

Smithville I.S.D.



Proposed 2024-2025 Salary Schedules

Based upon Current Law as of June, 2024

Cheryl Burns, Superintendent
Jean Ann McCarthy, Chief Financial Officer
(Proposed to the Board of Trustees 6/17/24)

**Smithville Independent School District
2024-2025 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	\$ 48,000	\$ 49,100
\$34,390	1	\$ 48,175	\$ 49,275
\$35,100	2	\$ 48,205	\$ 49,305
\$35,830	3	\$ 48,245	\$ 49,345
\$37,350	4	\$ 49,355	\$ 50,455
\$38,880	5	\$ 49,975	\$ 51,075
\$40,410	6	\$ 50,110	\$ 51,210
\$41,830	7	\$ 51,370	\$ 52,470
\$43,170	8	\$ 52,655	\$ 53,755
\$44,440	9	\$ 53,700	\$ 54,800
\$45,630	10	\$ 54,050	\$ 55,150
\$46,770	11	\$ 54,805	\$ 55,905
\$47,850	12	\$ 55,095	\$ 56,195
\$48,850	13	\$ 55,380	\$ 56,480
\$49,810	14	\$ 55,840	\$ 56,940
\$50,710	15	\$ 56,400	\$ 57,500
\$51,570	16	\$ 56,700	\$ 57,800
\$52,370	17	\$ 57,145	\$ 58,245
\$53,140	18	\$ 57,925	\$ 59,025
\$53,860	19	\$ 58,930	\$ 60,030
\$54,540	20	\$ 59,945	\$ 61,045
\$54,540	21	\$ 61,265	\$ 62,365
\$54,540	22	\$ 62,070	\$ 63,170
\$54,540	23	\$ 63,095	\$ 64,195
\$54,540	24	\$ 63,900	\$ 65,000
\$54,540	25	\$ 64,830	\$ 65,930
\$54,540	26	\$ 65,455	\$ 66,555
\$54,540	27	\$ 65,915	\$ 67,015
\$54,540	28	\$ 66,795	\$ 67,895
\$54,540	29	\$ 67,770	\$ 68,870
\$54,540	30+	\$ 68,200	\$ 69,300

Contractual Days	
Teachers	187
Librarians	192
Nurse (RN)	192
Instructional Coach	202
Const Trades Teachers	202
HOSA Teachers	202
Ag Teachers	217

**Noncertified personnel in the "SISD Teacher Development" program will be compensated based on the State Minimum Schedule beginning the 24-25 SY*

BAND AND COACHING EXTRA DUTY SALARIES
2024/2025

<u>BAND/COACHING EXTRA DUTY SALARIES FOR:</u>	<u>SALARY</u>
Band Directorship	\$9,000
Band Assistant Director (HS/JH)	\$6,300
High School Colorguard	\$2,500
Women's Athletic Coordinator	\$4,875
Jr. High Athletic Coordinator	\$2,150
Baseball/Softball Varsity Assistant Coaching Duties	\$2,900
Baseball/Softball Varsity Head Coaching Duties	\$4,725
Basketball Jr. High Coaching Duties	\$1,900
Basketball Varsity Assistant Coaching Duties	\$2,900
Basketball Varsity Head Coaching Duties	\$4,725
Cross Country Assistant Coaching Duties (Boys & Girls)	\$2,000
Cross Country Head Coaching Duties (Boys & Girls)	\$3,725
Football Jr. High Coaching Duties	\$3,100
Football Assistant Coaching Duties	\$4,100
Football Varsity Defensive Coordinator Coaching Duties	\$6,000
Football Varsity Offensive Coordinator Coaching Duties	\$6,000
Golf Head Coaching Duties (Boys & Girls)	\$3,100
Powerlifting Assistant Coaching Duties (Boys & Girls)	\$2,125
Powerlifting Head Coaching Duties	\$3,475
Soccer Assistant Coaching Duties	\$2,725
Soccer Head Coaching Duties	\$4,500
Tennis Assistant Coaching Duties (Boys & Girls)	\$2,300
Tennis Head Coaching Duties (Boys & Girls)	\$4,850
Track Assistant Coaching Duties	\$2,625
Track Varsity Head Coaching Duties	\$4,850
Volleyball Jr. High Coaching Duties	\$2,140
Volleyball Varsity Assistant Coaching Duties	\$2,900
Volleyball Varsity Head Coaching Duties	\$4,850
Strength & Conditioning Coaching Duties	\$2,000
Athletic Trainer	\$2,500
Special Olympics Coach	\$750
Special Olympics Asst Coach	\$500

