

## Alvord ISD

### 2018-19 New Hire Guide for Teachers

Years of Experience	New Hire Salary
0	\$37,100
1	\$37,400
2	\$37,700
3	\$38,000
4	\$38,300
5	\$38,600
6	\$39,220
7	\$40,490
8	\$41,770
9	\$42,950
10	\$44,070
11	\$45,130
12	\$46,130
13	\$47,070
14	\$47,980
15	\$48,810
16	\$49,610
17	\$50,360
18	\$51,080
19	\$51,750
20+	\$52,390

The salaries listed above are based on 10-month employment for the 2018-19 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.

## 2018-19 Administrative Professional Pay Plan

Alvord ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>	Business Manager	226	<b>Daily</b>	<b>\$220.00</b>	<b>\$275.00</b>	<b>\$330.00</b>
			<b>226 Days</b>	49,720	62,150	74,580
<b>2</b>	Elementary Counselor	207	<b>Daily</b>	<b>\$243.10</b>	<b>\$303.88</b>	<b>\$364.66</b>
			<b>207 Days</b>	50,322	62,903	75,485
	Secondary Counselor	226	<b>226 Days</b>	54,941	68,677	82,413
<b>3</b>	Band Director	207	<b>Daily</b>	<b>\$272.40</b>	<b>\$328.19</b>	<b>\$383.98</b>
			<b>90 Days</b>	24,516	29,537	34,558
	District Testing Coordinator	90	<b>207 Days</b>	56,387	67,935	79,484
	Technology Director	226	<b>226 Days</b>	61,562	74,171	86,779
<b>4</b>	Athletic Director	226	<b>Daily</b>	<b>\$288.74</b>	<b>\$347.88</b>	<b>\$407.02</b>
			<b>226 Days</b>	65,255	78,621	91,987
	ES Principal	226				
	MS Principal	226				
<b>5</b>	HS Principal	226	<b>Daily</b>	<b>\$332.05</b>	<b>\$400.06</b>	<b>\$468.07</b>
			<b>226 Days</b>	75,043	90,414	105,784

## 2018-19 Clerical Paraprofessional Pay Plan

Alvord ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>	Resource Aide	184	<b>Hourly</b>	<b>\$9.00</b>	<b>\$11.25</b>	<b>\$13.50</b>
			<b>184 Days</b>	13,248	16,560	19,872
<b>2</b>	Library Aide	184	<b>Hourly</b>	<b>\$10.66</b>	<b>\$13.33</b>	<b>\$16.00</b>
			<b>184 Days</b>	15,692	19,622	23,552
<b>3</b>	Secretary - ES	207	<b>Hourly</b>	<b>\$12.82</b>	<b>\$16.02</b>	<b>\$19.22</b>
	Secretary - HS	207	<b>207 Days</b>	21,230	26,529	31,828
	Secretary - MS	207	<b>226 Days</b>	23,179	28,964	34,750
	PEIMS/Technology Assistant	226				
<b>5</b>	School Nurse	187	<b>Hourly</b>	<b>\$17.60</b>	<b>\$22.00</b>	<b>\$26.40</b>
			<b>187 Days</b>	26,330	32,912	39,494
<b>6</b>	Administrative Assistant	226	<b>Hourly</b>	<b>\$19.36</b>	<b>\$24.20</b>	<b>\$29.04</b>
			<b>226 Days</b>	35,003	43,754	52,504
<b>7</b>	PEIMS Coordinator	93	<b>Hourly</b>	<b>\$23.23</b>	<b>\$29.04</b>	<b>\$34.85</b>
			<b>93 Days</b>	17,283	21,606	25,928

## 2018-19 Auxiliary Pay Plan

Alvord ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>						
	Cafeteria Worker	175	<b>Hourly</b>	<b>\$9.16</b>	<b>\$11.45</b>	<b>\$13.74</b>
	Custodian	260	<b>171 Days</b>	12,531	15,664	18,796
	Groundskeeper/Custodian	260	<b>175 Days</b>	12,824	16,030	19,236
	Transportation Aide/Custodian	171	<b>260 Days</b>	19,053	23,816	28,579
<b>2</b>						
	Cafeteria Campus Manager - ES	179	<b>Hourly</b>	<b>\$10.81</b>	<b>\$13.51</b>	<b>\$16.21</b>
	Cafeteria Campus Manager - HS	179	<b>179 Days</b>	15,480	19,346	23,213
<b>3</b>						
	Bus Driver	171	<b>Hourly</b>	<b>\$12.87</b>	<b>\$16.08</b>	<b>\$19.29</b>
	Lead Cafeteria Campus Manager - MS	179	<b>171 Days</b>	17,606	21,997	26,389
			<b>179 Days</b>	18,430	23,027	27,623
<b>4</b>						
	Maintenance	208, 260	<b>Hourly</b>	<b>\$15.31</b>	<b>\$19.14</b>	<b>\$22.97</b>
			<b>208 Days</b>	25,476	31,849	38,222
			<b>260 Days</b>	31,845	39,811	47,778
<b>5</b>						
	Director - Maintenance & Transportation	260	<b>Hourly</b>	<b>\$17.61</b>	<b>\$22.01</b>	<b>\$26.41</b>
			<b>260 Days</b>	36,629	45,781	54,933