

**KIRBYVILLE CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2022-2023 SALARY and BENEFIT INFORMATION**

HIRING SCHEDULE FOR 10 MONTH TEACHERS, COUNSELORS, LIBRARIANS, NURSES (RN'S)	
YEARS OF EXPERIENCE CREDITED	
0	\$43,000
1	\$43,500
2	\$44,000
3	\$44,500
4	\$45,000
5	\$45,500
6	\$46,000
7	\$46,500
8	\$47,000
9	\$47,500
10	\$48,000
11	\$48,500
12	\$49,070
13	\$50,150
14	\$51,150
15	\$52,150
16	\$53,110
17	\$54,010
18	\$54,870
19	\$55,670
20	\$56,440
21	\$57,160
22	\$57,840
23	\$58,140
24	\$58,440
25	\$58,740
26	\$59,040
27	\$59,340
28+	\$59,640

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2022-2023 SALARY SCHEDULE

Hiring schedules are developed for one year only. Future salaries cannot be predicted from this schedule. Salary advancement is based on the annual pay raise approved by the Board of Trustees.

On August 22, 2022 at a special board meeting, the Kirbyville CISD board of trustees approved a budget proposal that includes a 3% raise for each returning employee (includes all staff), and a raise in the teacher hiring schedule. Included in the budget for the 2022-23 school year was a retention incentive paid by ESSER federal funds of \$3,000 for full-time teachers, librarians and counselors; and \$1500 for full-time classified/auxiliary staff and bus drivers.

The school district has also begun a Teacher Incentive Allotment program that was approved by the state for 2022-23. (described below, additional information can be found at: [Teacher Incentive Allotment](#)) In addition to the above, the district provides benefits to all half-time or full-time employees as follows:

DISTRICT PROVIDED BENEFITS:

Health insurance – District contributes \$3,360 annually(\$280/month) towards the cost of an employee’s TRS ActiveCare insurance.

MDLive – District provides for each employee to have free access

Life insurance – District provides annually for a \$40,000 life policy for each employee. Benefit reduced at age 65.

Incentive and Savings Plan Match for employees who contribute to a tax-deferred 403(b) or 457 plan(vested after four years of employment). The plan encourages employee attendance and matches each dollar the employee invests as follows:

- For perfect attendance = \$1.00 match for zero sick/personal days taken. Capped at 3% of pay
- For excellent attendance = \$.75 match for two or less sick/personal days taken. Capped at 2% of pay
- For great attendance = \$.50 match for 3-6 sick/personal days taken. Capped at 1% of pay

Longevity pay – District pays employee’s \$30/year for each creditable year of service in the district.(currently capped at \$800)

TEACHER INCENTIVE ALLOTMENT

The Teacher Incentive Allotment (TIA) was funded in House Bill 3 (HB 3) by the 86th Texas Legislature in June 2019. HB 3 established an optional Teacher Incentive Allotment to recruit, retain, and reward exceptional teachers.

For any funds received by Kirbyville CISD for a designated teacher under the Texas Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for training and support of the system, expansion of the system and professional

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development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable. This currently only applied to teachers hired by the district who are bringing Teacher Incentive Allotment designations into the district from their prior district.

KCISD Approximate Allotment Amounts

Campus	Recognized	Exemplary	Master
KES	6,988	13,976	25,294
KJH	6,715	13,430	24,304
KHS	6,402	12,804	23,340

90% of Allotment Funds will go to the Teacher who earns the designation

10% of Allotment funds will go towards supporting the KCISD TIA Program