CONTRACT LENGTHS

Athletic Director	226 Days
Women's Coordinator	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 Band Director	187 Days + 15 days @ Daily Rate
High School Colorguard	187 Days + 5 days @ Daily Rate

EXTRA CURRICULAR SALARIES
2024/2025

Cheerleader Varsity Sponsor	\$3,125
Cheerleader Varsity Assistant Sponsor	\$1,850
Cheerleader Jr. High Sponsor	\$1,450
Cheerleader Jr. High Assistant Sponsor	\$800
High School One Act Play Sponsor (UIL)	\$2,450
High School Assistant One Act Play Sponsor (UIL)	\$750
Robotics Sponsor (UIL)*	\$1,500
Robotics Assistant Sponsor (UIL)*	\$500
FFA Student Organization Sponsor	\$7,000
Destination Imagination Sponsor	\$750
HOSA Student Organization Sponsor	\$2,800
Skills USA Student Organization Sponsor	\$2,800
Texas Future Problem Solvers Sponsor	\$750
Accounting (UIL)*	\$435
Calculator Applications (UIL)*	\$435
Computer Applications (UIL)*	\$435
Computer Science (UIL)*	\$435
Current Issues & Events (UIL)*	\$435
CX Debate (UIL)*	\$625
Editorial Writing (UIL)*	\$435
Feature Writing (UIL)*	\$435
Headline Writing (UIL)*	\$435
Extemporaneous/Informative Speaking (UIL)*	\$500
Keyboarding (UIL)*	\$435
Literary Criticism (UIL)*	\$435
Lincoln Douglas Debate (UIL)*	\$625
Mathematics (UIL)*	\$435
Newswriting (UIL)*	\$435
Number Sense (UIL)*	\$435
Persuasive Speaking (UIL)*	\$500
Poetry Interpretation (UIL)*	\$500
Prose Interpretation (UIL)*	\$500
Ready Writing (UIL)*	\$435
Science (UIL)*	\$435
Social Studies (UIL)*	\$435
Spelling (UIL)*	\$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	\$900
Junior High Student Council Sponsor	\$425
High School UIL Coordinator	\$1,250
Junior High UIL Coordinator	\$650
Elementary UIL Coordinator	\$500
High School National Honor Society	\$800
Junior National Honor Society	\$425
LEO High School Sponsor	\$300

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

SUPPLEMENTAL COMPENSATION 2024/2025

Summer School	Para-Professional	\$17 per hour
	Teacher	\$30 per hour
Saturday School - Teacher/Administrator		\$25 per hour
Saturday School - Para-Professional		\$13 per hour
After School Detention* - Teacher		\$25 per hour
After School Detention* - Para-Professional		\$13 per hour
Homebound Teacher		\$25 per hour
After School Program	Para-Professional	\$13 per hour
	ACE Assistant	\$15 per hour
	Teacher	\$25 per hour
Interpreter (for select events not included in regular hours)		\$13 per hour
Summer Special Education Clinician		\$65 per hour
Student Workers		\$11 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	\$2,500
Behavior Unit/Life Skills/ECSE Paraprofessional	\$1,500
Campus Technology Liaison	\$300
DAEP/Tiger Academy Coordinator	\$2,500
ESL Liaison - Campus	\$1,000/campus
ESL Liaison - District	\$2,500
High School Annual Sponsor	\$1,500
Instructional Coach - <i>Federal Funds</i>	\$2,500
K-8 Annual Sponsor	\$750
Lead Speech Language Pathologist	\$2,500
Librarian Advisor	\$1,000
Master Reading Teacher Endorsement	\$1,000
General Education Mentor Teacher Stipend - <i>Federal Funds</i>	\$1,000
Special Education Mentor Teacher Stipend - <i>Federal Funds</i>	\$1,500
In-District Travel Stipend for hourly staff (driving non school district vehicles)	\$250

SUPPLEMENTAL BUS TRANSPORTATION COMPENSATION

All Substitute Bus Drivers will receive \$18.00 per hour for **driving time**.

\$10.00 per hour is paid for each additional hour of trip

Field Trips:

Regular bus operators: **driving time** @ hourly rate

\$10.00 per hour is paid for each additional hour of trip

Extracurricular/Cocurricular Events:

Coaches who drive an athletic event, in their sport, will be paid \$20.00/trip.

