

## **Dilley ISD**

### **2019-2020 New Hire Guide for Teachers**

**\$47,000 starting, 2.0% GPI**

<b>Years of Experience</b>	<b>New Hire Salary</b>
0	\$47,000
1	\$47,500
2	\$48,025
3	\$48,225
4	\$48,475
5	\$48,775
6	\$49,075
7	\$49,425
8	\$49,725
9	\$50,025
10	\$50,325
11	\$50,625
12	\$50,975
13	\$51,275
14	\$51,575
15	\$51,975
16	\$52,475
17	\$53,275
18	\$53,575
19	\$53,987
20	\$54,731

The salaries listed above are based on 10-month employment for the 2019-2020 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 General Master's Degree Stipend**  
**\$1,500 Subject-Area Master's Degree Stipend**

## 2019-2020 Proposed Administrative/Professional Pay Plan

Dilley ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$172.89	\$234.62	\$296.35
	Facilities Director	260	125 Days	21,611	29,328	37,044
	Family Engagement Specialist	187	226 Days	39,073	53,024	66,975
	Federal Programs/PEIMS/FS Director	226	260 Days	44,951	61,001	77,051
	Transportation Director	260				
2			Daily	\$231.17	\$276.85	\$322.53
	Nurse - District	187	187 Days	43,229	51,771	60,313
	Social Worker	187	226 Days	52,244	62,568	72,892
	Technology Director	226				
3			Daily	\$256.60	\$307.30	\$358.00
	Assistant Principal - ES	207	207 Days	53,116	63,611	74,106
	Assistant Principal - MS	207				
	Counselor - ES	207				
	Counselor - HS	207				
	Counselor - MS	207				
4			Daily	\$287.39	\$344.18	\$400.97
	DAEP Administrator	207	207 Days	59,490	71,245	83,001
	Principal - ES	226	226 Days	64,950	77,785	90,619
5			Daily	\$307.51	\$368.27	\$429.03
	Administrative Facilitator	226	197 Days	60,579	72,549	84,519
	Assistant Principal - HS	207	207 Days	63,655	76,232	88,809
	Athletics Director	226	226 Days	69,497	83,229	96,961
	ECHS Dean	207				
	Principal - MS	226				
6			Daily	\$329.03	\$394.05	\$459.07
	Business Manager	226	226 Days	74,361	89,055	103,750
	Principal - HS	226				

## 2019-2020 Proposed Clerical/Paraprofessional/Auxiliary Pay Plan

Dilley ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$9.80	\$11.74	\$13.68
	Custodian	260	177 Days	13,877	16,624	19,371
	Food Service Cook	177	187 Days	14,661	17,563	20,465
	Special Ed Aide - ES	187	260 Days	20,384	24,419	28,454
2			Hourly	\$10.73	\$12.85	\$14.97
	Day Care Worker	197, 217	187 Days	16,052	19,224	22,395
	Dual Credit Aide	187	197 Days	16,910	20,252	23,593
	General Maintenance/Grounds Worker	260	217 Days	18,627	22,308	25,988
	Instructional Aide	187	260 Days	22,318	26,728	31,138
	Instructional Aide - ES	187				
	Instructional Aide - SEC	187				
	Migrant Aide	187				
3			Hourly	\$11.75	\$14.07	\$16.39
	Attendance Clerk	197	187 Days	17,578	21,049	24,519
	PEIMS/ECHS	197	197 Days	18,518	22,174	25,831
	DHS Receptionist	197	260 Days	24,440	29,266	34,091
	General Maintenance Worker	260				
	Groundskeeper	260				
	Groundskeeper - Lead	260				
	Library Aide	197				
	Night Watchman	260				
	Nurse Aide	187				
	Special Ed Aide	187				
	Special Ed Secretary - ES	187				
4			Hourly	\$13.40	\$16.04	\$18.68
	General Maintenance Worker - Lead	260	207 Days	22,190	26,562	30,934
	PEIMS Clerk	207	226 Days	24,227	29,000	33,773
	Receptionist - Central Office	226	260 Days	27,872	33,363	38,854
	Secretary	207				
5			Hourly	\$15.68	\$18.77	\$21.86
	Accounting Clerk	226	207 Days	25,966	31,083	36,200
	Principal Secretary - ES	207	226 Days	28,349	33,936	39,523
	Principal Secretary - SEC	226				
	Principal Secretary - SEC / PEIMS	207				
	Technology Technician	226				

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Accounts Payable Specialist	226
Day Care Manager	217
Payroll Specialist	226
Superintendent Secretary	226
Technology Technician - Lead	226

Hourly	\$19.12	\$22.90	\$26.68
<b>217 Days</b>	33,192	39,754	46,316
<b>226 Days</b>	34,569	41,403	48,237

<b>BD</b>	
Bus Driver	176

Hourly	\$16.56	\$18.32	\$20.08
<b>176 Days</b>	23,316	25,795	28,273