

SOMERSET ISD COMPENSATION



2024-2025

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COMPENSATION PROGRAM - OVERVIEW

The Somerset ISD mission is to invest in developing a highly skilled workforce and is committed to graduating students who are college, career and military ready. Compensation is a part of not only attracting but retaining valuable employees.

The District strives to be competitive in the market place and offer comparable base salaries plus a range of stipends and supplemental pays for various positions and/or duties. Pay grades/schedules are apportioned based on job similarities.

Somerset ISD follows Teachers' Retirement System (TRS) procedures for years of service. Employees must complete at least 90 work/paid days per school year to receive credit for a service year and increase a step on their respective pay scale.

All employees, regardless of assignment, are paid semi-monthly. The yearly base salary is annualized and distributed evenly over 24 payrolls. Supplemental pay, including authorized extra-regular and over-time earned by auxiliary staff, is paid in the pay period earned. All payroll is distributed to employees through Direct Deposit. The net amount deposited is gross wages minus all appropriate deductions including but not limited to Federal Income Tax Withholdings (based upon the employee authorized W4), Medicare, TRS, Benefit Deductions and any voluntary deductions authorized by the employee.

COMPENSATION – SALARY CALCULATIONS FOR ADMINISTRATIVE STAFF

Salaries are calculated for district and campus level administrative staff with consideration for positions held, years of experience in each position and calendar days of assignment. The District strives to be competitive to attract new experienced leaders as well as promote qualified employees from within the District.

ADMINISTRATIVE CLASSIFICATIONS - DISTRICT

Superintendent

- Executive Assistant to Superintendent and Board of Trustees
- Deputy Superintendent
 - Chief Financial Officer
 - * Financial Comptroller
 - * Payroll Supervisor
 - * Purchasing Agent
 - Chief Academic Officer
 - * Executive Director of Secondary Schools
 - * Director of Academic Programs and Fine Arts
 - * Director of Career and Technical Education
 - * Director of Health & Wellness
 - * Director of Support Services
 - * Coordinator - Assessment
 - * Coordinator - Data Services
 - * Coordinator - Language and Leadership
 - * Coordinator - Language and Literacy
 - * Community Relations Specialist

- Chief Facilities and Operations Officer
 - * Director of Child Nutrition and Custodial Services
 - * Director of Facilities and Maintenance
 - * Director of Transportation
- Chief of Police
- Director of Athletics
 - * Athletics Coordinator
- Director of Communications
- Director of Human Resources
- Director of Special Education
 - * Educational Diagnostician
 - * Licensed Specialist in School Psychology
 - * Speech Language Pathologist
 - * Transition Coordinator
- Director of Technology
 - * Network Administrator

ADMINISTRATIVE CLASSIFICATIONS - CAMPUS

Shirleen Zacharias Early College Leadership Academy

- Associate Principal

Somerset High School

- Principal
 - Assistant Principal
 - Assistant Principal
 - Assistant Principal
 - Assistant Principal - DAEP

Somerset Junior High School

- Principal
 - Assistant Principal
 - Assistant Principal

Savannah Heights Intermediate School

- Principal
 - Assistant Principal

SSG Michael P Barrera Veterans Elementary School

- Principal
 - Assistant Principal

Somerset Elementary School

- Principal
 - Assistant Principal

Somerset Early Childhood Elementary School

- Principal

COMPENSATION - PROFESSIONAL STAFF

Teachers, Librarians, Nurses, Counselors, Social Workers and Speech Language Pathologist Assistants are compensated according to the appropriate pay scale based on prior complete (90 days or >) years of service plus highest degree earned. These pay schedules apply to certified staff. By law, the pay schedules will not be less than the minimum monthly salary on the state salary schedule based on years of experience.

The maximum number of years of experience credited is 28+. The pay schedules shown are based on a standard teacher calendar of 187 work days per year. There are a number of professional assignments in the District with calendars greater than 187 days. For those positions, the Bachelor's Degree annual salary shown is divided by 187 to obtain the daily rate which is then multiplied by the new calendar days. Compensation for advanced degrees are built into the pay schedules. A Master's degree will earn an additional \$1,500 annually than a Bachelor's degree and a Doctoral degree will earn an additional \$2,000 annually than a Bachelor's degree regardless of the assigned calendar.

To be applied, prior years of experience with other school districts must be documented on an official Texas Education Agency (TEA) approved record form and submitted to the Human Resources Department for verification. If this documentation is not received, the individual will be placed on the entry level (0 years) until such time service records are received. It is the employee's responsibility to ensure that the proper service records are received by the Human Resources Department. District personnel will not follow up on behalf of employees. Adjustments to placement on pay schedules will only be made for the current year, previous years will not be considered.

These professional pay scales are also separated by those assignments that participate in the Teacher Advancement Program (TAP) compensation program and those that do not. Teachers and Librarians are eligible to participate in the TAP program because they work directly in the learning environment with students. Although Nurses, Counselors, Social Workers and Speech Language Pathologists (SLP) Assistants work with students, they are not engaged in the instructional experience.

TEACHER ADVANCEMENT PROGRAM - TAP

The following is a synopsis of "TAP Evaluation and Compensation Guide" by NIET the National Institute from Excellence in Teaching.

