



# Georgetown ISD

**2024-2025**

**SCHOOL YEAR**

## **COMPENSATION PLAN**

**Approved 5/20/2024**

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The Georgetown ISD Compensation Plan is adopted annually by the Board of Trustees and is administered jointly by the Office of Human Resources, the Chief Financial Officer, and the Superintendent of Schools.

Georgetown ISD does not discriminate against any employee or applicant for employment because of race, color, religion, gender, national origin, age, disability, military status, genetic information, or any other basis prohibited by law. Additionally, the district does not discriminate against an employee or applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to a discriminatory employment practice. Employment decisions will be made on the basis of each applicant's job qualifications, experience, and abilities.

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# Georgetown ISD

## 2024-2025 Teacher/Librarian Hiring Scale

Pay Step	BACHELOR'S Degree 187 Days	MASTER'S Degree 187 Days	DOCTORATE Degree 187 Days
0	\$56,500	\$57,500	\$58,000
1	\$56,650	\$57,650	\$58,150
2	\$56,850	\$57,850	\$58,350
3	\$57,150	\$58,150	\$58,650
4	\$57,450	\$58,450	\$58,950
5	\$57,750	\$58,750	\$59,250
6	\$58,050	\$59,050	\$59,550
7	\$58,350	\$59,350	\$59,850
8	\$58,750	\$59,750	\$60,250
9	\$59,250	\$60,250	\$60,750
10	\$59,750	\$60,750	\$61,250
11	\$60,250	\$61,250	\$61,750
12	\$60,650	\$61,650	\$62,150
13	\$61,050	\$62,050	\$62,550
14	\$61,450	\$62,450	\$62,950
15	\$61,850	\$62,850	\$63,350
16	\$62,300	\$63,300	\$63,800
17	\$62,750	\$63,750	\$64,250
18	\$63,150	\$64,150	\$64,650
19	\$63,550	\$64,550	\$65,050
20	\$64,050	\$65,050	\$65,550
21	\$64,675	\$65,675	\$66,175
22	\$65,000	\$66,000	\$66,500
23	\$65,300	\$66,300	\$66,800
24	\$65,600	\$66,600	\$67,100
25	\$65,900	\$66,900	\$67,400
26	\$66,200	\$67,200	\$67,700
27	\$66,500	\$67,500	\$68,000
28	\$66,800	\$67,800	\$68,300
29	\$67,100	\$68,100	\$68,600
30+	\$67,400	\$68,400	\$68,900

NOTE: Salaries listed above are based on (187 Day) 10-month employment for the 2024-2025 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. These salary steps are for the current school year only and do not represent future salaries or for steps exceeding 30 years. Pay increases are based on the annual pay raise budget that is approved by the Board of Trustees.



**Georgetown ISD**  
**2024-2025 Administrative**  
**Classification & Structure**

Positions listed are on an Administrative or Teacher Contract

Pay Grade	Job Title	Days	Minimum	Midpoint	Maximum	
101			Daily	\$ 308.18	\$ 366.88	\$ 425.58
	Asst Principal - ES	207	207 Days	63,793	75,944	88,095
102			Daily	\$ 326.67	\$ 388.89	\$ 451.11
	Administrator - Early Learning Center	220	207 Days	67,621	80,500	93,380
	Asst Principal - MS	215	215 Days	70,234	83,611	96,989
	Asst Principal - RHS/GAP	215	220 Days	71,867	85,556	99,244
	Coordinator - Campus Assessment & 504	207	226 Days	73,827	87,889	101,951
	Coordinator - Curriculum	226				
	Coordinator - Early Childhood	226				
	Coordinator - Feedback & Assessment	226				
	Coordinator - Language Acquisition	226				
	Coordinator - Personalized & Prof Learning	226				
	Coordinator - Special Education	226				
	Facilitator - Campus Innovation Center	207				
103			Daily	\$ 349.53	\$ 416.11	\$ 482.69
	Assistant Principal - HS	215	215 Days	75,149	89,464	103,778
104			Daily	\$ 377.50	\$ 449.40	\$ 521.30
	Associate Principal - HS	226	220 Days	83,050	98,868	114,686
	Director - Custodial Services	235	226 Days	85,315	101,564	117,814
	Director - Maintenance	235	235 Days	88,713	105,609	122,506
	Director - Purchasing	226				
	Director - Technology Services	226				
	Director - Transportation	235				
	Principal - ES	220				
105			Daily	\$ 419.02	\$ 498.83	\$ 578.64
	Director - 504/Dyslexia	226	220 Days	92,184	109,743	127,301
	Director - Athletics	226	226 Days	94,699	112,736	130,773
	Director - Campus & Student Services & Title IX	226	235 Days	98,470	117,225	135,980
	Director - Construction & Development	235				
	Director - CTE	226				
	Director - Digital Learning Technology	226				
	Director - Federal & State Programs	226				
	Director - Feedback & Assessment	226				
	Director - Finance	226				
	Director - Fine Arts	226				
	Director - Guidance & Wellness	226				
	Director - Health Services	226				
	Director - Human Resources	226				
	Director - Information Systems	226				
	Director - Special Education	226				
	Director - Teaching & Learning	226				
	Principal - GAP/S.T.E.P.	220				
	Principal - MS	226				
	Principal - RHS	226				