Coaches who drive an athletic event, **out of their sport**, will be paid \$10.00/hour

**Coaches will only be paid for after contract hours.*

SUBSTITUTE TEACHER COMPENSATION

(Includes Teachers, Instructional Aides, Clerical Support and Nurses)

Short-Term Substitute

Non-degreed substitute	\$85 per day
*Degreed substitute	\$95 per day
** Degreed-Certified substitute teachers	\$100 per day

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

Non-degreed substitute	\$90 per day
*Degreed substitute	\$100 per day
**Degreed-Certified substitute teachers	\$125 per 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	\$11.00 per hour
5-10 Years School Cafeteria Experience	\$11.25 per hour
11-15 Years School Cafeteria Experience	\$11.50 per hour
16+ Years School Cafeteria Experience	\$11.75 per hour

*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 2024-2025

Monthly Rates			
Pay Grade	Minimum	Midpoint	Maximum
1	\$5,050	\$6,300	\$7,550
2	\$5,200	\$6,600	\$8,000
3	\$6,000	\$7,250	\$8,500
4	\$6,400	\$7,713	\$9,025
5	\$6,900	\$8,450	\$10,000

10 Month Annual Salary (187/192/197 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$50,500	\$63,000	\$75,500
2	\$52,000	\$66,000	\$80,000
3	\$60,000	\$72,500	\$85,000
4	\$64,000	\$77,125	\$90,250
5	\$69,000	\$84,500	\$100,000

11 Month Annual Salary (202/207/212/214 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$55,550	\$69,300	\$83,050
2	\$57,200	\$72,600	\$88,000
3	\$66,000	\$79,750	\$93,500
4	\$70,400	\$84,838	\$99,275
5	\$75,900	\$92,950	\$110,000

12 Month Annual Salary (226/247 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$60,600	\$75,600	\$90,600
2	\$62,400	\$79,200	\$96,000
3	\$72,000	\$87,000	\$102,000
4	\$76,800	\$92,550	\$108,300
5	\$82,800	\$101,400	\$120,000

Smithville Independent School District Administrative/Professional Pay Grades

Pay Grade 1		Days
	Certified Occupational Therapy Assistant	187
	Speech-Language Pathology Assistant	187
	ARD Facilitator	197
	Certified Counselor, Primary	202
	Certified Counselor, Elementary	202
	Certified Counselor, Jr. High	202
	District Communications Officer	202
	Academic Advisor, High School	207
	ACE Site Coordinator	212
	Network Administrator	226

Pay Grade 2		Days
	Occupational Therapist	187
	Speech-Language Pathologist	187
	Diagnostician	197
	Support Specialist	197
	Athletic Trainer	202
	Certified Counselor, High School	207
	Certified Counselor, High School Lead	210
	Assistant Principal, Primary	207
	Assistant Principal, Elementary	207
	Director of Child Nutrition	226
	IT Coordinator	226
	Director of Maintenance & Transportation	247

Pay Grade 3		Days
	Behavior Support Specialist	197
	Licensed Specialist in School Psychology	197
	Assistant Principal, Junior High	207
	Assistant Principal, High School	207
	Principal, Brown Primary	207
	Business Manager	226

Pay Grade 4		Days
	School Improvement Coordinator	207
	Special Programs Coordinator	212
	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 Special Education	226
	Principal, High School	226

Smithville Independent School District Clerical / Paraprofessional Pay Scale 2024-2025

Hourly Rates			
Pay Grade	Minimum	Midpoint	Maximum
1	\$13.50	\$17.60	\$22.25
2	\$13.65	\$19.65	\$27.90
3	\$14.00	\$21.20	\$29.70
4	\$16.25	\$23.75	\$32.20
5	\$19.30	\$28.60	\$36.00

10 Month Annual Salary (187/191/197 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$18,934	\$24,684	\$31,206
2	\$19,144	\$27,559	\$39,130
3	\$19,635	\$29,733	\$41,654
4	\$22,791	\$33,309	\$45,161
5	\$27,068	\$40,112	\$50,490

11 Month Annual Salary (202/207/212 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$20,453	\$26,664	\$33,709
2	\$20,680	\$29,770	\$42,269
3	\$21,210	\$32,118	\$44,996
4	\$24,619	\$35,981	\$48,783
5	\$29,240	\$43,329	\$54,540

12 Month Annual Salary (226 days)			
Pay Grade	Minimum	Midpoint	Maximum
1	\$22,883	\$29,832	\$37,714
2	\$23,137	\$33,307	\$47,291
3	\$23,730	\$35,934	\$50,342
4	\$27,544	\$40,256	\$54,579
5	\$32,714	\$48,477	\$61,020

