

**Decatur ISD**  
**2023-2024 New Hire Guide for**  
**Teachers**  
**\$55,000 starting, 3.0% GPI**

Years of Experience	New Hire Salary
0	\$55,000
1	\$55,400
2	\$55,800
3	\$56,200
4	\$56,750
5	\$57,150
6	\$57,550
7	\$57,950
8	\$58,350
9	\$58,750
10	\$59,150
11	\$59,550
12	\$59,950
13	\$60,725
14	\$61,025
15	\$61,325
16	\$61,625
17	\$61,925
18	\$62,225
19	\$62,525
20	\$62,825
21	\$63,200
22	\$64,300
23	\$65,300
24	\$66,325
25+	\$67,250

Continuing Teachers will receive an increase of  
 \$1,850

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**

## Decatur ISD

### 2023-2024 Salary Range for

### Teachers

**\$55,000 starting, 3.0% GPI**

#### Hiring Salary Range

10-Month Hiring Range Minimum: \$55,000

10-Month Hiring Range Maximum: \$67,250

Continuing Teachers will receive an increase of  
\$1,850

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.

Salaries are determined individually with consideration for job-related experience and credentials.

**\$1,000 Master's Degree - General Stipend**

## 2023-2024 Proposed Administrative Professional Pay Plan

Decatur ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
<b>1</b>							
	Asst Director - Child Nutrition	218	<b>Daily</b> <b>218 Days</b>	<b>\$224.10</b> 48,854	<b>\$270.00</b> 58,860	<b>\$315.90</b> 68,866	<b>\$8.10</b> 1,766
<b>2</b>							
	Agriculture Science Teacher	226	<b>Daily</b> <b>192 Days</b>	<b>\$266.23</b> 51,116	<b>\$320.76</b> 61,586	<b>\$375.29</b> 72,056	<b>\$9.62</b> 1,848
	Asst Speech Therapist	192	<b>226 Days</b>	60,168	72,492	84,816	2,175
	Coordinator - Maintenance	243	<b>243 Days</b>	64,694	77,945	91,195	2,338
	Coordinator - PEIMS	226					
	Director - Custodial	226					
	Director - Transportation	226					
	Emergency Management Specialist	226					
<b>3</b>							
	Coordinator - GT	187	<b>Daily</b> <b>187 Days</b>	<b>\$298.18</b> 55,760	<b>\$359.25</b> 67,180	<b>\$420.32</b> 78,600	<b>\$10.78</b> 2,015
	District Nurse	187	<b>202 Days</b>	60,232	72,569	84,905	2,177
	Instructional Coach	218	<b>218 Days</b>	65,003	78,317	91,630	2,350
	Librarian	202	<b>226 Days</b>	67,389	81,191	94,992	2,436
	Network Administrator	226					
<b>4</b>							
	Asst Principal - ES	207	<b>Daily</b> <b>187 Days</b>	<b>\$316.07</b> 59,105	<b>\$380.81</b> 71,211	<b>\$445.55</b> 83,318	<b>\$11.42</b> 2,136
	Asst Principal - MS	218	<b>192 Days</b>	60,685	73,116	85,546	2,193
	Counselor - ES	202	<b>202 Days</b>	63,846	76,924	90,001	2,308
	Counselor - HS	207	<b>207 Days</b>	65,426	78,828	92,229	2,365
	Counselor - MS	207	<b>218 Days</b>	68,903	83,017	97,130	2,491
	Diagnostician	202					
	Occupational Therapist	187					
	Speech Therapist	192					
<b>5</b>							
	Asst Principal - HS	218	<b>Daily</b> <b>207 Days</b>	<b>\$338.52</b> 70,074	<b>\$407.85</b> 84,425	<b>\$477.18</b> 98,776	<b>\$12.24</b> 2,533
	Director - Band HS	207	<b>218 Days</b>	73,797	88,911	104,025	2,667
<b>6</b>							
	Director - Bilingual	226	<b>Daily</b> <b>226 Days</b>	<b>\$363.91</b> 82,244	<b>\$438.44</b> 99,087	<b>\$512.97</b> 115,931	<b>\$13.15</b> 2,973
	Director - Child Nutrition	226					
	Director - Communications	226					
	Director - Testing	226					
	Principal - ES	226					

