

**Terrell County ISD**

**2019-2020 New Hire Guide for  
Teachers and Nurses (RN)  
\$41,300 starting, 8.0% GPI**

Years of Experience	New Hire Salary
0	\$41,300
1	\$41,700
2	\$42,100
3	\$42,500
4	\$42,900
5	\$43,785
6	\$44,385
7	\$44,985
8	\$45,585
9	\$46,185
10	\$47,085
11	\$47,985
12	\$48,885
13	\$49,785
14	\$50,685
15	\$51,485
16	\$52,285
17	\$53,085
18	\$53,885
19	\$54,685
20	\$55,485

Continuing Teachers and Nurses (RN) will receive an increase of \$3,700

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**

**Terrell County ISD**

**2019-2020 Salary Range for  
Teachers and Nurses (RN)  
\$41,300 starting, 8.0% GPI**

Hiring Salary Range	
10-Month Hiring Range Minimum:	\$41,300
10-Month Hiring Range Maximum:	\$55,485
Continuing Teachers and Nurses (RN) will receive an increase of \$3,700	

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.

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

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

## 2019-2020 Adopted Administrative Professional Pay Plan

Terrell County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
<b>1</b>			<b>Monthly</b>	<b>\$4,560</b>	<b>\$5,700</b>	<b>\$6,840</b>	<b>\$114.00</b>
	Instructional Tech/Network Administrator/Director Technology	12	<b>11 Months</b>	50,160	62,700	75,240	1,254
	Teacher/Counselor/Testing Coordinator District wide	11	<b>12 Months</b>	54,720	68,400	82,080	1,368
<b>2</b>			<b>Monthly</b>	<b>\$4,834</b>	<b>\$6,042</b>	<b>\$7,250</b>	<b>\$120.84</b>
	Assistant Principal-HS	11	<b>11 Months</b>	53,170	66,462	79,754	1,329
	Director of Athletics/Head Basketball Coach	12	<b>12 Months</b>	58,003	72,504	87,005	1,450
<b>3</b>			<b>Monthly</b>	<b>\$5,499</b>	<b>\$6,707</b>	<b>\$7,914</b>	<b>\$134.13</b>
	Business Manager/Chief Appraiser/Tax Assessor	12	<b>12 Months</b>	65,993	80,479	94,966	1,610
	Director Of Operations/Campus Behavior Coordinator	12					
	Principal	12					

**2019-2020 Adopted 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	4.0% GPI	
<b>1</b>	Custodian	260	<b>Hourly</b>	<b>\$10.24</b>	<b>\$12.80</b>	<b>\$15.36</b>	<b>\$0.51</b>
			<b>260 Days</b>	18,637	23,296	27,955	928
<b>2</b>	Aide, Library	187	<b>Hourly</b>	<b>\$10.96</b>	<b>\$13.70</b>	<b>\$16.44</b>	<b>\$0.55</b>
	Aide, Library/Instructional	187	<b>174 Days</b>	13,349	16,687	20,024	670
	Aide, Sped	187	<b>187 Days</b>	14,347	17,933	21,520	720
	Instructional Facilitator (Credit Recovery/Dual Credit)	174					
	School Breakfast Program	187					
<b>3</b>	Bus Driver	187	<b>Hourly</b>	<b>\$13.26</b>	<b>\$16.17</b>	<b>\$19.08</b>	<b>\$0.65</b>
	General Maintenance	226	<b>187 Days</b>	17,357	21,167	24,976	851
			<b>226 Days</b>	20,977	25,581	30,185	1,028
<b>4</b>	Maintenance/Vehicle Mechanic	260	<b>Hourly</b>	<b>\$14.85</b>	<b>\$18.11</b>	<b>\$21.37</b>	<b>\$0.72</b>
			<b>260 Days</b>	27,027	32,960	38,893	1,310
<b>5</b>	Accounts Payable/ Clerk Tax A/C	226	<b>Hourly</b>	<b>\$18.04</b>	<b>\$21.73</b>	<b>\$25.42</b>	<b>\$0.87</b>
	LVN	187	<b>187 Days</b>	23,614	28,445	33,275	1,139
			<b>226 Days</b>	28,539	34,377	40,214	1,376
<b>6</b>	Asst Business Manager/Asst Chief Appraiser/Deputy Tax AC/PEIMS/Finance/Payroll/Employee Benefits	226	<b>Hourly</b>	<b>\$20.74</b>	<b>\$24.99</b>	<b>\$29.24</b>	<b>\$1.00</b>
	PEIMS Data Specialist/Admin Asst District	207	<b>207 Days</b>	30,052	36,211	42,369	1,449
			<b>226 Days</b>	32,811	39,534	46,258	1,582