

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

Poteet ISD
2024-2025 Salary Schedule
Teachers and Librarians

| Years of Experience | Total Salary |
|----------------------------|---------------------|
| 0 | \$50,000 |
| 1 | \$50,750 |
| 2 | \$51,500 |
| 3 | \$52,250 |
| 4 | \$53,000 |
| 5 | \$53,750 |
| 6 | \$54,750 |
| 7 | \$55,750 |
| 8 | \$56,750 |
| 9 | \$57,750 |
| 10 | \$58,750 |
| 11 | \$59,750 |
| 12 | \$60,750 |
| 13 | \$61,750 |
| 14 | \$62,750 |
| 15 | \$63,750 |
| 16 | \$64,250 |
| 17 | \$64,750 |
| 18 | \$65,250 |
| 19 | \$65,750 |
| 20 | \$66,250 |
| 21 | \$66,750 |
| 22 | \$67,250 |
| 23 | \$67,750 |
| 24 | \$68,250 |
| 25 | \$68,750 |
| 26 | \$69,250 |
| 27 | \$69,750 |
| 28 | \$70,250 |
| 29 | \$70,750 |
| 30+ | \$71,250 |

*The salaries listed above are based on
10-month / 187 day employment
for the 2024-2025 school year.*

Board Approved 1/22/24

**Atascosa McMullen Cooperative
2024-2025 Pay Scale**

| Pay Grade | Minimum Rate | Midpoint Rate | Maximum Rate | Job Classification |
|------------------|------------------------------------|----------------------|---------------------|--|
| 0 | \$218 | \$265 | \$320 | LSSP Practicum Student (Full Tme Employee) |
| 1 | \$250 | \$307 | \$368 | Special Education Counselors, LSSP Trainee |
| 2 | \$290 | \$333 | \$400 | LSSP, Speech Language Pathologist, Social Worker, VI Teacher, AI Teacher, O&M Specialist, Licensed Professional Counselor |
| 3 | \$312 | \$360 | \$420 | Occupational Therapist, Physical Therapist |
| 4 | \$327 | \$396 | \$460 | Director |
| | 2024-2025 Teacher Pay Scale | | | LSSP Intern, Speech Language Pathology Asstistant, ARD Facilitators, Educational Diagnosticians, Transition Coordinator |

| | |
|---|----------------|
| Bilingual Stipend | \$4,000 |
| Supervisor for LSSP, OT, PT, & SLP | \$4,000 |
| Educational Diagnostician | \$3,000 |
| ARD Facilitator | \$2,000 |
| Speech Language Pathology Assistant | \$2,000 |
| Transition Coordinator | \$3,000 |

Board Approved 3/27/2024