

LA PRYOR INDEPENDENT SCHOOL DISTRICT

2013-2014 SCHOOL YEAR

Salary Based Standard 10-Month Contract for 187 days

Years of Experience Credited	2013-14 State Minimum Salary	Above State Base	2013-14 Salary Schedule for 187 days	Daily Rate
0	27,320	9,420	36,740.10	196.47
1	27,910	9,932	37,842.30	202.37
2	28,490	10,488	38,977.56	208.44
3	29,080	10,159	39,238.96	209.83
4	30,320	9,496	39,815.64	212.92
5	31,560	8,863	40,423.34	216.17
6	32,800	8,468	41,267.94	220.68
7	33,950	8,163	42,112.54	225.20
8	35,040	9,133	44,172.53	236.22
9	36,070	9,428	45,497.70	243.30
10	37,040	9,399	46,438.54	248.33
11	37,960	9,622	47,581.84	254.45
12	38,840	9,854	48,694.24	260.40
13	39,650	9,528	49,178.34	262.99
14	40,430	10,718	51,148.34	273.52
15	41,160	10,985	52,144.74	278.85
16	41,860	11,119	52,979.04	283.31
17	42,510	11,324	53,833.94	287.88
18	43,130	12,723	55,852.74	298.68
19	43,720	12,833	56,553.14	302.42
20	44,270	12,922	57,191.74	305.84
21	44,270	13,560	57,830.34	309.25
22	44,270	14,158	58,427.74	312.45
23	44,270	15,188	59,457.74	317.96
24	44,270	15,188	59,457.74	317.96
25	44,270	15,188	59,457.74	317.96
26	44,270	15,188	59,457.74	317.96
27	44,270	15,188	59,457.74	317.96
28	44,270	15,703	59,972.74	320.71
29	44,270	15,703	59,972.74	320.71
30+	44,270	15,703	59,972.74	320.71

- The State based salary schedule applies to classroom teachers, full-time librarians, full-time counselors, and full-time nurses, ONLY.
- Future salaries CANNOT be predicted from this schedule.
- Teachers who hold a Masters Degree will receive an annual salary supplement of \$500.00.

Secondary Math \$1,000.00
Secondary Science \$1,000.00
Special Education \$1,000.00

Uvalde CISD
2013–14 New Hire Guide for
Classroom Teachers, Librarians, and Nurses (RN)

Model 1

Years Experience	New Hire Salary
0	\$40,000
1	\$40,200
2	\$40,450
3	\$40,800
4	\$41,150
5	\$41,500
6	\$41,850
7	\$42,200
8	\$42,550
9	\$42,900
10	\$43,320
11	\$43,820
12	\$44,270
13	\$45,170
14	\$46,070
15	\$46,970
16	\$47,960
17	\$49,417
18	\$50,099
19	\$50,427
20	\$50,605
21	\$50,808
22	\$52,043
23	\$52,746
24	\$53,101
25+	\$53,152

Salaries listed above are based on 10-month employment.

Master's Degree Stipend:
\$1,000

This salary plan is for the 2013-14 school year only.
It does not represent salaries for future years.

Salary advancement is based on the annual pay raise budget
approved by the Board of Trustees each year.

EAGLE PASS INDEPENDENT SCHOOL DISTRICT PROFESSIONAL HIRING SCHEDULE 2013-2014

BASED ON \$38,060 STARTING SALARY

PAY STEP EXPERIENCE	STATE MINIMUM	LOCAL SALARY*	PROFESSIONAL SUPPORT POSITIONS	ADDITIONAL PAY**
0	27,320	38,060	COUNSELOR	1,500
1	27,910	38,630	LIBRARIAN:	
2	28,490	39,200	LEARNING RESOURCE CERTIFICATION	1,500
3	29,080	39,770	LEARNING RESOURCE ENDORSEMENT	1,250
4	30,320	40,340	SPECIAL EDUCATION:	
5	31,560	40,910	ASSESSMENT SPECIALIST	1,500
6	32,800	41,480	DIAGNOSTICIAN	1,500
7	33,950	42,050	LICENSED SPECIALIST- SCHOOL PSYCHOLOGY	1,500
8	35,040	42,620	LICENSED SPEECH PATHOLOGIST	10,000
9	36,070	43,190	SPEECH/PHYSICAL THERAPIST ASSISTANT	1,500
10	37,040	43,760	SPEECH/PHYSICAL THERAPIST	1,500
11	37,960	44,330	TEACHER- AUDITORY/VISUALLY IMPAIRED	1,500
12	38,840	44,900	PEP COORDINATOR	1,500
13	39,650	45,470	TEACHER- DAEP	1,500
14	40,430	46,040	Stipend****	1,250
15	41,160	46,610	TEACHER- MASTER/DOCTORATE DEGREE	500
16	41,860	47,180		
17	42,510	47,750		
18	43,130	48,320		
19	43,720	48,890		
20***	44,270	49,460		