**Georgetown ISD**  
**2024-2025 Administrative**  
**Classification & Structure**

Positions listed are on an Administrative Contract

Pay Grade	Job Title	Days	Minimum	Midpoint	Maximum	
106			Daily	\$ 490.25	\$ 583.63	\$ 677.01
	Exec Director - Communications & Community Engagement	226	226 Days	110,797	131,900	153,004
	Exec Director - Special & Federal Programs	226	235 Days	115,209	137,153	159,097
	Exec Director - Support Services	235				
	Exec Director - Technology Services	226				
	Principal - HS	226				
107			Daily	\$ 593.20	\$ 706.19	\$ 819.18
	Assistant Superintendent of Campus & Learner Supports	226	226 Days	134,063	159,599	185,135
	Assistant Superintendent of Human Resources	226				
	Chief Academic Officer	226				
	Chief Financial Officer	226				
	Chief of Construction Svcs & Future Readiness Initiatives	226				
	Chief of Staff	226				
	Chief of Strategic Operations	226				



**Georgetown ISD**  
**2024-2025 Professional & Technical**  
**Classification & Structure**

Pay Grade	Job Title	Days	Minimum	Midpoint	Maximum
<b>201</b>			<b>Daily \$ 235.34 \$ 287.00 \$ 338.66</b>		
	Parent Liaison	207	<b>207 Days</b>	48,715	59,409 70,103
<b>202</b>			<b>Daily \$ 302.14 \$ 368.46 \$ 434.78</b>		
	ARD Facilitator	197	<b>197 Days</b>	59,522	72,587 85,652
	Coordinator - Special & Federal Programs	220	<b>207 Days</b>	62,543	76,271 89,999
	Coordinator - Payroll	226	<b>220 Days</b>	66,471	81,061 95,652
	Digital Learning Coach	215	<b>226 Days</b>	68,284	83,272 98,260
	SLP - Asst	197			
	Specialist - Application Support	226			
	Specialist - Behavior	207			
	Specialist - District Communications	226			
	Specialist - Special Education (Autism)	207			
<b>203</b>			<b>Daily \$ 317.20 \$ 386.88 \$ 456.56</b>		
	Applications Administrator	226	<b>187 Days</b>	59,316	72,347 85,377
	Coordinator - Facilities Technology	226	<b>197 Days</b>	62,488	76,215 89,942
	Coordinator - HR Benefits and Leaves	226	<b>207 Days</b>	65,660	80,084 94,508
	Coordinator - HR Compensation	226	<b>226 Days</b>	71,687	87,435 103,183
	Counselor - ES	197			
	Counselor - MS	207			
	Counselor - RHS	207			
	Counselor - Transitions (GAP)	197			
	LSSP - Intern-Associate	197			
	Manager - Purchasing	226			
	Network Administrator	226			
	Nurse (RN) - ES, MS, HS	187			
	Nurse (RN) - Special Education	187			
	School-Based Therapist-Associate	187			
	School-Based Therapist-Associate (Site-Based)	197			
	Specialist - Digital Communications	226			
	Systems Administrator	226			
	Teacher - Special Ed VI	197			
	Truant Officer	197			



**Georgetown ISD**  
**2024-2025 Professional & Technical**  
**Classification & Structure**

Pay Grade	Job Title	Days	Minimum	Midpoint	Maximum	
204			Daily	\$ 333.10	\$ 406.22	\$ 479.34
	Counselor - HS	207	187 Days	62,290	75,963	89,637
	Counselor - HS Lead	215	197 Days	65,621	80,025	94,430
	Data Analyst	220	207 Days	68,952	84,088	99,223
	Diagnostician	197	215 Days	71,617	87,337	103,058
	Energy Manager	226	220 Days	73,282	89,368	105,455
	Head Band Director - HS	220	226 Days	75,281	91,806	108,331
	LSSP - School Psychologists	197, 207	235 Days	78,279	95,462	112,645
	Manager - Accounting	226				
	Manager - Construction Projects	235				
	Manager - PEIMS	226				
	Manager - Technology Projects	226				
	Manager - Technology Support	226				
	Occupational Therapist	197				
	Physical Therapist	197				
	School-Based Therapist	187				
	School-Based Therapist (Site-Based)	197				
	Specialist - College & Career - HS	187				
	Speech Pathologist	197				
205			Daily	\$ 349.75	\$ 426.53	\$ 503.31
	Coordinator - School Counseling	215	215 Days	75,196	91,704	108,212
	Manager - Systems and Network Operations	226	226 Days	79,044	96,396	113,748
206			Daily	\$ 388.23	\$ 473.45	\$ 558.67
	Coordinator - Athletic Head Football Coach	226	226 Days	87,740	107,000	126,259



