

**GISD 2024-2025
COMPENSATION PLAN**



GREENVILLE ISD

LESSONS FOR WHEREVER LIFE
LEADS



GREENVILLE ISD

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Greenville ISD does not operate on a Step Schedule. New teachers to the district will not be placed above salary levels of continuing Greenville ISD teachers with similar training and teaching experience.

Greenville ISD 2024-2025 Teacher & Nurse Salary Schedule

Years of Experience ¹	Teacher 187 Day Contracts ²
0	\$51,324.77
1	\$51,824.77
2	\$52,406.44
3	\$52,665.19
4	\$52,872.19
5	\$53,079.19
6	\$53,286.19
7	\$54,528.19
8	\$54,735.19
9	\$54,942.19
10	\$55,149.19
11	\$55,356.19
12	\$56,598.19
13	\$56,805.19
14	\$57,012.19
15	\$57,322.69
16	\$57,736.69
17	\$58,875.19
18	\$59,289.19
19	\$59,703.19
20	\$60,365.59
21	\$61,110.79
22	\$62,332.09
23	\$62,953.09
24	\$63,168.37
25+	\$63,685.87

High Needs Stipends and Incentives^{3,4}

Math Stipends ³		Science Stipends ³		Stipends/Incentives ^{3,4}	
GHS Math	\$2,500	Composite Science or Science	\$2,500	Masters	\$1,000
GMS Math	\$2,000	Content Specific SC	\$2,000	Director of Fine Arts	\$2,000
6th Grade Math	\$1,500	GMS Science	\$1,500	Bilingual Stipend ³	\$7,000
		6th Grade Science	\$1,500	Doctorate	\$2,000

This schedule cannot be used to predict future earnings.

- Years of Experience verified from Service Record
- All salaries, stipends, and amounts are subject to School Board approval.
- To qualify for the above stipends and incentives, the teacher must be certified in the high needs content **AND** assigned as teacher of record to the high needs content for 50% or more of the instructional day for content.
- SPED Inclusion Teachers qualify for MA stipend only, not subject content or bilingual.
- The Masters and Doctorate stipends cannot be combined.
- If the District decides to reward staff members with an incentive payment, employees will be required to remain with Greenville ISD for the remainder of their contract. Employees that resign or retire before the last day of their contract will have the incentive payment deducted from their final paycheck. There will be a one time payment of \$1,000 for all TRS eligible employees and a one time payment of \$500 to bus and lunch monitors on August 27, 2024 for employees that are in active status before August 19th.
- Employee may receive an additional pay increase up to the maximum amount as allowed or required by any bill passed by the Texas Legislature and approved by the Board.
- Any funds received by the Greenville Independent School District for a designated teacher under the Teacher Incentive Allotment (TIA), 85% will be paid to the designated teacher. The remaining 15% will be used to incentivize the teachers on the designated teacher's campus.

Pay Grade	Current Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1				Daily	\$191.45	\$235.00	\$278.55
		Coordinator, ACE	216	197 Days			
		DI Operations/Relations Admin	216				
		Family Engagement Specialist	226	216 Days			
		Network Specialist AND Assist. Dir. Nutri	226				
		Transportation Supervisor	226	226 Days			
		Human Resources Coordinator	226				
		Purchasing Coordinator	226				
		Position Control Specialist	226				
		PEIMS Coordinator	226				
2				Daily	\$237.46	\$291.40	\$345.34
		Network Technician	226	197 Days			
		Maintenance & Grounds Manager	240				
		Custodial manager	240	226 Days			
		Accounts Payable Specialist	226				
		Family Involvement Facilitator	226	240 Days			
		Data and Compliance Specialist	226				
		Technology Specialist	226				
		System Administrator	226				
		Benefit Specialist	226				
		Student Engagement Officer	197				
3				Daily	\$268.60	\$329.57	\$390.54
		Athletic Trainer	216	187 Days			
		College and Career Advisor	197				
		Speech Language Pathology Assist. (SLPA)	187	197 Days			
		Coordinator, Continuing Education	226				
		Coordinator, Transportation	226	216 Days			
		Culinary Arts Teacher/Caterer Agriculture	197				
		Science Teacher	226	226 Days			
		Police Officer	216				
		Parent Liaison, Bilingual	197	240 Days			
		System Analyst	226				
		Testing Coordinator	216				
		Digital Media Coordinator	226				
		Coordinator of Community Relations & Marketing	226				
		Network Administrator	226				
		Payroll Specialist	226				
		Director of Maintenance	240				