The TAP System for Teacher and Student Advancement was launched in 1999 and is now operated by the National Institute for Excellence in Teaching (NIET). It is designed to elevate teaching through:

Multiple Career Paths – Allows teachers to participate and gain leadership experience while in the classroom as Mentor and Master Teachers. Stipends are given for these leadership roles.

Ongoing Applied Professional Growth – Teachers participate in weekly cluster meetings to engage in collaborative planning during their regular work day.

Instructionally Focused Accountability – Teachers are observed while engaged in classroom instruction several times a year by multiple trained observers including Mentor and Master Teachers.

Performance Based Compensation – TAP provides opportunities for educators to earn additional compensation through a system based on an individual's performance in the classroom, their students' achievement gains and the campus' achievement growth. Individuals must work for the District for one year before they are eligible to participate in the TAP pay out. Annual compensation can vary according to funds available and an individual's score.

SOMERSET ISD
CLASSROOM TEACHERS AND LIBRARIANS PAY SCHEDULE
2024 – 2025

YEARS' EXPERIENCE	BACHELOR'S DEGREE ANNUAL SALARY	MASTER'S DEGREE ANNUAL SALARY	DOCTORAL DEGREE ANNUAL SALARY
0	\$58,520	\$60,020	\$60,520
1	\$58,970	\$60,470	\$60,970
2	\$59,421	\$60,921	\$61,421
3	\$59,479	\$60,979	\$61,479
4	\$59,533	\$61,033	\$61,533
5	\$59,591	\$61,091	\$61,591
6	\$59,647	\$61,147	\$61,647
7	\$60,547	\$62,047	\$62,547
8	\$60,605	\$62,105	\$62,605
9	\$60,659	\$62,159	\$62,659
10	\$60,717	\$62,217	\$62,717
11	\$60,771	\$62,271	\$62,771
12	\$61,392	\$62,892	\$63,392
13	\$61,809	\$63,309	\$63,809
14	\$62,645	\$64,145	\$64,645
15	\$63,840	\$65,340	\$65,840
16	\$65,674	\$67,174	\$67,674
17	\$67,428	\$68,928	\$69,428
18	\$68,623	\$70,123	\$70,623
19	\$69,220	\$70,720	\$71,220
20	\$69,818	\$71,318	\$71,818
21	\$71,010	\$72,510	\$73,010
22	\$71,608	\$73,108	\$73,608
23	\$72,204	\$73,704	\$74,204
24	\$72,803	\$74,303	\$74,803
25	\$73,577	\$74,077	\$74,577
26	\$74,235	\$75,735	\$76,235
27	\$74,592	\$76,092	\$76,592
28+	\$74,832	\$76,332	\$76,832

SOMERSET ISD
NURSE, COUNSELOR, SOCIAL WORKER AND SLP ASST PAY SCHEDULE
2024 – 2025

YEARS' EXPERIENCE	BACHELOR'S DEGREE ANNUAL SALARY	MASTER'S DEGREE ANNUAL SALARY	DOCTORAL DEGREE ANNUAL SALARY
0	\$59,081	\$60,581	\$61,081
1	\$59,503	\$61,003	\$61,503
2	\$59,924	\$61,424	\$61,924
3	\$61,968	\$63,468	\$63,968
4	\$62,133	\$63,633	\$64,133
5	\$62,299	\$63,799	\$64,299
6	\$62,462	\$63,962	\$64,462
7	\$63,470	\$64,970	\$65,470
8	\$63,632	\$65,132	\$65,632
9	\$63,801	\$65,301	\$65,801
10	\$63,963	\$65,463	\$65,963
11	\$64,128	\$65,628	\$66,128
12	\$64,857	\$66,357	\$66,857
13	\$65,514	\$67,014	\$67,514
14	\$66,437	\$67,937	\$68,437
15	\$67,752	\$69,252	\$69,752
16	\$69,747	\$71,247	\$71,747
17	\$71,628	\$73,128	\$73,628
18	\$72,947	\$74,447	\$74,947
19	\$73,603	\$75,103	\$75,603
20	\$74,263	\$75,763	\$76,263
21	\$75,580	\$77,080	\$77,580
22	\$76,236	\$77,736	\$78,236
23	\$76,894	\$78,394	\$78,894
24	\$77,555	\$79,055	\$79,555
25	\$78,411	\$79,911	\$80,411
26	\$79,137	\$80,637	\$81,137
27	\$79,531	\$81,031	\$81,531
28+	\$79,795	\$81,295	\$81,795

COMPENSATION - SUPPORT STAFF

The District employs support personnel both on campuses and in district offices. Assignments are grouped on the pay grades/schedules according to comparable skill sets. The pay schedules are expressed in hourly rates. Annual amounts per assignment can vary within a Pay Grade due to the calendar assigned. All assignments listed will be filled on an as needed bases.

