



DECATUR
INDEPENDENT
SCHOOL DISTRICT
STRONG ROOTS, POWERFUL WINGS

**Employee
Compensation Plan
2017-2018**

Decatur ISD

2017-18 New Hire Guide for Teachers and Librarians

\$45,000 starting, 2.0% GPI

Years of Experience	New Hire Salary
0	\$45,000
1	\$45,300
2	\$45,700
3	\$46,900
4	\$48,050
5	\$48,650
6	\$48,950
7	\$49,850
8	\$50,150
9	\$50,450
10	\$50,750
11	\$51,050
12	\$51,350
13	\$51,650
14	\$51,950
15	\$52,325
16	\$53,425
17	\$54,425
18	\$55,450
19	\$56,375
20	\$57,205
21	\$58,035
22	\$58,765
23	\$59,505
24	\$60,325
25+	\$60,925

\$800 General Master's Degree Stipend

The salaries listed above are based on 10-month employment for the 2017-18 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.

Decatur ISD

2017-18 Salary Range for Teachers and Librarians

\$45,000 starting, 2.0% GPI

Base Salary Range

10-Month Salary Range Minimum: \$45,000

10-Month Salary Range Maximum: \$69,450

Continuing Teachers and Librarians will receive a \$1,150 increase

\$800 General Master's Degree Stipend

The salaries listed above are based on 10-month employment for the 2017-18 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.

Salaries are determined individually with consideration for job-related experience and credentials.

2017-18 Proposed Administrative/Professional Pay Plan

Decatur ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2% Raise	
1							
	Director - Custodian	243	Daily	\$207.50	\$250.00	\$292.50	\$5.00
	Asst Director-Child Nutrition	226	243 Days	50,423	60,750	71,078	1,215
			226 Days	46,895	56,500	66,105	1,130
2							
	Director - Communication	226	Daily	\$244.85	\$295.00	\$345.15	\$5.90
	Director - Transportation	226	187 Days	45,787	55,165	64,543	1,103
	Network Administrator-Exempt	243	192 Days	47,011	56,640	66,269	1,133
	Nurse	187, 192	226 Days	55,336	66,670	78,004	1,333
			243 Days	59,499	71,685	83,871	1,434
3							
	Asst Principal - ES	207	Daily	\$266.89	\$321.55	\$376.21	\$6.43
	Counselor - ES	202	187 Days	49,908	60,130	70,351	1,203
	Counselor - HS	207, 218	192 Days	51,243	61,738	72,232	1,235
	Counselor - MS	207	197 Days	52,577	63,345	74,113	1,267
	Director - Nurses	207	202 Days	53,912	64,953	75,994	1,299
	G/T Specialist	197	207 Days	55,246	66,561	77,875	1,331
	Instructional Specialist	207	218 Days	58,182	70,098	82,014	1,402
	Instructional Technology Specialist	187					
	Speech Therapist	192					
4							
	Asst Principal - DAEP	197	Daily	\$288.23	\$347.27	\$406.31	\$6.95
	Asst Principal - MS	218	197 Days	56,781	68,412	80,043	1,368
	Diagnostician	202	202 Days	58,222	70,149	82,075	1,403
	Director - Maintenance	243	218 Days	62,834	75,705	88,576	1,514
	LSSP	197	243 Days	70,040	84,387	98,733	1,688
5							
	Asst Principal - HS	218	Daily	\$308.41	\$371.58	\$434.75	\$7.43
	Band Director	207	207 Days	63,841	76,917	89,993	1,538
	Director - Testing & ESL	218	218 Days	67,233	81,004	94,776	1,620
6							
	Director - Child Nutrition	226	Daily	\$330.00	\$397.59	\$465.18	\$7.95
	Director - HR & Federal Programs	226	226 Days	74,580	89,855	105,131	1,797
	Director - SPED	226					
	Director - Technology	226					
	Principal - ES	226					

