

| A | | | | Teacher Salary Scale (Ten-Month Contract) | | | |
|--------------|---------------|--------------|--------------|--|----------------------------|--------------|--------------|
| Years | Salary | Local | Total | Years | Salary | Local | Total |
| 0 | 27540 | 6250 | 33790 | 11 | 38260 | 6250 | 44510 |
| 1 | 28130 | 6250 | 34380 | 12 | 39150 | 6250 | 45400 |
| 2 | 28720 | 6250 | 34970 | 13 | 39970 | 6250 | 46220 |
| 3 | 29310 | 6250 | 35560 | 14 | 40750 | 6250 | 47000 |
| 4 | 30560 | 6250 | 36810 | 15 | 41490 | 6250 | 47740 |
| 5 | 31810 | 6250 | 38060 | 16 | 42190 | 6250 | 48440 |
| 6 | 33060 | 6250 | 39310 | 17 | 42850 | 6250 | 49100 |
| 7 | 34220 | 6250 | 40470 | 18 | 43480 | 6250 | 49730 |
| 8 | 35320 | 6250 | 41570 | 19 | 44070 | 6250 | 50320 |
| 9 | 36360 | 6250 | 42610 | 20 | 44620 | 6250 | 50870 |
| 10 | 37340 | 6250 | 43590 | 21+ | \$650 per year there after | | |

Annual Benefits
 \$6,250 Local Supplement

Employee Only: Life Insurance and Active Care I HD Health Ins.

First Year Only
 \$1,000 Transition Supplement

Teacher Salary based on Min. State Salary Scale plus Local Supplement

Athletic and Other Stipends based on Local Scale

Athletic Stipends
 Head Coach \$2,000 to \$3,500
 Assistant \$1,000 to \$2,000
 Day Equivalent for August

Other Stipends
 Academic U.I.L.,
 Annual, Band, Cheerleading,
 U.I.L. Coordinator

Based on the Salary Schedule
 in the Texas Education Code (TEC) § 21.402

2016-2017

D'Hanis Independent School District

Salary and Pay Grades

| B | | | | |
|---------------------------------------|----------------|-----------------|----------------|--------------------------------------|
| Instructional Support Services | | | | (Annual Salary for 10 Months) |
| Pay Grade | minimum | midpoint | maximum | Position |
| 1 | \$12,900 | \$14,900 | \$16,900 | Beginning Support |
| 2 | \$14,900 | \$16,900 | \$18,900 | Intermediate Support |
| 3 | \$16,900 | \$18,900 | \$20,900 | Advanced Support |

| C | | | | |
|----------------------------------|----------------|-----------------|----------------|--------------------------------------|
| Food and Special Services | | | | (Annual Salary for 10 Months) |
| Pay Grade | minimum | midpoint | maximum | Position |
| 1 | \$11,600 | \$13,600 | \$15,600 | Food Services |
| 2 | \$13,600 | \$15,600 | \$17,600 | Special Services |
| 3 | \$17,600 | \$19,600 | \$21,600 | Food Service Coordinator |

| D | | | | |
|------------------------------------|----------------|-----------------|----------------|--------------------------------------|
| Facility and Labor Services | | | | (Annual Salary for 12 Months) |
| Pay Grade | minimum | midpoint | maximum | Position |
| 1 | \$15,200 | \$19,200 | \$23,200 | Custodian/Maintenance |
| 2 | \$19,200 | \$23,200 | \$29,200 | Maintenance/Groundskeeper |
| 3 | \$23,200 | \$27,200 | \$33,200 | Maintenance Supervisor |

| E | | | | |
|--------------------------------|----------------|-----------------|----------------|--------------------------------------|
| Business and Operations | | | | (Annual Salary for 12 Months) |
| Pay Grade | minimum | midpoint | maximum | Position |
| 1 | \$17,500 | \$19,500 | \$23,500 | Campus Support |
| 2 | \$21,500 | \$23,500 | \$27,500 | District Support |
| 3 | \$31,500 | \$33,500 | \$37,500 | Tax Collector (divided by 2) |

| F | | | | |
|--------------------------------------|----------------|-----------------|----------------|--------------------------------------|
| Leadership and Administration | | | | (Annual Salary for 11 Months) |
| Pay Grade | minimum | midpoint | maximum | Position |
| 1 | \$32,000 | \$42,000 | \$52,000 | Management and Operations |
| 2 | \$42,000 | \$52,000 | \$62,000 | Direction and Leadership |
| 3 | \$52,000 | \$62,000 | \$72,000 | School Administration |

| SUBS | | | | |
|--|-------------------------------|--|--|--|
| Substitute Rates (Length of Regular Day for Position) | | | | |
| A | No Degree: \$60.00/day | | Degree: \$70.00/day | |
| B-E* | Everyone: \$60.00/day | | * "E" rate authorized by Superintendent | |

