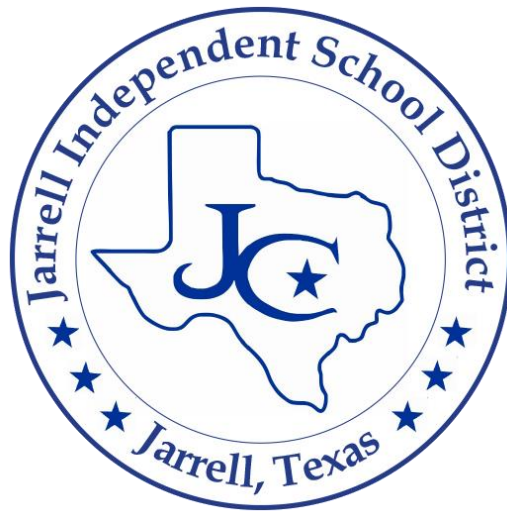


JARRELL ISD

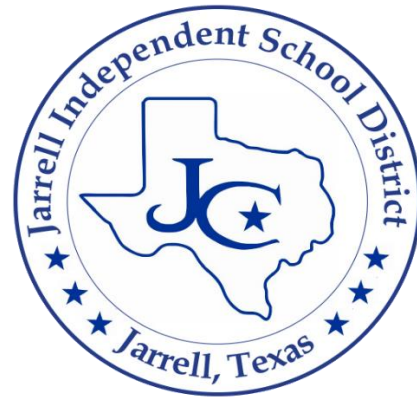
Staff Compensation Guide

2022-2023



2022-2023 Jarrell ISD Teacher and Librarian Salary Chart

Year	2022-2023 Salary Bachelor	Per Diem Bachelor	2022-2023 Salary Masters
0	\$51,000	\$275.68	\$51,500
1	\$51,568	\$278.75	\$52,068
2	\$52,136	\$281.82	\$52,636
3	\$52,704	\$284.89	\$53,204
4	\$53,272	\$287.96	\$53,772
5	\$53,840	\$291.03	\$54,340
6	\$54,408	\$294.10	\$54,908
7	\$54,976	\$297.17	\$55,476
8	\$55,544	\$300.24	\$56,044
9	\$56,112	\$303.31	\$56,612
10	\$56,680	\$306.38	\$57,180
11	\$57,248	\$309.45	\$57,748
12	\$57,816	\$312.52	\$58,316
13	\$58,384	\$315.59	\$58,884
14	\$58,952	\$318.66	\$59,452
15	\$59,520	\$321.73	\$60,020
16	\$60,120	\$324.97	\$60,620
17	\$60,720	\$328.22	\$61,220
18	\$61,320	\$331.46	\$61,820
19	\$61,920	\$334.70	\$62,420
20	\$62,520	\$337.95	\$63,020
21	\$63,120	\$341.19	\$63,620
22	\$63,720	\$344.43	\$64,220
23	\$64,320	\$347.68	\$64,820
24	\$64,920	\$350.92	\$65,420
25	\$65,520	\$354.16	\$66,020
26	\$66,120	\$357.41	\$66,620
27	\$66,720	\$360.65	\$67,220
28	\$67,320	\$363.89	\$67,820
29	\$67,920	\$367.14	\$68,420
30	\$68,520	\$370.38	\$69,020



Jarrell ISD provides:

- \$364 toward health insurance plans
- 5 local days and 5 state personal days each year
- District-paid life insurance policy
- Mentor program for first-year and new teachers
- Instructional coaches
- PLC planning time
- Paw Prints- Employee daycare program for children ages six weeks to 4 years old.
- Sick Leave Pool for catastrophic illnesses •
- Direct deposit to an employee's bank of choice

The salaries listed are based on 10-month employment (185 days DOI) for the 2022- 2023 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual budget approved by the Board of Trustees. Salaries are determined individually with consideration for job related experience (TRS Years of Experience) and credentials.

\$500 General Master's Degree Stipend
\$500 Doctoral Degree Stipend

Salary schedules are intended to be informational and not contractual in nature.

Paraprofessional and Clerical Salaries

Pay Grade	Days	Minimum	Midpoint	Maximum	Positions
PG 1	185	\$22,935	\$27,540	\$32,145	Aide 1,
	197	\$24,423	\$29,326	\$34,230	Receptionist ES
	210	\$26,034	\$31,262	\$36,489	Receptionist MS, HS
PG 2	185	\$23,060	\$27,845	\$32,630	Aide 2, 3
	197	\$24,556	\$29,651	\$34,747	Attendance Clerk
	210	\$26,176	\$31,608	\$37,039	Registrar
PG 3	207	\$28,005	\$33,570	\$40,099	Secretary SPED
	210	\$28,411	\$34,057	\$40,680	Principal Secretary ES, MS
	226	\$30,576	\$36,976	\$43,780	Secretary Transportation and Tech; District Receptionist
	250	\$33,822	\$40,902	\$48,429	Secretary Maintenance
PG 4	197	\$30,117	\$36,087	\$42,057	LVN
	210	\$32,104	\$38,468	\$44,832	Principal Secretary HS
	226	\$34,550	\$41,791	\$49,489	Sect Ath; Acct. Payable, Coordinator Child Nutrition
PG 5	215	\$36,149	\$43,312	\$50,476	PEIMS
	226	\$37,998	\$45,528	\$53,058	HR Spec.; Payroll Specialist; Technology Technician
PG 6	226	\$45,608	\$54,653	\$63,698	Network Administrator; Admin. Asst. to Superintendent