To be applied, prior complete (90 days or >) years of service with other school districts must be documented on an official Texas Education Agency (TEA) approved record form and submitted to the Human Resources Department for verification. For specific assignments, the District will also take into consideration prior years of experience from employers in the private sector. The Human Resources Director will verify this employment history and make the determination if the experience is applicable. Years of experience for placement on the pay schedule from the private sector are given 2:1 if approved. To be considered, employee will need to submit a Verification of Employment Letter, completed by a manager on the company's letterhead specifically stating:

- Start and Stop Dates of Employment
- Position(s) Held
- Number of Years in Each Position
- Hours Worked per Week (Full/Part Time)
- Duties Performed
- Contact Information of the Manger

Employees will be placed on the entry level step (0 years) until such time employment history documentation is received. It is the employee's responsibility to ensure that the proper records are received by the Human Resources Department. District personnel will not follow up on behalf of employees. Adjustments to placement on pay schedules will only be made for the current year, previous years will not be considered.

CLERICAL AND PARA-PROFESSIONAL CLASSIFICATIONS

Pay Grade 1

Aide, Campus Receptionist
Aide, Instructional
Aide, PE
Hall Monitor

Pay Grade 2

Aide, Bilingual
Aide, Computer Lab
Aide, Elementary / Intermediate OCS
Aide, SPED Resource/Inclusion/Itinerant
District Receptionist

Pay Grade 3

Aide, College Chaperone
Aide, Secondary OCS / DAEP
Aide, SPED Life Skills / ECSE
Clerk, Library
Clerk, Office
Clerk, SPED Systems Management

Pay Grade 4

Attendance Secretary
Bookkeeper, High School
Clerk, SPED Systems Management Secondary
Data Processor, High School
Registrar, High School
Secretary
Technology Inventory Specialist

Pay Grade 5

Secretary to Chief Financial Officer
Secretary, Executive
Secretary, High School
Specialist, Accounts Payable
Specialist, Human Resources
Specialist, Payroll

Pay Grade 6

Nurse, LVN
Secretary to Chief Facilities & Operations Officer

Pay Grade 7

PEIMS Specialist
Secretary to Deputy Superintendent

SOMERSET ISD
CLERICAL and PARA-PROFESSIONAL PAY SCHEDULE
2024 – 2025

Years	PG 1	PG 2	PG 3	PG 4	PG 5	PG 6	PG 7
0	\$13.40	\$14.08	\$15.33	\$17.13	\$19.13	\$21.44	\$23.85
1	\$13.60	\$14.29	\$15.56	\$17.39	\$19.42	\$21.76	\$24.21
2	\$13.80	\$14.51	\$15.79	\$17.65	\$19.71	\$22.09	\$24.57
3	\$14.01	\$14.73	\$16.03	\$17.91	\$20.01	\$22.42	\$24.94
4	\$14.22	\$14.95	\$16.27	\$18.18	\$20.31	\$22.76	\$25.31
5	\$14.43	\$15.17	\$16.51	\$18.45	\$20.61	\$23.10	\$25.69
6	\$14.65	\$15.40	\$16.76	\$18.73	\$20.92	\$23.45	\$26.08
7	\$14.87	\$15.63	\$17.01	\$19.01	\$21.23	\$23.80	\$26.47
8	\$15.09	\$15.86	\$17.27	\$19.30	\$21.55	\$24.16	\$26.87
9	\$15.32	\$16.10	\$17.53	\$19.59	\$21.87	\$24.52	\$27.27
10	\$15.55	\$16.34	\$17.79	\$19.88	\$22.20	\$24.89	\$27.68
11	\$15.78	\$16.59	\$18.06	\$20.18	\$22.53	\$25.26	\$28.10
12	\$16.02	\$16.84	\$18.33	\$20.48	\$22.87	\$25.64	\$28.52
13	\$16.26	\$17.09	\$18.60	\$20.79	\$23.21	\$26.02	\$28.95
14	\$16.50	\$17.35	\$18.88	\$21.10	\$23.56	\$26.41	\$29.38
15	\$16.75	\$17.61	\$19.16	\$21.42	\$23.91	\$26.81	\$29.82
16	\$17.00	\$17.87	\$19.45	\$21.74	\$24.27	\$27.21	\$30.27
17	\$17.26	\$18.14	\$19.74	\$22.07	\$24.63	\$27.62	\$30.72
18	\$17.52	\$18.41	\$20.04	\$22.40	\$25.00	\$28.03	\$31.18
19	\$17.78	\$18.69	\$20.34	\$22.74	\$25.38	\$28.45	\$31.65
20	\$18.05	\$18.97	\$20.65	\$23.08	\$25.76	\$28.88	\$32.12
21	\$18.32	\$19.25	\$20.96	\$23.43	\$26.15	\$29.31	\$32.60
22	\$18.60	\$19.54	\$21.27	\$23.78	\$26.54	\$29.75	\$33.09
23	\$18.88	\$19.83	\$21.59	\$24.14	\$26.94	\$30.20	\$33.59
24	\$19.16	\$20.13	\$21.91	\$24.50	\$27.34	\$30.65	\$34.09
25	\$19.45	\$20.43	\$22.24	\$24.87	\$27.75	\$31.11	\$34.60
26	\$19.74	\$20.74	\$22.57	\$25.24	\$28.17	\$31.58	\$35.12
27	\$20.04	\$21.05	\$22.91	\$25.62	\$28.59	\$32.05	\$35.65
28	\$20.34	\$21.37	\$23.25	\$26.00	\$29.02	\$32.53	\$36.18
29	\$20.65	\$21.69	\$23.60	\$26.39	\$29.46	\$33.02	\$36.72
30	\$20.96	\$22.02	\$23.95	\$26.79	\$29.90	\$33.52	\$37.27
31	\$21.27	\$22.35	\$24.31	\$27.19	\$30.35	\$34.02	\$37.83
32	\$21.59	\$22.69	\$24.67	\$27.60	\$30.81	\$34.53	\$38.40
33	\$21.91	\$23.03	\$25.04	\$28.01	\$31.27	\$35.05	\$38.98
34	\$22.24	\$23.38	\$25.42	\$28.43	\$31.74	\$35.58	\$39.56
35	\$22.57	\$23.73	\$25.80	\$28.86	\$32.22	\$36.11	\$40.15
36	\$22.91	\$24.09	\$26.19	\$29.29	\$32.70	\$36.65	\$40.75
37	\$23.25	\$24.45	\$26.58	\$29.73	\$33.19	\$37.20	\$41.36
38	\$23.60	\$24.82	\$26.98	\$30.18	\$33.69	\$37.76	\$41.98
39	\$23.95	\$25.19	\$27.38	\$30.63	\$34.20	\$38.33	\$42.61
40	\$24.31	\$25.57	\$27.79	\$31.09	\$34.71	\$38.90	\$43.25