Smithville Independent School District Clerical / Paraprofessional Pay Grades

Pay Grade 1	Days
Aide, Classroom Instructional	187

Pay Grade 2	Days
District ESL Liaison	187
Nurse Aide	192
Library Aide	192
Campus, Receptionist	197
Elementary PEIMS	202
Principal Secretary, Brown Primary	202

Pay Grade 3	Days
Child Nutrition Supervisor	180
Certified Nurse Aide	192
Principal Secretary, Elementary	202
High School Registrar/PEIMS	207
Special Education Secretary	212
Principal Secretary, Jr. High School	212
Principal Secretary, High School	226

Pay Grade 4	Days
Truancy Officer	187
LVN Nurse	192
Child Nutrition Assistant	197

Pay Grade 5	Days
Assistant Superintendent Secretary	226
Computer Technician	226
District PEIMS Coordinator	226
District Accounts Payable Clerk	226
Payroll/Benefits Coordinator	226
Network Technician	226
Superintendent's Secretary	226

Smithville ISD					
Para-Professional Entry Placement Schedule					
2024-2025					
Years Experience/ Step	Pay Grade 1	Pay Grade 2	Pay Grade 3	Pay Grade 4	Pay Grade 5
0	13.50	13.65	14.00	16.25	19.30
1	13.55	13.69	14.07	16.34	19.34
2	13.60	13.73	14.14	16.43	19.38
3	13.65	13.77	14.21	16.52	19.89
4	13.70	13.81	14.28	16.61	19.98
5	13.75	13.85	14.36	16.70	20.40
6	13.80	13.89	14.77	17.13	20.82
7	13.85	13.99	15.19	17.62	21.42
8	13.90	14.25	15.53	17.91	21.75
9	13.99	14.97	16.17	18.62	22.61
10	14.48	15.59	16.81	19.35	23.42
11	14.89	16.02	17.29	19.95	24.09
12	15.21	16.59	17.80	20.53	24.64
13	16.13	17.20	18.52	21.11	25.51
14	16.58	18.05	19.18	21.87	26.25
15	16.68	18.95	19.83	22.75	26.99
16	17.15	19.49	20.50	23.41	27.79
17	17.60	19.65	21.20	23.75	28.60
18	18.42	20.08	21.84	24.43	29.39
19	19.53	20.65	22.50	25.08	30.19
20	20.10	21.23	22.55	25.21	31.09
21	20.25	21.54	22.86	25.98	32.03
22	20.42	21.93	23.29	26.98	32.98
23	20.58	22.54	23.79	27.79	33.18
24	20.71	22.74	24.48	28.34	33.90
25	20.83	23.13	24.74	29.18	34.62
26	20.92	23.53	25.22	30.23	35.32
27	21.05	23.93	25.94	31.14	35.40
28	21.09	24.34	26.41	31.22	35.57
29	21.16	24.72	26.67	31.43	35.63
30	21.28	25.13	27.15	31.46	35.69
31	21.42	25.54	27.67	31.50	35.75
32	21.57	25.85	28.46	31.54	35.81
33	21.70	26.37	28.68	31.71	35.87
34	21.84	27.13	29.18	32.13	35.93
35	22.25	27.90	29.70	32.20	36.00

Smithville Independent School District Manual Trades Pay Scale 2024-2025

Hourly Rates			
Pay Grade	Minimum	Midpoint	Maximum
1	\$12.70	\$13.10	\$15.10
2	\$13.25	\$15.30	\$18.40
3	\$14.85	\$18.05	\$22.10
4	\$15.15	\$19.10	\$24.15
5	\$18.00	\$22.10	\$26.90
6	\$18.65	\$21.80	\$25.35
7	\$20.00	\$25.15	\$30.00

Smithville Independent School District Manual Trades Pay Grades

Pay Grade 1	Days
Bus Monitor	174
Custodian	247

Pay Grade 2	Days
Food Service Worker	178
Grounds Maintenance	247

Pay Grade 3	Days
Cafeteria Manager	178
Van Drivers	174

Pay Grade 4	Days
Food Service Distributor	182
General Maintenance Worker	247
Bus Mechanic Assistant	247

Pay Grade 5	Days
Transportation Assistant	226
Bus Mechanic	247

Pay Grade 6	Days
Bus Drivers	174

Pay Grade 7	Days
Certified Tradesman / Carpenter	247