, Special Education
Diagnostician
LSSP
Speech Therapist

		Minimum	Midpoint	Maximum
Daily		\$299.57	\$359.57	\$419.56
197 Days		59,015	70,834	82,653
217 Days		65,007	78,026	91,045
226 Days		67,703	81,262	94,821

4 Assistant Director, Athletics

Assistant Director, Technology
Manager, Payroll
Manager, PEIMS

		Minimum	Midpoint	Maximum
Daily		\$312.18	\$376.07	\$439.96
217 Days		67,743	81,607	95,471
226 Days		70,553	84,992	99,431

5 Associate Principal

		Minimum	Midpoint	Maximum
Daily		\$327.79	\$391.27	\$454.74
226 Days		74,081	88,426	102,771

- 6** Principal, Elementary
Principal, DAEP

	Minimum	Midpoint	Maximum
Daily	\$350.30	\$417.13	\$483.95
217 Days	76,015	90,516	105,017
226 Days	79,168	94,270	109,373

- 7** Director
Principal, Middle School
Principal, Belton New Tech High School @ Waskow

	Minimum	Midpoint	Maximum
Daily	\$365.76	\$441.24	\$516.71
226 Days	82,662	99,719	116,776

- 8** Head Football Coach

	Minimum	Midpoint	Maximum
Daily	\$406.01	\$488.63	\$571.25
226 Days	91,758	110,430	129,103

- 9** Athletic Director
Executive Director
Principal, Comprehensive High School

	Minimum	Midpoint	Maximum
Daily	\$437.88	\$525.46	\$613.03
226 Days	98,961	118,753	138,545

- 10** Assistant Superintendent
CFO
CTO

	Minimum	Midpoint	Maximum
Daily	\$515.44	\$600.50	\$685.55
226 Days	116,489	135,712	154,934

- 11** Deputy Superintendent

	Minimum	Midpoint	Maximum
Daily	\$590.00	\$688.05	\$786.10
226 Days	133,340	155,499	177,659

2022-2023 Clerical/Paraprofessional Compensation Plan

2 Assistant, Office Receptionist, Support Services

	Minimum	Midpoint	Maximum
Hourly	\$11.12	\$14.45	\$17.78
Daily	\$88.96	\$115.60	\$142.24
187 Days	16,636	21,617	26,599
197 Days	17,525	22,773	28,021
217 Days	19,304	25,085	30,866
226 Days	20,105	26,126	32,146

3 Assistant, Instructional Technology Assistant, Office (High School) Attendance Officer (High School) Clerk, 504 Clerk, Accts. Payable- School Nutrition & Transp. Clerk, Assessment (Sp Ed) Clerk, Attendance Clerk, PEIMS Clerk, Recpt/Attendance (BNTH) Coord, Transportation Trip Dispatcher, Transportation Educational Aide Library-Digital Information Assistant Nurse's Aide Payroll/Dispatcher, Transportation Receptionist (Campus & HR) Registrar (Middle School, PEIMS) Secretary, Assistant Principal/Counselor Secretary, DAEP Special Needs Router, Transportation Technician, Behavior Trip Coordinator/Bus Driver, Transportation

	Minimum	Midpoint	Maximum
Hourly	\$12.50	\$15.63	\$18.75
Daily	\$100.00	\$125.00	\$150.00
187 Days	18,700	23,375	28,050
192 Days	19,200	24,000	28,800
197 Days	19,700	24,625	29,550
202 Days	20,200	25,250	30,300
207 Days	20,700	25,875	31,050
217 Days	21,700	27,125	32,550
226 Days	22,600	28,250	33,900

4 Clerk, Print Shop Route Supervisor, Transportation Safety Trainer, Transportation Secretary, Administrative Secretary, BNTHS @ Waskow Secretary (Elementary & Middle School) Technician, Technology

