

**White Settlement ISD
2024-2025 New Hire Guide for
Classroom Teachers and Librarians**

Step	Salary
0	\$60,450.00
1	\$60,600.00
2	\$60,700.00
3	\$60,800.00
4	\$60,900.00
5	\$61,100.00
6	\$61,300.00
7	\$61,500.00
8	\$61,700.00
9	\$61,900.00
10	\$62,350.00
11	\$62,550.00
12	\$62,750.00
13	\$62,950.00
14	\$63,150.00
15	\$63,900.00
16	\$64,300.00
17	\$65,200.00
18	\$66,000.00
19	\$66,850.00
20	\$67,650.00
21	\$68,450.00
22	\$69,050.00
23	\$69,650.00
24	\$70,150.00
25	\$70,450.00
26	\$70,750.00
27	\$71,050.00
28	\$71,350.00
29	\$71,700.00
30	\$72,000.00
31	\$72,800.00
32	\$73,500.00
33	\$73,700.00

Salaries listed above are based on 10-month employment

Master's Degree Stipend: \$2,000

**This salary plan is for the 2024-2025 school year only and is used
only as a guide for placement of new hires during the year specified.**

**Salary advancement is based on the annual pay raise budget
approved by the Board of Trustees.**

**2024-2025 Administrative/Professional Compensation Plan
White Settlement ISD**

Pay Grade

		Minimum	Midpoint	Maximum
<u>1</u>	Behavior Interventionist			
	Dietician	Daily	\$225.60	\$283.54
	Facilities & Operations Assistant	170	Days	38,352
	Fine Arts Support	187	Days	42,187
	Office Manager	202	Days	45,571
	Systems Administrator	226	Days	50,986
				58,052
				63,857
				68,979
				77,174

		Minimum	Midpoint	Maximum
<u>2</u>	Network Security Administrator			
	Occupational Therapy Assistant	Daily	\$266.79	\$337.19
	Physical Therapy Assistant	187	Days	49,890
	Speech Therapy Assistant	226	Days	60,295
				63,054
				76,217
				92,113

		Minimum	Midpoint	Maximum
<u>3</u>	Asst. Director, Business			
	Athletic Trainer	Daily	\$307.34	\$392.62
	Behavior Specialist	187	Days	57,473
	Counselor, Elem	193	Days	59,317
	Counselor, HS & MS	202	Days	62,083
	Counselor, Special Ed	217	Days	66,693
	Diagnostician	226	Days	69,459
	Digital Marketing & Comm. Specialist			73,420
	Network/Security Engineer			89,367
	Nurse (RN)			92,235
	Occupational Therapist			96,536
	Physical Therapist			103,704
	Social Worker/Mental Health Counselor			108,005
	Speech Pathologist			

		Minimum	Midpoint	Maximum
<u>4</u>	Applications Integration Administrator			
	Asst. Director, HR	Daily	\$317.34	\$415.99
	Asst. Principal, Alternative	193	Days	61,247
	Asst. Principal, Elem	202	Days	64,103
	Asst. Principal, MS	207	Days	65,689
	Coord, At-Risk	217	Days	68,863
	Coord, CTE	226	Days	71,719
	Coord, Instruction			80,285
	Coord, Transition			84,029
	Director, Bilingual & ESL			86,109
	Director, Curriculum/Testing			88,630
	Director, Testing & Program Evaluation			90,269
	Instructional Coach			99,324
	Instructional Technology Specialist			103,955
	LSSP			106,528
	Systems Engineer			111,675
				116,306