**Georgetown ISD**  
**2024-2025 Instructional Aide/CNA/OT Asst**  
**Classification & Structure**

Annualized pay is based on a 7.5 hour day for Pay Grades 302-305

Pay Grade	Job Title	Days	Minimum	Midpoint	Maximum
<b>302</b>					
	Aide - Early Learning Center (8hr)	192	Hourly \$ 16.00	\$ 19.04	\$ 22.08
	Instructional Aide - BIC	185	185 Days 22,200	26,418	30,636
	Instructional Aide - Bilingual	185	192 Days 23,040	27,418	31,795
	Instructional Aide - ESL Intervention	185			
	Instructional Aide - Intervention	185			
	Instructional Aide - PE	185			
	Instructional Aide - Pre-K	185			
	Instructional Aide - Pre-K Bilingual	185			
	Instructional Aide - Regular Instruction	185			
	Instructional Aide - SPED Bilingual	185			
	Instructional Aide - SPED Content Mastery	185			
	Instructional Aide - SPED Inclusion	185			
	Instructional Aide - SPED Resource/Inclusion	185			
	Instructional Aide - S.T.E.P.	192			
<b>303</b>					
	Instructional Aide - SPED - 18+ Bridges/CBI	185	Hourly \$ 17.00	\$ 20.24	\$ 23.48
	Instructional Aide - SPED - APE	185	185 Days 23,588	28,083	32,579
	Instructional Aide - SPED - BCS Behavior	185	192 Days 24,480	29,146	33,811
	Instructional Aide - SPED - ECSE	185			
	Instructional Aide - SPED - BCS (GAP)	185			
	Instructional Aide - SPED - ILC	185			
	Instructional Aide - SPED - ILC/Behavior	185			
	Instructional Aide - SPED - ILC/Med Fragile	185			
	Lead Instructor - Early Learning Center (8hr)	192			
<b>304</b>					
	Clinical Asst/Certified Nurse's Assistant	185	Hourly \$ 18.00	\$ 21.44	\$ 24.88
	Lead Instructor/Asst Coord - ELC (8hr)	192	185 Days 24,975	29,748	34,521
			192 Days 25,920	30,874	35,827
<b>305</b>					
	Behavior Technician - Registered	185	Hourly \$ 21.50	\$ 26.10	\$ 30.95
	Specialist - GAP	185	185 Days 29,831	36,214	42,943
	Specialist - S.T.E.P.	192	192 Days 30,960	37,584	44,568
<b>306</b>					
	Occupational Therapist - Asst (8hr)	197	Hourly \$ 30.50	\$ 36.31	\$ 42.12
			197 Days 48,068	57,225	66,381





**Georgetown ISD**  
**2024-2025 Office & Technical**  
**Classification & Structure**

Annualized pay is calculated on a 7.5 / 8 hour day.

