

# Teacher Hiring Schedule

Kerrville Independent School District

## 2017-2018 Teacher Hiring Schedule

Applies to Classroom Teachers, Certified Full-Time Librarians, and Full-Time Nurses (RN) (Section 21.402(c), Texas Education Code)

Years Experience	Salary Bachelors	Salary Masters
0	\$45,000	\$45,500
1	\$45,050	\$45,550
2	\$45,300	\$45,800
3	\$45,550	\$46,050
4	\$45,800	\$46,300
5	\$46,050	\$46,550
6	\$46,550	\$47,050
7	\$47,050	\$47,550
8	\$47,550	\$48,050
9	\$48,050	\$48,550
10	\$48,550	\$49,050
11	\$49,050	\$49,550
12	\$49,550	\$50,050
13	\$50,050	\$50,550
14	\$50,550	\$51,050
15	\$51,150	\$51,650
16	\$51,750	\$52,250
17	\$52,350	\$52,850
18	\$52,950	\$53,450
19	\$53,550	\$54,050
20	\$54,150	\$54,650
21	\$54,750	\$55,250
22	\$55,350	\$55,850
23	\$55,950	\$56,450
24	\$56,550	\$57,050
25	\$57,150	\$57,650
26	\$57,750	\$58,250
27	\$58,350	\$58,850
28	\$58,950	\$59,450
29	\$59,550	\$60,050
30+	\$60,250	\$60,750

**Kerrville Independent School District  
2017-2018 Pay Schedule  
Non-Certified Professional Pay Structure**

<b>Prof 1</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	\$116.79	\$143.07	\$169.34
197	\$23,008	\$28,184	\$33,360

<b>Assignment</b>	<b>Days</b>
Campus Technician (Technology Dept.)	197

<b>Prof 2</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	\$141.23	\$172.47	\$203.70
228	\$32,200	\$39,323	\$46,444
240	\$33,895	\$41,393	\$48,888

<b>Assignment</b>	<b>Days</b>
District Technician (Technology Department)	228
Tax Collector	240

<b>Prof 3</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	\$181.79	\$218.07	\$254.36
228	\$41,448	\$49,720	\$57,994

<b>Assignment</b>	<b>Days</b>
Administrative Assistant (Central Office)	228

<b>Prof 4</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	\$217.11	\$260.65	\$304.19
192	\$41,685	\$50,045	\$58,404
228	\$49,501	\$59,428	\$69,355

<b>Assignment</b>	<b>Days</b>
Network Administrator	228
Finance Director	228
District Accountant	228

<b>Prof 5</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	\$233.50	\$280.32	\$327.14
228	\$53,238	\$63,913	\$74,588

<b>Assignment</b>	<b>Days</b>
Public Relations Specialist	228

**Kerrville Independent School District  
2017-2018 Pay Schedule  
Administrative Pay Structure**

<b>Admin 1</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	\$241.90	\$295.00	\$348.10
187	\$45,235	\$55,165	\$65,095
197	\$47,654	\$58,115	\$68,576
207	\$50,073	\$61,065	\$72,057

<b>Assignment</b>	<b>Days</b>
Speech Pathologist	187
Special Education Counselor	187,197
Elementary Counselor	197
6 <sup>th</sup> Grade Campus Counselor	197
Middle School Counselor	207
District Crisis Counselor (LSSP)	207

<b>Admin 2</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	\$261.70	\$306.80	\$351.90
187	\$48,938	\$57,372	\$65,805
197	\$51,555	\$60,440	\$69,324
207	\$54,172	\$63,508	\$72,843
217	\$56,789	\$66,576	\$76,362

<b>Assignment</b>	<b>Days</b>
Occupational Therapist	187
Physical Therapist	187
Diagnostician	197
High School Counselor	207
Special Education Supervisor	207
Lead High School Counselor	217

<b>Admin 3</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	\$300.79	\$352.36	\$404.06
197	\$59,256	\$69,415	\$79,600
207	\$62,264	\$72,939	\$83,640
212	\$63,767	\$74,700	\$85,661
217	\$65,271	\$76,462	\$87,681
228	\$68,580	\$80,338	\$92,126

<b>Assignment</b>	<b>Days</b>
Asst. Principal, Elementary	197
Asst. Principal, Middle School	207
Asst. Principal, High School	207
District Testing Coordinator	212
Associate Principal/Academic Dean, High School	217
Director, Coordinator of Professional Learning	228

