

Teacher and Librarian Pay Plan

Years of Experience	New Hire Salary
0	\$49,275
1	\$49,825
2	\$50,325
3	\$50,625
4	\$51,125
5	\$51,525
6	\$51,825
7	\$52,125
8	\$52,425
9	\$52,725
10	\$53,125
11	\$53,625
12	\$54,275
13	\$54,925
14	\$55,525
15	\$56,125
16	\$56,775
17	\$57,525
18	\$58,125
19	\$58,825
20	\$59,625
21	\$60,225
22	\$60,825
23	\$61,425
24	\$61,825
25	\$62,425
26	\$62,925
27	\$63,425
28	\$63,925
29	\$64,425
30+	\$64,925

Continuing Teachers and Librarians will receive an increase of
\$2,625

The salaries listed above are based on 10-month employment for the 2024-2025 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

\$1,000 Master's Degree - General Stipend

2024-2025 Administrative Professional Pay Plan

Sulphur Springs ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1						
	Asst Director - Headstart	207	Daily	\$258.23	\$310.00	\$361.77
	Behavior Consultant	187	187 Days	48,289	57,970	67,651
	Instructional Interventionist	197	197 Days	50,871	61,070	71,269
	RN	187	207 Days	53,454	64,170	74,886
	Speech Language Pathologist Asst	187	226 Days	58,360	70,060	81,760
	Tax Collector	226				
2						
	Counselor - ES	192	Daily	\$273.72	\$328.60	\$383.48
	Counselor - MS	202	187 Days	51,186	61,448	71,711
	Counselor - Primary	192	192 Days	52,554	63,091	73,628
	Specialist - Academic ES	207	197 Days	53,923	64,734	75,546
	Specialist - Academic HS	226	202 Days	55,291	66,377	77,463
	Specialist - Academic MS	226	207 Days	56,660	68,020	79,380
	Specialist - Academic Primary	207	217 Days	59,397	71,306	83,215
	Specialist - Innovative Learning	217	226 Days	61,861	74,264	86,666
	Specialist - Instructional	197				
	Specialist - Special Programs	207				
	Specialist - Vision	187				
	System Engineer	226				
3						
	Asst Principal - AAC	207	Daily	\$290.15	\$348.32	\$406.49
	Counselor - HS	217, 226	187 Days	54,258	65,136	76,014
	Counselor - SPED	192	192 Days	55,709	66,877	78,046
	Diagnostician	192, 197	197 Days	57,160	68,619	80,079
	LSSP	192	207 Days	60,061	72,102	84,143
	Speech Language Pathologist	187	217 Days	62,963	75,585	88,208
			226 Days	65,574	78,720	91,867
4						
	Asst Principal - MS	207	Daily	\$307.56	\$369.22	\$430.88
	Coordinator - Academic	226	207 Days	63,665	76,429	89,192
	Coordinator - Communications	226	226 Days	69,509	83,444	97,379
	Director - Food Service	226				
	Network Manager - Technology	226				
5						
	Asst Principal - HS	207, 217	Daily	\$326.01	\$391.37	\$456.73
	Chief of Police	226	207 Days	67,484	81,014	94,543
	Director - CTE	217	217 Days	70,744	84,927	99,110
	Director - Maintenance & Facilities	226	226 Days	73,678	88,450	103,221
	Director - Technology	226				
	Director - Transportation	226				
	Principal - AAC	207				
	Principal - ECLC	207				
	Principal - Primary	207				

2024-2025 Administrative Professional Pay Plan

Sulphur Springs ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
6					
	Director - Curriculum, Testing, Fed Programs	226	\$345.57	\$414.85	\$484.13
	Director - Instructional Technology	226	71,533	85,874	100,215
	Manager - Business	226	226 Days	78,099	93,756
	Principal - ES	207			109,413
7					
	Director - Special Programs	226	\$366.30	\$439.74	\$513.18
	Principal - MS	226	82,784	99,381	115,979
8					
	Director - Athletics	226	\$410.26	\$492.51	\$574.76
	Principal - HS	226	92,719	111,307	129,896
9					
	Asst Superintendent - ES Education & Instruction	226	\$434.88	\$522.06	\$609.24
	Asst Superintendent - Sec Education & HR	226	98,283	117,986	137,688