* ALL LOCAL SALARY STEP AMOUNTS ARE BASED ON 187 WORKING DAYS AND INCLUDE A LOCAL STEP INCREASE OF \$570 FOR EACH YEAR OF EXPERIENCE.

** ADDITIONAL PAY ADDED TO HIRING AMOUNT FOR SPECIFIC PROFESSIONAL SUPPORT POSITIONS.

*** NEW EMPLOYEES WITH OVER 20 YEARS OF EXPERIENCE WILL BE PLACED AT STEP 20.

**** ADDITIONAL STIPEND ADDED TO HIRING/CURRENT SALARY

THE PROFESSIONAL HIRING SCHEDULE INCLUDES:

ASST. TAX ASSESSOR-COLLECTOR	PEP COORDINATOR	REGISTERED NURSES	SP. ED. OCCUPATIONAL THERAPIST
ASST. CHIEF OF POLICE	MICRO-COMPUTER TECH.	SP. ED. ASSESSMENT SPECIALIST	SP. ED. SPEECH/PHYSICAL THERAPIST ASST.
ATHLETIC TRAINER	NETWORK ADMINISTRATOR	SP. ED. DIAGNOSTICIAN	SP. ED. SPEECH/PHYSICAL THERAPIST
BAND DIRECTOR	LIBRARIAN	SP. ED. PARENT/TRAINER	SP. POP. EVALUATOR
CERTIFICATION OFFICER	PAYROLL SUPERVISOR	SP. ED. LICENSED SPECIALIST- SCHOOL PSYCHOLOGY	STAFF ACCOUNTANT
COUNSELOR	PRINT SERVICES MANAGER	SP. ED. LICENSED SPEECH PATHOLOGIST	TEACHER

2013-2014 Teacher Pay Scale

Step	State Minimum	Bachelor Degree PK-2 & Non-Core Subjects	Bachelor Degree Grades 3-12 Core Subjects	District Shortage Areas with Bachelor Degree
0	\$27,320	\$35,204	\$36,175	\$37,907
1	\$27,910	\$35,731	\$36,697	\$38,422
2	\$28,490	\$36,239	\$37,201	\$38,919
3	\$29,080	\$36,754	\$37,711	\$39,421
4	\$30,320	\$37,330	\$38,267	\$39,939
5	\$31,560	\$37,932	\$38,849	\$40,488
6	\$32,800	\$38,477	\$39,376	\$40,981
7	\$33,950	\$39,058	\$39,942	\$41,521
8	\$35,040	\$39,633	\$40,504	\$42,060
9	\$36,070	\$40,407	\$41,272	\$42,817
10	\$37,040	\$41,406	\$42,271	\$43,816
11	\$37,960	\$42,354	\$43,219	\$44,764
12	\$38,840	\$43,260	\$44,125	\$45,670
13	\$39,650	\$44,094	\$44,960	\$46,505
14	\$40,430	\$44,898	\$45,763	\$47,308
15	\$41,160	\$45,650	\$46,515	\$48,060
16	\$41,860	\$46,371	\$47,236	\$48,781
17	\$42,510	\$47,040	\$47,905	\$49,450
18	\$43,130	\$47,679	\$48,544	\$50,089
19	\$43,720	\$48,286	\$49,152	\$50,697
20	\$44,270	\$48,853	\$49,718	\$51,263
21	\$45,020	\$49,625	\$50,491	\$52,036
22	\$45,770	\$50,398	\$51,263	\$52,808
23	\$46,520	\$51,170	\$52,036	\$53,581
24	\$47,270	\$51,943	\$52,808	\$54,353
25	\$48,020	\$52,715	\$53,581	\$55,126
26	\$48,770	\$53,488	\$54,353	\$55,898
27	\$49,520	\$54,260	\$55,126	\$56,671
28	\$50,270	\$55,033	\$55,898	\$57,443
29	\$51,020	\$55,805	\$56,671	\$58,216
30	\$51,770	\$56,578	\$57,443	\$58,988

Shortage Area is defined as a: full-time secondary (or elementary specialist) math, science, English or social studies teacher; full-time counselor; or full-time librarian. Special Education, Foreign Language teachers & Nurses receive a stipend in addition schedule "A." Teachers with a master's degree receive an additional stipend. Secondary math and science teachers receive an additional stipend in addition to schedule "C." See 2013-2014 Stipend Schedule for additional benefits. All staff will receive a \$100/year Longevity benefit based on years of continuous employment in Sabinal ISD with a maximum benefit of \$1000.