<b>Admin 4</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	\$308.36	\$361.51	\$414.66
212	\$65,372	\$76,642	\$87,908
228	\$70,306	\$82,424	\$94,542
240	\$74,006	\$86,762	\$99,518

<b>Assignment</b>	<b>Days</b>
Director, Early Childhood	212
Director, Special Programs	212
Director, Personnel	228
Director, Technology	228
Director, Transportation	228
Director, Maintenance	240

<b>Admin 5</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	\$333.02	\$390.06	\$447.10
212	\$70,600	\$82,693	\$94,785
217	\$72,265	\$84,643	\$97,021
228	\$75,929	\$88,934	\$101,939

<b>Assignment</b>	<b>Days</b>
Principal, BT Wilson	212
Principal, Elementary	217
Director, Athletics	228
Principal, Middle School	228
Senior Director, Curriculum & Instruction	228
Senior Director, Special Education	228
Senior Director, Advanced Academics	228

<b>Admin 6</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	\$406.04	\$453.02	\$500.00
228	\$92,577	\$103,289	\$114,000

<b>Assignment</b>	<b>Days</b>
Principal, High School	228
Assistant Superintendent, Curriculum	228
Assistant Superintendent Administration and HR	228
Assistant Superintendent of Business Services	228

**Kerrville Independent School District**  
**2017-2018 Pay Schedule**  
**Auxiliary Pay Based on**  
**8 Hour Workday**  
(Yearly Salary Estimated on an 8 hour work day)

<b>Aux 1</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$9.06</b>	<b>\$10.90</b>	<b>\$12.74</b>
177 Days	\$12,829	\$15,434	\$18,040
186 Days	\$13,481	\$16,219	\$18,957
240 Days	\$17,395	\$20,928	\$24,461

<b>Assignment</b>	<b>Work Days</b>
Parking Lot Monitor	177
Child Nutrition Worker	186
Custodian	240

<b>Aux 2</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$10.16</b>	<b>\$12.54</b>	<b>\$14.91</b>
240 Days	\$19,507	\$24,077	\$28,627

<b>Assignment</b>	<b>Work Days</b>
Warehouse/Pony Driver	240
Painter Assistant	240

<b>Aux 3</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$11.61</b>	<b>\$14.29</b>	<b>\$16.96</b>
190 Days	\$17,647	\$21,721	\$25,779
240 Days	\$22,291	\$27,437	\$32,563

<b>Assignment</b>	<b>Work Days</b>
Food Service Manager	190
Campus Head Custodian	240
Grounds Worker	240
General Maintenance Man	240

<b>Aux 4</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$13.23</b>	<b>\$16.29</b>	<b>\$19.34</b>
240 Days	\$25,402	\$31,277	\$37,133

<b>Assignment</b>	<b>Work Days</b>
Grounds, Athletic Fields	240
Painter	240

**Kerrville Independent School District  
2017-2018 Pay Schedule  
Auxiliary Pay Based on  
8 Hour Workday**

<b>Aux 5</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$15.02</b>	<b>\$18.57</b>	<b>\$22.12</b>
240 Days	\$28,838	\$35,654	\$42,470

<b>Assignment</b>	<b>Work Days</b>
HVAC Assistant	240
Grounds Supervisor	240

<b>Aux 6</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$17.18</b>	<b>\$21.17</b>	<b>\$25.16</b>
240 Days	\$32,986	\$40,646	\$48,307

<b>Assignment</b>	<b>Work Days</b>
Carpenter, Master	240
Electrician, Journey	240
HVAC/Pest Control	240
Plumber, Journey	240

<b>Aux 7</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$19.61</b>	<b>\$24.14</b>	<b>\$28.66</b>
240 Days	\$37,651	\$46,349	\$55,027

<b>Assignment</b>	<b>Work Days</b>
Custodian Coordinator	240
Electrician, Master	240
Mechanic, Transportation	240
Plumber, Master	240

**Transportation Department – Drivers and Bus Monitors  
Pay based on 5 hour work day**

<b>Trans 1</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$10.60</b>	<b>\$13.25</b>	<b>\$15.90</b>
177 Days	\$9,381	\$11,726	\$14,072

<b>Assignment</b>	<b>Work Days</b>
Bus Monitor	177

<b>Trans 2</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$14.70</b>	<b>\$18.38</b>	<b>\$22.06</b>
177 Days	\$13,010	\$16,266	\$19,523

