

# DEWEYVILLE INDEPENDENT SCHOOL DISTRICT

## COMPENSATION PLAN

### 2024-2025

#### Background:

Deweyville Independent School District's (the District) pay structure is the key management tool that guides pay actions to help the district acquire a proper relationship to the market place, maintains equity among all employees, and achieves district pay increases. For the professional teachers, nurses, counselors and librarians, a scale system must meet the minimum salary scale published and regulated by the Texas Education Agency (TEA) and the laws of the State of Texas.

HB 3 of the 86<sup>th</sup> Legislative Session included an increase in state funding and required compensation increases for some district staff. An excerpt of the bill is pasted below:

*During any school year for which the maximum amount of the basic allotment provided under Subsection (a) or (b) is greater than the maximum amount provided for the preceding school year, a school district must use at least 30 percent of the amount, if the amount is greater than zero, that equals the **product of the average daily attendance of the district multiplied by the amount of the difference between the district's funding under this chapter per student in average daily attendance for the current school year and the preceding school year** to provide compensation increases [salary and/or benefits] to full-time district employees other than administrators as follows:*

- *75 percent must be used to increase the compensation paid to classroom teachers, full-time librarians, full-time school counselors certified under Subchapter B, Chapter 21, and full-time school nurses, prioritizing differentiated compensation for classroom teachers with more than five years of experience; and*
- *25 percent may be used as determined by the district to increase compensation paid to full-time district employees.*

\*DISD contributes \$3,048 annually per employee that participates in TRS Insurance, provides each employee with a \$20,000 Life Insurance Policy, and will provide employee lunches from the cafeteria for the duration of the 2024-2025 school year.

**DEWEYVILLE INDEPENDENT SCHOOL DISTRICT  
2024-2025 ADMINISTRATIVE JOB CLASSIFICATIONS/SALARY RANGE**

<b>TITLE</b>	<b>DAYS EMPLOYED</b>	<b>JOB GRADE</b>
Athletic Director	226	1
Curriculum Coordinator	226	1
Diagnostician	226	1
Assistant Principal	217	1
Elementary School Principal	217	2
Special Programs Director	226	3
High School Principal	226	3
Superintendent	226	4

<b>GRADE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
1	<b>\$ 65,000.00</b>	<b>\$72,500.00</b>	<b>\$ 80,000.00</b>
2	<b>\$ 71,500.00</b>	<b>\$79,750.00</b>	<b>\$ 88,000.00</b>
3	<b>\$ 78,650.00</b>	<b>\$87,725.00</b>	<b>\$ 96,800.00</b>
4	<b>\$ 90,000.00</b>	<b>\$107,500.00</b>	<b>\$ 125,000.00</b>

**DEWEYVILLE INDEPENDENT SCHOOL DISTRICT  
2024-2025 PROFESSIONAL TEACHER, LIBRARIAN, & NURSE SALARY SCHEDULE  
187 DAYS**

<b>YEARS EXPERIENCE</b>	<b>STATE MINIMUM</b>	<b>LOCAL STIPEND</b>	<b>TOTAL LOCAL BACHELOR</b>	<b>TOTAL LOCAL MASTERS</b>
0	\$33,660	\$6,721.71	\$40,360.01	\$41,360.01
1	\$34,390	\$5,984.41	\$40,367.31	\$41,367.31
2	\$35,100	\$5,267.31	\$40,374.41	\$41,374.41
3	\$35,830	\$4,530.01	\$40,381.71	\$41,381.71
4	\$37,350	\$3,190.67	\$40,540.67	\$41,540.67
5	\$38,880	\$2,558.36	\$41,438.36	\$42,438.36
6	\$40,410	\$2,642.16	\$43,052.16	\$44,052.16
7	\$41,830	\$2,641.20	\$44,471.20	\$45,471.20
8	\$43,170	\$2,722.06	\$45,892.06	\$46,892.06
9	\$44,440	\$2,764.47	\$47,204.47	\$48,204.47
10	\$45,630	\$2,862.18	\$48,492.18	\$49,492.18
11	\$46,770	\$2,890.01	\$49,660.01	\$50,660.01
12	\$47,850	\$2,953.97	\$50,803.97	\$51,803.97
13	\$48,850	\$3,013.03	\$51,863.03	\$52,863.03
14	\$49,810	\$3,116.58	\$52,926.58	\$53,926.58
15	\$50,710	\$3,170.55	\$53,880.55	\$54,880.55
16	\$51,570	\$3,230.24	\$54,800.24	\$55,800.24
17	\$52,370	\$3,291.37	\$55,661.37	\$56,661.37
18	\$53,140	\$3,347.09	\$56,487.09	\$57,487.09
19	\$53,860	\$3,393.13	\$57,253.13	\$58,253.13
20	\$54,540	\$3,719.28	\$58,259.28	\$59,259.28
21	\$54,540	\$4,955.65	\$59,495.65	\$60,495.65
22	\$54,540	\$5,138.24	\$59,678.24	\$60,678.24
23	\$54,540	\$5,310.64	\$59,850.64	\$60,850.64
24	\$54,540	\$5,485.08	\$60,025.08	\$61,025.08
25+	\$54,540	\$5,600.35	\$60,140.35	\$61,140.35

