

## La Villa ISD

**2023-2024**

### New Hire Guide for Teachers

| Years of Experience | New Hire Salary |
|---------------------|-----------------|
| 0                   | \$50,250        |
| 1                   | \$50,650        |
| 2                   | \$51,050        |
| 3                   | \$51,450        |
| 4                   | \$51,850        |
| 5                   | \$52,275        |
| 6                   | \$52,685        |
| 7                   | \$53,085        |
| 8                   | \$53,485        |
| 9                   | \$53,985        |
| 10                  | \$54,485        |
| 11                  | \$54,985        |
| 12                  | \$55,485        |
| 13                  | \$56,329        |
| 14                  | \$57,177        |
| 15                  | \$58,025        |
| 16                  | \$58,873        |
| 17                  | \$59,721        |
| 18                  | \$60,569        |
| 19                  | \$61,417        |
| 20+                 | \$62,265        |

Continuing Teachers will receive an increase of \$848

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.

| 2023-2024 - Administrative/Professional Pay Plan |   |           |              |             |                 |                 |                 |
|--|---|-----------|--------------|-------------|-----------------|-----------------|-----------------|
| La Villa ISD                                     |   |           |              |             |                 |                 |                 |
| Pay Grade  | Job Title   | Calendars |              |             | Minimum         | Midpoint        | Maximum         |
| <b>1</b>   |   |           | <b>Daily</b> |             | <b>\$167.00</b> | <b>\$221.23</b> | <b>\$278.34</b> |
|  | 21st Century ASP Coordinator (Grant Funded)               | 226       | <b>226</b>   | <b>Days</b> | 37,742          | 49,998          | 62,905          |
|  | ADSY Project Manager (Grant Funded)                       | 226       |              |             |                 |                 |                 |
|  | Network/Computer Technician                               | 226       |              |             |                 |                 |                 |
|  | PEIMS Specialist  | 226       |              |             |                 |                 |                 |
| <b>2</b>   |   |           | <b>Daily</b> |             | <b>\$227.87</b> | <b>\$277.89</b> | <b>\$327.91</b> |
|  | Director - Food Service                                   | 226       | <b>226</b>   | <b>Days</b> | 51,499          | 62,803          | 74,108          |
|  | Dyslexia Data Analyst (Grant Funded)                      | 226       | <b>250</b>   | <b>Days</b> | 56,968          | 69,473          | 81,978          |
|  | Director - School Operations                              | 250       |              |             |                 |                 |                 |
| <b>3</b>   |   |           | <b>Daily</b> |             | <b>\$266.61</b> | <b>\$325.13</b> | <b>\$383.65</b> |
|  | Facilitator - Gear Up (Grant Funded)                      | 197       | <b>197</b>   | <b>Days</b> | 52,522          | 64,051          | 75,579          |
|  | Counselor - Elem/MS                                       | 210       | <b>210</b>   | <b>Days</b> | 55,988          | 68,277          | 80,567          |
|  | Math Coach (TCLAS Grant Funded)                           | 210       | <b>226</b>   | <b>Days</b> | 60,254          | 73,479          | 86,705          |
|  | Reading Specialist (ESSER Grant Funded)                   | 210       |              |             |                 |                 |                 |
|  | Literacy Coach (TCLAS Grant Funded)                       | 210       |              |             |                 |                 |                 |
|  | Media & Communication Specialist                          | 210       |              |             |                 |                 |                 |
|  | Dean of Instruction (ELM/MS/HS)                           | 210       |              |             |                 |                 |                 |
|  | Instructional Coach (Dyslexia Grant Funded)               | 210       |              |             |                 |                 |                 |
|  | Instructional Coach                                       | 210       |              |             |                 |                 |                 |
|  | Instructional Coach HS                                    | 226       |              |             |                 |                 |                 |
| <b>4</b>   |   |           | <b>Daily</b> |             | <b>\$291.45</b> | <b>\$351.14</b> | <b>\$410.83</b> |
|  | District Librarian  | 197       | <b>197</b>   | <b>Days</b> | 57,416          | 69,175          | 80,934          |
|  | Counselor - HS  | 210       | <b>210</b>   | <b>Days</b> | 61,205          | 73,739          | 86,274          |
|  | District Nurse  | 210       | <b>226</b>   | <b>Days</b> | 65,868          | 79,358          | 92,848          |
|  | Principal - Elem  | 226       |              |             |                 |                 |                 |
|  | College and Career Readiness Director                     | 226       |              |             |                 |                 |                 |
| <b>5</b>   |   |           | <b>Daily</b> |             | <b>\$318.55</b> | <b>\$379.23</b> | <b>\$439.91</b> |
|  | Director - Dyslexia (Dyslexia Grant Funded)               | 226       | <b>226</b>   | <b>Days</b> | 71,992          | 85,706          | 99,420          |
|  | Principal - MS  | 226       |              |             |                 |                 |                 |
| <b>6</b>   |   |           | <b>Daily</b> |             | <b>\$344.91</b> | <b>\$405.78</b> | <b>\$466.65</b> |
|  | Director - Finance/Business Manager                       | 226       | <b>226</b>   | <b>Days</b> | 77,950          | 91,706          | 105,463         |
|  | Athletic Director/Head FB Coach                           | 226       |              |             |                 |                 |                 |
|  | Principal - HS  | 226       |              |             |                 |                 |                 |
|  | Director - Accountability/Operations (TCLAS Grant Funded) | 226       |              |             |                 |                 |                 |
|  | Director - Student Services (TCLAS Grant Funded)          | 226       |              |             |                 |                 |                 |
| <b>7</b>   |   |           | <b>Daily</b> |             | <b>\$382.86</b> | <b>\$450.42</b> | <b>\$517.98</b> |
|  | Executive Director - Curriculum & Instruction             | 226       | <b>226</b>   | <b>Days</b> | 86,526          | 101,795         | 117,063         |
|  |   |           |              |             |                 |                 |                 |