<u>5</u>	Asst. Director, Maint. & Operations	Daily		\$327.34	\$428.71	\$530.07
	Asst. Director, Technology	202	Days	66,123	86,598	107,074
	Asst. Principal, HS	217	Days	71,033	93,029	115,025
	Coord, Student Services Police Chief	226	Days	73,979	96,887	119,796
<u>6</u>	Associate Principal			Minimum	Midpoint	Maximum
	Director, Child Nutrition	Daily		\$337.34	\$435.17	\$533.00
	Director, Safety & Security	217	Days	73,203	94,432	115,661
		226	Days	76,239	98,348	120,458
<u>7</u>	Director, Federal Programs			Minimum	Midpoint	Maximum
	Director, Maintenance & Operations	Daily		\$347.51	\$489.87	\$632.22
	Director, Special Education	187	Days	64,984	91,605	118,225
	Director, Technology Services	217	Days	75,410	106,301	137,192
	Principal, Alternative Principal, Elem	226	Days	78,537	110,709	142,882
<u>8</u>	Director, Counseling			Minimum	Midpoint	Maximum
	Director, CTE	Daily		\$359.83	\$500.49	\$641.15
	Director, PK-12 Education	226	Days	81,322	113,111	144,900
	Principal, Intermediate Principal, MS					
<u>9</u>	Director, Athletics			Minimum	Midpoint	Maximum
	Director, Fine Arts	Daily		\$408.82	\$559.69	\$710.55
	Principal, HS	226	Days	92,393	126,489	160,584
<u>10</u>	Director, Bonds & Financial Transparency			Minimum	Midpoint	Maximum
	Director, Business	Daily		\$530.98	\$657.83	\$784.67
	Director, Communications	226	Days	120,001	148,668	177,335
	Director, HR & Community Relations					
<u>11</u>	Asst. Supt, Curriculum/Inst./Admin Services			Minimum	Midpoint	Maximum
	Asst. Supt, Finance & Operations	Daily		\$663.72	\$863.15	\$1,062.57
		226	Days	150,001	195,071	240,141
<u>12</u>	Superintendent			Minimum	Midpoint	Maximum
		Daily		\$862.84	\$1,120.74	\$1,378.64
		226	Days	195,002	253,287	311,573

Note: The midpoint is only used when calculating annual increases/raises

**2024-2025 Nonexempt - Clerical/Paraprofessional Compensation Plan
White Settlement ISD**

Pay Grade

1

Aide
Aide, Classroom
Aide, Library
Courier
Day Care Worker
Paraprofessional (ESL)
Secretary

		Minimum	Midpoint	Maximum
Hourly		\$13.37	\$17.66	\$21.95
187	Days	20,002	26,419	32,837
202	Days	21,606	28,539	35,471
226	Days	24,173	31,929	39,686

2

Registrar, MS
Secretary, Asst. Principal HS
Secretary, Attendance Elem
Secretary, Attendance HS
Secretary, Attendance MS
Secretary, Band
Secretary, Campus Special Ed
Secretary, Counselor
Secretary, Elem
Secretary, HS
Secretary, PEIMS

		Minimum	Midpoint	Maximum
Hourly		\$13.82	\$17.94	\$22.05
187	Days	20,675	26,831	32,987
202	Days	22,333	28,983	35,633
207	Days	22,886	29,700	36,515
226	Days	24,987	32,426	39,866

3

Daycare Coordinator
Secretary, Director
Secretary, Police
Secretary, Principal Alternative HS
Secretary, Principal Elem
Secretary, Principal Fine Arts
Secretary, Principal MS
Secretary, Technology Director

		Minimum	Midpoint	Maximum
Hourly		\$15.00	\$20.50	\$25.99
202	Days	24,240	33,120	42,000
207	Days	24,840	33,940	43,039
217	Days	26,040	35,579	45,119
226	Days	27,120	37,055	46,990

4

Braille Transcriptionist
Campus Bookkeeper, HS
Nurse (LVN)
Registrar, HS
Secretary, Athletic Director
Secretary, Child Nutrition
Secretary, Principal HS

		Minimum	Midpoint	Maximum
Hourly		\$16.27	\$21.48	\$26.68
187	Days	24,340	32,127	39,913
207	Days	26,943	35,563	44,182
217	Days	28,245	37,281	46,316
226	Days	29,416	38,827	48,237

5

Accounts Payable Clerk
Asst. Payroll/Business Office Clerk
PEIMS/Business Office Clerk
Receptionist, HR
Secretary, Director HR

		Minimum	Midpoint	Maximum
Hourly		\$17.76	\$23.20	\$28.63
187	Days	26,569	34,700	42,830
202	Days	28,700	37,483	46,266
226	Days	32,110	41,937	51,763

6 Activity Accountant
 Benefits Coordinator
 Secretary, Asst. Superintendent
 Secretary, Dir. Bus./Purchasing Coord.

		Minimum	Midpoint	Maximum
Hourly		\$19.94	\$27.27	\$34.60
226	Days	36,052	49,304	62,557

7 Accountant
 Payroll Coordinator

		Minimum	Midpoint	Maximum
Hourly		\$22.45	\$30.16	\$37.87
226	Days	40,590	54,529	68,469