**DEWEYVILLE INDEPENDENT SCHOOL DISTRICT  
2024-2025 PROFESSIONAL SUPPORT JOB CLASSIFICATIONS/RATES**

<b>TITLE</b>	<b>DAYS EMPLOYED</b>	<b>JOB GRADE</b>
Speech Pathologist (Fully Licensed)(Masters)	207 Full Time 112 Part Time	2
Counselors (SBEC/LPC)	217	1
Instructional Coach	207	1

<b>GRADE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
1	\$55,000.00	\$60,000.00	\$67,165.00
2-Full Time	\$75,000.00	\$85,000.00	\$95,000.00
2-Part Time	\$40,000.00	\$50,000.00	\$60,000.00

**DEWEYVILLE INDEPENDENT SCHOOL DISTRICT  
2024-2025 AIDE JOB CLASSIFICATIONS/HOURLY RATES**

<b>TITLE</b>	<b>DAYS EMPLOYED</b>	<b>CLASSIFICATION</b>
Library Aide	187	1
ISS/Asset Clerk	187	4
LVN	187	4

<b>GRADE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
1	\$11.00	\$13.00	\$15.00
2	\$11.00	\$13.50	\$16.00
3	\$11.00	\$14.00	\$17.00
4	\$11.00	\$16.80	\$18.00

**DEWEYVILLE INDEPENDENT SCHOOL DISTRICT  
2024-2025 INSTRUCTIONAL AIDES/PARAPROFESSIONALS  
CLASSIFICATIONS/HOURLY RATES**

<b>YEARS EXPERIENCE</b>	<b>DAILY</b>	<b>HOURLY</b>	<b>ANNUALLY</b>
0	\$ 88.00	\$ 11.00	\$ 16,456.00
1	\$ 88.00	\$ 11.00	\$ 16,456.00
2	\$ 88.66	\$ 11.08	\$ 16,579.42
3	\$ 89.32	\$ 11.17	\$ 16,703.77
4	\$ 89.99	\$ 11.25	\$ 16,829.04
5	\$ 90.67	\$ 11.33	\$ 16,955.26
6	\$ 91.35	\$ 11.42	\$ 17,082.43
7	\$ 92.03	\$ 11.50	\$ 17,210.54
8	\$ 92.73	\$ 11.59	\$ 17,339.62
9	\$ 93.42	\$ 11.68	\$ 17,469.67
10	\$ 94.12	\$ 11.77	\$ 17,600.69
11	\$ 94.83	\$ 11.85	\$ 17,732.70
12	\$ 95.54	\$ 11.94	\$ 17,865.69
13	\$ 96.26	\$ 12.03	\$ 17,999.69
14	\$ 96.98	\$ 12.12	\$ 18,134.68
15	\$ 97.70	\$ 12.21	\$ 18,270.69
16	\$ 98.44	\$ 12.30	\$ 18,407.72
17	\$ 99.18	\$ 12.40	\$ 18,545.78
18	\$ 99.92	\$ 12.49	\$ 18,684.88
19	\$ 100.67	\$ 12.58	\$ 18,825.01
20	\$ 101.42	\$ 12.68	\$ 18,966.20
21+	\$ 104.00	\$ 13.00	\$ 19,448.00