4		Daily	\$288.75	\$354.29	\$419.83
Asst Principal, ES	216	187 Days			
Asst Principal, Head Start/EC	226	197 Days			
JROTC Instructor	226	216 Days			
Counselor, Licensed Professional	197	226 Days			
ARD Facilitator	197				
Payroll Director, Level 1	226				
PEIMS Director, Level 1	226				
Human Resources Director, Level 1	226				
Assistant Human Resources Director	226				
Curriculum Coordinator	226				
School Psychologist/LSSP Intern	197				
Transportation Director, Level 1	226				
Director of Communications	226				
Elementary Campus Dean	216				
Occupational Therapist	187				
Project Manager, IT	226				
Director of Robotics	226				
Head Athletic Trainer	216				
Social Worker	197				
Technology Coordinator	226				
Counselor, ES	197				
Counselor, MS	197				
Counselor NHHS	197				

Pay Grade	Current Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
5				Daily	\$306.11	\$375.55	\$444.99
		Asst Principal, MS	216	197 Days			
		Athletic Coordinator Coordinator,	197	216 Days			
		Counselor HS	197	226 Days			
		Director Level 2, Bilingual Services	226				
		Director Level 2, Health Services	216				
		Director Level 2, Human Resources	226				
		Director Level 2, Payroll	226				
		Coordinator Regional Day School for Deaf	197				
		Grant Manager	226				
		Police Sergeant	226				
6				Daily	\$336.78	\$408.22	479.66
		Asst Athletic Director	216	187 Days			
		Speech Language Pathologist (SLP)	187				
		Diagnostician	197	197 Days			
		Asst Principal, HS	216				
		Chancellor, HS	226	216 Days			
		Principal, ES	226	226 Days			
		Principal - HEC/NHHS	226				
		School Psychologist/LSSP	197				
		Police Lieutenant	226				
		Director of Infrastructure	226				
		Behavior Interventionist	197				
7				Daily	\$361.52	\$432.75	\$503.98
		Associate Principal HS	226	226 Days			
		Community/Family Services Director Level 3	226				
		Finance Director, Level 3					
		Human Resources Director, Level 3	226				
		Director of Special Programs	226				
8				Daily	\$390.39	\$467.37	\$544.35
		District Athletic Director	226	226 Days			
		Executive Director of Special Education	226				
		Principal, MS	226				
		Executive Director of Communications	226				
		School improvement Director	226				
		Director of Child Nutrition	226				
		Director of Special Education	226				
9				Daily	\$413.72	\$495.41	\$577.10
		Principal – High School	226	226 Days			
		Chief of Police	226				
10				Daily	\$514.43	\$584.58	\$654.73
		Assistant Superintendent of Business & Finance	226	226 Days			
		Assistant Superintendent of Human Resources	226				
		Assistant Superintendent of Maint. & Operations	226				
		Operations Deputy Superintendent of T&L	226				
11				Daily	\$663.71	\$733.87	\$804.02
		Deputy Superintendent of Administration	226	226 Days			
		Chief Financial Officer	226				
		Assist. Superintendent of Technology	226				

Greenville ISD 2024-2025 Administrative Support Pay Plan

Pay Grade	Current Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
41				Hourly	\$13.00	\$16.25	\$19.50
		Receptionist, ES/Travis	216	216 Days			
		Receptionist, HS/NHHS	216				
		Receptionist, MS	216				
		Receptionist, Pre-K	216				
42				Hourly	\$14.04	\$17.55	\$21.06
		Clerk, Attendance ES	226	216 Days			
		Clerk, Attendance MS	216				
		Sped Clerk Translator	216	226 Days			
		Clerk, Child Nutrition Services	226				
		Special Education Clerk II	216				
		Family Services Worker (LPW)	226				
		Registrar, MS, Travis	216				
43				Hourly	\$14.88	\$18.60	\$22.32
		Clerk, Attendance HS	216	216 Days			
		Receptionist, Central Office	226	226 Days			
		Secretary, Asst Principal HS	216				
		Secretary, Asst Principal MS	216				
44				Hourly	\$15.78	\$19.72	\$23.66
		Registrar, HS	226	216 Days			
		Secretary, Child Nutrition Department	226				
		Secretary, Police Department	226	226 Days			
		Secretary, HS Counselors	216				
		Secretary, Principal ES /Travis	216				
45				Hourly	\$17.35	\$21.69	\$26.03
		Accounts Payable Clerk	226	226 Days			
		Child Nutr. Accounts Payable/Bookkeeper	226				
		Secretary, Director of school Improvement	226				
		Secretary, Director Athletics	226				
		Secretary, Director Head Start Secretary,	226				
		Director Special Education Secretary,	226				
		Director Transportation Secretary,	226				
		Principal HS / NHHS	226				
		Secretary, Principal MS	226				
		PEIMS Specialist	226				
		Trip and Discipline Coordinator	226				
		ACE Secretary -paid from ACE Grant	226				
		Human Resources Specialist	226				
46				Hourly	\$21.17	\$26.46	\$31.75
		Secretary, Coord. of Health Services/Campus Nurses	197	197 Days			
		Secretary, Asst Superintendent/Chiefs /Deputy	226	226 Days			
		Secretary, Technology	226				
		Transportation Manager	226				
47				Hourly	\$30.81	\$37.57	\$44.33
		Secretary, Superintendent	226	226 Days			