Pay Grade	Job Title	Days	Minimum	Midpoint	Maximum
<b>401</b>			<b>Hourly \$ 15.50</b>	<b>\$ 18.46</b>	<b>\$ 21.42</b>
	Receptionist - MS	185	<b>185 Days</b>	21,506	29,720
	Receptionist - HS	185			
<b>402</b>			<b>Hourly \$ 16.50</b>	<b>\$ 19.64</b>	<b>\$ 22.78</b>
	Clerk - Attendance/Substitute ES	185	<b>185 Days</b>	22,894	31,607
	Clerk - Attendance/Substitute MS	185	<b>226 Days</b>	27,968	38,612
	Clerk - Office/Instruction	185			
	Clerk - Technology/Library Support	226			
<b>403</b>			<b>Hourly \$ 17.50</b>	<b>\$ 20.84</b>	<b>\$ 24.18</b>
	Admin Assistant - Asst/Assoc Principal HS	207	<b>192 Days</b>	25,200	34,819
	Admin Assistant - Asst Principal/Counselor MS	207	<b>207 Days</b>	27,169	37,539
	Admin Assistant - Counselor HS	207	<b>226 Days</b>	29,663	40,985
	Admin Assistant - District Assessment & 504	207			
	Admin Assistant - ELC & FRC Special Ed (8hr)	192			
	Clerk - Attendance HS	207			
	Clerk - Copy Center	207			
	Receptionist - Hammerlun	226			
<b>404</b>			<b>Hourly \$ 18.50</b>	<b>\$ 22.03</b>	<b>\$ 25.56</b>
	Clerk - Mail/Courier	215	<b>197 Days</b>	27,334	37,765
	Clerk - Nutrition Services Compliance	215	<b>207 Days</b>	28,721	39,682
	Clerk - PEIMS/Registrar ES	207	<b>215 Days</b>	29,831	41,216
	Clerk - PEIMS/Registrar MS	207			
<b>405</b>			<b>Hourly \$ 19.50</b>	<b>\$ 23.22</b>	<b>\$ 26.94</b>
	Admin Assistant - Campus SPED	197	<b>197 Days</b>	28,811	39,804
	Admin Assistant - Principal ES	215	<b>207 Days</b>	30,274	41,824
	Admin Assistant - Principal/Registrar GAP	197	<b>215 Days</b>	31,444	43,441
	Admin Assistant - Principal MS	226	<b>226 Days</b>	33,053	45,663
	Admin Assistant - Principal RHS	215			
	Admin Assistant - Principal/Registrar S.T.E.P.	215			



**Georgetown ISD**  
**2024-2025 Office & Technical**  
**Classification & Structure**

Annualized pay is calculated on a 7.5 / 8 hour day.

Pay Grade	Job Title	Days	Minimum	Midpoint	Maximum
<b>406</b>			<b>Hourly</b>	<b>\$ 20.50</b>	<b>\$ 24.42</b>
	Admin Assistant - Athletics	226	<b>185 Days</b>	\$ 28,444	\$ 33,883
	Admin Assistant - Custodial Services	239	<b>197 Days</b>	\$ 30,289	\$ 36,081
	Admin Assistant - District Campus & Student Services	226	<b>207 Days</b>	\$ 31,826	\$ 37,912
	Admin Assistant - District CTE	226	<b>226 Days</b>	\$ 34,748	\$ 41,392
	Admin Assistant - District SPED	226	<b>239 Days</b>	\$ 36,746	\$ 43,773
	Admin Assistant - Exec Dir Spec/Fed Programs	226			
	Admin Assistant - Exec Dir Support Services	239			
	Admin Assistant - Fine Arts	226			
	Admin Assistant - Nutrition Services	197			
	Admin Assistant - Principal HS	226			
	Admin Assistant - Teaching & Learning	226			
	Admin Assistant - Transportation	239			
	Bookkeeper HS	226			
	Clerk - Athletic Facility Scheduler	226			
	Clerk - District Scheduler	239			
	Registrar - EVHS/GHS	226			
	Registrar - RHS	215			
	Specialist - Parent Involvement/Fed Program	185			
<b>407</b>			<b>Hourly</b>	<b>\$ 23.75</b>	<b>\$ 28.27</b>
	Admin Assistant - Chief Officer	226	<b>185 Days</b>	\$ 35,150	\$ 41,840
	Licensed Vocational Nurse	185	<b>226 Days</b>	\$ 42,940	\$ 51,112
	Specialist - Accounts Payable	226			
	Specialist - Construction	226			
	Specialist - District Federal Programs	226			
	Specialist - Human Resources	226			
	Specialist - Medicaid	226			
	Specialist - Nutrition Services/Fed Program	226			
	Specialist - Payroll	226			
	Specialist - Service Desk	226			
	Specialist - Technology	226			
	Specialist - Technology Assets	226			
	Specialist - Textbook/Fixed Assets	226			
<b>408</b>			<b>Hourly</b>	<b>\$ 27.75</b>	<b>\$ 33.03</b>
	School Marshal	185	<b>185 Days</b>	\$ 41,070	\$ 48,884
	Specialist - Budget	226	<b>226 Days</b>	\$ 50,172	\$ 59,718
	Specialist - Substitute Coordinator	226			
	Specialist - Human Resources II	226			
	Specialist - Payroll II	226			
	Specialist - Public Information	226			
	Specialist - Technology II	226			
<b>409</b>			<b>Hourly</b>	<b>\$ 30.50</b>	<b>\$ 36.30</b>
	Admin Assistant - Superintendent (8hr)	226	<b>226 Days</b>	\$ 55,144	\$ 65,630



**Georgetown ISD**  
**2024-2025 Auxiliary / Manual Trades**  
**Classification & Structure**

Annualized pay is calculated on an 8 hour day.

\* Noted positions are calculated at less than an 8 hour work day.