## 2023-2024 Proposed Administrative Professional Pay Plan

Decatur ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
<b>7</b>							
	Director - SPED	226	<b>\$406.12</b>	<b>\$489.30</b>	<b>\$572.48</b>	<b>\$14.68</b>	
	Director - Technology	226	<b>226 Days</b>	91,783	110,582	129,380	3,317
	Principal - MS	226					
<b>8</b>							
	Director - Athletics	226	<b>\$487.75</b>	<b>\$587.65</b>	<b>\$687.55</b>	<b>\$17.63</b>	
	Exec Director - Operations	226	<b>226 Days</b>	110,232	132,809	155,386	3,984
	Principal - HS	226					
<b>9</b>							
	Asst Superintendent - HR	226	<b>\$526.77</b>	<b>\$634.66</b>	<b>\$742.55</b>	<b>\$19.04</b>	
	Asst Superintendent - Teaching & Learning	226	<b>226 Days</b>	119,050	143,433	167,816	4,303
	CFO	226					

## 2023-2024 Proposed Admin/Instructional Support Pay Plan

Decatur ISD

\*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum	3.0% GPI
<b>1</b>			<b>Hourly</b>	<b>\$13.00</b>	<b>\$15.66</b>	<b>\$18.32</b>	<b>\$0.47</b>
	Aide - ESL	187	<b>187 Days</b>	18,233	21,963	25,694	659
	Aide - Instructional	187					
	Aide - ISS	187					
	Aide - PE	187					
<b>2</b>			<b>Hourly</b>	<b>\$13.90</b>	<b>\$16.74</b>	<b>\$19.58</b>	<b>\$0.50</b>
	Aide - Behaviors	187	<b>187 Days</b>	19,495	23,478	27,461	701
	Aide - Bilingual	187					
	Aide - Bilingual PK	187					
	Aide - DAEP	187					
	Aide - Intervention	187					
	Aide - Library	187					
	Aide - Nurse	187					
	Aide - Office	187					
	Aide - Pre-K	187					
	Aide - SPED	187					
	Aide - SPED Inclusion	187					
	Aide - SPED Life Skills	187					
	Aide - SPED Resource	187					
	Aide - Title I	187					
	Aide - Title I Pre-K	187					
	Receptionist	187					
<b>3</b>			<b>Hourly</b>	<b>\$15.25</b>	<b>\$18.37</b>	<b>\$21.49</b>	<b>\$0.55</b>
	Admin Assistant - Counselor HS	187	<b>187 Days</b>	21,388	25,764	30,140	771
	Clerk - Attendance ES	187	<b>207 Days</b>	23,676	28,519	33,363	854
	Clerk - Attendance HS	226	<b>226 Days</b>	25,849	31,137	36,426	932
	Clerk - Attendance MS	187					
	Clerk - Data	207					
<b>4</b>			<b>Hourly</b>	<b>\$18.00</b>	<b>\$21.68</b>	<b>\$25.36</b>	<b>\$0.65</b>
	Admin Assistant - Child Nutrition	207, 226	<b>207 Days</b>	27,945	33,658	39,371	1,009
	Admin Assistant - PEIMS ES	218	<b>218 Days</b>	29,430	35,447	41,464	1,063
	Admin Assistant - Principal MS	218	<b>226 Days</b>	30,510	36,748	42,985	1,102
	Receptionist - Central Office	218					
	Registrar - HS	226					

