

# Teacher Hiring Schedule

## Kerrville Independent School District

### 2022-2023 Teacher Hiring Schedule

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

Years Experience	Salary Bachelors	Salary Masters
0	\$50,000	\$50,500
1	\$50,050	\$50,550
2	\$50,100	\$50,600
3	\$50,200	\$50,700
4	\$50,300	\$50,800
5	\$50,400	\$50,900
6	\$50,600	\$51,100
7	\$51,800	\$52,300
8	\$52,500	\$53,000
9	\$52,600	\$53,100
10	\$52,700	\$53,200
11	\$53,500	\$54,000
12	\$54,250	\$54,750
13	\$54,950	\$55,450
14	\$55,600	\$56,100
15	\$56,350	\$56,850
16	\$57,050	\$57,550
17	\$57,700	\$58,200
18	\$58,450	\$58,950
19	\$59,200	\$59,700
20	\$60,000	\$60,500
21	\$61,600	\$62,100
22	\$62,300	\$62,800
23	\$63,000	\$63,500
24	\$63,700	\$64,200
25	\$64,400	\$64,900
26	\$65,100	\$65,600
27	\$65,500	\$66,000
28	\$65,900	\$66,400
29	\$66,300	\$66,800
30+	\$66,700	\$67,200

- This is not a step schedule. Salary plans are determined on an annual basis, and salary advancement is not guaranteed.
- Newly hired employees who have more than 30 years of experience are placed on year 30.
- Current employees with more than 30 years of experience received the pay increase.

**2022-2023 Administrative and Professional Pay Plan**  
Kerrville ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>	Tax Collector	240	Daily	\$165.30	\$195.70	\$226.10
			240 Days	39,672	46,968	54,264
<b>2</b>	Public Relations Specialist Systems Administrator	228	Daily	\$219.56	\$260.30	\$301.04
			228 Days	50,060	59,348	68,637
<b>3</b>	Asst Athletic Trainer Business Manager	187 228	Daily	\$237.82	\$283.12	\$328.42
			187 Days	44,472	52,943	61,415
<b>3</b>			228 Days	54,223	64,551	74,880
<b>4</b>	Asst. Speech Pathologist	187	Daily	\$264.92	\$314.30	\$363.68
	Behavior Specialist	197	187 Days	49,540	58,774	68,008
	Counselor - ES	197	197 Days	52,189	61,917	71,645
	Counselor - MS	207	207 Days	54,838	65,060	75,282
	Counselor - SpEd	187, 197	217 Days	57,488	68,203	78,919
	Lead Middle School Counselor	217				
	LSSP Intern	197				
	Nurse	187				
	Social Worker	197				
	Special Education ARD Facilitator	197				
<b>5</b>	Counselor - HS	207	Daily	\$283.07	\$335.90	\$388.73
	Crisis Counselor/Facilitator	207	187 Days	52,934	62,813	72,693
	Diagnostician	197	192 Days	54,349	64,493	74,636
	Lead Counselor - HS	217	197 Days	55,765	66,172	76,580
	LSSP	207	207 Days	58,595	69,531	80,467
	Occupational Therapist	187	217 Days	58,595	69,531	80,467
	Physical Therapist	187				
	Speech Language Pathologist	187, 192				
<b>6</b>	Asst Director - Special Education	212	Daily	\$307.78	\$359.01	\$410.24
	Asst Principal - ES, BT Wilson	207	207 Days	63,710	74,315	84,920
	Coordinator of Professional Learning	228	212 Days	65,249	76,110	86,971
	Safe and Supportive Schools Program Coordinator	228	228 Days	70,174	81,854	93,535
<b>7</b>	Asst Principal - Alternative	207	Daily	\$325.91	\$380.21	\$434.51
	Asst Principal - HS/HPMS	212	207 Days	67,463	78,703	89,944
	Director of Early Childhood	212	212 Days	69,093	80,605	92,116
	Director of Educational Technology and Information Systems	228	228 Days	74,307	86,688	99,068
	Director of Personnel	228				
	Director of Transportation	228				
	District and High School Testing Coordinator	212				
<b>8</b>	Assoc Principal/Academic Dean - MS and HS	228	Daily	\$345.12	\$402.68	\$460.24
	Director of Maintenance	240	217 Days	74,891	87,382	99,872
	Principal - ES, BT Wilson	217	228 Days	78,687	91,811	104,935
	Director of Special Programs	217	240 Days	82,829	96,643	110,458
	Director of Advanced Academics and Post Secondary Readiness	228				
<b>9</b>	Senior Director of Alternative Programs	228	Daily	\$394.26	\$460.16	\$526.06
	Senior Director of Special Education	228	228 Days	89,891	104,916	119,942
	Principal - HPMS	228				
<b>10</b>	Principal - HS	228	Daily	\$448.53	\$514.70	\$580.87
	Director of Athletics/Head Football Coach	228	228 Days	102,265	117,352	132,438
<b>11</b>	Asst Superintendent - Business	228	Daily	\$510.09	\$575.88	\$641.67
	Asst Superintendent - C&I	228	228 Days	116,301	131,301	146,301
	Asst Superintendent - HR & Administration	228				