BACHELOR'S DEGREE (7T)							MASTER'S DEGREE (8T)						
EXP.	7T87	7T93	7T02	7T07	7T20	7T26	8T87	8T93	8T02	8T07	8T10	8T20	8T26
0	\$38,000.00	\$39,219.25	\$41,048.13	\$42,064.17	\$44,705.88	\$45,925.13	\$39,500.00	\$40,719.25	\$42,548.13	\$43,564.17	\$44,173.80	\$46,205.88	\$47,425.13
1	\$38,300.00	\$39,528.88	\$41,372.19	\$42,396.26	\$45,058.82	\$46,287.70	\$39,800.00	\$41,028.88	\$42,872.19	\$43,896.26	\$44,510.70	\$46,558.82	\$47,787.70
2	\$38,700.00	\$39,941.71	\$41,804.28	\$42,839.04	\$45,529.41	\$46,771.12	\$40,200.00	\$41,441.71	\$43,304.28	\$44,339.04	\$44,959.89	\$47,029.41	\$48,271.12
3	\$39,300.00	\$40,560.96	\$42,452.41	\$43,503.21	\$46,235.29	\$47,496.26	\$40,800.00	\$42,060.96	\$43,952.41	\$45,003.21	\$45,633.69	\$47,735.29	\$48,996.26
4	\$40,000.00	\$41,283.42	\$43,208.56	\$44,278.07	\$47,058.82	\$48,342.25	\$41,500.00	\$42,783.42	\$44,708.56	\$45,778.07	\$46,419.79	\$48,558.82	\$49,842.25
5	\$41,000.00	\$42,315.51	\$44,288.77	\$45,385.03	\$48,235.29	\$49,550.80	\$42,500.00	\$43,815.51	\$45,788.77	\$46,885.03	\$47,542.78	\$49,735.29	\$51,050.80
6	\$41,700.00	\$43,037.97	\$45,044.92	\$46,159.89	\$49,058.82	\$50,396.79	\$43,200.00	\$44,537.97	\$46,544.92	\$47,659.89	\$48,328.88	\$50,558.82	\$51,896.79
7	\$42,300.00	\$43,657.22	\$45,693.05	\$46,824.06	\$49,764.71	\$51,121.93	\$43,800.00	\$45,157.22	\$47,193.05	\$48,324.06	\$49,002.67	\$51,264.71	\$52,621.93
8	\$43,000.00	\$44,379.68	\$46,449.20	\$47,598.93	\$50,588.24	\$51,967.91	\$44,500.00	\$45,879.68	\$47,949.20	\$49,098.93	\$49,788.77	\$52,088.24	\$53,467.91
9	\$43,650.00	\$45,050.53	\$47,151.34	\$48,318.45	\$51,352.94	\$52,753.48	\$45,150.00	\$46,550.53	\$48,651.34	\$49,818.45	\$50,518.72	\$52,852.94	\$54,253.48
10	\$45,000.00	\$46,443.85	\$48,609.63	\$49,812.83	\$52,941.18	\$54,385.03	\$46,500.00	\$47,943.85	\$50,109.63	\$51,312.83	\$52,034.76	\$54,441.18	\$55,885.03
11	\$46,300.00	\$47,785.56	\$50,013.90	\$51,251.87	\$54,470.59	\$55,956.15	\$47,800.00	\$49,285.56	\$51,513.90	\$52,751.87	\$53,494.65	\$55,970.59	\$57,456.15
12	\$47,330.00	\$48,848.61	\$51,126.52	\$52,392.03	\$55,682.35	\$57,200.96	\$48,830.00	\$50,348.61	\$52,626.52	\$53,892.03	\$54,651.34	\$57,182.35	\$58,700.96
13	\$48,330.00	\$49,880.70	\$52,206.74	\$53,498.98	\$56,858.82	\$58,409.52	\$49,830.00	\$51,380.70	\$53,706.74	\$54,998.98	\$55,774.33	\$58,358.82	\$59,909.52
14	\$48,630.00	\$50,190.32	\$52,530.80	\$53,831.07	\$57,211.76	\$58,772.09	\$50,130.00	\$51,690.32	\$54,030.80	\$55,331.07	\$56,111.23	\$58,711.76	\$60,272.09
15	\$49,330.00	\$50,912.78	\$53,286.95	\$54,605.94	\$58,035.29	\$59,618.07	\$50,830.00	\$52,412.78	\$54,786.95	\$56,105.94	\$56,897.33	\$59,535.29	\$61,118.07