8 PEIMS Coordinator
 Secretary, Supt./Certification Officer

		Minimum	Midpoint	Maximum
Hourly		\$25.55	\$36.23	\$46.90
226	Days	46,194	65,495	84,795

Note: The midpoint is only used when calculating annual increases/raises

**2024-2025 Auxiliary Compensation Plan
White Settlement ISD**

Pay Grade

1 Custodian

		Minimum	Midpoint	Maximum
Hourly		\$11.50	\$12.96	\$14.41
179	Days	16,468	18,552	20,635
240	Days	22,080	24,874	27,667

2 *Reserved for Future Positions

		Minimum	Midpoint	Maximum
Hourly		\$13.00	\$15.45	\$17.89
240	Days	24,960	29,654	34,349

3 General Maintenance
Grounds
HVAC Technician, Apprentice
Locksmith, Apprentice
Plumber, Apprentice
Security Guard
Warehouse

		Minimum	Midpoint	Maximum
Hourly		\$14.50	\$17.93	\$21.36
240	Days	27,840	34,426	41,011

4 Irrigator

		Minimum	Midpoint	Maximum
Hourly		\$15.99	\$19.97	\$23.94
240	Days	30,701	38,333	45,965

5 Carpenter
Electrician, Apprentice
HVAC Technician
Locksmith
Painter
Pest Control
Plumber, Journeyman

		Minimum	Midpoint	Maximum
Hourly		\$18.75	\$27.61	\$36.46
240	Days	36,000	53,002	70,003

6 Electrician, Master
Grounds Supervisor
HVAC Supervisor
Plumber, Master

		Minimum	Midpoint	Maximum
Hourly		\$23.44	\$31.26	\$39.07
240	Days	45,005	60,010	75,014

7 Police Officers

		Minimum	Midpoint	Maximum
Hourly		\$34.51	\$41.93	\$49.35
207	Days	57,149	69,436	81,724

Note: The midpoint is only used when calculating annual increases/raises

**2024-2025 CAFÉ Compensation Plan
White Settlement ISD**

Pay Grade

<u>1</u>	Cafeteria Worker	Minimum Midpoint Maximum			
		Hourly	\$12.54	\$14.13	\$15.71
		179 Days	17,957	20,227	22,497

<u>2</u>	Cafeteria Manager, Elem	Minimum Midpoint Maximum			
		Hourly	\$15.00	\$17.93	\$20.86
		179 Days	21,480	25,676	29,872

<u>3</u>	Cafeteria Manager, MS Inventory & Warehouse Specialist	Minimum Midpoint Maximum			
		Hourly	\$15.81	\$18.59	\$21.36
		179 Days	22,640	26,614	30,588
226 Days	28,584	33,602	38,619		

<u>4</u>	Cafeteria Manager, HS	Minimum Midpoint Maximum			
		Hourly	\$17.43	\$21.80	\$26.17
		179 Days	24,960	31,218	37,475

<u>5</u>	*Reserved for Future Positions	Minimum Midpoint Maximum			
		Hourly	\$19.15	\$24.19	\$29.23
		226 Days	34,623	43,736	52,848

<u>6</u>	Cafeteria Supervisor	Minimum Midpoint Maximum			
		Hourly	\$21.67	\$28.38	\$35.09
		226 Days	39,179	51,311	63,443