AUXILIARY CLASSIFICATIONS

Pay Grade 1

Child Nutrition, Custodian
Child Nutrition, Staff
Custodial, Custodian
Maintenance, Grounds
Maintenance, Grounds/Warehouse Assistant
Transportation, Bus Aide
Transportation, Bus Driver Trainee

Pay Grade 2

Maintenance, General
Maintenance, HVAC Technician Assistant
Maintenance, Mail Courier

Pay Grade 3

Custodial, Lead Custodian
Maintenance, Warehouse Clerk

Pay Grade 4

Child Nutrition, Manager
Transportation, Mechanic Helper

Pay Grade 5

Transportation, Bus Driver
Transportation, Bus Driver / Trainer
Transportation, Bus Driver / Dispatcher
Transportation, Mechanic

Pay Grade 6

Maintenance, HVAC Technician
Maintenance, Class C Wastewater Technician
Transportation, Certified Mechanic

Pay Grade 1 PM Evening Shift

Custodial, Evening Custodian
\$1.00 per hour shift differential

Pay Grade 3 PM Evening Shift

Custodial, Lead Evening Custodian
\$1.00 per hour shift differential

**SOMERSET ISD
AUXILIARY PAY SCHEDULE
2024 – 2025**

Years	PG 1	PG 2	PG 3	PG 4	PG 5	PG 6
0	\$13.40	\$13.92	\$15.10	\$17.91	\$19.10	\$19.44
1	\$13.60	\$14.13	\$15.33	\$18.18	\$19.39	\$19.73
2	\$13.81	\$14.34	\$15.56	\$18.45	\$19.68	\$20.03
3	\$14.02	\$14.56	\$15.79	\$18.73	\$19.98	\$20.33
4	\$14.23	\$14.78	\$16.03	\$19.01	\$20.28	\$20.64
5	\$14.44	\$15.00	\$16.27	\$19.30	\$20.58	\$20.95
6	\$14.66	\$15.23	\$16.51	\$19.59	\$20.89	\$21.26
7	\$14.88	\$15.46	\$16.76	\$19.88	\$21.20	\$21.58
8	\$15.10	\$15.69	\$17.01	\$20.18	\$21.52	\$21.90
9	\$15.33	\$15.93	\$17.27	\$20.48	\$21.84	\$22.23
10	\$15.56	\$16.17	\$17.53	\$20.79	\$22.17	\$22.56
11	\$15.79	\$16.41	\$17.79	\$21.10	\$22.50	\$22.90
12	\$16.03	\$16.66	\$18.06	\$21.42	\$22.84	\$23.24
13	\$16.27	\$16.91	\$18.33	\$21.74	\$23.18	\$23.59
14	\$16.51	\$17.16	\$18.61	\$22.07	\$23.53	\$23.94
15	\$16.76	\$17.42	\$18.89	\$22.40	\$23.88	\$24.30
16	\$17.01	\$17.68	\$19.17	\$22.74	\$24.24	\$24.66
17	\$17.27	\$17.95	\$19.46	\$23.08	\$24.60	\$25.03
18	\$17.53	\$18.22	\$19.75	\$23.43	\$24.97	\$25.41
19	\$17.79	\$18.49	\$20.05	\$23.78	\$25.34	\$25.79
20	\$18.06	\$18.77	\$20.35	\$24.14	\$25.72	\$26.18
21	\$18.33	\$19.05	\$20.66	\$24.50	\$26.11	\$26.57
22	\$18.61	\$19.34	\$20.97	\$24.87	\$26.50	\$26.97
23	\$18.89	\$19.63	\$21.28	\$25.24	\$26.90	\$27.37
24	\$19.17	\$19.92	\$21.60	\$25.62	\$27.30	\$27.79
25	\$19.46	\$20.22	\$21.92	\$26.00	\$27.71	\$28.21
26	\$19.75	\$20.52	\$22.25	\$26.39	\$28.13	\$28.63
27	\$20.05	\$20.83	\$22.58	\$26.79	\$28.55	\$29.06
28	\$20.35	\$21.14	\$22.92	\$27.19	\$28.98	\$29.50
29	\$20.66	\$21.46	\$23.26	\$27.60	\$29.41	\$29.94
30	\$20.97	\$21.78	\$23.61	\$28.01	\$29.85	\$30.39
31	\$21.28	\$22.11	\$23.96	\$28.43	\$30.30	\$30.85
32	\$21.60	\$22.44	\$24.32	\$28.86	\$30.75	\$31.31
33	\$21.92	\$22.78	\$24.68	\$29.29	\$31.21	\$31.78
34	\$22.25	\$23.12	\$25.06	\$29.73	\$31.68	\$32.26
35	\$22.58	\$23.47	\$25.44	\$30.18	\$32.16	\$32.74
36	\$22.92	\$23.82	\$25.82	\$30.63	\$32.64	\$33.23
37	\$23.26	\$24.18	\$26.21	\$31.09	\$33.13	\$33.73
38	\$23.61	\$24.54	\$26.60	\$31.56	\$33.63	\$34.24
39	\$23.96	\$24.91	\$27.00	\$32.03	\$34.13	\$34.75
40	\$24.32	\$25.28	\$27.41	\$32.51	\$34.65	\$35.27

