

## Karnes City ISD

### 2019-2020 New Hire Guide for Teachers, Librarians, and Nurses (RN) \$46,500 starting, 7.0% GPI

Years of Experience	New Hire Salary
0	\$46,500
1	\$46,950
2	\$47,450
3	\$47,950
4	\$48,450
5	\$48,950
6	\$49,750
7	\$50,350
8	\$50,950
9	\$51,550
10	\$52,150
11	\$52,750
12	\$53,350
13	\$53,950
14	\$54,550
15	\$55,250
16	\$55,950
17	\$56,650
18	\$57,250
19	\$57,850
20	\$58,450
21	\$59,050
22	\$59,550
23	\$60,050
24	\$60,550
25	\$60,950
26	\$61,250
27	\$61,550
28	\$61,850
29	\$62,150
30	\$62,450

Continuing Teachers, Librarians, and Nurses (RN) will receive an increase of \$3,450

The salaries listed above are based on 10-month employment for the 2019-2020 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.

**Karnes City ISD**

**2019-2020 Salary Range for  
Teachers, Librarians, and Nurses (RN)  
\$46,500 starting, 7.0% GPI**

<b>Hiring Salary Range</b>	
10-Month Hiring Range Minimum	\$46,500
10-Month Hiring Range Maximum	\$62,450
Continuing Teachers, Librarians, and Nurses (RN) will receive an increase of \$3,450	

The salaries listed above are based on 10-month employment for the 2019-2020 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.

Salaries are determined individually with consideration for job-related experience and credentials.

**Approved: Raises for employees listed on the Administrative, Clerical, Paraprofessional, and Auxiliary scales will receive the full raise for their pay scale/grade, even if this requires their 19-20 pay to exceed the max for their pay grade.**

## 2019-2020 Approved Administrative/Professional Pay Plan

Karnes City ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>	Director Food Service	202	<b>Daily</b>	<b>\$177.59</b>	<b>\$221.99</b>	<b>\$266.39</b>
			<b>202 Days</b>	35,873	44,842	53,811
<b>2</b>	Business Manager	226	<b>Daily</b>	<b>\$242.11</b>	<b>\$295.25</b>	<b>\$348.40</b>
	Counselor Primary	197	<b>187 Days</b>	45,275	55,212	65,151
	Counselor Elementary	207	<b>197 Days</b>	47,696	58,164	68,635
	Counselor High School	226	<b>207 Days</b>	50,117	61,117	72,119
	Counselor Junior High	207	<b>226 Days</b>	54,717	66,727	78,738
	Athletic Trainer	226				
<b>3</b>	Band Director	226	<b>Daily</b>	<b>\$290.53</b>	<b>\$354.30</b>	<b>\$418.07</b>
	Principal Elementary	226	<b>226 Days</b>	65,660	80,072	94,484
<b>4</b>	Coordinator Special Programs	226	<b>Daily</b>	<b>\$342.82</b>	<b>\$418.07</b>	<b>\$493.32</b>
	Principal Junior High	226	<b>226 Days</b>	77,477	94,484	111,490
	Technology Director	226				
<b>5</b>	Athletic Director	226	<b>Daily</b>	<b>\$377.10</b>	<b>\$459.88</b>	<b>\$542.66</b>
	Director Instructional Services	226	<b>226 Days</b>	85,225	103,933	122,641
	Principal EC High School	226				
<b>6</b>	CFO	226	<b>Daily</b>	<b>\$395.95</b>	<b>\$482.87</b>	<b>\$569.79</b>
	Principal High School	226	<b>226 Days</b>	89,485	109,129	128,773

**2019-2020 Approved Clerical/Paraprofessional Pay Plan**  
 Karnes City ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$10.59</b>	<b>\$12.91</b>	<b>\$15.23</b>
	Technology Helper	60	<b>60 Days</b>	5,083	6,197	7,310
	ISS Aide	187	<b>187 Days</b>	15,843	19,313	22,784
	Paraprofessional	187, 192, 197	<b>192 Days</b>	16,266	19,830	23,393
			<b>197 Days</b>	16,690	20,346	24,002
<b>2</b>			<b>Hourly</b>	<b>\$11.64</b>	<b>\$14.20</b>	<b>\$16.76</b>
	Library Aide	197	<b>187 Days</b>	17,413	21,243	25,073
	Receptionist Central Office	226	<b>197 Days</b>	18,345	22,379	26,414
	Receptionist High School	187	<b>226 Days</b>	21,045	25,674	30,302
	Receptionist Junior High	226				
	Tax Office Clerk	226				
<b>3</b>			<b>Hourly</b>	<b>\$13.22</b>	<b>\$16.12</b>	<b>\$19.02</b>
	Secretary Elementary	226	<b>226 Days</b>	23,902	29,145	34,388
	Technology Assistant	226				
<b>4</b>			<b>Hourly</b>	<b>\$14.09</b>	<b>\$17.18</b>	<b>\$20.27</b>
	LVN	187	<b>187 Days</b>	21,079	25,701	30,324
	Secretary Junior High	226	<b>226 Days</b>	25,475	31,061	36,648
<b>5</b>			<b>Hourly</b>	<b>\$16.34</b>	<b>\$19.93</b>	<b>\$23.52</b>
	Secretary/Receptionist Primary	226	<b>226 Days</b>	29,543	36,033	42,524
	Secretary High School	226				
	Secretary High School Attendance	226				
	Tax Collector	226				
<b>6</b>			<b>Hourly</b>	<b>\$18.63</b>	<b>\$22.72</b>	<b>\$26.81</b>
	Asst Business Manager	226	<b>226 Days</b>	33,683	41,078	48,472
	District Technician	226				
<b>7</b>			<b>Hourly</b>	<b>\$20.27</b>	<b>\$24.72</b>	<b>\$29.17</b>
	Secretary Superintendent	226	<b>226 Days</b>	36,648	44,694	52,739
	Sr. District Technician	226				