Pay Grade	Job Title	Days	Minimum	Midpoint	Maximum
<b>501</b>			<b>Hourly \$ 15.50</b>	<b>\$ 18.34</b>	<b>\$ 21.18</b>
	Bus Monitor (5hr/7hr) *	180	176 Days	17,732	20,981
	Cook/Cashier (6.5hr) *	176	180 Days	13,950	16,506
	Custodian Day Shift	244	244 Days	30,256	35,800
	Custodian Mid Shift MS	244			41,343
<b>501.1</b>			<b>Hourly \$ 16.00</b>	<b>\$ 18.94</b>	<b>\$ 21.88</b>
	Custodian Mid Shift HS	244	244 Days	31,232	36,971
	Custodian Night Shift MS	244			42,710
<b>501.2</b>			<b>Hourly \$ 16.50</b>	<b>\$ 19.53</b>	<b>\$ 22.56</b>
	Custodian Night Shift HS	244	244 Days	32,208	38,123
					44,037
<b>502</b>			<b>Hourly \$ 17.25</b>	<b>\$ 20.41</b>	<b>\$ 23.57</b>
	Cashier - Lead ES (6.5hr)*	178	173 Days	23,874	28,247
	Cashier - Lead MS/HS (7hr)*	178	178 Days	21,494	25,431
	Safety Monitor HS (8hr)	173			29,368
<b>503</b>			<b>Hourly \$ 18.25</b>	<b>\$ 21.59</b>	<b>\$ 24.93</b>
	Bus Driver - Non-CDL (5hr/7hr) *	180	180 Days	16,425	19,431
	Custodian - Day Lead HCLL	244	239 Days	34,894	41,280
	Custodian - Day Lead Secondary	244	244 Days	35,624	42,144
	Groundskeeper	239			48,663
<b>504</b>			<b>Hourly \$ 19.25</b>	<b>\$ 22.78</b>	<b>\$ 26.31</b>
	Grounds Crew - Lead	239	178 Days	27,412	32,439
	Grounds Crew - Stadium Lead	239	239 Days	36,806	43,555
	Manager - Cafeteria ES/FRC	178			50,305
	Manager Asst - Cafeteria HS	178			
	Supervisor - Catering	178			
<b>505</b>			<b>Hourly \$ 20.25</b>	<b>\$ 23.96</b>	<b>\$ 27.67</b>
	HVAC Helper	239	178 Days	28,836	34,119
	Manager - Cafeteria MS	178	239 Days	38,718	45,812
	Supervisor - Custodian MS/FRC	244	244 Days	39,528	46,770
	Technician - General Maintenance	239			54,012
<b>505B</b>	<b>Step Scale for Bus Driver's Only</b>		<b>Step Scale</b>	<b>Exp</b>	<b>Hrly Rate</b>
	Bus Driver (5 Hr)	180	180 Days	0 Year	\$ 21.00
			180 Days	1 Year	\$ 22.00
			180 Days	2 Years	\$ 23.00
			180 Days	3 Years	\$ 24.00
			180 Days	4 Years	\$ 25.00
			180 Days	5 Years	\$ 26.00
			180 Days	6 Years	\$ 27.00
			180 Days	7+ Years	\$ 28.00
			If more than 7 years of experience, employee may be eligible for any future Board approved raises.		
<b>Auxilliary - Sub Hourly Rates</b>					
	Substitute - Nutrition Services	\$15.50/hr			
	Substitute - Custodian/Crossing Guard	\$15.50/hr			
	Substitute - Bus Driver	\$21.00/hr			
	Substitute - Bus Monitor	\$15.50/hr			
	Summer Helper	\$14.00/hr			



**Georgetown ISD**  
**2024-2025 Auxiliary / Manual Trades**  
**Classification & Structure**

Annualized pay is calculated on an 8 hour day.

