

Teacher Hiring Schedule

Kerrville Independent School District

2018-2019 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	\$45,100	\$45,600
3	\$45,300	\$45,800
4	\$45,550	\$46,050
5	\$45,800	\$46,300
6	\$46,050	\$46,550
7	\$46,550	\$47,050
8	\$47,050	\$47,550
9	\$47,550	\$48,050
10	\$48,050	\$48,550
11	\$48,550	\$49,050
12	\$49,050	\$49,550
13	\$49,550	\$50,050
14	\$50,050	\$50,550
15	\$50,550	\$51,050
16	\$51,150	\$51,650
17	\$51,750	\$52,250
18	\$52,350	\$52,850
19	\$52,950	\$53,450
20	\$53,550	\$54,050
21	\$54,150	\$54,650
22	\$54,750	\$55,250
23	\$55,350	\$55,850
24	\$55,950	\$56,450
25	\$56,550	\$57,050
26	\$57,150	\$57,650
27	\$57,750	\$58,250
28	\$58,350	\$58,850
29	\$58,950	\$59,450
30+	\$59,550	\$60,050

**Kerrville Independent School District
2018-2019 Pay Schedule
Non-Certified Professional Pay Structure**

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

Assignment	Days
Campus Technician (Technology Dept.)	197

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

Assignment	Days
District Technician (Technology Department)	228
Tax Collector	240

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

Assignment	Days
Administrative Assistant (Central Office)	228

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

Assignment	Days
Network Administrator	228
Finance Director	228
District Accountant	228

Prof 5	Minimum	Midpoint	Maximum
Daily	\$233.50	\$280.32	\$327.14
187	\$43,665	\$52,420	\$61,175
228	\$53,238	\$63,913	\$74,588

Assignment	Days
Assistant Athletic Director	187
Public Relations Specialist	228

**Kerrville Independent School District
2018-2019 Pay Schedule
Administrative Pay Structure**

Admin 1	Minimum	Midpoint	Maximum
Daily	\$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

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

Admin 2	Minimum	Midpoint	Maximum
Daily	\$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

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

Admin 3	Minimum	Midpoint	Maximum
Daily	\$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

Assignment	Days
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

Admin 4	Minimum	Midpoint	Maximum
Daily	\$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

Assignment	Days
Director, Early Childhood	212
Director, Special Programs	212
Director, Personnel	228
Director, Technology	228
Director, Transportation	228
Director, Maintenance	240

Admin 5	Minimum	Midpoint	Maximum
Daily	\$333.02	\$390.06	\$447.10
217	\$72,265	\$84,643	\$97,021
228	\$75,929	\$88,934	\$101,939

Assignment	Days
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

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

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

Kerrville Independent School District
2018-2019 Pay Schedule
Auxiliary Pay Based on
8 Hour Workday
(Yearly Salary Estimated on an 8 hour work day)

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

Assignment	Work Days
Parking Lot Monitor	177
Child Nutrition Worker	186
Custodian	240

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

Assignment	Work Days
Warehouse/Pony Driver	240
Painter Assistant	240

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

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

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

Assignment	Work Days
Grounds, Athletic Fields	240
Painter	240

**Kerrville Independent School District
2018-2019 Pay Schedule
Auxiliary Pay Based on
8 Hour Workday**

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

Assignment	Work Days
HVAC Assistant	240
Grounds Supervisor	240

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

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

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

Assignment	Work Days
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**

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

Assignment	Work Days
Bus Monitor	177

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

Assignment	Work Days
Bus Driver	177

**Kerrville Independent School District
2018-2019 Pay Schedule
Clerical/Paraprofessional Pay Based on
7.5 Hour Work Day**

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

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

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

Assignment	Work Days
Aide, Bilingual	187
Aide, ISS	187
Aide, Special Education (Inclusion)	187

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

Assignment	Work Days
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
2018-2019 Pay Schedule
Clerical/Paraprofessional Pay Based on
7.5 Hour Work Day**

Clerical 4	Minimum	Midpoint	Maximum
Hourly	\$13.60	\$16.77	\$19.93
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

Assignment	Work Days
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

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

Assignment	Work Days
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

Clerical 6	Minimum	Midpoint	Maximum
Hourly	\$15.51	\$19.13	\$22.74
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

Assignment	Work Days
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
2018-2019 Pay Schedule
Clerical/Paraprofessional Pay Based on
7.5 Hour Work Day**

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

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