

# TERRELL COUNTY I.S.D. 2021-22 PAY PLAN

Adopted by Board of Trustees  
August 18, 2021

  
\_\_\_\_\_  
President

**Terrell County ISD**

**2021-2022 New Hire Guide for  
Teachers and Nurses (RN)  
\$42,400 starting, 3.0% GPI**

Years of Experience	New Hire Salary
0	\$42,400
1	\$42,800
2	\$43,200
3	\$43,600
4	\$44,000
5	\$44,400
6	\$45,285
7	\$46,185
8	\$47,385
9	\$48,385
10	\$49,485
11	\$50,385
12	\$51,285
13	\$52,185
14	\$53,085
15	\$53,985
16	\$54,785
17	\$55,585
18	\$56,385
19	\$57,185
20+	\$57,985

Continuing Teachers and Nurses (RN) will receive an increase of  
\$1,500

The salaries listed above are based on 10-month employment for the 2021-2022 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.

**\$2,000 General Master's Degree Stipend**

**Terrell County ISD**

**2021-2022 Salary Range for  
Teachers and Nurses (RN)  
\$42,400 starting, 3.0% GPI**

Hiring Salary Range	
10-Month Hiring Range Minimum:	\$42,400
10-Month Hiring Range Maximum:	\$57,985
Continuing Teachers and Nurses (RN) will receive an increase of \$1,500	

The salaries listed above are based on 10-month employment for the 2021-2022 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.

**\$2,000 General Master's Degree Stipend**

**2021-2022 Proposed Administrative Professional Pay Plan**  
**Terrell County ISD**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
<b>1</b>	Counselor	11	Monthly	<b>\$4,651</b>	<b>\$5,814</b>	<b>\$6,977</b>	<b>\$174.42</b>
			11 Months	51,163	63,954	76,745	1,919
			Monthly	<b>\$4,930</b>	<b>\$6,163</b>	<b>\$7,395</b>	<b>\$184.89</b>
<b>2</b>	Assistant Principal-HS Director of Athletics/Head Basketball Coach	11 12	11 Months	54,233	67,791	81,350	2,034
			12 Months	59,163	73,954	88,745	2,219
			Monthly	<b>\$5,609</b>	<b>\$6,841</b>	<b>\$8,072</b>	<b>\$205.22</b>
<b>3</b>	Business Manager/Chief Appraiser/Tax Assessor Director Of Operations/Campus Behavior Coordinator IT Director/ Teaches Computer Voc Ed Classes Principal	12 12 12 12	12 Months	67,313	82,089	96,865	2,463

**2021-2022 Proposed Clerical Paraprofessional & Auxiliary Pay Plan**  
**Terrell County ISD**

\*Annual amounts are based on 7 hours per day.

Pay Grade	Job Title	Calendars	Minimum Midpoint Maximum			3.0% GPI	
			Minimum	Midpoint	Maximum		
<b>1</b>	Custodian	260	Hourly	<b>\$10.45</b>	<b>\$13.06</b>	<b>\$15.67</b>	<b>\$0.39</b>
			260 Days	19,019	23,769	28,519	710
<b>2</b>	Aide, Special Education Instructional Facilitator (Credit Recovery/Dual Credit)	187	Hourly	<b>\$11.18</b>	<b>\$13.98</b>	<b>\$16.78</b>	<b>\$0.42</b>
			174 Days	13,617	17,028	20,438	512
<b>3</b>	Aide, Library Aide, Library/Cafeteria Bus Driver	187	Hourly	<b>\$13.53</b>	<b>\$16.50</b>	<b>\$19.47</b>	<b>\$0.50</b>
			187 Days	17,711	21,599	25,486	655
<b>4</b>	Maintenance/Vehicle Mechanic	260	Hourly	<b>\$15.15</b>	<b>\$18.48</b>	<b>\$21.81</b>	<b>\$0.55</b>
			260 Days	27,573	33,634	39,694	1,001
<b>5</b>	Accounts Payable/ Clerk Tax A/C LVN	226	Hourly	<b>\$18.41</b>	<b>\$22.17</b>	<b>\$25.93</b>	<b>\$0.67</b>
			187 Days	24,099	29,021	33,942	877
<b>6</b>	Asst Business Manager PEIMS Data Specialist/Admin Asst District	226	Hourly	<b>\$21.16</b>	<b>\$25.50</b>	<b>\$29.84</b>	<b>\$0.77</b>
			207 Days	30,661	36,950	43,238	1,116
			226 Days	33,475	40,341	47,207	1,218