Pay Grade	Job Title	Days	Minimum	Midpoint	Maximum
<b>506</b>			<b>Hourly</b>	<b>\$ 22.75</b>	<b>\$ 26.92</b>
	Clerk - Audio/Video/Discipline Support	207	<b>\$ 31.09</b>		
	Clerk - Parts	239	<b>178 Days</b>	32,396	38,334
	Coordinator - Bus Routes/Sped Routes	239	<b>207 Days</b>	37,674	44,580
	Dispatcher/Field Trip Coordinator	207	<b>239 Days</b>	43,498	51,471
	Manager - Cafeteria HS	178	<b>244 Days</b>	44,408	52,548
	Mechanic - Equipment Maintenance	239			60,688
	Pest Control Specialist	239			
	Specialist - Transportation	239			
	Supervisor - Bus Driver	239			
	Supervisor - Custodian HS	244			
	Technician - Custodial Equipment	244			
	Technician - General Maintenance Lead	239			
	Technician - Transportation Maintenance	239			
<b>507</b>			<b>Hourly</b>	<b>\$ 24.00</b>	<b>\$ 28.40</b>
	Carpenter/Painter	239	<b>\$ 32.80</b>		
	Coordinator - Bus Route Lead	239	<b>239 Days</b>	45,888	54,301
	Equipment Operator - Welder	239			62,714
	Mechanic - Transportation	239			
<b>508</b>			<b>Hourly</b>	<b>\$ 25.25</b>	<b>\$ 29.88</b>
	Carpenter/Painter - Lead	239	<b>\$ 34.51</b>		
	Electrician - Licensed	239	<b>239 Days</b>	48,278	57,131
	Mechanic - Transportation Lead	239			65,983
	Plumber - Licensed	239			
	Technician - HVAC	239			
<b>509</b>			<b>Hourly</b>	<b>\$ 28.50</b>	<b>\$ 33.73</b>
	Custodial - Coordinator Night	244	<b>\$ 38.96</b>		
	Electrician - Licensed Lead	239	<b>239 Days</b>	54,492	64,492
	Foreman - Transportation Maintenance	239	<b>244 Days</b>	55,632	65,841
	Plumber - Licensed Lead	239			76,050
	Technician - HVAC Lead	239			
<b>510 Exempt</b>			<b>Daily</b>	<b>\$284.00</b>	<b>\$336.08</b>
	Supervisor - Custodial Operations	239	<b>Hourly</b>	<b>\$35.50</b>	<b>\$42.01</b>
	Supervisor - Maintenance Operations	239	<b>226 Days</b>	64,184	75,954
	Supervisor - Nutrition Service	226	<b>239 Days</b>	67,876	80,323
	Supervisor - Transportation Operations	239			92,770



**Georgetown ISD**  
**2024-2025 Teacher/Professional/Paraprofessional**  
**2024-2025 Auxiliary (Hourly)**  
**Classroom Instructor and Substitute Pay Structure**

Pay Grade	Job Title	Daily/Hourly Rates
<b>Classroom Instructor (G.R.E.A.T.)</b>		<b>Annually</b>
<b>Full Time</b>	Classroom Instructor (program-approved employees only) - follows the 187-Day Teacher Work Calendar	\$38,000.00
<b>Teacher/Librarian/Paraprofessional Substitute</b>		<b>Daily</b>
<b>Substitute</b>	Full Day Short-Term	\$115.00
<b>Substitute</b>	Full Day Long-Term *	\$135.00
<b>Substitute</b>	Half Day Short-Term	\$57.50
<b>Substitute</b>	Half Day Long-Term *	\$67.50
* Long-term assignments are more than 10 consecutive days		
<b>Professional Substitute</b>		<b>Daily</b>
<b>Substitute</b>	Nurse Daily	\$170.00
<b>Substitute</b>	Counselor Daily	\$200.00
<b>Substitute</b>	Administrator Daily (HR Approval Required)	\$300.00
<b>Auxilliary - Sub Hourly Rates</b>		<b>Hourly</b>
<b>Substitute</b>	Nutrition Services	\$ 15.50/hr
<b>Substitute</b>	Custodial/Crossing Guard	\$ 15.50/hr
<b>Substitute</b>	Bus Driver (CDL)	\$ 21.00/hr
<b>Substitute</b>	Bus Monitor	\$ 15.50/hr
<b>Summer Helper</b>		\$ 14.00/hr



## Georgetown ISD

### 2024-2025 Supplemental Assignment and STIPEND Schedule

#### ATHLETIC STIPEND

2024-2025

Athletics	Annual
Athletic Coordinator	N/A
Assistant Coordinator	\$ 3,500
Assistant Coord/Facility Coordinator	\$ 7,500
Off Season Coordinator	\$ 1,500
Middle School Athletic Coordinator	\$ 2,000
Athletic Facility Manager (MS)	\$ 2,000
Athletic Facility Manager (HS)	\$ 3,000
Stadium Manager	\$ 8,000
<b>Baseball/Softball</b>	
Head Coach	\$ 7,500
Assistant Coach	\$ 3,500
<b>Basketball</b>	
Head Coach	\$ 7,500
Varsity Assistant	\$ 4,000
9th Grade	\$ 4,000
Middle School	\$ 2,000
<b>Football</b>	
Head Coach	N/A
Assistant Head Coach	\$ 1,000
Varsity Assistant	\$ 6,000
9th Grade	\$ 4,500
Offensive/Defensive Coordinator	\$ 8,000
Special Team Coordinator	\$ 1,500
Video	\$ 1,000
7 on 7 Coordinator	\$ 1,000
Middle School	\$ 3,000
<b>Golf</b>	
Head Coach	\$ 6,000
Assistant Coach	\$ 2,500
<b>Powerlifting</b>	
Head Coach	\$ 4,000
Assistant Coach	\$ 3,000
Middle School	\$ 1,500