## 2023-2024 Proposed Admin/Instructional Support Pay Plan

Decatur ISD

\*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
<b>5</b>			<b>Hourly</b>	<b>\$20.88</b>	<b>\$25.15</b>	<b>\$29.42</b>	<b>\$0.75</b>
	Admin Assistant - Athletics	207	<b>187 Days</b>	29,284	35,273	41,262	1,052
	Admin Assistant - C&I	226	<b>207 Days</b>	32,416	39,045	45,675	1,164
	Admin Assistant - CFO	226	<b>226 Days</b>	35,392	42,629	49,867	1,271
	Admin Assistant - Operations	226					
	Admin Assistant - PEIMS SPED	226					
	Admin Assistant - Principal HS	226					
	Clerk - Business	226					
	LVN	187					
<b>6</b>			<b>Hourly</b>	<b>\$28.78</b>	<b>\$34.26</b>	<b>\$39.74</b>	<b>\$1.03</b>
	Accountant	226	<b>226 Days</b>	48,782	58,071	67,359	1,746
	Specialist - Benefits	226					
	Specialist - HR	226					
	Specialist - Payroll	226					
<b>7</b>			<b>Hourly</b>	<b>\$30.51</b>	<b>\$36.32</b>	<b>\$42.13</b>	<b>\$1.09</b>
	Admin Assistant - Superintendent	226	<b>226 Days</b>	51,714	61,562	71,410	1,848

## 2023-2024 Proposed Auxiliary Pay Plan

Decatur ISD

\*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
<b>1</b>							
	Bus Monitor	177	<b>Hourly</b>	<b>\$13.50</b>	<b>\$16.27</b>	<b>\$19.04</b>	<b>\$0.49</b>
	Cafeteria Worker	181	<b>177 Days</b>	19,116	23,038	26,961	694
	Custodian	208, 243	<b>181 Days</b>	19,548	23,559	27,570	710
			<b>208 Days</b>	22,464	27,073	31,683	815
			<b>243 Days</b>	26,244	31,629	37,014	953
<b>2</b>							
	Asst Mechanic	243	<b>Hourly</b>	<b>\$16.15</b>	<b>\$19.46</b>	<b>\$22.77</b>	<b>\$0.58</b>
	Cafeteria Manager - ES	181, 187	<b>181 Days</b>	23,385	28,178	32,971	840
	Cafeteria Manager - MS	187	<b>187 Days</b>	24,160	29,112	34,064	868
	Groundskeeper	243	<b>243 Days</b>	31,396	37,830	44,265	1,128
	Groundskeeper - Athletic	243					
	Lead Custodian - ES	243					
	Lead Custodian - Facilities	243					
	Lead Custodian - MS	243					
<b>3</b>							
	Cafeteria Manager - HS	187	<b>Hourly</b>	<b>\$17.60</b>	<b>\$21.21</b>	<b>\$24.82</b>	<b>\$0.64</b>
	Dispatcher	177	<b>177 Days</b>	24,922	30,033	35,145	906
	General Maintenance	243	<b>187 Days</b>	26,330	31,730	37,131	957
	Lead Custodian - HS	243	<b>243 Days</b>	34,214	41,232	48,250	1,244
<b>4</b>							
	Asst Director - Custodial	243	<b>Hourly</b>	<b>\$20.75</b>	<b>\$25.01</b>	<b>\$29.27</b>	<b>\$0.75</b>
	Carpenter	243	<b>226 Days</b>	37,516	45,218	52,920	1,356
	Help Desk	2260	<b>243 Days</b>	40,338	48,619	56,901	1,458
	Lead Groundskeeper	243	<b>226 Days</b>	37,516	45,218	45,218	1,356
	Technology Asst	226					
<b>5</b>							
	Asst Director - Transportation	187	<b>Hourly</b>	<b>\$25.00</b>	<b>\$30.14</b>	<b>\$35.28</b>	<b>\$0.90</b>
	HVAC	243	<b>187 Days</b>	37,400	45,089	52,779	1,346
	Lead Maintenance	243	<b>243 Days</b>	48,600	58,592	68,584	1,750
	Mechanic	243					
<b>BD</b>							
	Bus Driver	177	<b>Hourly</b>	<b>\$19.50</b>	<b>\$22.94</b>	<b>\$26.38</b>	<b>\$0.69</b>
			<b>177 Days</b>	27,612	32,483	37,354	977