**Extra Duty Stipends**

Terrell County ISD

2021-2022

Category	Assignment	Stipend	Comments
----------	------------	---------	----------

<b>Academics</b>			
DIST	Master's Degree	2,000	increased to \$2,000 in 2021-22 school year
DIST	Testing Coordinator	4,000	holdharmless - currently included in salary
EE-12th	Special Education	3,000	
EE-12th	ESL	1,500	certification required & must serve students
7th-12th	Secondary Math	3,000	1/2 classes must be secondary math
7th-12th	Secondary Science	2,500	1/2 of classes must be secondary science
PK- 6th	Teaching 2 grade levels	9,500	those 'grandrathere'd' prior to 2015-16 = \$19,000

<b>Miscellaneous</b>			
	Testbook Custodian	1,500	

**TERRELL COUNTY I.S.D.**  
**Extra-Curricular & Co-Curricular Stipends**

ATHLETIC DIRECTOR: (12-month contract)      *2.5 months @ TCISD Rate*

COACHING:      \$5,000- Two (2) Sport Assignment, with one (1) assignment being Head HS Football or Head HS Basketball (B & G)  
  
\$1,500-for any third, fourth etc. coaching assignment

ASSISTANT COACHES:      \$2,000 each for first 2 coaching assignments (JH Coaches; Cross Country & all Spring Sports are considered assistant coaching assignments)  
  
\$1,500 each for any additional coaching assignment(s)

Head Coaches (HS Football, HS Boys & Girls Basketball) (*except 12-month AD*) will receive 10 additional days at the daily rate of Step -0- Teacher per TCISD adopted hiring schedule and all assistant coaches with more than 2 coaching assignments will receive 5 additional days at the Step -0- Teacher daily rate.

Each coach has the opportunity to earn supplemental pay during the summer break. This supplemental pay is based on a development summer camp program established by the Athletic Director, along side the coaching staff. The intention of this program is to offer up to 10 days of summer camp opportunities for the students at Sanderson Schools. These camps, and this supplemental pay are not part of the required summer program work that is already established with the Secondary Athletic Strength and Conditioning programs that should take place throughout the summer.

In order for a coach to be eligible for the 10 additional days of pay at the daily rate of a step-0-teacher, the athletic camps must be approved by the Athletic Director/Administrator, must be aligned with the athletic program expectations, the coach must work the 10 extra days with students, a minimum of 4 hours per day, and this work must go above and beyond what is already expected with the Secondary Summer Strength and Conditioning Program.

*All coaches are subject to assignment by the Athletic Director and approval by Superintendent*

BAND DIRECTOR:      \$5,000

CHEERLEADERS: (ALL)      \$2,500

UIL ONE-ACT PLAY:      \$1,000

HS YEARBOOK      \$ 700

UIL ACADEMIC EVENTS:

High School

\$275.00 per event coached & contestant(s) entered at district meet plus \$75.00 per day for each non-school day travel when sponsoring and coaching academic events or \$125 per night when sponsoring & coaching events requiring overnight travel

Junior High, Elementary

\$175.00 per grade level event coached and entered at district meet (*grade event must be scored separately at district meet to qualify for stipend payment*)

Campus UIL Academic Coordinators

\$500.00 each (Elem, JH & HS)

*(All UIL academic and co-curricular stipends are to be paid on the recommendation and at the discretion of the superintendent and/or campus principal. UIL Academic coaches must attend their respective district meet to qualify for any stipend payment unless the failure to attend occurs for reasons beyond the individual's control.)*

*Adopted: August 18, 2021*