

Dilley ISD

2023-2024 New Hire Guide for Teachers

\$48,900 starting, 1.0% GPI

Years of Experience	New Hire Salary
0	\$48,900
1	\$49,200
2	\$49,600
3	\$49,900
4	\$50,300
5	\$50,825
6	\$51,125
7	\$51,425
8	\$51,725
9	\$52,025
10	\$52,525
11	\$53,125
12	\$53,725
13	\$54,325
14	\$54,925
15	\$55,525
16	\$56,125
17	\$56,725
18	\$57,325
19	\$57,925
20+	\$58,525

Continuing Teachers will receive an increase of
\$600

The salaries listed above are based on 10-month employment for the 2023-2024 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.

\$1,000 Master's Degree - General Stipend
\$1,500 Master's Degree - Subject-Area Stipend

2023-2024 Administrative Professional Pay Plan

Dilley ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum		
1			Daily	\$184.50	\$225.00	\$265.50	
Director - Transportation			261	261 Days	48,155	58,725	69,296
2			Daily	\$195.57	\$238.50	\$281.43	
Director - Facilitator			261	261 Days	51,044	62,249	73,453
3			Daily	\$273.18	\$329.13	\$385.08	
Athletic Trainer			187	187 Days	51,085	61,547	72,010
Coordinator - PEIMS/Federal Programs			226	197 Days	53,816	64,839	75,861
Counselor - ES			207	198 Days	54,090	65,168	76,246
Counselor - HS			198	207 Days	56,548	68,130	79,712
Counselor - MS			207	226 Days	61,739	74,383	87,028
Director - Technology			226				
Nurse			187				
4			Daily	\$291.75	\$351.51	\$411.27	
Asst Principal - ES			207	207 Days	60,392	72,763	85,133
Asst Principal - MS			207				
Dean Instruction - ECHS			207				
5			Daily	\$312.98	\$372.60	\$432.22	
Asst Principal - HS			207	207 Days	64,787	77,128	89,470
Business Manager			226	226 Days	70,733	84,208	97,682
Principal - ES			226				
6			Daily	\$331.77	\$394.96	\$458.15	
Director - Athletic			226	226 Days	74,980	89,261	103,542
Principal - MS			226				
7			Daily	\$355.86	\$418.66	\$481.46	
Director of Curriculum, Inst., & Asst.			226	226 Days	80,424	94,617	108,810
Principal - HS			226				

2023-2024 Nonexempt Pay Plan

Dilley ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$11.00	\$13.25	\$15.50
	Cafeteria	185	185 Days	16,280	19,610	22,940
	Custodian	261	261 Days	22,968	27,666	32,364
2			Hourly	\$11.50	\$14.05	\$16.60
	Aide - Teacher	187	187 Days	17,204	21,019	24,834
	Clerk - Sped	187	217 Days	19,964	24,391	28,818
	Day Care Worker	217				
3			Hourly	\$12.36	\$14.89	\$17.42
	Aide - Library	197	182 Days	17,996	21,680	25,364
	Aide - Sped Teacher	182, 187	187 Days	18,491	22,275	26,060
	Attendance Clerk - ES	197	197 Days	19,479	23,467	27,454
	Attendance Clerk - HS	197	261 Days	25,808	31,090	36,373
	Groundskeeper	261				
	Nurses Aide	187				
	Receptionist HS, ES	187, 197				
4			Hourly	\$13.10	\$15.78	\$18.46
	Aide - Sped Teacher Self-Contained	187	187 Days	19,598	23,607	27,616
	Groundskeeper - Lead	261	261 Days	27,353	32,949	38,544
5			Hourly	\$14.36	\$17.30	\$20.24
	Maintenance Worker	261	202 Days	23,206	27,957	32,708
	Specialist - PEIMS ES	207	207 Days	23,780	28,649	33,517
	Specialist - PEIMS HS	207	261 Days	29,984	36,122	42,261
	Specialist - PEIMS MS/Attendance	207				
6			Hourly	\$16.72	\$20.15	\$23.58
	Accounts Payable	226	207 Days	27,688	33,368	39,048
	Computer Technician I	226	226 Days	30,230	36,431	42,633
	Maintenance Worker - Lead	261	261 Days	34,911	42,073	49,235
	Payroll/Account Funds	226				
	Secretary - Principal ES	207				
	Secretary - Principal MS	207				
	Secretary - Principal HS	226				
	Social Worker	187				

