

Sulphur Springs ISD 2023–2024 Compensation Plan



SULPHUR SPRINGS ISD COMPENSATION PLAN

Pay Structures

The following pay structures were approved by the Board of Trustees of Sulphur Springs ISD on July 10 2023 and are effective for the 2023–2024 school year.

**Sulphur Springs Independent School District
Teacher, Nurse (RN), Librarian, Counselor
2023-2024 Compensation Schedule**

Years	Yearly Rate	Daily Rate
0	\$47,200.00	\$252.41
1	\$47,700.00	\$255.08
2	\$48,000.00	\$256.68
3	\$48,500.00	\$259.36
4	\$48,900.00	\$261.50
5	\$49,200.00	\$263.10
6	\$49,500.00	\$264.71
7	\$49,800.00	\$266.31
8	\$50,100.00	\$267.91
9	\$50,500.00	\$270.05
10	\$51,000.00	\$272.73
11	\$51,650.00	\$276.20
12	\$52,300.00	\$279.68
13	\$52,900.00	\$282.89
14	\$53,500.00	\$286.10
15	\$54,150.00	\$289.57
16	\$54,900.00	\$293.58
17	\$55,500.00	\$296.79
18	\$56,200.00	\$300.53
19	\$57,000.00	\$304.81
20	\$57,600.00	\$308.02
21	\$58,200.00	\$311.23
22	\$58,800.00	\$314.44
23	\$59,200.00	\$316.58
24	\$59,800.00	\$319.79
25	\$60,300.00	\$322.46
26	\$60,800.00	\$325.13
27	\$61,300.00	\$327.81
28	\$61,800.00	\$330.48
29	\$62,300.00	\$333.16
30+	\$62,800.00	\$335.83

\$1,000 above Base for Masters

\$2,000 above for Doctorate

SULPHUR SPRINGS ISD COMPENSATION PLAN

Counselor & Testing Coordinator Additional Pay			
Campus	Stipend	Extra Days at Daily Rate	Total Days Worked
High School	\$3,000.00	30	217
Middle School	\$2,000.00	15	202
Elementary	\$1,500.00	5	192

The teacher, nurse (RN), librarian, and counselor pay schedule is applicable to the 2023-2024 school year only. The schedule is for 10 months in 2023-2024. Future salaries cannot be predicted from this schedule. Future pay increases are determined annually by the Board of Trustees.

SULPHUR SPRINGS ISD COMPENSATION PLAN

**Law Enforcement Officers
2023-2024 New Hire Compensation
Schedule**

Years with SSISD	Yearly Pay	Daily Rate	Hourly Rate
0	\$46,000.00	\$245.99	\$30.75
1	\$47,000.00	\$251.34	\$31.42
2	\$47,100.00	\$251.87	\$31.48
3	\$47,200.00	\$252.41	\$31.55
4	\$47,300.00	\$252.94	\$31.62
5	\$47,400.00	\$253.48	\$31.68
6	\$47,500.00	\$254.01	\$31.75
7	\$47,700.00	\$255.08	\$31.89
8	\$47,900.00	\$256.15	\$32.02
9	\$48,100.00	\$257.22	\$32.15
10	\$48,600.00	\$259.89	\$32.49
11	\$49,100.00	\$262.57	\$32.82
12	\$49,600.00	\$265.24	\$33.16
13	\$50,400.00	\$269.52	\$33.69
14	\$51,200.00	\$273.80	\$34.22
15	\$52,000.00	\$278.07	\$34.76
16	\$52,800.00	\$282.35	\$35.29
17	\$53,600.00	\$286.63	\$35.83
18	\$54,400.00	\$290.91	\$36.36
19	\$55,200.00	\$295.19	\$36.90
20+	\$55,900.00	\$298.93	\$37.37

The law enforcement officer pay schedule is applicable to the 2023-2024 school year only. The schedule is for 10 months in 2023-2024. Future salaries cannot be predicted from this schedule. Future pay increases are determined annually by the Board of Trustees.

\$500 above for Bachelor
\$250 above for Associate

\$200 above for Master Peace Officer Cert.
\$150 above for Advanced Peace Officer Cert.
\$100 above for Int. Peace Officer Cert.