| 2023-2024 Clerical/Paraprofessional Pay Plan |                                       |           |        |      |                |                |                |
|--|---------------------------------------|-----------|--------|------|----------------|----------------|----------------|
| La Villa ISD                                 |                                       |           |        |      |                |                |                |
| Pay Grade                                    | Job Title                             | Calendars |        |      | Minimum        | Midpoint       | Maximum        |
| <b>1</b>                                     |                                       |           | Hourly |      | <b>\$10.83</b> | <b>\$13.89</b> | <b>\$16.95</b> |
|  | Aide - Sped. Ed. Resource/Inclusion   | 187       | 187    | Days | 16,202         | 20,779         | 25,357         |
|  | Aide - Educational Aide I             | 187       | 226    | Days | \$19,580       | \$25,113       | \$30,645       |
|  | Office Clerk/ Receptionist            | 187       |        |      |                |                |                |
|  | District Office Clerk/Receptionist    | 226       |        |      |                |                |                |
| <b>2</b>                                     |                                       |           | Hourly |      | <b>\$11.70</b> | <b>\$15.00</b> | <b>\$18.30</b> |
|  | Clerk - Shipping/Receiving            | 187       | 187    | Days | 17,503         | 22,440         | 27,377         |
|  | Aide - Educational Aide II            | 187       |        |      |                |                |                |
|  |                                       |           |        |      |                |                |                |
| <b>3</b>                                     |                                       |           | Hourly |      | <b>\$13.09</b> | <b>\$16.79</b> | <b>\$20.49</b> |
|  | Educational Aide III                  | 187       | 187    | Days | 19,582         | 25,117         | 30,653         |
|  | Secretary - PEIMS (Elem., MS., HS.)   | 226       | 226    | Days | 23,667         | 30,356         | 37,046         |
|  | Secretary - PEIMS (Elem., MS., HS.)   | 210       | 210    | Days | \$21,991       | \$28,207       | \$34,423       |
| <b>4</b>                                     |                                       |           | Hourly |      | <b>\$14.86</b> | <b>\$18.81</b> | <b>\$22.76</b> |
|  | Computer Technician                   | 226       | 226    | Days | 26,867         | 34,008         | 41,150         |
|  | Secretary - Principal Elem            | 226       |        |      |                |                |                |
|  | Secretary - Principal MS              | 226       |        |      |                |                |                |
|  |                                       |           |        |      |                |                |                |
| <b>5</b>                                     |                                       |           | Hourly |      | <b>\$16.95</b> | <b>\$21.45</b> | <b>\$25.95</b> |
|  | LVN                                   | 187       | 187    | Days | 25,357         | 32,089         | 38,821         |
|  | Secretary - Principal HS              | 226       | 226    | Days | 30,646         | 38,782         | 46,918         |
|  | Secretary - Special Programs          | 226       |        |      |                |                |                |
|  | Human Resource Records Clerk          | 226       |        |      |                |                |                |
|  |                                       |           |        |      |                |                |                |
| <b>6</b>                                     |                                       |           | Hourly |      | <b>\$21.37</b> | <b>\$26.71</b> | <b>\$32.05</b> |
|  | Secretary - Superintendent            | 226       | 226    | Days | 38,637         | 48,292         | 57,946         |
|  | Payroll/Insurance Benefits Specialist | 226       |        |      |                |                |                |