7	
Administrative Asst	226
Instructional Technology	226
Computer Technician II	226
Manager - Day Care	217

Hourly	\$20.07	\$24.18	\$28.29
217 Days	34,842	41,976	49,111
226 Days	36,287	43,717	51,148

8	
Computer Technician - Lead	226
Specialist - Senior Payroll	226

Hourly	\$22.34	\$26.60	\$30.86
226 Days	40,391	48,093	55,795

9	
Secretary - Superintendent/HR Specialist	226

Hourly	\$24.85	\$29.58	\$34.31
226 Days	44,929	53,481	62,032

BD	
Bus Driver	180

Hourly	\$16.80	\$18.58	\$20.36
180 Days	24,192	26,755	29,318

2023-2024 Extra Duty Stipends

Dilley ISD

Category	Assignment	Level	Proposed Stipend
Academic			
	ARD Coordinator		5,000
	CTE VOC Ag	HS	3,500
	CTE Stipend	HS	2,500
	Department Chair - ES	ES	1,000
	Department Chair - HS	HS	1,000
	Department Chair - MS	MS	1,000
	Dual Credit Stipend (per course)		3,000
	Dyslexia		1,000
	ECHS Assistant	HS	3,000
	ESL		1,000
	GT		1,000
	Life Skills Stipend		1,000
	Literacy Coach Stipend		2,500
	Masters		1,000
	Masters in Subject Area		1,500
	Math (certified)		6,000
	Mentor: Year 1		1,000
	Mentor: Year 2		500
	Reading Academy	ES	1,500
	Science (certified)		6,000
	Special Ed (certified)		3,000
	Sped Campus Coordinator		1,000
	Special Ed Coordinator		3,000
	UIL Campus Coordinator - ES	ES	1,200
	UIL Campus Coordinator - HS	HS	1,200
	UIL Campus Coordinator - MS	MS	1,200
	UIL Hosting Coordinator		500
	UIL Subject Area Coach - ES	ES	400
	UIL Subject Area Coach - HS	HS	400
	UIL Subject Area Coach - MS	MS	400
	Yearbook	HS	2,000
Athletic			
	Baseball Assistant	HS	3,000
	Baseball Head	HS	5,000
	Basketball Assistant	MS	3,000
	Basketball Assistant	HS	3,000
	Basketball Head	HS	5,000
	Coordinator - Boys	MS	1,000
	Coordinator - Girls	HS	2,000

Coordinator - HUDL	HS	1,000
Cross Country Assistant	HS	3,000
Cross Country Head	HS	4,500
Football Assistant	MS	3,500
Football Assistant	HS	5,000
Football Defensive Coordinator	HS	6,000
Football Offensive Coordinator	HS	6,000
Golf Head	HS	4,500
Powerlifting Assistant	HS	3,000
Powerlifting Head	HS	4,500
Softball Assistant	HS	3,000
Softball/Baseball Assistant	MS	1,500
Softball Head	HS	5,000
Tennis Assistant	HS	3,000
Tennis Head	HS	4,500
Track Assistant	MS	3,000
Track Assistant	HS	3,000
Track Head	HS	4,500
Volleyball Assistant	MS	3,000
Volleyball Assistant	HS	3,000
Volleyball Head	HS	5,000

Performing Arts

Band Assistant	HS	6,000
Cheer Sponsor - HS	HS	3,000
Cheer Sponsor - MS	MS	1,500
Cheer Assistant	MS/HS	1,500
Color Guard		1,750
Dance	HS	1,500
Head Band Director	HS	11,750
One Act Play	HS	1,250