



INDEPENDENT SCHOOL DISTRICT

2020-2021

Years of Experience	New Hire Salary
0	\$41,868.96
1	\$42,378.96
2	\$42,990.96
3	\$43,602.96
4	\$44,214.96
5	\$45,472.44
6	\$46,296.44
7	\$47,120.44
8	\$47,944.44
9	\$49,046.54
10	\$50,179.54
11	\$51,250.74
12	\$52,260.14
13	\$53,207.74
14	\$54,124.44
15	\$54,969.40
16	\$55,772.44
17	\$56,534.64
18	\$57,255.64
19	\$57,935.44
20	\$58,584.34
21	\$59,192.04
22	\$59,758.54
23	\$60,273.54
24	\$60,788.54
25	\$61,303.54
26	\$61,818.54
27	\$62,333.54
28	\$62,848.54
29	\$63,363.54
30+	\$63,878.54



PLAINS

INDEPENDENT SCHOOL DISTRICT

Non-Exempt Pay Plan 2020-2021

Pay Gra	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Crossing Guard	171	Hourly \$9.12	\$11.26	\$13.40
	Grounds Helper	255	171 Days 12,477.25	15,404.77	18,332.29
	Maintenance Helper	255	255 Days 18,606.43	22,972.03	27,337.63
2					
	Cafeteria	180	Hourly \$10.00	\$12.25	\$14.50
	Custodian	255	180 Days 14,400.00	17,640.00	20,880.00
			255 Days 20,400.00	24,990.00	29,580.00
3					
	Secondary Classroom Aide	180	Hourly \$11.10	\$13.71	\$16.32
	Elementary Classroom Aide	180	180 Days 15,982.27	19,740.67	23,499.07
	Pre-K Aide	180	236 Days 20,954.53	25,882.21	30,809.89
	ESL Aide	180			
	Counselor Clerk/Data Clerk	236			
4					
	Librarian Aide	192	Hourly \$13.33	\$16.46	\$19.59
	Administrative Assistant, Elementary	217	192 Days 20,479.18	25,286.86	30,094.54
	Groundskeeper	255	217 Days 23,145.74	28,579.42	34,013.10
	Maintenance	255	236 Days \$25,172.33	\$31,081.77	\$36,991.21
			255 Days 27,198.91	33,584.11	39,969.31
5					
	Bus Driver	169	Hourly \$15.82	\$19.09	\$22.36
	Migrant Aide	180	169 Days 19,875.45	23,982.57	28,089.69
	Administrative Assistant, HS/Secondary	217	180 Days 22,787.14	27,495.94	32,204.74
	Maintenance/Transportation Coordinator	236	217 Days 27,471.16	33,147.88	38,824.60
			236 Days 29,876.47	36,050.23	42,223.99
6					
	Business Office Specialist	236	Hourly \$18.04	\$21.77	\$25.50
	HR/Benefits Specialist	236	236 Days 34,053.48	41,095.72	48,137.96
	PEIMS Coordinator	236			
	Superintendent Secretary	236			



PLAINS

INDEPENDENT SCHOOL DISTRICT

Exempt Pay Plan
2019-2020

Pay Gra	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Cafeteria Supervisor	202	Daily	\$219.72	\$261.47	\$303.22
			202 Days	44,383.67	52,817.17	61,250.67
2	Counselor	217	Daily	\$246.09	\$292.85	\$339.61
			217 Days	53,402.13	63,549.05	73,695.97
			226 Days	55,616.96	66,184.72	76,752.48
				58,077.89	69,113.25	80,148.61
3	Assistant Principle	217	Daily	\$283.25	\$339.36	\$395.47
			217 Days	61,465.25	73,641.12	85,816.99
4	Elementary Principal	217	Daily	\$328.13	\$383.07	\$438.01
			217 Days	71,204.81	83,126.79	95,048.77
5	Athletic Director/Head Football Coach	217	Daily	\$360.95	\$421.38	\$481.82
			217 Days	78,326.14	91,439.45	104,554.93
	High School Principal	217				