16	\$50,080.00	\$51,686.84	\$54,097.11	\$55,436.15	\$58,917.65	\$60,524.49	\$51,580.00	\$53,186.84	\$55,597.11	\$56,936.15	\$57,739.57	\$60,417.65	\$62,024.49
17	\$50,680.00	\$52,306.10	\$54,745.24	\$56,100.32	\$59,623.53	\$61,249.63	\$52,180.00	\$53,806.10	\$56,245.24	\$57,600.32	\$58,413.37	\$61,123.53	\$62,749.63
18	\$51,330.00	\$52,976.95	\$55,447.38	\$56,819.84	\$60,388.24	\$62,035.19	\$52,830.00	\$54,476.95	\$56,947.38	\$58,319.84	\$59,143.32	\$61,888.24	\$63,535.19
19	\$52,080.00	\$53,751.02	\$56,257.54	\$57,650.05	\$61,270.59	\$62,941.60	\$53,580.00	\$55,251.02	\$57,757.54	\$59,150.05	\$59,985.56	\$62,770.59	\$64,441.60
20	\$52,580.00	\$54,267.06	\$56,797.65	\$58,203.53	\$61,858.82	\$63,545.88	\$54,080.00	\$55,767.06	\$58,297.65	\$59,703.53	\$60,547.06	\$63,358.82	\$65,045.88
21	\$53,080.00	\$54,783.10	\$57,337.75	\$58,757.01	\$62,447.06	\$64,150.16	\$54,580.00	\$56,283.10	\$58,837.75	\$60,257.01	\$61,108.56	\$63,947.06	\$65,650.16
22	\$53,580.00	\$55,299.14	\$57,877.86	\$59,310.48	\$63,035.29	\$64,754.44	\$55,080.00	\$56,799.14	\$59,377.86	\$60,810.48	\$61,670.05	\$64,535.29	\$66,254.44
23	\$54,080.00	\$55,815.19	\$58,417.97	\$59,863.96	\$63,623.53	\$65,358.72	\$55,580.00	\$57,315.19	\$59,917.97	\$61,363.96	\$62,231.55	\$65,123.53	\$66,858.72
24	\$54,330.00	\$56,073.21	\$58,688.02	\$60,140.70	\$63,917.65	\$65,660.86	\$55,830.00	\$57,573.21	\$60,188.02	\$61,640.70	\$62,512.30	\$65,417.65	\$67,160.86
25	\$54,580.00	\$56,331.23	\$58,958.07	\$60,417.43	\$64,211.76	\$65,962.99	\$56,080.00	\$57,831.23	\$60,458.07	\$61,917.43	\$62,793.05	\$65,711.76	\$67,462.99
26	\$55,080.00	\$56,847.27	\$59,498.18	\$60,970.91	\$64,800.00	\$66,567.27	\$56,580.00	\$58,347.27	\$60,998.18	\$62,470.91	\$63,354.55	\$66,300.00	\$68,067.27
27	\$55,330.00	\$57,105.29	\$59,768.24	\$61,247.65	\$65,094.12	\$66,869.41	\$56,830.00	\$58,605.29	\$61,268.24	\$62,747.65	\$63,635.29	\$66,594.12	\$68,369.41
28	\$55,830.00	\$57,621.34	\$60,308.34	\$61,801.12	\$65,682.35	\$67,473.69	\$57,330.00	\$59,121.34	\$61,808.34	\$63,301.12	\$64,196.79	\$67,182.35	\$68,973.69
29	\$56,130.00	\$57,930.96	\$60,632.41	\$62,133.21	\$66,035.29	\$67,836.26	\$57,630.00	\$59,430.96	\$62,132.41	\$63,633.21	\$64,533.69	\$67,535.29	\$69,336.26
30	\$56,430.00	\$58,240.59	\$60,956.47	\$62,465.29	\$66,388.24	\$68,198.82	\$57,930.00	\$59,740.59	\$62,456.47	\$63,965.29	\$64,870.59	\$67,888.24	\$69,698.82
31	\$56,730.00	\$58,550.21	\$61,280.53	\$62,797.38	\$66,741.18	\$68,561.39	\$58,230.00	\$60,050.21	\$62,780.53	\$64,297.38	\$65,207.49	\$68,241.18	\$70,061.39