#### ATHLETIC STIPEND

2024-2025

Soccer	Annual
Head Coach	\$ 6,000
Assistant Coach	\$ 3,500
Middle School	\$ 1,500
Middle School - Travel Stipend	\$ 500
<b>Tennis</b>	
Head Coach	\$ 7,500
Assistant Coach	\$ 3,500
Middle School	\$ 3,000
<b>Track</b>	
Head Coach	\$ 5,000
Assistant Coach	\$ 3,500
Middle School	\$ 1,500
<b>Cross Country</b>	
Head Coach	\$ 5,000
Assistant Coach	\$ 3,500
Middle School	\$ 1,500
<b>Swimming</b>	
Head Coach	\$ 6,250
Assistant Coach	\$ 2,500
<b>Volleyball</b>	
Head Coach	\$ 7,500
Assistant Coach	\$ 4,000
Middle School	\$ 2,500
<b>Wrestling</b>	
Head Coach	\$ 5,000
Assistant Coach	\$ 3,500
<b>Trainer</b>	
Athletic Trainer	\$ 12,500

**NOTE:** Not all Stipends may be awarded each school year; they are based on budget, need, & assignment. All stipend amounts published are for budgeting purposes only; some stipends may be split or shared based on need and coverage.

#### TEACHER BIL STIPEND

2024-2025

BILINGUAL/ESL DUAL LANGUAGE	Annual
Elementary Bilingual Classroom Teacher	\$ 7,000
Elementary Dual Language/ESL Teacher	\$ 2,000
Dyslexia/BIL Teacher	\$ 7,000
- Supports Multi-Campuses w/BIL Schedule	

#### TEACHER SPED STIPEND

2024-2025

SPECIAL EDUCATION TEACHERS	Annual
Special Education (High Needs) Classroom Teacher	\$ 5,000
- BCS-Behavior, ILC, 18+/Bridges, ECSE, CBVI	
Special Education Classroom Teacher	\$ 2,000
- Resource/Inclusion/Homebound	
Special Education Classroom Teacher - VAC	\$ 3,000
Special Education Classroom Teacher - APE, VI	\$ 1,500



## Georgetown ISD

### 2024-2025 Supplemental Assignment and STIPEND Schedule

#### FINE ARTS STIPEND

2024-2025

High School (EVHS/GHS)	Annual
Art - Competition Coordinator *	\$ 500
Art - Lead Art *	\$ 500
Band Director	N/A
Band Director - Associate	\$ 8,000
Band Director - Assistant	\$ 6,000
Cheer - Varsity Sponsor	\$ 5,000
Cheer - JV Sponsor	\$ 3,000
Cheer - Freshman Sponsor	\$ 3,000
Choir Director	\$ 8,000
Choir Director - Assistant	\$ 5,000
Color Guard Consultant	\$ 5,000
Dance Team - Asst (JV) Sponsor*	\$ 1,500
Drill Team - Varsity Sponsor	\$ 5,000
Drill Team - JV Sponsor	\$ 3,000
Orchestra Director	\$ 5,000
Technical Theater Director - EVHS	\$ 7,500
Technical Theater Director - GHS	\$ 10,000
Theater Arts - Asst Dir + One Act Play	\$ 2,000
Theater Arts - Director	\$ 3,000
Theater Arts - Director One Act Play	\$ 2,000

#### FINE ARTS STIPEND

2024-2025

Middle School	Annual
Band Director	\$ 6,000
Band Director - Assistant	\$ 5,000
Choir Director	\$ 2,500
Choir Director - Assistant	\$ 1,500
Cheer Sponsor	\$ 2,000
Dance Team Sponsor *	\$ 1,000
Theater Director/One Act Play	\$ 2,000
Orchestra Director	\$ 5,000
Elementary	
Lead Art *	\$ 1,000
Lead Music *	\$ 1,000

\* Stipend is paid out either in one payment or split  
between two payments. (Feb, Nov, and/or May)

**NOTE :** Not all Stipends may be awarded each school year;  
they are based on budget, need, & assignment. All stipend  
amounts published are for budgeting purposes only; some  
stipends may be split or shared based on need and coverage.