Professional Salaries

Pay Grade	Days	Minimum	Midpoint	Maximum	Positions
PG 7	210	\$46,460	\$54,470	\$62,480	Director of Child Care Services
	226	\$50,000	\$58,620	\$67,241	Accountant
	250	\$55,310	\$64,845	\$74,381	Director of Custodial & Grounds
PG 8	197	\$51,358	\$61,567	\$71,653	ARD Facilitator; SLP Assistant
	226	\$58,946	\$70,630	\$82,314	Director of Transportation
	250	\$65,206	\$78,875	\$92,544	Director of Maintenance
PG 9	185	\$50,483	\$60,527	\$70,570	Occupational Therapist
	197	\$53,758	\$64,453	\$75,148	Counselor ES; Diagnostician; Inst. Coach; LSSP; RN
	210	\$57,305	\$68,706	\$80,107	Counselor MS
PG 10	197	\$60,386	\$72,356	\$84,326	CCMR Coordinator; Mental Health Provider
	210	\$64,371	\$77,131	\$89,891	Asst. Prin. ES & MS; Counselor HS; Athletic Trainer
PG 11	207	\$66,369	\$79,524	\$92,679	Coordinator SPED
	210	\$67,331	\$80,677	\$94,022	Asst. Prin. HS; Band Director
	215	\$68,934	\$82,597	\$96,261	Coordinator of Elementary; Secondary; Bilingual Education
	226	\$72,461	\$86,823	\$101,186	Coordinator. Testing & Accountability
PG 12	226	\$76,084	\$91,159	\$106,234	Educational Directors; DAEP & Safety Adm.; Principal ES & MS
PG 13	226	\$92,387	\$110,717	\$129,047	Principal HS; Athletic Director
PG 14	226	\$94,522	\$113,287	\$132,052	Executive Directors
PG 15	226	\$100,689	\$120,609	\$140,529	Chief Financial Officer; Asst. Supt. of Student Services

AUXILIARY PAY CHART							
Pay Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
	\$0.19	\$0.20	\$0.21	\$0.22	\$0.26	\$0.27	\$0.28
0	14.00	14.30	14.79	15.53	18.64	19.38	20.07
1	14.19	14.50	15.00	15.75	18.90	19.65	20.35
2	14.38	14.70	15.21	15.97	19.16	19.92	20.63
3	14.57	14.90	15.42	16.19	19.42	20.19	20.91
4	14.76	15.10	15.63	16.41	19.68	20.46	21.19
5	14.95	15.30	15.84	16.63	19.94	20.73	21.47
6	15.14	15.50	16.05	16.85	20.20	21.00	21.75
7	15.33	15.70	16.26	17.07	20.46	21.27	22.03
8	15.52	15.90	16.47	17.29	20.72	21.54	22.31
9	15.71	16.10	16.68	17.51	20.98	21.81	22.59
10	15.90	16.30	16.89	17.73	21.24	22.08	22.87
11	16.09	16.50	17.10	17.95	21.50	22.35	23.15
12	16.28	16.70	17.31	18.17	21.76	22.62	23.43
13	16.47	16.90	17.52	18.39	22.02	22.89	23.71
14	16.66	17.10	17.73	18.61	22.28	23.16	23.99
15	16.85	17.30	17.94	18.83	22.54	23.43	24.27
16	17.04	17.50	18.15	19.05	22.80	23.70	24.55
17	17.23	17.70	18.36	19.27	23.06	23.97	24.83
18	17.42	17.90	18.57	19.49	23.32	24.24	25.11
19	17.61	18.10	18.78	19.71	23.58	24.51	25.39
20	17.80	18.30	18.99	19.93	23.84	24.78	25.67
21	17.99	18.50	19.20	20.15	24.10	25.05	25.95
22	18.18	18.70	19.41	20.37	24.36	25.32	26.23
23	18.37	18.90	19.62	20.59	24.62	25.59	26.51
24	18.56	19.10	19.83	20.81	24.88	25.86	26.79
25	18.75	19.30	20.04	21.03	25.14	26.13	27.07
26	18.94	19.50	20.25	21.25	25.40	26.40	27.35
27	19.13	19.70	20.46	21.47	25.66	26.67	27.63
28	19.32	19.90	20.67	21.69	25.92	26.94	27.91
29	19.51	20.10	20.88	21.91	26.18	27.21	28.19
30	19.70	20.30	21.09	22.13	26.44	27.48	28.47
Childcare			Childcare	Lead Childcare			
Custodial	Custodian	Lead Custodian					
Grounds		Grounds					
Maintenance				Maintenance Warehouse			HVAC Plumber
Transportation	Crossing Guard	Bus Attendant		Dispatcher Non-CDL	Bus Driver	Route Coordinator	Mechanic