<b>Assignment</b>	<b>Work Days</b>
Bus Driver	177

**Kerrville Independent School District  
2017-2018 Pay Schedule  
Clerical/Paraprofessional Pay Based on  
7.5 Hour Work Day**

<b>Clerical 1</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$11.09</b>	<b>\$13.88</b>	<b>\$16.66</b>
187 Days	\$15,554	\$19,467	\$23,366

<b>Assignment</b>	<b>Work Days</b>
Aide, Child Care (TCDC)	187
Aide, Instructional	187
Aide, Head Start	187
Aide, Parent – Head Start	187
Aide, PE	187
Aide, Pre K	187

<b>Clerical 2</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$11.88</b>	<b>\$14.72</b>	<b>\$17.55</b>
187Days	\$16,662	\$20,645	\$24,614

<b>Assignment</b>	<b>Work Days</b>
Aide, Bilingual	187
Aide, ISS	187
Aide, Special Education (Inclusion)	187

<b>Clerical 3</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$12.74</b>	<b>\$15.71</b>	<b>18.68</b>
187 Days	\$17,868	\$22,033	\$26,199
197 Days	\$18,823	\$23,212	\$27,600
207 Days	\$19,779	\$24,390	\$29,001

<b>Assignment</b>	<b>Work Days</b>
Aide, Accompanist	187
Aide, Special Education (Behavior Unit)	187
Aide, Computer Lab	187
Aide, Athletics (Secondary)	187
Aide, Mentoring	187
Aide, PPCD	187
Aide, Special Education (Functional Living Unit)	187
Clerk, Special Education	197
Aide, Child Care Lead (TCDC)	197
Secretary, Assistant Principal (High School)	207
Secretary, Campus Office	207
Secretary, Counseling (High School)	207
Secretary, Career/College (High School)	207

**Kerrville Independent School District  
2017-2018 Pay Schedule  
Clerical/Paraprofessional Pay Based on  
7.5 Hour Work Day**

<b>Clerical 4</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$13.60</b>	<b>\$16.77</b>	<b>\$19.93</b>
187 Days	\$19,074	\$23,520	\$27,952
197 Days	\$20,094	\$24,778	\$29,447
207 Days	\$21,114	\$26,035	\$30,941
228 Days	\$23,256	\$28,677	\$34,080

<b>Assignment</b>	<b>Work Days</b>
Secretary, District Testing and Data	187
Aide, Media Tech (High School)	187
Aide, Library (Elementary, BT Wilson)	197
Clerk, Attendance (High School)	207
Clerk, Business Office	228

<b>Clerical 5</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$14.53</b>	<b>\$17.91</b>	<b>\$21.29</b>
197 Days	\$21,468	\$26,462	\$31,456
207 Days	\$22,558	\$27,805	\$33,053

<b>Assignment</b>	<b>Work Days</b>
Secretary, High School Testing	197
Secretary, Director Early Childhood	207
Secretary, Hill Country HS	207
Secretary, Principal (Elementary, Middle School)	207
Registrar, High School	207

<b>Clerical 6</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$15.51</b>	<b>\$19.13</b>	<b>\$22.74</b>
187 Days	\$21,753	\$26,830	\$31,893
207 Days	\$24,079	\$29,699	\$35,304
228 Days	\$26,522	\$32,712	\$38,885
240 Days	\$27,918	\$34,434	\$40,932

<b>Assignment</b>	<b>Work Days</b>
LVN	187
Secretary, Director Athletics	207
Secretary, Child Nutrition	207
Accounts Payable Coordinator	228
PEIMS/Skyward Coordinator	228
Transportation Coordinator	228
Secretary, Director Special Education	228
Secretary, Technology	228
Secretary, Director Transportation	228
Secretary, Principal – HS	228
Secretary, Tax Office	240
Secretary, Director Maintenance	240



**Kerrville Independent School District  
2017-2018 Pay Schedule  
Clerical/Paraprofessional Pay Based on  
7.5 Hour Work Day**

<b>Clerical 7</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly</b>	<b>\$16.57</b>	<b>\$20.40</b>	<b>\$24.23</b>
187 Days	\$23,239	\$28,611	\$33,983
228 Days	\$28,335	\$34,884	\$41,433

<b>Assignment</b>	<b>Work Days</b>
Deaf Ed. Interpreter	187
Payroll Coordinator	228
Secretary, Assistant Superintendent	228
Secretary, Personnel	228

