

Model 2

The following pages include a summary cost estimate, proposed teacher hiring schedule, and proposed pay plans for exempt and nonexempt pay groups for this model.

- Teachers receive a 2.0 percent of market general pay increase (GPI), equal to a \$1,250 increase per continuing teacher
- Other pay groups, including administrative professional, administrative/instructional support, and auxiliary, receive a 2.0 percent of midpoint GPI

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2023-2024 Current Costs
Teachers					
\$55,850 starting salary	257		\$332,158		\$15,430,381
^{1c} General pay increase - 2.0% (\$1,250)		257	\$320,993	2.1%	
Adjustments - hiring schedule equity		2	\$11,165	0.1%	
Administrative Professional			\$123,961		\$5,136,091
^{1c} General pay increase - 2.0% of pay range midpoint		61	\$105,954	2.1%	
General pay increase - 2.0% to employees over range max		1	\$1,232	0.0%	
Adjustments - teacher pay equity		6	\$8,586	0.2%	
Adjustments - strategic		10	\$8,189	0.2%	
Administrative/Instructional			\$75,103		\$2,872,725
^{1c} General pay increase - 2.0% of pay range midpoint		108	\$58,064	2.0%	
General pay increase - 2.0% to employees over range max		5	\$3,286	0.1%	
Adjustments - placement scale		6	\$13,753	0.5%	
Auxiliary			\$68,287		\$2,999,899
^{1c} General pay increase - 2.0% of pay range midpoint		109	\$63,767	2.1%	
General pay increase - 2.0% to employees over range max		2	\$1,021	0.0%	
Adjustments - placement scale		1	\$3,499	0.1%	
Subtotal - General Pay Increase	257	543	\$554,317	2.1%	
Subtotal - Implementation/Equity Adjustments		25	\$45,192	0.2%	
Total Cost Estimate			\$599,509	2.3%	\$26,439,096

Footnotes:

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

Decatur ISD

2024-2025 New Hire Guide for Teachers

Model 2: \$55,850 starting, 2.0% GPI

Years of Experience	New Hire Salary
0	\$55,850
1	\$56,250
2	\$56,650
3	\$57,050
4	\$57,450
5	\$58,000
6	\$58,400
7	\$58,800
8	\$59,200
9	\$59,600
10	\$60,000
11	\$60,400
12	\$60,800
13	\$61,200
14	\$61,975
15	\$62,275
16	\$62,575
17	\$62,875
18	\$63,175
19	\$63,475
20	\$63,775
21	\$64,075
22	\$64,450
23	\$65,550
24	\$66,550
25+	\$67,575

Continuing Teachers will receive an increase of
\$1,250

The salaries listed above are based on 10-month employment for the 2024-2025 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.

\$1,000 Master's Degree - General Stipend

2024-2025 Proposed Administrative Professional Pay Plan

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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
2			Daily	\$266.23	\$320.76	\$375.29	\$6.42
	Asst Speech Therapist	192	192 Days	51,116	61,586	72,056	1,232
	Coordinator - Instructional Technology	226	202 Days	53,778	64,794	75,809	1,296
	Coordinator - MTSS	202	207 Days	55,110	66,397	77,685	1,328
	Coordinator - PEIMS	226	226 Days	60,168	72,492	84,816	1,450
	Coordinator - Testing HS	207					
	Director - Custodial	226					
	Director - Transportation	226					
	Emergency Management	226					
3			Daily	\$298.18	\$359.25	\$420.32	\$7.19
	Athletic Trainer	226	187 Days	55,760	67,180	78,600	1,344
	Coordinator - District GT	187	202 Days	60,232	72,569	84,905	1,451
	Instructional Coach	218	218 Days	65,003	78,317	91,630	1,566
	Librarian	202	226 Days	67,389	81,191	94,992	1,624
	Network Administrator	226					
	Nurse	187					
4			Daily	\$316.07	\$380.81	\$445.55	\$7.62
	Asst Principal - ES	207	187 Days	59,105	71,211	83,318	1,424
	Asst Principal - MS	218	192 Days	60,685	73,116	85,546	1,462
	Counselor - ES	202	202 Days	63,846	76,924	90,001	1,538
	Counselor - HS	207	207 Days	65,426	78,828	92,229	1,577
	Counselor - MS	207	218 Days	68,903	83,017	97,130	1,660
	Diagnostician	202					
	Occupational Therapist	187					
	Speech Teacher	192					
	Speech Therapist	192					
5			Daily	\$338.52	\$407.85	\$477.18	\$8.16
	Asst Principal - HS	218	207 Days	70,074	84,425	98,776	1,689
	Director - Band	207	218 Days	73,797	88,911	104,025	1,778
6			Daily	\$363.91	\$438.44	\$512.97	\$8.77
	Director - Child Nutrition	226	226 Days	82,244	99,087	115,931	1,982
	Director - Communications	226					
	Director - District Testing	226					
	Principal - ES	226					
7			Daily	\$406.12	\$489.30	\$572.48	\$9.79
	Director - Special Education	226	226 Days	91,783	110,582	129,380	2,212
	Director - Technology	226					
	Principal - MS	226					