Leadership and Administration Includes: Athletic Director, Business Manager,
Campus Principals, Counselor, Program Coordinator, and Technology Coordinator.

| B | | | | | | | |
|---------------------------------------|----------|---------|----------|---------|----------|---------|----------------------|
| Instructional Support Services | | | | | | | |
| Pay Grade | minimum | | midpoint | | maximum | | Position |
| 1 | \$12,900 | \$8.62 | \$14,900 | \$9.96 | \$16,900 | \$11.30 | Beginning Support |
| 2 | \$14,900 | \$9.96 | \$16,900 | \$11.30 | \$18,900 | \$12.63 | Intermediate Support |
| 3 | \$16,900 | \$11.30 | \$18,900 | \$12.63 | \$20,900 | \$13.97 | Advanced Support |

| C | | | | | | | |
|----------------------------------|----------|---------|----------|---------|----------|---------|--------------------------|
| Food and Special Services | | | | | | | |
| Pay Grade | minimum | | midpoint | | maximum | | Position |
| 1 | \$11,600 | \$7.55 | \$13,600 | \$8.85 | \$15,600 | \$10.16 | Food Services |
| 2 | \$13,600 | \$8.85 | \$15,600 | \$10.16 | \$17,600 | \$11.46 | Special Services |
| 3 | \$17,600 | \$11.46 | \$19,600 | \$12.76 | \$21,600 | \$14.06 | Food Service Coordinator |

| D | | | | | | | |
|------------------------------------|----------|---------|----------|---------|----------|---------|---------------------------|
| Facility and Labor Services | | | | | | | |
| Pay Grade | minimum | | midpoint | | maximum | | Position |
| 1 | \$15,200 | \$7.92 | \$19,200 | \$10.00 | \$23,200 | \$12.08 | Custodian/Maintenance |
| 2 | \$19,200 | \$10.00 | \$23,200 | \$12.08 | \$29,200 | \$15.21 | Maintenance/Groundskeeper |
| 3 | \$23,200 | \$12.08 | \$27,200 | \$14.17 | \$33,200 | \$17.29 | Maintenance Supervisor |

| E | | | | | | | |
|--------------------------------|----------|---------|----------|---------|----------|---------|------------------------------|
| Business and Operations | | | | | | | |
| Pay Grade | minimum | | midpoint | | maximum | | Position |
| 1 | \$17,500 | \$9.51 | \$19,500 | \$10.60 | \$23,500 | \$12.77 | Campus Support |
| 2 | \$21,500 | \$11.68 | \$23,500 | \$12.77 | \$27,500 | \$14.95 | District Support |
| 3 | \$31,500 | \$17.12 | \$33,500 | \$18.21 | \$37,500 | \$20.38 | Tax Collector (divided by 2) |

2016-2017

D'Hanis Independent School District

Athletic Department Stipends

| Assignment | 2004-2005 Approved | 2005-2006 Approved | 2006-2007 Approved | 2007-2008 Approved | 2008-2009 First Approved Continued 2016-2017 |
|--|-------------------------------|--|------------------------------------|---|--|
| HS Athletic Director | 4000 | 6000 * AD/FB/OTR** * 2250 / 1750 / 2000 | 4000* AD/Coaching * 2250 / 1750 | Athletic Director on Salary Scale F2 | Athletic Director on Salary Scale F2 |
| Football, Head HS plus JH | 1750 | 2250 | 3000 | 3500 | 3500 |
| Football, Asst HS plus JH | 1000 | 2000 | 2000 | 2250 | 2250 |
| Volleyball, Head HS plus JH | 1750 | 2250 | 3000 | 3500 | 3500 |
| Volleyball, Asst HS plus JH | 750 | 1250 | 1750 | 2000 | 2000 |
| Basketball, Head HS plus JH | 1750 | 2250 | 3000 | 3500 | 3500 |
| Basketball, Asst and JH | 750 | 1000 | 1750 | 2000 | 2000 |
| Base/Softball, Head | 1750 | 2250 | 3000 | 3500 | 3500 |
| Base/Softball, Asst | 750 | 1000 | 1250 | 1500 | 1500 |
| HS/HG B&G Head Track | 1000 | 1000 | 1750 | 2000 | 2000 |
| JH B&G Head Track | | 750 | 1000 | 1250 | 1250 |
| HS/JH B&G Tennis | 2000 | 2000 | 1750 | 2000 | 2000 |
| Other Assignments | 500 | 750 | 500-1000 | 500-1000 | 500-1000 |
| Other Supplement | 5 extra days at daily rate | 5 extra days at daily rate | 250-1500 day equivalent | 250-1500 day equivalent | 250-1500 day equivalent |
| Additional Information: | | | | | |
| Unless noted, supplements are for coaching both High School and Junior High. Athletic Director will assign all coaches game duty throughout the year. | | | | | |
| ** Special one time mentor stipend. | | | | | |