2024-2025 Instructional Support Pay Plan

Greenville ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
31						
		Instructional Aide	187	Hourly \$10.96	\$13.70	\$16.44
				187 Days		
32						
		Instructional Aide - Media ISS & GAEP	187	Hourly \$11.62	\$14.52	\$17.42
		Aide	187	187 Days		
		Special Education Inclusion Aide12.62	187			
33						
		Child Nutrition Worker (Food Service Worker)	180	Hourly \$12.56	15.46	18.36
				180 days		
34						
		Bilingual/ESL Aide	187	Hourly \$13.44	\$16.70	\$19.96
		Communication Facilitator/Deaf ED Head Start Aide	187	187 Days		
		Special Education Aide (Structured Teach, Early-14.44	187			
		Childhood, Life Choice, and Autism).14.44	187			
		Paid Student Teacher Resident	187			
35						
		Licensed Vocational Nurse (LVN)	187	Hourly \$ 24.51	\$29.53	\$34.55
		Accompanist	187	187 Days		
		Certified Deaf Ed Interpreter	187			

2024-2025 Auxiliary Pay Plan

Greenville ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
21				Hourly	\$12.00	\$14.80	\$17.04
		Lunchroom Monitor	180	180 Days			
		Custodian	240	240 Days			
		Summer Technology Intern - \$12.00	N/A				
		Junior Custodians - \$10.56	N/A				
		Bus Monitor	180				
22				Hourly	\$13.00	\$16.26	\$19.50
				180 Days			
23				Hourly	\$13.99	\$17.06	\$20.13
		Child Nutrition Manager	180	180 Days			
		Security Guard	197	197 Days			
24				Hourly	\$15.00	\$18.83	\$22.11
		Groundskeeper	240	240 Days			
25				Hourly	\$17.09	\$20.59	\$24.09
		Painter	240	226 Days			
		General Maintenance	240	240 Days			
		Pest Control	240				
		Routing/Scheduling Clerk	226				
		Lead Groundskeeper	240				
26				Hourly	\$19.48	\$23.47	\$27.46
		Locksmith	240	240 Days			
		Mechanic	240				
27				Hourly	\$22.01	\$26.52	\$31.03
		Carpenter	240	226 Days			
		Associate Technician	226	240 Days			
		Electrician	240				
		HVAC, Lead	240				
		Mechanic Lead	240				
		Plumber	240				
		Kitchen Technician	240				
28				Hourly	\$23.00	\$27.72	\$32.43
		Bus Driver	180	180 Days			