SULPHUR SPRINGS ISD COMPENSATION PLAN

**Educational Aide
2023-2024 New Hire Compensation Schedule**

Years	Pay Grade 1 Salary	Pay Grade 1 Daily	Pay Grade 2 Salary	Pay Grade 2 Daily
0	\$17,579.52	\$94.01	\$18,458.50	\$98.71
1	\$18,008.29	\$96.30	\$18,908.70	\$101.12
2	\$18,441.24	\$98.62	\$19,363.31	\$103.55
3	\$18,874.19	\$100.93	\$19,817.90	\$105.98
4	\$19,307.15	\$103.25	\$20,272.51	\$108.41
5	\$19,740.09	\$105.56	\$20,727.10	\$110.84
6	\$20,173.05	\$107.88	\$21,181.70	\$113.27
7	\$20,606.00	\$110.19	\$21,636.30	\$115.70
8	\$21,038.96	\$112.51	\$22,090.90	\$118.13
9	\$21,471.90	\$114.82	\$22,545.50	\$120.56
10	\$21,904.86	\$117.14	\$23,000.10	\$123.00
11	\$22,337.81	\$119.45	\$23,454.70	\$125.43
12	\$22,770.76	\$121.77	\$23,909.30	\$127.86
13	\$23,203.71	\$124.08	\$24,363.89	\$130.29
14	\$23,636.67	\$126.40	\$24,818.50	\$132.72
15	\$24,069.61	\$128.71	\$25,273.09	\$135.15
16	\$24,502.57	\$131.03	\$25,727.70	\$137.58
17	\$24,935.52	\$133.35	\$26,182.29	\$140.01
18	\$25,368.47	\$135.66	\$26,636.90	\$142.44
19	\$25,801.42	\$137.98	\$27,091.49	\$144.87
20	\$26,234.38	\$140.29	\$27,546.09	\$147.31
21	\$26,667.32	\$142.61	\$28,000.69	\$149.74
22	\$27,100.28	\$144.92	\$28,455.29	\$152.17
23	\$27,533.23	\$147.24	\$28,909.89	\$154.60
24	\$27,966.18	\$149.55	\$29,364.49	\$157.03
25	\$28,399.13	\$151.87	\$29,819.09	\$159.46
26	\$28,832.09	\$154.18	\$30,273.69	\$161.89
27	\$29,265.03	\$156.50	\$30,728.28	\$164.32
28	\$29,697.99	\$158.81	\$31,182.89	\$166.75
29	\$30,130.94	\$161.13	\$31,637.48	\$169.18
30+	\$30,563.89	\$163.44	\$32,092.09	\$171.62

The educational aide schedule is applicable to the 2023-2024 school year only. The schedule is for 10 months in 2023-2024. Future salaries cannot be predicted from this schedule. Future pay increases are determined annually by the Board of Trustees.

SULPHUR SPRINGS ISD COMPENSATION PLAN

**Administrator and Specialist Compensation
Plan 2023-2024**

Pay Grade 1

LVN (187)
LVN ECLC (212)
Campus Tech. Support (187/207)

	Minimum	Maximum
Daily	\$116.15	\$267.14
187 Days	\$21,720.05	\$49,955.18
207 Days	\$24,043.05	\$55,297.98
212 Days	\$24,623.80	\$56,633.68
226 Days	\$26,249.90	\$60,373.64

Pay Grade 2

Reserved for future use.

	Minimum	Maximum
Daily	\$139.38	\$290.38
226 Days	\$31,499.88	\$65,625.88

Pay Grade 3

Reserved for future use.

	Minimum	Maximum
Daily	\$162.61	\$313.60
226 Days	\$36,749.86	\$70,873.60

Pay Grade 4

Technology-Specialist (207/226)
Special Programs Specialist (207)
Systems Engineer (226)
Instructional Tech. Specialist (217)

	Minimum	Maximum
Daily	\$185.84	\$336.84
187 Days	\$34,752.08	\$62,989.08
207 Days	\$38,468.88	\$69,725.88
217 Days	\$40,327.28	\$73,094.28
226 Days	\$41,999.84	\$76,125.84

Pay Grade 5

Speech Therapist (Bachelors) (187)
Technology-Network Manager (226)
Vision Specialist (187)
Academic Specialist ECLC & Primary (207)
Innovative Learning Specialist (217)