**DEWEYVILLE INDEPENDENT SCHOOL DISTRICT  
2024-2025 CLERICAL-TECHNICAL JOB CLASSIFICATIONS/HOURLY RATES**

<b>TITLE</b>	<b>DAYS EMPLOYED</b>	<b>JOB GRADE</b>
Registrar, ES	207	1
Registrar, HS	207	1
Secretary, High School	226	2
Secretary, Elementary School	207	3
Payroll/Human Resources	226	3
Secretary, Superintendent	226	3
Administration Office Assistant	226	3
Administration Office Assistant w/Bachelor	226	4
District Network Administrator	226	4
Business Manager	226	4

<b>GRADE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
1	\$8.50	\$11.33	\$14.88
2	\$8.60	\$11.47	\$15.86
3	\$11.68	\$15.58	\$27.55
4-Bachelor	\$15.74	\$20.99	\$37.06
4-Master	\$23.85	\$35.61	\$41.48

**DEWEYVILLE INDEPENDENT SCHOOL DISTRICT  
2024-2025 MANUAL TRADES JOB CLASSIFICATIONS/HOURLY RATES**

<b>TITLE</b>	<b>DAYS EMPLOYED</b>	<b>JOB GRADE</b>
Custodian	261	1
Cook	189	2
Cafeteria Manager/Lead Cook	189	3
Transportation Helper	261	3
General Maintenance	261	4
General Transportation	261	4
Maintenance Supervisor	261	5
Transportation Supervisor	261	5

<b>GRADE</b>	<b>MINIMUM</b>	<b>MIDPOINT</b>	<b>MAXIMUM</b>
1	\$11.00	\$10.62	\$14.79
2	\$11.00	\$10.97	\$14.54
3	\$11.00	\$11.63	\$16.48
4	\$15.00	\$13.94	\$22.80
5	\$15.00	\$20.99	\$28.00



**DEWEYVILLE INDEPENDENT SCHOOL DISTRICT  
2024-2025 TRANSPORTATION JOB CLASSIFICATION**

<b><u>TITLE</u></b>	<b><u>PAY GRADE</u></b>	<b><u>PER ROUTE</u></b>	<b><u>DAILY</u></b>	<b><u>ANNUAL</u></b>
Bus Aide				
Short Route	1	\$10.00	\$20.00	
Long Route	1	\$15.00	\$30.00	
Extended Route	1	\$20.00	\$40.00	
Bus Driver				
Short Route	2			\$ 8,268.69
Long Route	2			\$ 9,429.20
Extended Route	2			\$17,697.90
Bus Driver Incentive (each driver)				\$1,500.00
Day Care Stipend				\$4,134.35

**DEWEYVILLE INDEPENDENT SCHOOL DISTRICT  
SUBSTITUTE SALARY SCHEDULE**

<b>Position</b>	<b>Hours</b>	<b>Daily Rate</b>	<b>Hourly Rate</b>
Teacher –Certified	(8.0)	\$100.00	\$12.50
Teacher without certification	(8.0)	\$88.00	\$11.00
Secretary – Administration	(8.0)	\$88.00	\$11.00
Secretary – Campus	(8.0)	\$88.00	\$11.00
Aides & Clerks	(8.0)	\$88.00	\$11.00
Cafeteria Sub	(8.0)	\$88.00	\$11.00
Custodial Sub	(8.0)	\$88.00	\$11.00
Maintenance Sub	(8.0)	\$88.00	\$11.00
Bus Driver – Short Route			\$21.00/route
Bus Driver – Long Route			\$25.00/route
Bus Driver – Extended Route			\$45.00/route
Bus Driver – Tutorials/Summer School			\$25.00
Bus Driver – Field Trips			\$11.00/hr driving \$8.00/hr sitting