PG 1 PM	PG 3 PM
\$14.40	\$16.10
\$14.60	\$16.33
\$14.81	\$16.56
\$15.02	\$16.79
\$15.23	\$17.03
\$15.44	\$17.27
\$15.66	\$17.51
\$15.88	\$17.76
\$16.10	\$18.01
\$16.33	\$18.27
\$16.56	\$18.53
\$16.79	\$18.79
\$17.03	\$19.06
\$17.27	\$19.33
\$17.51	\$19.61
\$17.76	\$19.89
\$18.01	\$20.17
\$18.27	\$20.46
\$18.53	\$20.75
\$18.79	\$21.05
\$19.06	\$21.35
\$19.33	\$21.66
\$19.61	\$21.97
\$19.89	\$22.28
\$20.17	\$22.60
\$20.46	\$22.92
\$20.75	\$23.25
\$21.05	\$23.58
\$21.35	\$23.92
\$21.66	\$24.26
\$21.97	\$24.61
\$22.28	\$24.96
\$22.60	\$25.32
\$22.92	\$25.68
\$23.25	\$26.06
\$23.58	\$26.44
\$23.92	\$26.82
\$24.26	\$27.21
\$24.61	\$27.60
\$24.96	\$28.00
\$25.32	\$28.41

SOMERSET ISD
TECHNOLOGY PAY SCHEDULE and CLASSIFICATIONS
2024 – 2025

Years	PG 1	PG 2
0	\$17.98	\$20.53
1	\$18.25	\$20.84
2	\$18.52	\$21.15
3	\$18.80	\$21.47
4	\$19.08	\$21.79
5	\$19.37	\$22.12
6	\$19.66	\$22.45
7	\$19.96	\$22.79
8	\$20.26	\$23.13
9	\$20.56	\$23.48
10	\$20.87	\$23.83
11	\$21.18	\$24.19
12	\$21.50	\$24.55
13	\$21.82	\$24.92
14	\$22.15	\$25.29
15	\$22.48	\$25.67
16	\$22.82	\$26.06
17	\$23.16	\$26.45
18	\$23.51	\$26.85
19	\$23.86	\$27.25
20	\$24.22	\$27.66
21	\$24.58	\$28.07
22	\$24.95	\$28.50
23	\$25.32	\$28.93
24	\$25.70	\$29.36
25	\$26.09	\$29.80
26	\$26.48	\$30.25
27	\$26.88	\$30.70
28	\$27.28	\$31.16
29	\$27.69	\$31.63
30	\$28.11	\$32.10
31	\$28.53	\$32.59
32	\$28.96	\$33.08
33	\$29.39	\$33.58
34	\$29.84	\$34.08
35	\$30.29	\$34.59
36	\$30.74	\$35.11
37	\$31.20	\$35.64
38	\$31.67	\$36.17
39	\$32.15	\$36.71
40	\$32.63	\$37.26