2024-2025 Extra Duty Stipends

Greenville ISD

Category	Assignment	Level	Stipend
Academics			
	Bilingual, Teacher	Dist	7,000
	Destination Imagination, Coach	Dist	1,200
	Destination Imagination, Coordinator	Dist	5,000
	Chess Club	Dist	500
	Bilingual, Asst Principal/Principal	ES	2,500
	Bilingual, Teacher	ES	7,000
	Mathematics, ES	ES	1,500
	Science, ES	ES	1,500
	Foreign Language, MS	MS	2,000
	Mathematics, MS	MS	2,000
	National Junior Honor Society	MS	500
	Science, MS	MS	2,000
	Student Government	MS	800
	Career & Technology Assistant Principal	HS	5,000
	Composite Science	HS	2,500
	Cosmetology/Barber	HS	8,000
	Debate Coach	HS	1,750
	Early College HS Program	HS	5,000
	Foreign Language, HS	HS	2,000
	Mathematics, HS	HS	2,500
	National Honor Society	HS	1,000
	Science, HS	HS	2,500
	Solar Car Project	HS	11,000
	Student Government	HS	1,400
	Vocational Programs (Travel to COOP	HS	1,000
	Students) Sponsor Key Club	HS	900
	Sponsor Interact	HS	900
	Counselor Summer	Dist	2,000
	AVID	HS	1,000
	Elementary	ES	800
	VEX IQ-Non-Competition	ES	1,000
	VEX IQ-Travel Only	ES	1,200
	VEX IQ- Competition		
	GMS	MS	3,000
	VEX- Head Coach	MS	1,500
	VEX- Assistant Coach		
	GHS	HS	4,000
	VEX-Head Coach	HS	3,000
	VE- Assistant Coach	HS	5,000
	Robotics FRC- Head Coach	HS	3,000
	Robotics FRC-Assistant Coach		

2024-2025 Extra Duty Stipends

Greenville ISD

Category		Stipend
Athletics		
Stipend		
Head Football Coach		17,200
Offensive Coordinator		10,000
Defensive Coordinator		10,000
Special Teams Coordinator		10,000
Varsity Football		6,500
Assistant Football 9th		3,500
Head Volleyball		8,000
Assistant Volleyball JV		4,500
Assistant Volleyball 9th		3,500
Head Basketball		8,000
Assistant Basketball JV		4,500
Assistant Basketball 9th		3,500
Head Cross Country		5,500
Assistant Cross Country		3,500
Head Tennis		10,000
Assistant Tennis		5,000
Head Softball		8,000
Assistant Softball 1st		4,500
Assistant Softball 2nd		3,500
Head Baseball		8,000
Assistant Baseball 1st		4,500
Assistant Baseball 2nd		3,500
Head Soccer		8,000
Assistant Soccer		5,000
Head Track		8,000
Assistant Track		3,500
Head Golf		11,600
Head Power lifting		6,000
Assistant Power lifting		3,500
Strength and Conditioning/Coordinator		10,000
MIDDLE SCHOOL		Stipend
Football		3,400
Head Volleyball		2,700
Assistant Volleyball		2,500
Head Basketball		2,700
Assistant Basketball		2,500
Head Track		2,400
Assistant Track		2,200
Girls Coordinator		2,500
Boys Coordinator		2,500
District		
CDL		4,000
Summer Conditioning		4,200
Open Gym		1,800

2024-2025 Extra Duty
Stipends Greenville ISD

Category	Assignment	Stipend
Leadership		
	Technology, A+ Certification	Dist 900
	Mentor Teacher Campus	Dist 1,200
	Webmaster/PR Representative	Dist 500
Nonexempt		
	Bilingual, Clerical	Dist 500
Performing Arts		
	Band, ES	ES 7,500
	Band, MS Director	MS 7,500
	Cheerleading, Head MS	MS 2,400
	Choir, MS Director	MS 3,500
	Drama, One Act Play	MS 2,000
	Yearbook	MS 900
	Band, Asst Director	HS 7,500
	Band, Director	HS 10,000
	Band, Percussion	HS 4,000
	Catering Services	HS 2,500
	Cheerleading, Asst	HS 2,500
	Cheerleading, Head	HS 8,000
	Choir, Director	HS 7,000
	Drama, One Act Play	HS 4,000
	Drill Team/Flashes	HS 9,000
	Drill Team/Assist. Flashes	HS 2,500
	Yearbook	HS 1,800
Special Education		
	Sped, Adaptive Pe	Dist 450
	Sped, Deaf Education	Dist 7,000
	Sped, SLP	Dist 7,000
	Sped, Self-Contained Classroom (Life Skills, Life Choice, AU/Struc.TCH, FAC	Dist 7,000
	Inclusion	Dist 4,000
	Special Olympics	Dist 1,000
UIL		
	UIL Coordinator - ES	ES 500
	UIL Subject-Area Coach - ES	ES 300
	UIL Coordinator - MS	MS 750
	UIL Subject-Area Coach - MS	MS 400
	Sponsor, Foreign Language	HS 900
	UIL Coordinator - HS	HS 1,500
	UIL Subject-Area Coach - HS	HS 600

****Some positions listed on the Compensation Plan are not active. The positions are listed in the Compensation Plan in the event the board or administration decides that in the best interest of the district the position could be filled as needed. ****