NOTES ON ADMINISTRATIVE AND PROFESSIONAL SALARY SCHEDULES

1. **PURPOSE** The pay systems for certified and professional personnel shall be approved by the Board of Trustees and shall comply with all minimum pay entitlements established by state and federal law. In order to pay employees fairly and attract and retain qualified employees, local pay systems shall be based on the assessed worth of jobs and shall be administered to support the following objectives:
 - To stay competitive with appropriate labor markets for the various categories of personnel
 - To recognize the levels of skill, effort, and responsibility required of different jobs
 - To reward continued length of service to the district and
 - To be fiscally controlled and cost effective
2. **PAY STRUCTURE** The pay structure for all personnel shall be established and maintained by daily or hourly base rates to promote consistent treatment of employees who have different work year periods. A pay grade for each position shall be based on a "Teacher Model" to recognize years of work history.
3. **JOB CLASSIFICATION/PAY GRADE** Positions shall be assigned pay grades based on a review of the job's worth when compared with similar jobs at other school districts within the region. Information provided by an outside agency, personnel staff, and other district officials is reviewed before placing positions within pay grades. The superintendent or his designee shall determine job classification or reclassification of positions based on an assessment of job requirements and comparability to other positions within the district and region. The only administrator authorized to make deviations to the Staff Compensation Guide is the superintendent of schools.
4. **PAY RANGE ADVANCEMENT** Pay ranges are established to provide opportunities to increase salaries of employees for continued satisfactory service to the district. Employee salaries shall be reviewed on an annual basis. Employees may advance within the pay range according to the amount of increase established from year to year experience in the same manner of the Teacher Salary Table.
5. **NEW HIRE SALARY PLACEMENT** New employees must provide evidence of job-related professional work experience at the time of employment in order to be appropriately placed in a pay range. The pay grade charts shall determine salary placement based on experience allotted. The Work History Chart.
6. **PROMOTION** Employees within the district may be promoted to a job with a higher pay grade. When being placed in a higher pay grade, the salary will be based on the employee's experience in the same or similar job, or years of experience in education.
7. **DEMOTION** A voluntary demotion in position will require that the employee earn the salary associated with the pay grade of the new position. When being placed in a lower pay grade, the salary will be based on years of service for that pay grade. An involuntary demotion or reassignment determined by JISD may result in the employee retaining his/her existing salary, but not necessarily. The demotion may cause an employee's salary to be frozen until the salary is within the current pay grade or, more appropriately, to change to the correct amount or days between school years to align with the new position.

NOTES ON TEACHER SALARY SCHEDULE

EXTRA-DUTY ASSIGNMENTS The salary for teachers with certain extra-duty assignments shall be teacher's annual base salary plus a stipend. The supervisor will assign persons accordingly. Stipends are provided for performing extra duties beyond the regular campus workday schedule. Individuals should not be assigned extra duties that will overlap each other. Exceptions may be made on an individual basis by the Executive Director of Human Resources upon receipt of a written recommendation submitted by the individual's supervisor. When appropriate, and with the approval of the Executive Director of Human Resources, stipends may be shared. Minimum Instructor Pay Salaries will be calculated based on contract days.

1. **EDUCATION SALARY FOR MASTER'S DEGREE** A salary increase of \$500 is provided to full-time campus-based employees with an earned master's degree from an accredited educational institution in a field related to education or an instructional subject provided that their current position does not require a master's degree. The decision as to whether it is an educational institution that is qualified will be made by the Executive Director of Human Resources. All **new** employees must apply for the advanced degree stipend by September 1, to the Human Resource Department. Payment will be included in monthly payroll checks.
 - Included are teachers, librarians, nurses, instructional coaches, coordinators and other instructional positions closely related to the campuses
 - Excluded are principals, counselors, diagnosticians, LSSP's, directors, etc.
2. **EDUCATION SALARY FOR DOCTORAL DEGREE** An annual stipend of \$ 500 is provided to full-time employees with earned doctoral degrees from an accredited educational institution if their position does not require a doctoral degree. The decision as to whether it is an educational institution that is qualified will be made by the Executive Director of Human Resources. A one-time request for the stipend which includes transcripts, if not already on file, must be made to the Executive Director of Human Resources by September 1. Payment will be included in monthly payroll checks.
3. **CREDITABLE YEARS OF SERVICE** Calculated in accordance to rules set by the Commissioner of Education.



Salary Placement Guidelines

Pay Grade: _____

Days: _____

Employee: _____

Position: _____

Projected Salary: _____ [Office Use Only]

Work History:

School Jobs: Jarrell or Other Districts

School	Position	Years (TRS)

Years of Experience Value Ranges from .75 to 1.00

Not in Education but Same or Similar Job

Employer	Position	Years (SS)

Years of Experience Value Ranges from .25 to .75

Not in Education and not Similar Job

Employer	Position	Years (SS)

Years of Experience Value Ranges from .00 to .25

I declare that all information above is accurate and if requested will provide documentation of employment including TRS Notice and Social Security Statement. Any incorrect information may be cause for termination.

Signature: _____ Date: _____