+ Supper Feeding Supplemental Pay \$15 per night

+ Summer school \$15/hour

Note: The midpoint is only used when calculating annual increases/raises

WHITE SETTLEMENT ISD
Stipend & Extra Duty Pay Schedule 2024-2025

Elementary, Intermediate, Middle, & High School	
Stipends - Assigned	
Description	Amount
AG Science	\$ 9,500.00
Annual - High School (Yearbook)	\$ 3,500.00
Assistant Band ++	\$ -
Assistant Cheerleader - High School	\$ 3,000.00
Associate Band	\$ 12,000.00
Band Coordinator - Middle School	\$ 10,000.00
BIC Class – <i>paraprofessionals only</i>	\$ 500.00
Bilingual Diagnostician	\$ 5,500.00
Campus Substitute Coordinator	\$ 1,500.00
Cheerleader - Middle School	\$ 4,000.00
Choir Assistant	\$ 1,500.00
Choir Director - District	\$ 8,000.00
Club/Organization - HS	\$ 1,500.00
Club/Organization - MS & TIS	\$ 500.00
CTSO	\$ 1,200.00
Degreed Aide (Bachelor's Degree) – <i>paraprofessionals only</i>	\$ 500.00
Department Chair - District PE	\$ 2,500.00
Department Lead	\$ 500.00
Drama - High School	\$ 3,000.00
Drama - Middle School	\$ 1,500.00
Drill Team	\$ 8,000.00
Drill Team Assistant	\$ 6,000.00
Dual Language - District Specialist	\$ 2,000.00
Dual Language*	\$ 4,000.00
ECSE Class - <i>paraprofessionals only</i>	\$ 500.00
Experience Supplement	\$ 1,200.00
Fine Arts - Elementary FAA Showcase	\$ 1,500.00
Fine Arts - High School	\$ 2,000.00
Fine Arts - High School Fine Arts - Middle School	\$ 1,000.00
Interpreter/Translator	\$ 1,500.00
Intramural PE/Outdoor Ed. - Elementary	\$ 500.00
Intramural PE/Outdoor Ed. - Intermediate Para	\$ 750.00
Intramural PE/Outdoor Ed. - Intermediate Teacher	\$ 1,500.00
Life Skills Class – <i>paraprofessionals only</i>	\$ 500.00
Master's Degree (Teachers only)	\$ 2,000.00
Musical Production	\$ 1,000.00
PEIMS	\$ 2,000.00
PLC Lead	\$ 500.00
Senior Celebration/Prom Coordinator	\$ 1,500.00
STEAM Coordinator	\$ 5,000.00
Tech Production	\$ 8,000.00
Technology	\$ 2,000.00

Athletics	
Stipends - Assigned	
Description	Amount
Athletic Events Coordinator	\$ 5,000.00
Baseball - Assistant	\$ 3,000.00
Baseball - Associate	\$ 6,000.00
Baseball - Head Coach	\$ 15,000.00
Basketball - Assistant	\$ 3,000.00
Basketball - Associate	\$ 6,000.00
Basketball - Head Coach	\$ 15,000.00
Character Development - Coordinator	\$ 5,000.00
College Recruiting	\$ 4,000.00
Concussion Oversight	\$ 2,500.00
Coordinator	\$ 15,000.00
Cross Country - Assistant	\$ 3,000.00
Cross Country - Head Coach	\$ 6,000.00
Drug Coordinator ++	\$ -
Equipment Manager	\$ 7,000.00
Football - Assistant	\$ 3,000.00
Football - Assistant/Head JV	\$ 9,000.00
Football - Associate Head Coach	\$ 13,000.00
Football - Coordinator/Assistant Head	\$ 12,000.00
Football - Head Coach	\$ 15,000.00
Golf - Assistant	\$ 6,000.00
Golf - Head Coach	\$ 9,000.00
Middle School - Assistant Coord.	\$ 6,000.00
Middle School - Head Coordinator	\$ 15,000.00
Middle School - Tennis	\$ 4,000.00
Powerlifting - Assistant	\$ 3,000.00
Powerlifting - Head Coach	\$ 6,000.00
Soccer - Assistant	\$ 3,000.00
Soccer - Head Coach	\$ 8,000.00
Softball - Assistant	\$ 3,000.00
Softball - Associate	\$ 6,000.00
Softball - Head Coach	\$ 15,000.00
Strength & Conditioning - Coordinator	\$ 12,000.00
Summer Pride ++	\$ -
Tennis - Assistant	\$ 6,000.00
Tennis - Head Coach	\$ 9,500.00
Track - Assistant	\$ 3,000.00
Track - Head Coach	\$ 6,000.00
Volleyball - Assistant	\$ 3,000.00
Volleyball - Head Coach	\$ 15,000.00
Wrestling - Assistant	\$ 3,000.00
Wrestling - Head Coach	\$ 6,000.00

District Wide - Administration	
Stipends - Assigned	
Description	Amount
504 Coordinator	\$ 2,500.00
Braille - <i>paraprofessionals only</i>	\$ 2,000.00
Curriculum Coordinator	\$ 3,000.00
Daycare Assistant Director	\$ 2,000.00
Dyslexia Coordinator	\$ 2,500.00
Extra Duty ++	\$ -
Head Librarian	\$ 2,000.00
Head Nurse	\$ 1,500.00
Orientation & Mobility ++	\$ -
Records	\$ 2,500.00
SHARS	\$ 1,000.00
Special Olympics Coach	\$ 2,000.00
Special Programs Parent Liaison	\$ 3,000.00
Speech Path Supervisor ++	\$ -
Stadium Production ++	\$ -
Team Leader	\$ 1,000.00
Textbook Custodian	\$ 3,000.00
Transition Center Coordinator	\$ 7,000.00
TRS Stipend ++ - <i>Requires Board Approval</i>	\$ -
Video Production ++	\$ -