**2019-2020 Approved Auxiliary Pay Plan**  
 Karnes City ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>						
	Café Worker	180, 188	<b>Hourly</b>	<b>\$9.73</b>	<b>\$11.87</b>	<b>\$14.01</b>
	Maintenance/Custodian	260	<b>180 Days</b>	14,011	17,093	20,174
			<b>188 Days</b>	14,634	17,852	21,071
			<b>260 Days</b>	20,238	24,690	29,141
<b>2</b>						
	Food Service Manager - ES/Primary	188	<b>Hourly</b>	<b>\$12.65</b>	<b>\$15.43</b>	<b>\$18.21</b>
			<b>188 Days</b>	19,026	23,207	27,388
<b>3</b>						
	Asst Director Food Service	202	<b>Hourly</b>	<b>\$14.08</b>	<b>\$17.17</b>	<b>\$20.26</b>
	Asst Supervisor Maintenance	260	<b>180 Days</b>	20,275	24,725	29,174
	Food Service Manager - HS/JrH	180	<b>202 Days</b>	22,753	27,747	32,740
			<b>260 Days</b>	29,286	35,714	42,141
<b>4</b>						
	Supervisor Maintenance	260	<b>Hourly</b>	<b>\$22.81</b>	<b>\$27.82</b>	<b>\$32.83</b>
			<b>260 Days</b>	47,445	57,866	68,286

**2019-20 Approved Extra Duty Stipends**

Karnes City ISD

Approved 10-14-19

Category	Assignment	Level	Approved Stipend
<b>Academic</b>			
	Extra days for Ag related events	DISTRICT	5,500
	Journalism	HS	800
	Math Teacher Stipend	HS	4,000
	Science Teacher Stipend	HS	4,000
	Spanish Teacher Stipend	HS	4,000
	Special Education Teacher Stipend	DISTRICT	3,000
	Theatre Arts	JH	200
	OAP Director	HS	2,000
	OAP Asst Director	HS	1,250
	UIL Film (per movie)	HS	200
	UIL Travel	DISTRICT	20 per hour
	UIL Coordinator	HS	2,000
	UIL Coordinator	ES	1,500
	UIL Coordinator	JH	1,500
	UIL Sponsors (per event coached/per grade)	ES	150
	UIL Sponsors (per event coached/per grade)	JH	150
	UIL Sponsors (per event coached)	HS	200
	Yearbook	PRIM	250
	Yearbook	ELEM	250
	Yearbook	JH	500
	Yearbook	HS	1,000
<b>Athletics</b>			
	Baseball	JH	6,000
	Baseball - Assistant	HS	4,000
	Baseball - Head	HS	6,000
	Basketball	JH	3,100
	Basketball	JH	3,100
	Basketball - Assistant	HS	4,000
	Basketball - Head	HS	6,000
	Cheerleading	JH	1,500
	Cheerleading	HS	3,000
	Cross Country	JH	3,000
	Cross Country - Head	HS	5,000
	Fitness Gram Coordinator	DISTRICT	500
	Football	JH	4,000
	Football - Assistant	HS	6,000
	Football - Head	HS	9,000
	Football - Offensive Coordinator	HS	6,500
	Football - Special Teams Coordinator	HS	5,194
	Football 1st Asst./Defensive Coordinator	HS	6,500

Golf - Head	DISTRICT	4,500
Offseason Coordinator (2 stipends)	HS	800
Powerlifting - Head	DISTRICT	4,500
Softball	JH	1,100
Softball - Assistant	HS	4,000
Softball - Head	HS	6,000
Tennis - Head	DISTRICT	4,500
Track	JH	2,800
Track - Head / Coordinator	HS	4,500
Track - Assistant	JH	1,350
Track - Assistant	HS	4,000
Twirler	JH	750
Twirler	HS	1,500
Volleyball	JH	3,500
Volleyball - Assistant	HS	5,000
Volleyball - Head	HS	6,300
Summer Coaching (max \$2000 per coach)	HS	20 hr
Athletic Trainer (Plus 39 Additional Days)	DISTRICT	6,000

#### Other

Masters Degree	DISTRICT	1,500
Librarian (Plus 10 Additional Days)	DISTRICT	1,000
Nurse (Plus 10 Additional Days)	DISTRICT	1,000

#### Performing Arts

Band - Assist. Director (Plus Additional Days)	HS	3,500
HighStepper Sponsor	HS	3,300