**2023-2024 Proposed Extra Duty Stipends**

Decatur ISD

Plan was run 4

Category	Sub-Category	Assignment	Proposed Stipend
<b>Job-related</b>			
	Professional	Lead Counselor - ES	1,000
	Professional	Lead Diagnostician/LSSP/SLP	2,000
	Professional	Lead Speech Therapist	2,000
	Professional	Travel	1,200
	Teacher	Agriculture Science – MS	3,500
	Teacher	Asst Health Science	2,500
	Teacher	AVID	1,200
	Teacher	Bilingual	4,000
	Teacher	CTE - Auto Mechanics	6,200
	Teacher	FCCLA	2,500
	Teacher	Lead Bilingual	5,000
	Teacher	Lead DAEP	5,000
	Teacher	Lead Health Science	5,000
	Teacher	SPED DAEP	3,000
	Teacher	SWAT	2,000
<b>Football</b>			
	Asst Coach	Football Varsity Head Asst - HS	9,000
	Asst Coach	Football Offensive/Defensive Coordinator - HS	9,000
	Asst Coach	Football Varsity Asst - HS	7,000
	Middle School	Football - MS	3,000
<b>Athletics</b>			
	Coordinator	Campus Athletic Coordinator - MS	3,000
	Head Coach	Baseball Head - HS	9,000
	Head Coach	Basketball Head - HS	10,000
	Head Coach	Cross Country Head - HS	8,500
	Head Coach	Golf Head - HS	8,500
	Head Coach	Powerlifting Head - HS	7,500
	Head Coach	Soccer Head - HS	9,000
	Head Coach	Softball Head - HS	9,000
	Head Coach	Strength & Conditioning Head - HS	9,000
	Head Coach	Swimming/Diving Head - HS	7,500
	Head Coach	Tennis Head - HS	10,000
	Head Coach	Track Head - HS	8,500
	Head Coach	Volleyball Head - HS	10,000
	Asst Coach	Baseball Asst - HS	5,000
	Asst Coach	Basketball Asst - HS	5,500
	Asst Coach	Cross Country Asst - HS	4,500



Asst Coach	Golf Asst - HS	4,500
Asst Coach	Powerlifting Asst - HS	4,500
Asst Coach	Soccer Asst - HS	5,000
Asst Coach	Softball Asst - HS	5,000
Asst Coach	Swimming/Diving Asst - HS	4,500
Asst Coach	Tennis Asst - HS	6,000
Asst Coach	Track Asst - HS	4,500
Asst Coach	Volleyball Asst - HS	5,500
Middle School Coach	Basketball - MS	2,500
Middle School Coach	Cross Country - MS	2,500
Middle School Coach	Tennis - MS	4,000
Middle School Coach	Track - MS	2,500
Middle School Coach	Volleyball - MS	2,500
	Asst Athletic Director	10,000
	Gym Coordinator	5,500
	Off Season Coordinator	3,000
	Open Gym Coordinator	5,000
	Seasonal Workout	4,250
	Stadium Manager	5,500

#### **Performing Arts**

Band	Asst Band Director - HS	10,000
Band	Band Director - MS	8,000
Choir	Choir Director - HS	8,000
Choir	Choir Director - MS	4,000
Dance/Drill Team	Dance/Drill Team Director - HS	7,000
Theatre	Drama/Theatre Advisor	4,000

#### **Spirit**

Cheerleading	Cheerleading Sponsor - HS	7,000
Cheerleading	Cheerleading Asst Sponsor - HS	3,000
Cheerleading	Cheerleading Sponsor - MS	2,000