District Wide - Operations	
Stipends - Assigned	
Description	Amount
Emergency Response	\$ 5,000.00
Pest Control	\$ 1,000.00
Phone	\$ 480.00

Extra Duty Pay		
Unassigned		
Description		Amount
Child Care - Family Resource Center	<i>(Hourly Rate)</i>	\$ 15.00
Curriculum Writer		\$ 400.00
Detention/Saturday School	<i>(Hourly Rate)</i>	\$ 25.00
Early Morning Duty	<i>(Daily Rate)</i>	\$ 15.00
Focus Group		\$ 2,000.00
Homebound Teacher	<i>(Hourly Rate)</i>	\$ 25.00
Professional Development - Admin only ++		\$ -
Sound Technician (Auditorium and Stadium)	<i>(Hourly Rate)</i>	\$ 25.00
Student Workers	<i>(Hourly Rate)</i>	\$ 10.00
Summer School & Super Saturday Paraprofessional	<i>(Hourly Rate)</i>	\$ 30.00
Summer School & Super Saturday Professional	<i>(Hourly Rate)</i>	\$ 40.00
Testing Proctor - Summer	<i>(Hourly Rate)</i>	\$ 25.00
Tutoring Paraprofessional	<i>(Hourly Rate)</i>	\$ 15.00
Tutoring Teacher**	<i>(Hourly Rate)</i>	\$ 25.00
UIL Coaching	<i>(Per Event)</i>	\$ 200.00
UIL Coordinator - Elementary		\$ 500.00
UIL Coordinator - HS		\$ 2,000.00

Athletics Extra Duty Pay ***		
Unassigned		
Description		Amount
Administrator for Hosting Games	<i>(Hourly Rate)</i>	\$ 25.00
Announcer	<i>(Hourly Rate)</i>	\$ 20.00
Bus Parking	<i>(Hourly Rate)</i>	\$ 20.00
Clock	<i>(Hourly Rate)</i>	\$ 20.00
Elevator	<i>(Hourly Rate)</i>	\$ 15.00
Floor workers (3rd, 4th, 5th)	<i>(Hourly Rate)</i>	\$ 20.00
Gate Manager	<i>(Hourly Rate)</i>	\$ 20.00
Gate Worker	<i>(Hourly Rate)</i>	\$ 15.00
Lead Parking Lot Monitor	<i>(Hourly Rate)</i>	\$ 20.00
Monitor for Gates	<i>(Hourly Rate)</i>	\$ 15.00
Parking Lot Monitor	<i>(Hourly Rate)</i>	\$ 15.00
Reserve Seating	<i>(Hourly Rate)</i>	\$ 15.00
Score Keeper	<i>(Hourly Rate)</i>	\$ 15.00
Ticket Seller	<i>(Hourly Rate)</i>	\$ 15.00

* Dual Language stipend pays \$1,000 in September, \$1,000 in June, and \$2,000 annualized over 12-months.

** Tutoring is paid hourly, up to \$150 per day.

*** Hosted playoff games pay an additional \$5 per hour.

++ This stipend amount is based on the level of responsibilities.

Terms:

Assigned - assigned stipends are annualized over 12-months.

Unassigned - unassigned stipends are not annualized and are paid as worked, following the Payroll Start/Stop dates for each pay period

Note:

Some stipends currently being paid are not part of the current stipend schedule but we continue to pay previously assigned amount.

These employees are grandfathered. (Example: Experience stipend and Career Ladder)

2024-2025 Substitute Pay Schedule

Substitute Daily Pay Rates	
Sixty (60) or more college hours	\$95
Registered Nurse	\$150
All other approved substitutes	\$85

Substitute Long-Term* Daily Pay Rates	
Sixty (60) or more college hours	\$115
All other approved substitutes	\$90

Substitute Hourly Rate for Child Nutrition	
Hourly rate of pay	\$11.00

*Long-Term Substitute pay starts on the 11th consecutive day, substituting in the same assignment.