

Poteet Independent School District
2023-2024
Salary Scales

Board Approved 6/19/2023

*Note: Salary and Stipend Schedules are determined on an annual basis.
Pay increases are determined by the annual budget and approved by the Board of Trustees*

Poteet ISD
2023-2024 Salary Schedule
Teachers and Librarians

Years of Experience	Total Salary
0	\$46,000
1	\$46,750
2	\$47,500
3	\$48,250
4	\$49,000
5	\$49,750
6	\$50,750
7	\$51,750
8	\$52,750
9	\$53,750
10	\$54,750
11	\$55,750
12	\$56,750
13	\$57,750
14	\$58,750
15	\$59,750
16	\$60,250
17	\$60,750
18	\$61,250
19	\$61,750
20	\$62,250
21	\$62,750
22	\$63,250
23	\$63,750
24	\$64,250
25	\$64,750
26	\$65,250
27	\$65,750
28	\$66,250
29	\$66,750
30+	\$67,250

*The salaries listed above are based on
10-month / 187 day employment
for the 2023-2024 school year.*

Board Approved 6/19/2023

Poteet ISD
2023-2024 Auxiliary Pay Scale

Pay Grade	Minimum Rate	Midpoint Rate	Maximum Rate	Job Classification
801	\$10	\$15	\$20	Custodian, Food Service, Bus Monitor, Maintenance
802	\$15	\$20	\$25	Food Service Manager, Custodial Facilitator
803	\$20	\$30	\$40	Licensed Staff, Bus Drivers

Poteet ISD
2023-2024 Clerical / Technical Pay Scale

Pay Grade	Minimum Rate	Midpoint Rate	Maximum Rate	Job Classification
901	\$12	\$18	\$24	Aides - Classroom, Special Education, Computer Lab, Library, ISS
902	\$13	\$20	\$27	Office Staff
903	\$18	\$26	\$34	Licensed Vocational Nurse, Technology Technician

Poteet ISD
2023-2024 Administrative / Professional Pay Scale

Pay Grade	Minimum Rate	Midpoint Rate	Maximum Rate	Job Classification
101	\$188	\$235	\$282	Superintendent Secretary, Webmaster, Accounting Supervisor, Network Administrator, Parent Liaison
102	\$235	\$317	\$399	Counselors, Student Success Advisor, Auxiliary Directors, Police Officers
103	\$276	\$363	\$450	Assistant Principals, Instructional Specialists, Campus Program Coordinators
104	\$300	\$400	\$500	Registered Nurse, Director of Student Services, Director of Special Education, Athletic Director, Technology Director, Campus Program Director
105	\$324	\$437	\$550	Principals, Executive Director, Assistant Superintendent