2017-18 Proposed Administrative/Professional Pay Plan

Decatur ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2% Raise	
7	Principal - MS	226	Daily	\$353.10	\$425.42	\$497.74	\$8.51
			226 Days	79,801	96,145	112,489	1,923
8	Athletic Director	219	Daily	\$377.82	\$455.20	\$532.58	\$9.10
			219 Days	82,743	99,689	116,635	1,994
8	Principal - HS	226	Daily	\$377.82	\$455.20	\$532.58	\$9.10
			226 Days	85,387	102,875	120,363	2,058
9	Asst Superintendent - Curriculum	226	Daily	\$408.04	\$491.62	\$575.20	\$9.83
			226 Days	92,217	111,106	129,995	2,222
10	Deputy Superintendent	226	Daily	\$440.69	\$530.95	\$621.21	\$10.62
			226 Days	99,596	119,995	140,393	2,400

2017-18 Proposed Admin & Instructional Support Pay Plan

Decatur ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2% Raise	
1			Hourly	\$10.79	\$13.00	\$15.21	\$0.26
	Aide - Office	187, 226	187 Days	15,133	18,233	21,332	365
	Classroom Aide	187	226 Days	18,289	22,035	25,781	441
2			Hourly	\$12.08	\$14.56	\$17.04	\$0.29
	Aide - Library	187	187 Days	16,942	20,420	23,899	408
	Aide - Nurse	187					
	Classroom Aide - LIFE/STEP	187					
	Classroom Aide - Self Contained	187					
	Clerk - Attendance	187					
	Receptionist	187					
3			Hourly	\$14.74	\$17.76	\$20.78	\$0.36
	PEIMS Clerk - SPED	207	207 Days	22,884	27,572	32,261	551
	Receptionist - Central Admin	226	218 Days	24,100	29,038	33,975	581
	Secretary - PEIMS	226	226 Days	24,984	30,103	35,222	602
	Secretary - Principal, ES	218					
4			Hourly	\$16.95	\$20.42	\$23.89	\$0.41
	Secretary - Athletics	207	207 Days	26,315	31,702	37,089	634
	Secretary - Child Nutrition	218	218 Days	27,713	33,387	39,060	668
	Secretary - Maintenance	226	226 Days	28,730	34,612	40,494	692
	Secretary - Principal, HS	226					
	Secretary - Principal, MS	218					
	Secretary - Asst Superintendent	226					
	Secretary - SPED	226					
5			Hourly	\$19.72	\$23.48	\$27.24	\$0.47
	Accounts Payable Clerk	214, 226	214 Days	31,651	37,685	43,720	754
	LVN	187	226 Days	33,425	39,799	46,172	796
6			Hourly	\$21.70	\$25.83	\$29.96	\$0.52
	Benefits Specialist	226	226 Days	36,782	43,782	50,782	876
7			Hourly	\$26.04	\$31.00	\$35.96	\$0.62
	Admin Asst - Superintendent	226	218 Days	42,575	50,685	58,795	1,014
	HR Specialist	226	226 Days	44,138	52,545	60,952	1,051
	Payroll Specialist	226					
	PEIMS Coordinator	218					