**DEWEYVILLE INDEPENDENT SCHOOL DISTRICT  
EXTRA DUTY SALARY SCHEDULE**

<b><u>Position</u></b>	<b><u>Amount</u></b>
Homebound Teacher	\$25.00/hr.
Saturday School (Maximum 8 hrs. per session)	\$25.00/hr.
Dyslexia Specialist	\$2,500.00
Textbook Coordinator	\$1,000.00
Cafeteria Program Assistant	\$6,000.00
After School Tutorial/Summer Tutorials	\$25.00/hr.
After School Detention HS – Maximum 3 hours	\$25.00/hr.
Football Game Worker	\$11.00/hr.
Volleyball Game Worker (gatekeeper, official clock, official scorer)	
One Game	\$15.00
Each Additional Game	\$11.00
Basketball Game Worker (gatekeeper, official clock, official scorer)	
One Game	\$15.00
Each Additional Game	\$11.00
Game Custodian (max 3 hrs)	\$25.00
Tournaments (gatekeeper, official clock, official scorer) Per Game	\$11.00
Softball & Baseball Game Worker	
One Game	\$15.00
Each Additional Game	\$11.00
Sr. Sponsors	2 @ \$300.00 ea.
NJHS	1 @ \$150.00
Jr. Sponsors	2 @ \$250.00 ea. 3 @ \$166.67 ea.
8 <sup>th</sup> Grade Sponsor (Or 2 @ \$125.00)	1 @ \$250.00
Prom Sponsor	\$500.00

Student Council Sponsor	\$300.00
NHS Sponsor	\$300.00
Yearbook Sponsor	\$300.00
UIL One Act Play Sponsor	\$550.00
Flag/Twirler Sponsor	\$300.00
Band Director Plus 20 days @ daily rate	\$4,500.00
PEIMS Coordinator	\$7,500.00
SPED/SHARS Coordinator	\$6,000.00
IPM Coordinator	\$3,500.00
UIL Sponsor	\$250.00 per event
UIL Coordinator/ Director	\$500.00
HS Concessions	\$500.00
Career & Tech Extra Duty	\$2,500.00/semester
TASBO CERTIFICATIONS	
CTSBS	\$1,500.00
CTSBO	\$2,000.00
RTSBO	\$2,500.00
RTSBA	\$3,000.00
Coordinator for Student Summer Workers	\$3,500.00
Student Summer Workers	\$10/hr.

**DEWEYVILLE INDEPENDENT SCHOOL DISTRICT  
ATHLETIC STIPENDS**

<b><u>POSITION</u></b>	<b><u>STIPEND</u></b>
<b><u>Football</u></b>	
Defensive Coordinator	\$4,350.00
Offensive Coordinator	\$4,350.00
High School Football	\$3,850.00
Junior High Football	\$1,500.00
<b><u>Volleyball</u></b>	
Head Volleyball Coach	\$4,350.00
Assistant Volleyball Coach	\$3,850.00
Junior High Volleyball Coach	\$1,500.00
<b><u>Cross Country</u></b>	
Head Cross Country	\$3,425.00
<b><u>Basketball</u></b>	
Head Basketball Coach	\$2,500.00
Assistant Basketball	\$2,000.00
Junior High Basketball	\$1,500.00
<b><u>Powerlifting</u></b>	
Head Powerlifting Coach	\$2,500.00
Assistant Powerlifting Coach	\$1,000.00
<b><u>Softball</u></b>	
Head Softball Coach	\$2,500.00
Assistant Softball	\$2,000.00
<b><u>Baseball</u></b>	
Head Baseball Coach	\$2,500.00
Assistant Baseball	\$2,000.00
<b><u>Track</u></b>	
Head Track	\$2,500.00
Assistant Track	\$2,000.00
Junior High Track	\$1,500.00
<b><u>Summer Workouts</u></b>	
	\$1,000.00
<b><u>Golf</u></b>	
Head Golf Coach	\$2,500.00
Assistant Golf	\$2,000.00

**Girls Athletic Coordinator**

\$3,500.00

**Cheerleading**

Varsity Cheerleading Coach

\$2,500.00

Junior High Cheerleading Coach

\$1,500.00

**DEWEYVILLE INDEPENDENT SCHOOL DISTRICT  
LONGEVITY PAY**

Professional Employees (certified)

5-9 Years with Deweyville ISD	\$500
10-14 Years with Deweyville ISD	\$1,000
15-20 Years with Deweyville ISD	\$1,500
20+ Years with Deweyville ISD	\$2,000

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All Others

5-9 Years with Deweyville ISD	\$250
10-14 Years with Deweyville ISD	\$500
15-20 Years with Deweyville ISD	\$750
20+ Years with Deweyville ISD	\$1,000