Pay Grade 1

Computer Technician

Pay Grade 2

Computer Technician / Systems Specialist

SOMERSET ISD
AUXILIARY SUPERVISOR PAY SCHEDULE and CLASSIFICATIONS
2024 – 2025

Years	PG 1	PG 2	PG 3
0	\$21.39	\$22.46	\$25.24
1	\$21.71	\$22.80	\$25.62
2	\$22.04	\$23.14	\$26.00
3	\$22.37	\$23.49	\$26.39
4	\$22.71	\$23.84	\$26.79
5	\$23.05	\$24.20	\$27.19
6	\$23.40	\$24.56	\$27.60
7	\$23.75	\$24.93	\$28.01
8	\$24.11	\$25.30	\$28.43
9	\$24.47	\$25.68	\$28.86
10	\$24.84	\$26.07	\$29.29
11	\$25.21	\$26.46	\$29.73
12	\$25.59	\$26.86	\$30.18
13	\$25.97	\$27.26	\$30.63
14	\$26.36	\$27.67	\$31.09
15	\$26.76	\$28.09	\$31.56
16	\$27.16	\$28.51	\$32.03
17	\$27.57	\$28.94	\$32.51
18	\$27.98	\$29.37	\$33.00
19	\$28.40	\$29.81	\$33.49
20	\$28.83	\$30.26	\$34.00
21	\$29.26	\$30.71	\$34.51
22	\$29.70	\$31.17	\$35.03
23	\$30.15	\$31.64	\$35.56
24	\$30.60	\$32.11	\$36.09
25	\$31.06	\$32.59	\$36.63
26	\$31.53	\$33.08	\$37.18
27	\$32.00	\$33.58	\$37.74
28	\$32.48	\$34.08	\$38.31
29	\$32.97	\$34.59	\$38.88
30	\$33.46	\$35.11	\$39.46
31	\$33.96	\$35.64	\$40.05
32	\$34.47	\$36.17	\$40.65
33	\$34.99	\$36.71	\$41.26
34	\$35.51	\$37.26	\$41.88
35	\$36.04	\$37.82	\$42.51
36	\$36.58	\$38.39	\$43.15
37	\$37.13	\$38.97	\$43.80
38	\$37.69	\$39.55	\$44.46
39	\$38.26	\$40.14	\$45.13
40	\$38.83	\$40.74	\$45.81

Pay Grade 1

Mechanic Supervisor
Maintenance Supervisor
Transportation Supervisor

Pay Grade 2

Reserved

Pay Grade 3

HVAC Supervisor

SOMERSET ISD
POLICE PAY SCHEDULE and CLASSIFICATIONS
2024 – 2025

Years	PG 1	PG 2
0	\$22.66	\$38.17
1	\$23.00	\$38.74
2	\$23.35	\$39.32
3	\$23.70	\$39.91
4	\$24.06	\$40.51
5	\$24.42	\$41.12
6	\$24.79	\$41.74
7	\$25.16	\$42.37
8	\$25.54	\$43.01
9	\$25.92	\$43.66
10	\$26.31	\$44.31
11	\$26.70	\$44.97
12	\$27.10	\$45.64
13	\$27.51	\$46.32
14	\$27.92	\$47.01
15	\$28.34	\$47.72
16	\$28.77	\$48.44
17	\$29.20	\$49.17
18	\$29.64	\$49.91
19	\$30.08	\$50.66
20	\$30.53	\$51.42
21	\$30.99	\$52.19
22	\$31.45	\$52.97
23	\$31.92	\$53.76
24	\$32.40	\$54.57
25	\$32.89	\$55.39
26	\$33.38	\$56.22
27	\$33.88	\$57.06
28	\$34.39	\$57.92
29	\$34.91	\$58.79
30	\$35.43	\$59.67
31	\$35.96	\$60.57
32	\$36.50	\$61.48
33	\$37.05	\$62.40
34	\$37.61	\$63.34
35	\$38.17	\$64.29
36	\$38.74	\$65.25
37	\$39.32	\$66.23
38	\$39.91	\$67.22
39	\$40.51	\$68.23
40	\$41.12	\$69.25

Pay Grade 1

District Police Detective/Investigator

District Police Officer

Pay Grade 2

District Police Lieutenant

District Police Sergeant

**SOMERSET ISD
SUBSTITUTE PAY SCHEDULE
2024 – 2025**

Category	Position	Hourly	Full Day	Half Day	Long Term
Teacher	Highly Qualified				\$218
	State Certified		\$150	\$75.00	
	Degree (Bachelor’s Degree or Higher)		\$125	\$62.50	\$131
	60+ College Hours		\$120	\$60.00	\$126
	High School Degree or Equivalent		\$115	\$57.50	\$121
Auxiliary Staff	CN, Custodial, Maintenance	\$13.25			

- Highly Qualified - Substitutes must meet the requirements for Highly Qualified status and the rate only applies for long term assignments in a tested grade level or subject as determined by the District.
- Long Term Rate - Starting the 11th consecutive work day of a long term assignment for the same teacher. If a substitute does not work in the assignment for any reason (sick, doctor’s appointment, etc.) or accepts another assignment for a different teacher, they will revert back to the full/half day rate.

COMPENSATION - STIPENDS

Stipends are paid to a variety of staff members to compensate for special degrees or certifications, additional or supplemental duties and / or special assignments. Stipends include academic, athletic, special education and auxiliary. Most stipends are annualized and distributed evenly over 24 annual payrolls. Some stipends, including academic UIL, robotics and police officers are distributed one time per year in June. Stipends are assigned at the beginning of each school year. The stipends and/or their amounts are not guaranteed year to year.