#### SUMMER SCHOOL

2024-2025

District	Stipend
HS Principal	* Based on hrs/days
MS Principal	* Based on hrs/days
ES Principal	* Based on hrs/days
Pre-K BIL Principal	* Based on hrs/days

\* Stipend for SS Principals are set based on summer school needs; including number of sessions, students, days, and hours per day

#### SUMMER SCHOOL

2024-2025

District	Hourly
Teacher	\$30 hr
Nurse (LVN/RN)	\$20/\$30 hr
Instructional Aide	\$15 hr
Clerical/Admin Asst	\$15 hr

In addition to the regular compensation as outlined in this Plan, the Superintendent may recommend to the Board of Trustees that compensation be adjusted to include one or more of the following:

**One-Time, Lump-Sum Payment**

The Superintendent may recommend a one-time, lump-sum compensation payment to all eligible employees (based on the criteria below), at an amount to be set by the Board, if the issuance of the one-time, lump-sum compensation payment would not impair the district's other financial obligations or create a financial hardship for the District. The amount of any such payment will be set by the Board at the time the payment is authorized, based on the District's financial status.

To be eligible to receive the one-time, lump-sum compensation payment, a district employee must satisfy all the following criteria:

- Employee is employed by the district in a permanent part- or full-time position at the time the payment is authorized by the Board of Trustees;
- Employee is working, or on approved family, medical, or military leave, at the time the payment is issued;
- District employment must have begun with the district on or before specified date; and
- Employee has not prior to the issuance of the one-time, lump-sum compensation:
  - indicated an intent to resign or retire prior to the end of the employee's duty calendar year;
  - been terminated, or proposed for termination;
  - been non-renewed or proposed for nonrenewal; or
  - otherwise provided documentation showing an intent to separate from employment prior to the end of the employee's duty calendar year; and
- Employee is not, at the time any one-time, lump-sum compensation is authorized or issued:
  - A temporary employees (i.e. substitutes, contracted services, student workers, and extra help); or
  - under a pending investigation for alleged wrongdoing at the time the payment is authorized or issued; provided, however, if an employee who is under investigation for alleged wrongdoing is exonerated prior to the compensation payment date, they will be entitled to the one-time, lump-sum compensation payment.

The one-time, lump-sum compensation payment is not TRS eligible compensation. Federal Income Tax and Medicare tax (if applicable) will be withheld.

The Board may, at the time any one-time, lump-sum compensation is authorized, establish additional eligibility criteria.

Employees have no property right in the continuation of any one-time, lump-sum compensation payment in future years.

**Retention Supplement**

The Superintendent may recommend a retention supplement to all eligible employees in accordance with the parameters outlined below, at an amount set by the Board, if the issuance of the retention supplement would not impair the district's other financial obligations or create a financial hardship for the District. The purpose of any retention supplement is to retain competent and experienced persons to serve as employees of this District. The amount of any such payment will be set by the Board at the time the payment is authorized, based on the District's financial status.



To be eligible to receive the retention supplement, a district employee must satisfy all of the following criteria:

- Employee must be actively employed as of the date the retention supplement is authorized, and remain actively employed, through the end of the employee's duty calendar year;
- Employee is working, or on approved family, medical, or military leave, at the time the payment is authorized and when it is issued;
- Employee is not or has not prior to the issuance of the retention supplement:
  - indicated an intent to resign or retire prior to the end of the employee's duty days;
  - been terminated, or proposed for termination;
  - been non-renewed or proposed for nonrenewal; or
  - otherwise provided documentation showing an intent to separate from employment prior to the end of the employee's duty year; and
- Employee is not, at the time any retention supplement is authorized or issued:
  - temporary employees (i.e. substitutes, contract services, student workers, and extra help) are not eligible for the retention supplement; or
  - under a pending investigation for alleged wrongdoing at the time any retention supplement is authorized or issued provided, however, if an employee who is under investigation for alleged wrongdoing is exonerated, they will be entitled to the retention supplement.

Any retention supplement shall be based on the following parameters:

- An employee who is employed as a 0.5 FTE or less will receive half of the supplement. Any employee who is employed as greater than 0.5 FTE will receive the full supplement. If an employee changes FTE during the 2024-2025 school year, their supplement will be based on his or her status as of the date the retention supplement is issued.
- The retention supplement is not TRS eligible compensation. Federal Income Tax and Medicare tax (if applicable) will be withheld.
- Any employee who receives the retention supplement will sign a document agreeing that the amount of the supplement will be withheld from one or more of the employee's paychecks if the employee leaves employment of Georgetown ISD prior to the end of the employee's duty calendar year.

The Board may, at the time any retention supplement is authorized, establish additional eligibility criteria.

Employees have no property right in the continuation of any retention supplement in future years.

### **Teacher Incentive Allotment**

For any funds received by Georgetown ISD for a designated teacher under the Teacher 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, administrative expenses, and professional 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.