**POTEET INDEPENDENT SCHOOL DISTRICT
2023-2024 EXTRA DUTY / SUPPLEMENTAL PAY SCALE**

ASSIGNMENT	2023-24 ANNUAL STIPEND (Unless Noted Otherwise)	Funding Sources	2022-23 STIPENDS
Master's Degree (Teachers and Librarians)*	\$1,000	Various	\$1,000
Band Director	\$6,000	199	\$6,000
Assistant Band Director	\$3,250	199	\$3,250
Head Dance Team	\$6,000 (Hourly Rate Para)**	199	\$6,000 (Hourly Rate Para)
Head Cheerleader	\$6,000	199	\$6,000
Junior High Cheerleader	\$2,000 (Hourly Rate - Para)**	199	\$1,500 (Hourly Rate - Para)
Yearbook (High School)	\$1,800	199	\$1,800
Ag Science	\$3,000	199	\$3,000
Teacher Mentor***	\$300	Various	\$300
Translation	\$1,000	255	\$1,000
GT Campus Coordinator Stipend	\$2,000	199	\$1,500
Dyslexia Teacher Stipend (Endorsed)	\$3,000	199	\$3,000
UIL Academic Coach - 1 Event	\$500	199	\$500
UIL Academic Coach - 2 Events	\$700	199	\$700
UIL Academic Coach - 3 Events or more	\$900	199	\$900
UIL Academic Campus Coordinator	\$1,500	199	\$1,500
Integrated Pest Management Coordinator	\$700	199	\$700
Dual Language Certified Teacher	\$4,000	199/255	\$3,000
Intermediate School Science	\$3,000	199/255	\$3,000
Intermediate School Math	\$4,000	199/255	\$4,000
Intermediate School English	\$2,500	199/255	\$2,500
Intermediate School Social Studies	\$2,500	199/255	\$2,500
Junior High School Science	\$3,000	199/255	\$3,000
Junior High School Math	\$4,000	199/255	\$4,000
Junior High School English	\$2,500	199/255	\$2,500
Junior High School Social Studies	\$2,500	199/255	\$2,500
High School Science	\$4,000	199/255	\$4,000
High School Math	\$6,000	199/255	\$6,000
High School English	\$4,000	199/255	\$4,000
High School Social Studies	\$4,000	199/255	\$4,000
Life Skills / Behavior Unit Teacher	\$4,000	199	\$4,000
Special Education Teacher	\$3,000	199	\$0
Grade Level Chair***	\$500	199	\$500
Department Chair (JH / HS Only)***	\$500	199	\$500
Senior Class Sponsor (Limit of 2 per class)	\$500	199	\$500
Junior Class Sponsor (Limit of 2 per class)	\$500	199	\$500
CDL License (Non Regular Bus Driver)****	\$1,000	199	\$1,000
Bus Driver Retention Stipend****	\$3,000	199	\$3,000
After Hours Security Stipend	\$5,000	199	\$3,000
Homebound Teaching	\$25.00 per hour	199	\$25.00 per hour
Tutoring - Certified Teacher (Non Contract)*****	\$20.00 per hour	Various	\$20.00 per hour
Tutoring - Non Certified (Non Contract)*****	\$10.00 per hour	Various	\$10.00 per hour
Summer School - Administrator*****	\$3,000	Various	\$3,000.00
Summer School - Certified Teacher*****	\$30.00 per hour	Various	\$30.00 per hour
Summer School - Non Certified*****	\$15.00 per hour	Various	\$15.00 per hour
Summer EOC / STAAR Testing Stipend*****	\$500.00	Various	\$500.00
Substitute - Teacher	\$85.00 per day. 21st day of same assignment \$245.99 per day.		
Substitute - Custodial, Food Service, Bus Aide	\$10.00 per hour	199	\$10.00 per hour
Substitute - Bus Driver, Nurse, Technology	\$15.00 per hour	199	\$15.00 per hour
Field Trips - Bus drivers only	Hourly Rate	199	Hourly Rate
Athletic Game Helpers*****	\$10 per hour	199	\$10 per hour
Crosswalk	\$10 per shift	199	\$10 per shift

* Effective May 17, 2021, Master's Degree Stipends shall only be awarded to teachers and librarians who are employed in the content area of their master's degree.

**Stipend hourly rate for paraprofessional staff is \$10.00 per hour.

***Department and Grade Level Chairs who are assigned as a mentor will not receive the teacher mentor stipend.

****Shall be awarded June of each year and requires participation as determined by Executive Director of Business and Operations.

*****Tutoring and Summer School Rates may vary depending on available funding.

*****Time not to exceed 3 hours without business office approval

Board Approved 6/19/2023

**POTEET INDEPENDENT SCHOOL DISTRICT
2023-2024 ATHLETIC COACHING STIPENDS**

ASSIGNMENT	2022-23 STIPENDS	#
Girls Athletic Coordinator	\$6,000	1
JH Athletic Coordinator	\$3,500	1
Recruiting Coordinator	\$3,500	1
Athletic Trainer	\$8,000	1
Offensive Coordinator	\$7,000	1
Defensive Coordinator	\$7,000	1
Assistant Football	\$4,500	8
Head Volleyball	\$8,000	1
Assistant Volleyball	\$4,500	2
Jr High Volleyball	\$2,500	2
Head Cross Country	\$6,500	1
Assistant Cross Country	\$4,500	1
Head Boys Basketball	\$6,000	1
Assistant Boys Basketball	\$2,500	2
Jr High Boys Basketball	\$2,000	2
Head Girls Basketball	\$6,000	1
Assistant Girls Basketball	\$2,500	2
Jr High Girls Basketball	\$2,000	2
Head Soccer	\$4,500	2
Assistant Soccer	\$2,500	1
Head Powerlifting	\$4,500	1
Assistant Powerlifting	\$2,500	1
Head Track	\$4,500	2
Assistant Track	\$2,500	3
JH Track	\$2,000	3
Head Tennis	\$4,500	2
Head Baseball	\$6,000	1
Assistant Baseball	\$2,500	2
JH Baseball	\$2,000	1
Head Softball	\$6,000	1
Assistant Softball	\$2,500	2
JH Softball	\$2,000	1
Head Golf	\$4,500	1

Board Approved 6/19/2023