Area	Assignment/Description	Annual Amt
TAP	Mentor Teacher	\$2,500
	Master Teacher	\$12,500
	Executive Master Teacher	\$15,000
District	Senior Coordinator - Data Services	\$15,000
	Coordinator - Language and Leadership	\$15,000
	Coordinator - Language and Literacy	\$15,000
	Coordinator - After School Program	\$4,000
	District Master Teacher - Elementary	\$12,500
	District STEM/Drone Lead	\$5,000
	District Gifted and Talented Teacher	\$2,500
	Online Portal Facilitator	\$2,500
	Secretary - Chief Facilities and Operations	\$4,000
Secretary - Deputy Superintendent	\$4,000	
Academic/Instructional	Bilingual Teacher	\$3,000
	Counselor - Elementary	\$500
	Counselor - Intermediate	\$500
	Counselor - Junior High	\$2,500
	Counselor - High School	\$5,000

Area	Assignment/Description	Annual Amt
	Dyslexia	\$5,000
	English Language Arts - Secondary	\$5,000
	ESL	\$2,000
	Instructional Interventionist	\$1,000
	Math - Intermediate	\$1,000
	Math - Junior High	\$2,000
	Math - High School	\$5,000
	Science - Intermediate	\$1,000
	Science - Secondary	\$2,000
Special Education	Educational Diagnostician	\$1,500
	Licensed Specialist in School Psychology	\$1,500
	Licensed Specialist in School Psychology Supervisor	\$3,000
	Special Education Teacher	\$5,000
	Speech Language Pathologist	\$500
	Speech Language Pathologist Assistant	\$250
	Speech Language Pathologist Supervisor	\$4,500
STEM / CTE	STEM Teacher	\$5,000
	Agriculture Teacher	\$6,500
	Culinary Arts	\$5,000
	JROTC Instructor	\$4,000
	Robotics Coach	\$1,500
	Robotics - Lead	\$5,000
Supplemental / Extra Curricular	Academic UIL Coach	\$500 - \$1,500
	Band Director - Intermediate	\$3,625
	Band Director - Junior High	\$7,250
	Band Director - High School	\$9,000
	Cheerleader Sponsor - Junior High	\$2,000
	Cheerleader Sponsor - High School	\$7,250
	Dance Team Sponsor - Junior High	\$1,000
	Dance Team Sponsor - High School	\$5,000
	Department Head / Grade Level Chair	\$1,000
	Junior Class Sponsor	\$2,000
	Mariachi Director - Junior High	\$3,000
	Mariachi Director - High School	\$9,000
	National Honor Society Sponsor - Junior High	\$250
	National Honor Society Sponsor - High School	\$500
	Outbound	\$3,600
	Parent Liaison	\$1,000
	Senior Class Sponsor	\$2,000
	Student Council Sponsor - Junior High	\$250
	Student Council Sponsor - High School	\$500
	Student Council Sponsor - ZECLA	\$250
	Yearbook Sponsor - Junior High	\$500
	Yearbook Sponsor - High School	\$1,000
	Yearbook Sponsor - ZECLA	\$250

Area	Assignment/Description	Annual Amt
Police	Police Officer	\$2,500 - \$3,000
	Degree - Associate's	\$2,400
	Degree - Bachelor's	\$3,000
	Degree - Master's	\$3,600
	Degree - Doctorate	\$4,200
	License - Intermediate	\$1,800
	License - Advanced	\$2,400
	License - Masters	\$3,000
	Certification - TCOLE Instructor	\$600
	Certification - Field Training Officer	\$900
	Certification - Mental Health Officer	\$600
	Certification - Patrol Long Gun	\$600
	Auxiliary	A/C Refrigerate Contractor License
Child Nutrition Staff - Junior High		\$0.25 per hour
Child Nutrition Staff - High School		\$1.00 per hour
Athletics	Assistant Athletic Director	\$10,250
	Athletic Trainer	\$11,750
	CPR Instructor	\$1,500
	Equipment Manager	\$9,000
	Coach - Baseball / Softball Head Coach	\$9,000
	Coach - Baseball / Softball	\$7,250
	Coach - Basketball Boys or Girls Head Coach	\$9,000
	Coach - Basketball Boys or Girls	\$7,250
	Coach - Cross Country Head Coach	\$5,000
	Coach - Football Head Coach	\$13,750
	Coach - Football Offense/Defense Coordinator	\$9,000
	Coach - Football Special Teams Coordinator	\$8,750
	Coach - Football Offense/Defense Coordinator Asst	\$8,500
	Coach - Football Freshmen	\$8,500
	Coach - Golf Head Coach	\$3,000
	Coach - Power Lifting Head Coach	\$6,500
	Coach - Power Lifting	\$3,000
	Coach - Soccer Boys or Girls Head Coach	\$9,000
	Coach - Soccer Boys or Girls	\$7,250
	Coach - Strength and Conditioning Boys or Girls	\$6,000
	Coach - Tennis Head Coach	\$7,000
	Coach - Tennis	\$1,500
	Coach - Track Boys or Girls Head Coach	\$7,000
	Coach - Track Boys or Girls	\$4,750
	Coach - Volleyball Head Coach	\$9,000
	Coach - Volleyball	\$7,250
	Coach - Junior High Baseball or Softball	\$2,000
	Coach - Junior High Basketball Boys or Girls	\$2,000
	Coach - Junior High Coordinator	\$1,500
	Coach - Junior High Cross Country	\$2,000
	Coach - Junior High Football	\$2,000
	Coach - Junior High Soccer Boys or Girls	\$2,000
	Coach - Junior High Tennis	\$2,000
Coach - Junior High Track	\$1,000	
Coach - Junior High Volleyball	\$2,000	

INCENTIVE PAY

The District provides several opportunities for staff to earn incentives throughout the year. These incentives are distributed in the beginning of the year and/or in the pay period earned. All incentives are paid through Direct Deposit. Incentives are not guaranteed year to year.