**2022-2023 Clerical Paraprofessional Pay Plan**  
Kerrville ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$12.00</b>	<b>\$14.54</b>	<b>\$17.08</b>
	Aide, Child Care (TCDC)	187	<b>187 Days</b>	16,830	20,392	23,955
	Aide, Head Start	187				
	Aide, Instructional	187				
	Aide, PE	187				
	Aide, Pre K	187				
	Parent Aide (Head Start)	187				
<b>2</b>			<b>Hourly</b>	<b>\$13.57</b>	<b>\$16.44</b>	<b>\$19.31</b>
	Aide, Accompanist	187	<b>187 Days</b>	19,030	23,055	27,081
	Aide, Athletics MS	187	<b>197 Days</b>	20,048	24,288	28,529
	Aide, Bilingual	187	<b>207 Days</b>	21,066	25,521	29,977
	Aide, Content Mastery High School	187				
	Aide, Computer Lab	187				
	Aide, ISS	187				
	Aide, Mentoring	187				
	Aide, SpEd Inclusion	187				
	Clerk, Special Education	197				
	Secretary, Receptionist MS	197				
	Secretary, Assistant Principal MS	197				
	Secretary, Asst Principal HS	207				
	Secretary, Campus Office	207				
<b>3</b>			<b>Hourly</b>	<b>\$14.52</b>	<b>\$17.59</b>	<b>\$20.66</b>
	Aide, Child Care Lead (TCDC)	187	<b>187 Days</b>	20,368	24,673	28,979
	Aide, Librarian (Elementary/BT Wilson)	197	<b>197 Days</b>	21,457	25,993	30,529
	Aide, Librarian HS	197	<b>207 Days</b>	22,546	27,312	32,078
	Aide, SpEd Behavior Classroom	187	<b>228 Days</b>	24,833	30,083	35,333
	Aide, SpEd Functional Living Classroom	187				
	Aide, SpEd Autism Classroom	187				
	Clerk, Attendance/Registrar MS	207				
	Clerk, Attendance HS	207				
	Clerk, Business Office	228				
	Secretary, Career/College HS	207				
	Secretary, Counseling HS	207				

**2022-2023 Clerical Paraprofessional Pay Plan**  
Kerrville ISD

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
<b>4</b>						
	Aide, Deaf Education	187	<b>187 Days</b>	\$15.68	\$19.00	\$22.32
	Registrar High School	207	<b>207 Days</b>	21,996	26,652	31,309
	Secretary, Director Early Childhood	207		24,349	29,503	34,657
	Secretary, Hill Country HS	207				
	Secretary, Principal ES/MS	207				

<b>5</b>						
	Accounts Payable Coordinator	228	<b>187 Days</b>	\$16.94	\$20.53	\$24.12
	Clerk, Accounting	228	<b>207 Days</b>	23,755	28,790	33,825
	Nurse - LVN	187	<b>228 Days</b>	26,296	31,870	37,443
	PEIMS/Skyward Coordinator	228	<b>240 Days</b>	28,964	35,103	41,242
	Secretary, Child Nutrition	207		30,488	36,950	43,412
	Secretary, Director Athletics	207				
	Secretary, Director Maintenance	240				
	Secretary, Director Special Education	228				
	Secretary, Director Transportation	228				
	Secretary, Principal HS	228				
	Secretary, Tax Office	240				
	Secretary, Technology	228				
	Transportation Coordinator	228				