2024-2025 Proposed Administrative Professional Pay Plan

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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
8			Daily	\$487.75	\$587.65	\$687.55	\$11.75
	Director - Athletics	226	226 Days	110,232	132,809	155,386	2,656
	Exec Director - Operations	226					
	Principal - HS	226					
9			Daily	\$526.77	\$634.66	\$742.55	\$12.69
	Asst Superintendent - Human Resources	226	226 Days	119,050	143,433	167,816	2,869
	Asst Superintendent - Teaching & Learning	226					
	Chief Financial Officer	226					

2024-2025 Proposed Administrative/Instructional Pay Plan

Decatur ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
1			Hourly	\$13.00	\$15.66	\$18.32	\$0.31
	Aide - Instructional	187	187 Days	18,233	21,963	25,694	435
	Aide - ISS	187					
	Aide - PE	187					
2			Hourly	\$13.90	\$16.74	\$19.58	\$0.33
	Aide - Behavior	187	187 Days	19,495	23,478	27,461	463
	Aide - Bilingual	187	226 Days	23,561	28,374	33,188	559
	Aide - Bilingual PK	187					
	Aide - Bilingual Title 3	187					
	Aide - Credit Recovery	187					
	Aide - DAEP	187					
	Aide - ECSE 3	187					
	Aide - ECSE 4	187					
	Aide - Inclusion	187					
	Aide - Intervention	187					
	Aide - Library	187					
	Aide - Math Title I	187					
	Aide - Nurse	187					
	Aide - PreK	187					
	Aide - PreK Title I	187					
	Aide - Spanish Teacher	187					
	Aide - SPED	187					
	Aide - SPED Life Skills	187					
	Aide - SPED PreK	187					
	Aide - SPED PreK Title I	187					
	Aide - SPED Resource	187					
	Aide - Title I	187					
	Attendance Clerk - ES	187					
	Attendance Clerk - HS	226					
	Attendance Clerk - MS	187					
	Receptionist	187					
3			Hourly	\$15.25	\$18.37	\$21.49	\$0.37
	Admin Asst - Counselor	187	187 Days	21,388	25,764	30,140	519
	Clerk - Data	207	207 Days	23,676	28,519	33,363	574
4			Hourly	\$18.00	\$21.68	\$25.36	\$0.43
	Admin Asst - Child Nutrition	226	218 Days	29,430	35,447	41,464	703
	Admin Asst - PEIMS	218, 226	226 Days	30,510	36,748	42,985	729
	Admin Asst - Principal MS	218					
	Receptionist - District	226					

2024-2025 Proposed Administrative/Instructional Pay Plan

Decatur ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
5			Hourly	\$20.88	\$25.15	\$29.42	\$0.50
	Admin Asst - Athletic	207	187 Days	29,284	35,273	41,262	701
	Admin Asst - C&L	226	207 Days	32,416	39,045	45,675	776
	Admin Asst - CFO	226	226 Days	35,392	42,629	49,867	848
	Admin Asst - Maintenance	226					
	Admin Asst - Principal HS	226					
	Admin Asst - SPED	226					
	Admin Asst - SPED PEIMS	226					
	Clerk - Accountant	226					
	LVN	187					
6			Hourly	\$28.78	\$34.26	\$39.74	\$0.69
	Accountant	226	226 Days	48,782	58,071	67,359	1,170
	Coordinator - Benefits	226					
	Specialist - HR	226					
	Specialist - Payroll	226					
7			Hourly	\$30.51	\$36.32	\$42.13	\$0.73
	Admin Asst - Superintendent	226	226 Days	51,714	61,562	71,410	1,237

2024-2025 Proposed Auxiliary Pay Plan

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*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
1			Hourly	\$13.50	\$16.27	\$19.04	\$0.33
	Bus Monitor	177	177 Days	19,116	23,038	26,961	467
	Cafeteria Worker	181	181 Days	19,548	23,559	27,570	478
	Custodian	243	243 Days	26,244	31,629	37,014	642
2			Hourly	\$16.15	\$19.46	\$22.77	\$0.39
	Asst Manager - Cafeteria MS	181	181 Days	23,385	28,178	32,971	565
	Athletic Groundskeeper	243	187 Days	24,160	29,112	34,064	583
	Groundskeeper	243	243 Days	31,396	37,830	44,265	758
	Lead Custodian - ES	243					
	Lead Custodian - Facilities	243					
	Lead Custodian - MS	243					
	Maintenance - Carpenter	243					
	Manager - Cafeteria ES	187					
	Manager - Cafeteria MS	187					
3			Hourly	\$17.60	\$21.21	\$24.82	\$0.42
	General Maintenance Worker	243	187 Days	26,330	31,730	37,131	628
	Lead Custodian - HS	243	243 Days	34,214	41,232	48,250	816
	Manager - Cafeteria HS	187					
4			Hourly	\$20.75	\$25.01	\$29.27	\$0.50
	Asst Director - Custodians	243	226 Days	37,516	45,218	52,920	904
	Carpenter	243	243 Days	40,338	48,619	56,901	972
	Help Desk	226					
	Lead Groundskeeper	243					
	Technician	226					
	Technology Asst	226					
5			Hourly	\$25.00	\$30.14	\$35.28	\$0.60
	Asst Director - Transportation	187	187 Days	37,400	45,089	52,779	898
	HVAC	243	243 Days	48,600	58,592	68,584	1,166
	Lead Maintenance	243					
	Mechanic	243					
BD			Hourly	\$19.50	\$22.94	\$26.38	\$0.46
	Bus Driver	177	177 Days	27,612	32,483	37,354	651