Area	Description	Amount
Perfect Attendance	Per nine week period for all full time staff members who did not utilize state personal, local sick and/or no pay leave	\$75
Referral**	Staff members who recommend a prospective employee that is hired. A limit of four referral payments per employee per year.	\$250
Sign-On	One time new hire sign-on incentive for secondary Math teachers	\$5,000
	One time new hire sign-on incentive for secondary ELAR teachers	\$3,000
	One time new hire sign-on incentive for Special Education teachers	\$3,000

*** The full explanation of the Employee Referral program and qualifications for referral payments are available on the District website.*

MISCELLANEOUS/SUPPLEMENTAL PAY - ACADEMIC

These rates are paid for extra duties and/or training. These duties are not guaranteed and are assigned at the discretion of the supervising administrator. The amount due is distributed in the pay period earned once all paperwork has been submitted to the payroll office. Some rates can vary based on funds expended, grants and grant guidelines.

Area	Description	Hourly Rate
Academic	After School Program - Campus Manager	\$25
	After School Program - Teacher/Professional Staff	\$25
	After School Program - Non Exempt Staff	Current Rate
	After School Program - Substitute	\$15
	Homebound	\$25
	Saturday School - Teacher	\$30
	Saturday School - Paraprofessional	Current Rate
	Training - Professional Staff	up to \$100
	Training - Auxiliary / Paraprofessional Staff	Current Rate
	Tutoring - STAAR Testing Grade or Course	\$40
	Tutoring - All Other	\$30
Summer School	Administrator	\$50
	Teacher	\$30 - \$40
	Para-professional / Instructional Aide	Current Rate
	Nurse	\$40
	Technology	\$15
	Transportation	Current Rate

MISCELLANEOUS/SUPPLEMENTAL PAY - ATHLETICS

These rates are paid for extra duties associated with hosting athletic events at the District. These duties are not guaranteed and are assigned at the discretion of the Athletic Department. The amount due is distributed in the pay period earned once all paperwork has been submitted to the payroll office. Staff members interested in participating should contact the Athletic Office.

Area	Description	Rate per Event
General	Game Administrator	\$108
	Teacher/Coach Bus Driver	\$50
Football	Administrator (officials, visiting team host)	\$50
	Announcer (JRH/Sub-Varsity Per Game)	\$35
	Announcer (Varsity)	\$100
	Video Board / Controller	\$100
	Statistician (Varsity)	\$50
	Clock (JRH/Sub-Varsity Per Game)	\$35
	Clock (Varsity)	\$50
	Chain Crew	\$50
	Camera	\$50
	Gate Worker (HS/JRH)	\$50
Gate Worker (early/late worker)	\$60	
Gate Worker (homecoming, parent night, tailgate, pink out)	\$60	
Volleyball/Basketball	Book (JRH Per Game)	\$10
	Book (HS Per Game)	\$20
	Clock (JRH Per Game)	\$10
	Clock (HS Per Game)	\$20
	Gate Worker	\$35
	Gate Worker (HS / JRH Tournament)	\$70
	Spotter per night	\$25
	Announcer (Varsity)	\$10
Soccer/Track	Clock (JRH/Sub-Varsity Per Game)	\$ 35
	Clock (Varsity)	\$ 50
	Gate Worker (JRH)	\$ 35
	Gate Worker (HS)	\$ 50
	Gate Worker (HS & JRH Tournament)	\$ 70
	Camera - Track	\$100
Softball/Baseball	Book /Clock (HS Per Game)	\$ 35
	Book/ Clock (JRH)	\$ 10
	Pitch Count (BASEBALL)	\$ 35
	Gate Worker (HS/JRH)	\$ 50
	Gate Worker (Tournament)	\$ 70
	Announcer	\$ 35

PAYOFF GAMES

Area	Description	Rate per Event
Football Playoffs	Administrator (officials, visiting team host)	\$ 60
	Announcer	\$100
	Video Board / Controller	\$100
	Camera	\$100
	Statistician	\$ 60
	Clock	\$ 60
	Chain Crew	\$ 50
	Gate Workers	\$ 60
	Book Keeper	\$ 60
Volleyball/Basketball Playoffs	Announcer	\$20
	Statistician	\$75
	Clock /Book	\$50
	Chain Crew	\$50
	Gate Workers	\$50
	Spotter	\$35
	Book Keeper	\$50
	Softball/Baseball Playoffs	Book /Clock
Pitch Count (BASEBALL)		\$ 50
Gate Workers (per game)		\$ 60
Announcer		\$ 50
Book Keeper		\$ 50