| 2023-2024 Auxiliary Pay Plan |                                      |           |               |             |                |                |                |
|------------------------------|--------------------------------------|-----------|---------------|-------------|----------------|----------------|----------------|
| La Villa ISD                 |                                      |           |               |             |                |                |                |
| Pay<br>Grad                  | Job Title                            | Calendars |               |             | Minimum        | Midpoint       | Maximum        |
|                              |                                      |           |               |             |                |                |                |
| <b>1</b>                     |                                      |           | <b>Hourly</b> |             | <b>\$9.96</b>  | <b>\$13.51</b> | <b>\$16.07</b> |
|                              |                                      |           |               |             |                |                |                |
|                              | Food Service Worker(Elem., MS.,HS)   | 187       | <b>187</b>    | <b>Days</b> | 14,900         | 20,211         | 24,041         |
|                              | Transportation Driver                | 187       |               |             |                |                |                |
|                              |                                      |           |               |             |                |                |                |
| <b>2</b>                     |                                      |           | <b>Hourly</b> |             | <b>\$9.96</b>  | <b>\$15.88</b> | <b>\$21.80</b> |
|                              | Custodian(Elem., MS.,HS)             | 250       | <b>250</b>    | <b>Days</b> | 19,920         | 31,760         | 43,600         |
|                              | Custodian/Bus Driver                 | 250       |               |             |                |                |                |
| <b>3</b>                     |                                      |           | <b>Hourly</b> |             | <b>\$10.95</b> | <b>\$15.39</b> | <b>\$19.82</b> |
|                              | Security Guard(Elem., MS.,HS)        | 187       | <b>187</b>    | <b>Days</b> | 16,381         | 23,016         | 29,651         |
|                              |                                      |           |               |             |                |                |                |
|                              |                                      |           |               |             |                |                |                |
| <b>4</b>                     |                                      |           | <b>Hourly</b> |             | <b>\$12.05</b> | <b>\$15.94</b> | <b>\$19.82</b> |
|                              | Food Service Manager (Elem., MS.,HS) | 187       | <b>187</b>    | <b>Days</b> | 18,027         | 23,846         | 29,651         |
|                              | Head Security                        | 210       | <b>210</b>    | <b>Days</b> | 20,244         | 26,779         | 33,297         |
|                              |                                      |           |               |             |                |                |                |
| <b>5</b>                     |                                      |           | <b>Hourly</b> |             | <b>\$12.05</b> | <b>\$16.92</b> | <b>\$21.80</b> |
|                              | General Maint. Worker                | 250       | <b>250</b>    | <b>Days</b> | 24,100         | 33,840         | 43,600         |
|                              | General Maint. Worker/Bus Driver     | 250       |               |             |                |                |                |
| <b>6</b>                     |                                      |           | <b>Hourly</b> |             | <b>\$14.00</b> | <b>\$18.00</b> | <b>\$22.00</b> |
|                              | General Maint. Worker/HVAC           | 250       | <b>250</b>    | <b>Days</b> | 28,000         | 36,000         | 44,000         |
|                              | General Maint. Worker/Plumbing       | 250       |               |             |                |                |                |
|                              | General Maint. Worker/Electrical     | 250       |               |             |                |                |                |
|                              | General Maint. Worker/Automotive     | 250       |               |             |                |                |                |
| <b>BD</b>                    |                                      |           | <b>Hourly</b> |             | <b>\$14.74</b> | <b>\$17.00</b> | <b>\$19.26</b> |
|                              | Bus Driver                           | 187       | <b>187</b>    | <b>Days</b> | 22,051         | 25,432         | 28,813         |