2024-2025 Clerical Paraprofessional Pay Plan

Sulphur Springs ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Aide - Office	187	\$12.15	\$14.59	\$17.03
	Educational Aide - Connections	187	187 Days	18,176	21,827
	Educational Aide - DAEP	187			25,477
	Educational Aide - Dual Language	187			
	Educational Aide - Early Graduation	187			
	Educational Aide - Emergent Bilingual	187			
	Educational Aide - ESL	187			
	Educational Aide - General Ed	187			
	Educational Aide - Head Start	187			
	Educational Aide - Headstart	187			
	Educational Aide - ISS	187			
	Educational Aide - Library	187			
	Educational Aide - PE	187			
	Educational Aide - PE Coach	187			
	Educational Aide - Pre K	187			
	Educational Aide - Resource	187			
	Educational Aide - Special Programs	187			
	Educational Aide - SPED	187			
	Educational Aide - Title 1	187			
2					
	Admin Asst - Receptionist Energy Mgt	226	Hourly	\$13.00	\$15.61
	Admin Asst - Receptionist MS	197	187 Days	19,448	23,353
	Educational Aide - Dual Language	187	197 Days	20,488	24,601
	Educational Aide - Health Extender	187	226 Days	23,504	28,223
	Educational Aide - Nurse	187			32,942
	Educational Aide - SPED Behavioral	187			
	Educational Aide - SPED Self Contained	187			
3					
	Admin Asst - Academic	197, 207	Hourly	\$14.75	\$17.71
	Admin Asst - Athletic	207	192 Days	22,656	27,203
	Admin Asst - Attendance MS	197	197 Days	23,246	27,911
	Admin Asst - Band	202	202 Days	23,836	28,619
	Admin Asst - CTE/Substitute Mgt	202	207 Days	24,426	29,328
	Admin Asst - Principal AAC	197	212 Days	25,016	30,036
	Admin Asst - Principal ECLC	212	226 Days	26,668	32,020
	Admin Asst - Principal ES	207			37,371
	Admin Asst - Principal Primary	207			
	Admin Asst - Receptionist HS	192			
	Admin Asst - Registrar MS	197			
	Admin Asst - Security	192			
	Admin Asst - Special Programs	192, 207			
	Admin Asst - Tax Office	226			

2024-2025 Clerical Paraprofessional Pay Plan

Sulphur Springs ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
4						
	Admin Asst - Attendance HS	197	Hourly	\$17.00	\$20.41	\$23.82
	Admin Asst - Curriculum	226	197 Days	26,792	32,166	37,540
	Admin Asst - Food Service	226	202 Days	27,472	32,983	38,493
	Admin Asst - Maintenance	226	217 Days	29,512	35,432	41,352
	Admin Asst - Principal HS	226	226 Days	30,736	36,901	43,067
	Admin Asst - Principal MS	217				
	Admin Asst - Registrar HS	202				
	Admin Asst - Technology & Energy Manager	226				
	Admin Asst - Transportation	226				
5						
	LVN	187, 212	Hourly	\$19.00	\$22.81	\$26.62
	Technology Asst - Campus TechAdmin	187, 207	187 Days	28,424	34,124	39,824
	Admin Asst - Asst Supt Elem	226	207 Days	31,464	37,773	44,083
	Admin Asst - Asst Supt	226	212 Days	32,224	38,686	45,148
	Coordinator - Employee Benefits	226	226 Days	34,352	41,240	48,129
	Coordinator - Purchasing	226				
	Specialist - Accounts Payable	226				
6						
	Specialist - Human Resources	226	Hourly	\$21.00	\$25.21	\$29.42
	Specialist - Budget & Finance	226	226 Days	37,968	45,580	53,191
	Coordinator - Payroll	226				
7						
	Admin Asst - Supt/Coord - PEIMS	226	Hourly	\$23.52	\$28.24	\$32.96
	Specialist - Technology	226	226 Days	42,524	51,058	59,592

2024-2025 Auxiliary Pay Plan

Sulphur Springs ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Custodian	260	\$11.00	\$13.21	\$15.42	
	Food Service Worker	182	182 Days	16,016	19,234	22,452
			260 Days	22,880	27,477	32,074
2	Maintenance - Grounds	260	\$13.50	\$16.21	\$18.92	
	Maintenance - P/U & Delivery	260	260 Days	28,080	33,717	39,354
	Transportation Tool Hand	260				
3	Maintenance - HVAC Filter	260	\$16.00	\$19.21	\$22.42	
	Manager - Food Service AAC	182	182 Days	23,296	27,970	32,644
	Manager - Food Service ECLC	182	260 Days	33,280	39,957	46,634
	Manager - Food Service Primary	182				
4	Maintenance - Concrete	260	\$18.00	\$21.61	\$25.22	
	Maintenance - General	260	182 Days	26,208	31,464	36,720
	Manager - Food Service ES	182	260 Days	37,440	44,949	52,458
	Manager - Food Service HS	182				
	Manager - Food Service MS	182				
	Painter	260				
	Plumber - Apprentice	260				
	Supervisor - Grounds	260				
5	Carpenter/Welder	260	\$21.15	\$25.39	\$29.63	
	Locksmith	260	260 Days	43,992	52,811	61,630
	Mechanic - Non-Certified	260				
6	Electrician - Journeyman	260	\$25.00	\$30.01	\$35.02	
	HVAC Technician	260	260 Days	52,000	62,421	72,842
	Mechanic - Licensed	260				
	Plumber	260				
7	Master Electrician	260	\$27.00	\$32.41	\$37.82	
			260 Days	56,160	67,413	78,666
8	Police Officer	187	\$30.75	\$36.91	\$43.07	
			187 Days	46,002	55,217	64,433
BD	Bus Driver	181	\$17.00	\$19.54	\$22.08	
			181 Days	24,616	28,294	31,972