	Minimum	Midpoint	Maximum
Hourly	\$14.36	\$17.96	\$21.55
Daily	\$114.88	\$143.64	\$172.40
187 Days	21,483	26,861	32,239
197 Days	22,631	28,297	33,963
207 Days	23,780	29,733	35,687
217 Days	24,929	31,170	37,411
226 Days	25,963	32,463	38,962

- 5** Administrative Assistant
 Campus Bookkeeper (High School)
 Clerk, Accounts Payable (Business Office)
 Computer Technician
 District Receptionist
 Licensed Vocation Nurse (LVN)
 Secretary, Principal (High School)

	Minimum	Midpoint	Maximum
Hourly	\$16.52	\$20.65	\$24.78
Daily	\$132.16	\$165.20	\$198.24
187 Days	24,714	30,892	37,071
197 Days	26,036	32,544	39,053
217 Days	28,679	35,848	43,018
226 Days	29,868	37,335	44,802

- 6** Assistant, Accounting
 Assistant, Natatorium
 Client Systems Specialist
 Specialist, Auxiliary/Paraprofessional
 Specialist, Certification
 Specialist, Employee Benefits
 Specialist, Human Resources
 Specialist, Payroll
 Specialist, PEIMS
 Specialist, Student Management & Testing
 Technician, Help Desk Lead
 Technician, Network

	Minimum	Midpoint	Maximum
Hourly	\$18.83	\$23.52	\$28.20
Daily	\$150.64	\$188.12	\$225.60
187 Days	28,170	35,178	42,187
197 Days	29,676	37,060	44,443
217 Days	32,689	40,822	48,955
226 Days	34,045	42,515	50,986

- 7** Executive Assistant

	Minimum	Midpoint	Maximum
Hourly	\$21.85	\$27.32	\$32.78
Daily	\$174.80	\$218.52	\$262.24
187 Days	32,688	40,863	49,039
197 Days	34,436	43,048	51,661
217 Days	37,932	47,419	56,906
226 Days	39,505	49,386	59,266

2022-2023 Auxiliary Compensation Plan

- 1** Cafeteria Monitor
Campus Worker
Custodian
School Crossing Guard
School Nutrition, Specialist
Transportation, Special Ed Bus Aide

		Minimum	Midpoint	Maximum
Hourly		\$11.00	\$13.20	\$15.40
173	Days	15,224	18,269	21,314
184	Days	16,192	19,430	22,669
185	Days	16,280	19,536	22,792
187	Days	16,456	19,747	23,038
226	Days	19,888	23,866	27,843
260	Days	22,880	27,456	32,032

- 2** Courier, Business Office
School Nutrition, Lead Specialist
School Nutrition, Mgr Trainee
Swim Center, Lifeguard
Transportation, Dock Personnel
Warehouse Worker, Purchasing

		Minimum	Midpoint	Maximum
Hourly		\$11.50	\$13.80	\$16.10
173	Days	15,916	19,099	22,282
183	Days	16,836	20,203	23,570
185	Days	17,020	20,424	23,828
187	Days	17,204	20,645	24,086
207	Days	19,044	22,853	26,662
226	Days	20,792	24,950	29,109
260	Days	23,920	28,704	33,488

- 3** Groundskeeper
Inventory Lead Clerk, Maintenance
Lead Custodian (excludes high school)
Manager, School Nutrition (excludes high school)
Roofer
Security Officer (High School)
Swim Center, Senior Life Guard
Tech, Facilities

		Minimum	Midpoint	Maximum
Hourly		\$13.04	\$15.72	\$18.39
188	Days	19,612	23,635	27,659
226	Days	23,576	28,413	33,249
260	Days	27,123	32,687	38,251

- 3.1** Groundskeeper, Crew Leader

		Minimum	Midpoint	Maximum
Hourly		\$14.63	\$17.55	\$20.46
188	Days	22,004	26,388	30,772
226	Days	26,451	31,721	36,992
260	Days	30,430	36,494	42,557