32	\$57,030.00	\$58,859.84	\$61,604.60	\$63,129.47	\$67,094.12	\$68,923.96	\$58,530.00	\$60,359.84	\$63,104.60	\$64,629.47	\$65,544.39	\$68,594.12	\$70,423.96
33	\$57,330.00	\$59,169.47	\$61,928.66	\$63,461.55	\$67,447.06	\$69,286.52	\$58,830.00	\$60,669.47	\$63,428.66	\$64,961.55	\$65,881.28	\$68,947.06	\$70,786.52
34	\$57,630.00	\$59,479.09	\$62,252.73	\$63,793.64	\$67,800.00	\$69,649.09	\$59,130.00	\$60,979.09	\$63,752.73	\$65,293.64	\$66,218.18	\$69,300.00	\$71,149.09
35	\$57,930.00	\$59,788.72	\$62,576.79	\$64,125.72	\$68,152.94	\$70,011.66	\$59,430.00	\$61,288.72	\$64,076.79	\$65,625.72	\$66,555.08	\$69,652.94	\$71,511.66
36	\$58,230.00	\$60,098.34	\$62,900.86	\$64,457.81	\$68,505.88	\$70,374.22	\$59,730.00	\$61,598.34	\$64,400.86	\$65,957.81	\$66,891.98	\$70,005.88	\$71,874.22
37	\$58,530.00	\$60,407.97	\$63,224.92	\$64,789.89	\$68,858.82	\$70,736.79	\$60,030.00	\$61,907.97	\$64,724.92	\$66,289.89	\$67,228.88	\$70,358.82	\$72,236.79
38	\$58,830.00	\$60,717.59	\$63,548.98	\$65,121.98	\$69,211.76	\$71,099.36	\$60,330.00	\$62,217.59	\$65,048.98	\$66,621.98	\$67,565.78	\$70,711.76	\$72,599.36
39	\$59,130.00	\$61,027.22	\$63,873.05	\$65,454.06	\$69,564.71	\$71,461.93	\$60,630.00	\$62,527.22	\$65,373.05	\$66,954.06	\$67,902.67	\$71,064.71	\$72,961.93
40	\$59,430.00	\$61,336.84	\$64,197.11	\$65,786.15	\$69,917.65	\$71,824.49	\$60,930.00	\$62,836.84	\$65,697.11	\$67,286.15	\$68,239.57	\$71,417.65	\$73,324.49
41	\$59,730.00	\$61,646.47	\$64,521.18	\$66,118.24	\$70,270.59	\$72,187.06	\$61,230.00	\$63,146.47	\$66,021.18	\$67,618.24	\$68,576.47	\$71,770.59	\$73,687.06
42	\$60,030.00	\$61,956.10	\$64,845.24	\$66,450.32	\$70,623.53	\$72,549.63	\$61,530.00	\$63,456.10	\$66,345.24	\$67,950.32	\$68,913.37	\$72,123.53	\$74,049.63
43	\$60,330.00	\$62,265.72	\$65,169.30	\$66,782.41	\$70,976.47	\$72,912.19	\$61,830.00	\$63,765.72	\$66,669.30	\$68,282.41	\$69,250.27	\$72,476.47	\$74,412.19
44	\$60,500.00	\$62,441.18	\$65,352.94	\$66,970.59	\$71,176.47	\$73,117.65	\$62,000.00	\$63,941.18	\$66,852.94	\$68,470.59	\$69,441.18	\$72,676.47	\$74,617.65
45	\$60,500.00	\$62,441.18	\$65,352.94	\$66,970.59	\$71,176.47	\$73,117.65	\$62,000.00	\$63,941.18	\$66,852.94	\$68,470.59	\$69,441.18	\$72,676.47	\$74,617.65

NOTE: Salaries increases are not granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule.

The School Board of Trustees

adopts a new compensation plan each year.

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Approved by the School Board of Trustees on
August 23, 2013

Mr Charles Garahadian School Board President