	Minimum	Maximum
Daily	\$209.08	\$360.07
187 Days	\$39,097.96	\$67,333.09
197 Days	\$41,188.76	\$70,933.79
207 Days	\$43,279.56	\$74,534.49
217 Days	\$45,370.36	\$78,135.19
226 Days	\$47,252.08	\$81,375.82

SULPHUR SPRINGS ISD COMPENSATION PLAN

Pay Grade 6

Vision Specialist (with O & M) (187)
 Licensed Specialist in School Psychology (187/197)
 Speech Therapist (Masters) (187)
 Diagnostician (187)
 Principal-ECLC (207)
 Academic Specialist Grades 4-5 (207)
 Director-Child Nutrition (226)
 Tax Collector (226)
 District Academic Coordinator (226)
 District Instructional Specialist (197)
 Director - Professional Development (226)

		Minimum	Maximum
Daily		\$232.30	\$383.29
187 Days		\$43,440.10	\$71,675.23
197 Days		\$45,763.10	\$75,508.13
207 Days		\$48,086.10	\$79,341.03
212 Days		\$49,247.60	\$81,257.48
226 Days		\$52,499.80	\$86,623.54

Pay Grade 7

Principal-Primary (207)
 Director of College and Career Readiness (217)
 Assistant Principal- AAC/Middle School (207)
 Assistant Principal-High School (217/226)
 Academic Specialist HS or MS (226)
 Director-Transportation (226)
 Director-Instructional Technology and Innovation (226)
 Director - ESL/BE/Dual Language (226)

		Minimum	Maximum
Daily		\$255.53	\$406.53
187 Days		\$47,784.11	\$76,021.11
207 Days		\$52,894.71	\$84,151.71
217 Days		\$55,450.01	\$88,217.01
226 Days		\$57,749.78	\$91,875.78

Pay Grade 8

Principal-Elementary (207)
 Principal-Austin Academic Center (207)
 Business Manager (226)
 Director of State and Federal Programs (226)
 Director-Technology (226)

		Minimum	Maximum
Daily		\$278.76	\$429.75
207 Days		\$57,703.32	\$88,958.25
226 Days		\$62,999.76	\$97,123.50

Pay Grade 9

Director – Maintenance (226)
 Director-Special Programs (226)
 Principal-Middle School (226)

		Minimum	Maximum
Daily		\$325.22	\$476.22
202 Days		\$65,694.44	\$96,196.44
207 Days		\$67,320.54	\$98,577.54
217 Days		\$70,572.74	\$103,339.74
226 Days		\$73,499.72	\$107,625.72

Pay Grade 10

Director-Athletics (226)

		Minimum	Maximum
Daily		\$348.45	\$499.44
226 Days		\$78,749.70	\$112,873.44

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Pay Grade 11

Principal-High School (226)

		<i>Minimum</i>	<i>Maximum</i>
<i>Daily</i>		\$371.68	\$522.68
226	<i>Days</i>	\$83,999.68	\$118,125.68

Pay Grade 12

Assistant Superintendent (226)

		<i>Minimum</i>	<i>Maximum</i>
<i>Daily</i>		\$394.92	\$545.91
226	<i>Days</i>	\$89,251.92	\$123,375.66

SULPHUR SPRINGS ISD COMPENSATION PLAN

**Office Staff Compensation
Plan 2023-2024**

Pay Grade 1

Clerk-Records Special Education (192)
 Receptionist-Middle School (197)
 Receptionist-District (226)

		Minimum	Maximum
Daily		\$88.20	\$151.20
187	Days	\$16,493.40	\$28,274.40
192	Days	\$16,934.40	\$29,030.40
197	Days	\$17,375.40	\$29,786.40
226	Days	\$19,933.20	\$34,171.20

Pay Grade 2

Secretary-ECLC/Head Start (212)
 Secretary-Primary (207)
 Secretary-Elementary School (207/197)
 Secretary-Austin Academic Center (197)
 Secretary-Special Ed (207/192)
 Registrar-Middle School (197)
 Attendance - Middle School (197)
 Clerk-Tax Office (226)
 HS Rec./Police Dept. Secretary (192)
 RTI/Testing/504 Clerk - Elem. School (207)
 Academic Secretary - Primary (197/207)
 Secretary - Athletics (207)