<b>6</b>						
	Deaf Education Interpreter	187	<b>187 Days</b>	\$18.46	\$22.37	\$26.28
	Payroll Coordinator	228	<b>228 Days</b>	25,892	31,376	36,860
	Secretary, Asst Superintendent	228		31,569	38,255	44,942
	Secretary, Personnel	228				

<b>7</b>						
	District Technician	228	<b>228 Days</b>	\$19.70	\$23.87	\$28.03
				33,679	40,809	47,923

<b>8</b>						
	Admin Asst Central Office	228	<b>228 Days</b>	\$25.70	\$30.43	\$35.16
				43,941	52,029	60,117

· Annual salary is based on full-time, 7.5 hour day.

**2022-2023 Auxiliary Pay Plan**  
Kerrville ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$12.00</b>	<b>\$14.00</b>	<b>\$16.00</b>
	Child Nutrition Worker	186	<b>177 Days</b>	16,992	19,824	22,656
	Custodian	240	<b>186 Days</b>	17,856	20,832	23,808
	Parking Lot Monitor	177	<b>240 Days</b>	23,040	26,880	30,720
<b>2</b>			<b>Hourly</b>	<b>\$12.00</b>	<b>\$14.92</b>	<b>\$17.84</b>
	Grounds	240	<b>240 Days</b>	23,040	28,646	34,253
	Head Custodian ES/BT Wilson	240				
	Warehouse/Pony Driver	240				
<b>3</b>			<b>Hourly</b>	<b>\$13.87</b>	<b>\$16.93</b>	<b>\$19.98</b>
	Grounds, Athletic Fields	240	<b>240 Days</b>	26,637	32,512	38,368
	Head Custodian HPMS	240				
<b>4</b>			<b>Hourly</b>	<b>\$14.19</b>	<b>\$17.20</b>	<b>\$20.21</b>
	Food Services Manager ECC	190	<b>190 Days</b>	21,569	26,146	30,721
	Food Services Manager ES/BT Wilson	190	<b>240 Days</b>	27,245	33,026	38,805
	Head Custodian HS	240				
<b>5</b>			<b>Hourly</b>	<b>\$15.89</b>	<b>\$19.26</b>	<b>\$22.63</b>
	Food Services Manager HPMS	190	<b>190 Days</b>	24,154	29,277	34,399
	Food Services Manager HS	190	<b>240 Days</b>	30,511	36,981	43,452
	General Maintenance/Asst Painter	240				
	Grounds Supervisor	240				
<b>6</b>			<b>Hourly</b>	<b>\$18.29</b>	<b>\$22.16</b>	<b>\$26.03</b>
	Electrician, Asst	240	<b>240 Days</b>	35,108	42,538	49,969
	HVAC Asst	240				
	Lead Carpenter/Painter	240				
	Plumber, Journeyman	240				
<b>7</b>			<b>Hourly</b>	<b>\$21.21</b>	<b>\$25.70</b>	<b>\$30.19</b>
	Custodian Coordinator	240	<b>240 Days</b>	40,720	49,341	57,962
	Electrician, Master	240				
	HVAC/Pest Control	240				
	Mechanic Transportation	240				
	Plumber, Master	240				
<b>BM</b>			<b>Hourly</b>	<b>\$12.00</b>	<b>\$14.69</b>	<b>\$17.38</b>
	Bus Aide	177	<b>177 Days</b>	10,620	13,001	15,381
<b>BD</b>			<b>Hourly</b>	<b>\$15.31</b>	<b>\$19.00</b>	<b>\$22.69</b>
	Bus Driver	177	<b>177 Days</b>	13,552	16,818	20,084

- Auxiliary 1 - 7 annual salary is based on full-time, 8-hour day.
- Auxiliary BM and BD annual salary is based on a 5-hour day.