2017-18 Proposed Auxiliary Pay Plan

Decatur ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2% Raise	
1							
	Cafeteria Worker	181	Hourly \$8.92	\$10.75	\$12.58	\$0.22	
	Custodian	200, 208, 223, 243	181 Days	12,916	15,566	18,216	varies
	Laborer	243	200 Days	14,272	17,200	20,128	344
			208 Days	14,843	17,888	20,933	358
			223 Days	15,913	19,178	22,443	384
			226 Days	16,127	19,436	22,745	389
			243 Days	17,340	20,898	24,456	418
2							
	Delivery Driver	243	Hourly \$10.53	\$12.69	\$14.85	\$0.25	
	Grounds Keeper	243	243 Days	20,470	24,669	28,868	493
	Grounds Keeper - Athletic	243					
	Shop Assistant - Transportation	243					
3							
	Cafeteria Manager - ES	187	Hourly \$12.64	\$15.23	\$17.82	\$0.30	
	Cafeteria Manager - MS	187	187 Days	18,909	22,784	26,659	456
	Head Groundskeeper	243	243 Days	24,572	29,607	34,642	592
	Lead Custodian - ES	243					
	Lead Custodian - MS	243					
	Painter/Laborer	243					
	Plumber/Electrical	243					
	Security - Doors and Locks	243					
4							
	Cafeteria Manager - HS	187	Hourly \$15.17	\$18.28	\$21.39	\$0.37	
	Carpenter	243	187 Days	22,694	27,347	31,999	547
	Dispatcher	226	226 Days	27,427	33,050	38,673	661
	Lead Custodian - HS	243	243 Days	29,490	35,536	41,582	711
5							
	Help Desk Technician	226	Hourly \$18.21	\$21.94	\$25.67	\$0.44	
	HVAC	243	226 Days	32,924	39,668	46,411	744
	Mechanic	243	236 Days	34,380	41,423	48,465	777
	Technology Support Technician	226, 236	243 Days	35,400	42,651	49,902	853
6							
	Asst Director - Custodial	243	Hourly \$18.76	\$22.60	\$26.44	\$0.45	
			243 Days	36,469	43,934	51,399	879
7							
	Master Electrician	243	Hourly \$21.76	\$26.22	\$30.68	\$0.52	
	Master Plumber	243	243 Days	42,301	50,972	59,642	1,019
BD							
	Bus Driver	177	Hourly \$15.77	\$19.00	\$22.23	\$0.38	
			177 Days	22,330	26,904	31,478	269

2017-18 Proposed Extra Duty Stipends

Decatur ISD

Category	Assignment	Proposed Stipend
Academic		
	Coordinator, UIL District	1,200
	Coordinator, UIL Elementary	300
	UIL Coach, Elementary	300
	Yearbook, Elementary	300
	Choir, 6th grade	300
	One Act Play, MS	300
	Student Council, MS	200
	UIL Coach, 7th	225
	UIL Coach, 8th	225
	UIL Coach, MS	450
	Yearbook, MS	500
	Coordinator, UIL HS	1,200
	Newspaper	1,500
	One Act Play, HS	1,100
	Yearbook, HS	2,000
Athletics		
	Baseball, Jv	4,000
	Coach, Ms	7,500
	Coordinator, Ms	3,000
	Cross Country, Ms	1,500
	MPB Supervisor	1,450
	Tennis, Ms	3,500
	Track, Ms	1,500
	Track, Ms Asst	2,500
	Athletic Coordinator	5,000
	Baseball, Asst	5,000
	Baseball, Head	8,000
	Basketball, Head - Boys	4,750 plus 31 days
	Basketball, Head - Girls	9,000
	Basketball, Jv	3,500
	Coach	3,000
	Coordinator, Special Teams	6,500
	Cross Country, Head	6,500
	Cross Country, Jv	3,250
	Football, Coordinator	7,000
	Football. Assistant	6,000
	Golf, Varsity	7,500
	Off-Season Coordinator	3,000
	Open-Gym Facilities	4,745
	Powerlifting, Jv	3,800
	Seaonal Workouts	4,250

2017-18 Proposed Extra Duty Stipends

Decatur ISD

Category	Assignment	Proposed Stipend
	Soccer, Head	7,500
	Softball, Head	8,000
	Softball, Jv	5,000
	Stadium	4,000
	Summer Workouts	1,000
	Swimming, Head	7,500
	Tennis, Head	7,200
	Track, Asst	4,500
	Track, Head	7,000
	Volleyball, Freshman	4,000
	Volleyball, Head	4,750 plus 20 days
	Volleyball, Jv	4,000
	Soccer, Asst	5,000

Degree		
	Bilingual	2,000

Leadership		
	Lead Teacher, Elem	500
	Department Chair, MS	1,000
	Department Chair, HS	1,500

Other		
	Foundation	3,000
	Instructional Technology Facilitator	2,000
	Librarian	4,196
	UIL District Secretary	1,500

Performing Arts		
	Band, Ms	7,600
	Choir, Ms	3,000
	Band, Asst	9,500
	Cheerleading	5,000
	Choir, Head	7,500
	Drill Team	5,000
	Journalism	3,000
	Musical Assistant	2,600
	Musical, HS	2,500
	Theater Arts	6,000