- 4** Assistant, Swim Club
Carpenter
Coordinator, IPM
Custodian, HS Lead
Groundskeeper Supervisor
Locksmith
Painter Assistant
Plumber Assistant
School Nutrition Manager, HS

		Minimum	Midpoint	Maximum
Hourly		\$16.30	\$19.80	\$23.30
188	Days	24,515	29,779	35,043
207	Days	26,993	32,789	38,585
226	Days	29,470	35,798	42,126
260	Days	33,904	41,184	48,464

- 4.1** Supervisor, Custodial
Supervisor, School Nutrition
Transportation, Driver
Transportation, Driver/Special Education
Transportation, Fueler/Driver
Transportation, Video Specialist/Driver

		Minimum	Midpoint	Maximum
Hourly		\$17.00	\$20.65	\$24.30
188	Days	22,004	26,388	30,772
226	Days	26,451	31,721	36,992
260	Days	30,430	36,494	42,557

- 5** Carpenter, Lead
 Coordinator, School Nutrition
 Foreman, Shop
 Maintenance, HVAC/Electrician Journeyman
 Manager, Facilities/Construction
 Painter, Lead
 Technician, Refrigeration Equipment
 Transportation, Mechanic

		Minimum	Midpoint	Maximum
Hourly		\$19.57	\$23.59	\$27.60
226 Days		35,383	42,642	49,901
260 Days		40,706	49,057	57,408

- 6** Maintenance, Licensed Plumber
 Maintenance, Master Electrician/HVAC
 Maintenance, Special Systems Technician
 Transportation, Shop Foreman

		Minimum	Midpoint	Maximum
Hourly		\$24.24	\$29.10	\$33.95
226 Days		43,826	52,604	61,382
260 Days		50,419	60,518	70,616

2022-2023 SUBSTITUTE TEACHER PAYSCALE (DAILY RATES)

Non-Degreed	Degreed	State Certified/RN	Long Term			Days to Long Term
			Non-Degreed	Degreed	State Certified	
\$75.00	\$85.00	\$100.00	\$85.00	\$95.00	\$110.00	11

RETENTION SUPPLEMENT

The Superintendent may recommend a retention supplement to all eligible employees in accordance with the parameters outlined below, at an amount set by the Board, if the issuance of the retention supplement would not impair the district's other financial obligations or create a financial hardship for the District. The purpose of any retention supplement is to retain competent and experienced persons to serve as employees of the District. The amount of any such payment will be set by the Board at the time the payment is authorized, based on the District's financial status.

To be eligible to receive the retention supplement, a district employee must satisfy all of the following criteria:

- Employee must be actively employed as of the date the retention supplement is authorized;
- Employee is working, or on approved family, medical, or military leave, at the time payment is authorized and when it is issued;
- Employee is not or has not prior to the issuance of the retention supplement:
 - indicated an intent to resign or retire prior to the end of the employee's duty calendar;
 - been terminated, or proposed for termination;
 - been non-renewed or proposed for non-renewal; or
 - otherwise provided documentation showing an intent to separate from employment prior to the end of the employee's duty year; and
- Employee is not, at the time any retention supplement is authorized or issued:
 - Temporary employees (i.e. substitutes, contract services, student workers, and extra help) are not eligible for the retention supplement; or
 - Under a pending investigation for alleged wrongdoing at the time any retention supplement is authorized or issued provided, however, if an employee is under investigation for alleged wrongdoing is exonerated, they will be entitled to the retention supplement.

The Board may, at the time any retention supplement is authorized, establish additional eligibility criteria.

Employees have no property right in the continuation of any retention supplement in future years.

TEACHER INCENTIVE ALLOTMENT

The Board of Trustees may adjust the compensation reflected in this plan as necessary to utilize funds available under the Teacher Incentive Allotment which were not known at the time this plan was adopted. Distribution of Teacher Incentive Allotment funds will comply with state law and Texas Education Agency guidance.