		Minimum	Maximum
Daily		\$105.00	\$168.00
187	Days	\$19,635.00	\$31,416.00
192	Days	\$20,160.00	\$32,256.00
197	Days	\$20,685.00	\$33,096.00
202	Days	\$21,210.00	\$33,936.00
207	Days	\$21,735.00	\$34,776.00
217	Days	\$22,785.00	\$36,456.00
226	Days	\$23,730.00	\$37,968.00

Pay Grade 3

Secretary, AP-High School - 192
 Attendance, High School - 197
 PEIMS, High School - 202
 Registrar-High School - 202
 Clerk-PEIMS Special Education - 192
 Secretary-Middle School - 217
 Transportation - Route Coordinator - 226
 Secretary - Child Nutrition - 226
 Band Admin. Assistant - 202

		Minimum	Maximum
Daily		\$121.80	\$184.80
192	Days	\$23,385.60	\$35,481.60
197	Days	\$23,994.60	\$36,405.60
202	Days	\$24,603.60	\$37,329.60
207	Days	\$25,212.60	\$38,253.60
217	Days	\$26,430.60	\$40,101.60
226	Days	\$27,526.80	\$41,764.80

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Pay Grade 4

Secretary-Assistant Superintendent (226)
 Secretary-Operations (226)
 Secretary-Maintenance (226)
 Secretary-Campus, High School (226)
 Secretary - Curriculum (226)
 Clerk-Purchasing (226)
 Clerk-Accounts Payable (226)
 Coordinator-Benefits (226)
 ESL/LPAC Facilitator (226)

		Minimum	Maximum
	<i>Daily</i>	\$138.60	\$201.60
207	<i>Days</i>	\$28,690.20	\$41,731.20
217	<i>Days</i>	\$30,076.20	\$43,747.20
226	<i>Days</i>	\$31,323.60	\$45,561.60

Pay Grade 5

Clerk-Payroll (226)
 Clerk-Human Resources/Records (226)

		Minimum	Maximum
	<i>Daily</i>	\$155.40	\$218.40
226	<i>Days</i>	\$35,120.40	\$49,358.40

Pay Grade 6

Clerk-Budget and Finance (226)

		Minimum	Maximum
	<i>Daily</i>	\$172.20	\$235.20
226	<i>Days</i>	\$38,917.20	\$53,155.20

Pay Grade 7

Secretary-Superintendent (226)

		Minimum	Maximum
	<i>Daily</i>	\$189.00	\$252.00
226	<i>Days</i>	\$42,714.00	\$56,952.00

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**Hourly Worker Compensation
Plan 2023-2024**

		Minimum		Maximum
<u>Pay Grade 1</u>				
Custodian	Hourly	\$10.50		\$16.00
Child Nutrition Worker				

		Minimum		Maximum
<u>Pay Grade 2</u>				
Bus Monitor	Hourly	\$11.00		\$17.00
Transportation Tool Hand				

		Minimum		Maximum
<u>Pay Grade 3</u>				
Maintenance (grounds)	Hourly	\$12.00		\$18.00
Technology (general)				

		Minimum		Maximum
<u>Pay Grade 4</u>				
Maintenance (general)	Hourly	\$13.00		\$19.00
Child Nutrition Manager (400 students or less)				

		Minimum		Maximum
<u>Pay Grade 5</u>				
Child Nutrition Manager (400-800 students)	Hourly	\$14.00		\$21.00

		Minimum		Maximum
<u>Pay Grade 6</u>				
Child Nutrition Manager (800+ students)	Hourly	\$15.00		\$23.00
Plumber-Technical				
Vehicle Mechanic (Non-certified)				
Technology-Specialist				
Maintenance (advanced)				

		Minimum		Maximum
<u>Pay Grade 7</u>				
Vehicle Mechanic	Hourly	\$16.00		\$25.00
Locksmith				
Electrician (Journeyman)				
Bus Driver				

SULPHUR SPRINGS ISD COMPENSATION PLAN

Pay Grade 8

HVAC Technician

Plumber-Licensed

Master Electrician

Master Carpenter/Welder

Vehicle Mechanic (Certified)

	<i>Minimum</i>	<i>Maximum</i>
<i>Hourly</i>	\$17.00	\$35.00