



2019-2020 COMPENSATION PLAN

Board Approved – August 5, 2019

Greenwood Independent School District
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PLAN PURPOSE

This plan is a guide for salaries and wages for employees including Teachers/Librarians/Counselors/Nurses (RN), Clerical and Auxiliary staff of Greenwood Independent School District.

The compensation plan is for the 2019-2020 school year. No salary increases are granted automatically each year. This means that no salaries can be calculated or assumed in future years based on these salary schedules. The Board of Trustees adopts a new compensation plan each year.



TEACHER PAY PLAN

**GREENWOOD INDEPENDENT SCHOOL DISTRICT
TEACHER SALARY SCHEDULE
2019 - 2020**

BACHELOR		MASTER	
STEP		STEP	
0	\$ 49,000	0	\$ 49,500
1	\$ 49,500	1	\$ 50,000
2	\$ 50,000	2	\$ 50,500
3	\$ 50,300	3	\$ 50,800
4	\$ 50,600	4	\$ 51,100
5	\$ 52,600	5	\$ 53,100
6	\$ 52,900	6	\$ 53,400
7	\$ 53,200	7	\$ 53,700
8	\$ 53,550	8	\$ 54,050
9	\$ 54,550	9	\$ 55,050
10	\$ 55,550	10	\$ 56,050
11	\$ 56,500	11	\$ 57,000
12	\$ 57,400	12	\$ 57,900
13	\$ 58,250	13	\$ 58,750
14	\$ 59,050	14	\$ 59,550
15	\$ 59,800	15	\$ 60,300
16	\$ 60,530	16	\$ 61,030
17	\$ 61,230	17	\$ 61,730
18	\$ 61,880	18	\$ 62,380
19	\$ 62,500	19	\$ 63,000
20	\$ 63,090	20	\$ 63,590
21	\$ 63,640	21	\$ 64,140
22	\$ 64,140	22	\$ 64,640
23	\$ 64,640	23	\$ 65,140
24	\$ 65,140	24	\$ 65,640
25	\$ 65,640	25	\$ 66,140
26	\$ 66,140	26	\$ 66,640
27+	\$ 66,640	27+	\$ 67,140

*The annual salary is based on a 10 month contract for Teachers, Librarians and Nurses (RN)

*This Salary Schedule is for 2019-2020 school year ONLY. This schedule cannot be used for future salary.

*Teachers, Librarians, Nurses (RN) are on 187 day calendar for 2019-2020 school year.

*Counselors are on a 207 day calendar 11 month contract for 2019-2020 school year.

*Greenwood ISD pays an additional longevity stipend of \$100 per year completed at GISD. The longevity is capped at a maximum of \$1500 per year after 15 years and is paid to all GISD employees.



CLERICAL/TECH PAY PLAN

Clerical/Technical Daily Rates

Pay Grade	Minimum	Midpoint	Maximum
1 - 187 days	114.75	133.89	153.04
2 - 187 days	131.74	159.14	186.53
3 - 207 days	121.74	151.69	181.64
4 - 207 days	124.00	155.24	186.47
5 - 226 days	120.60	153.11	185.62
6 - 226 days	173.07	207.77	242.47
7 - 226 days	182.04	227.30	272.57

Clerical/Technical Yearly Rates

Pay Grade	Minimum	Midpoint	Maximum
1 - 187 days	21,458	25,038	28,618
2 - 187 days	24,635	29,759	34,880
3 - 207 days	25,200	31,400	37,600
4 - 207 days	25,669	32,134	38,600
5 - 226 days	27,255	34,602	41,950
6 - 226 days	39,113	46,956	54,798
7 - 226 days	41,140	51,370	61,600

*This Salary Schedule is for 2019-2020 school year ONLY. This schedule cannot be used for future salary.

*Instructional Aides are on 187 day calendar for 2019-2020 school year.

*Campus Secretary/PEIMS Clerks are on 207 day calendar for 2019-2020 school year.

*Payroll/Accounts Payable/Business Assistant are on 226 day calendar for 2019-2020 school year.



CAFETERIA PAY PLAN

Café Hourly Rates

Pay Grade	Minimum	Midpoint	Maximum
1	15.56	17.30	18.73
2	16.03	18.10	20.16
4	16.09	17.89	19.68
5	23.48	27.97	32.46

Café Annual Rates 180 days 7 hour day

Pay Grade	Minimum	Midpoint	Maximum
1	21,006	23,355	25,286
2	21,641	24,435	27,216

Café Annual Rates 181 days 8 hour day

Pay Grade	Minimum	Midpoint	Maximum
4	23300	25900	28500
5	34,000	40,500	47,000

*This Salary Schedule is for 2019-2020 school year ONLY. This schedule cannot be used for future salary.

*Cafeteria worker are on 180 day calendar 7.5 hours a day for 2019-2020 school year.

*Cafeteria cashier are on 180 day calendar 7.5 hours a day for 2019-2020 school year.

*Cafeteria campus manager are on 181 day calendar 8 hours a day for 2019-2020 school year.

*Cafeteria manager are on 181 day calendar 8 hours a day for 2019-2020 school year.



MANUAL TRADES PAY PLAN

Manual Trades Hourly Rates

Pay Grade	Minimum	Midpoint	Maximum
1	13.13	14.64	16.15
2	13.79	15.72	17.65
3	16.13	17.98	19.84
4	18.29	20.50	22.71
5	20.54	24.10	27.65

Manual Trades Yearly Rates**240 days 8 hour day**

Pay Grade	Minimum	Midpoint	Maximum
1	25,200	28,100	31,000
2	26,486	30,183	33,879
3	30,960	34,530	38,100
4	35,126	39,363	43,600
5	39,446	46,265	53,086

*Bus Driver Salary

\$10,000 Annually – Single Route

\$20,000 Annually – Double Route

*This Salary Schedule is for 2019-2020 school year ONLY. This schedule cannot be used for future salary.

*All manual trades including custodians and maintenance workers are based on a 240 day calendar.



Counselor Pay Plan

GREENWOOD INDEPENDENT SCHOOL DISTRICT					
'COUNSELOR SALARY SCHEDULE					
'2019/2020					
ELEMENTARY & MIDDLE			HIGH SCHOOL		
STEP	Total		STEP	Total	
0	55,794		0	61,294	
1	56,348		1	61,848	
2	56,901		2	62,401	
3	57,233		3	62,733	
4	57,565		4	63,065	
5	59,779		5	65,279	
6	60,111		6	65,611	
7	60,443		7	65,943	
8	60,831		8	66,331	
9	61,938		9	67,438	
10	63,045		10	68,545	
11	64,096		11	69,596	
12	65,093		12	70,593	
13	66,033		13	71,533	
14	66,919		14	72,419	
15	67,749		15	73,249	
16	68,557		16	74,057	
17	69,332		17	74,832	
18	70,052		18	75,552	
19	70,738		19	76,238	
20	71,391		20	76,891	
21	72,000		21	77,500	
22	72,553		22	78,053	
23	73,107		23	78,607	
24	73,660		24	79,160	
25	74,214		25	79,714	
26	74,767		26	80,267	
27+	75,321		27+	80,821	

*This Salary Schedule is for 2019-2020 school year ONLY. This schedule cannot be used for future salary.

*Counselors pay plan is based on a 207 days.

*Greenwood ISD pays an additional longevity stipend of \$100 per year completed at GISD. The longevity is capped at a maximum of \$1500 per year after 15 years and is paid to all GISD employees.