

Raymondville ISD

2019-2020 New Hire Guide for Teachers, Librarians, and Nurses (RN)

3.5% yrs 1-5, 6% yrs 6+

Years of Experience	New Hire Salary
0	\$47,080
1	\$47,280
2	\$47,480
3	\$47,680
4	\$47,880
5	\$48,130
6	\$49,730
7	\$50,080
8	\$50,480
9	\$50,880
10	\$51,280
11	\$51,680
12	\$52,230
13	\$52,730
14	\$53,230
15	\$53,730
16	\$54,560
17	\$55,560
18	\$56,560
19	\$57,460
20	\$58,190
21	\$58,740
22	\$59,040
23	\$59,340

Continuing Teachers, Librarians, and Nurses (RN) will receive an increase of \$1,750 (1-5 years)

Continuing Teachers, Librarians, and Nurses (RN) will receive an increase of \$3,000 (6+ years)

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.

\$500 General Master's Degree Stipend
\$2,000 Subject-Area Master's Degree Stipend

2019-2020 Approved Administrative Professional Pay Plan

Raymondville ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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1			Daily	\$211.90	\$260.00	\$308.10
	Coordinator - Fixed Assets	226	226 Days	47,889	58,760	69,631
	Coordinator - PEIMS	226				
	Director - Child Nutrition	226				

2			Daily	\$239.45	\$293.80	\$348.15
	Chief of Police	226	197 Days	47,172	57,879	68,586
	Network Administrator	226	226 Days	54,116	66,399	78,682
	Speech Pathologist Asst	197				

3			Daily	\$263.39	\$323.18	\$382.97
	Asst Principal - ES	210	187 Days	49,254	60,435	71,615
	Athletic Trainer	187	193 Days	50,834	62,374	73,913
	Coordinator - Budget/Accountant	226	197 Days	51,888	63,666	75,445
	Coordinator - HR	226	202 Days	53,205	65,282	77,360
	Counselor - Alt	210	210 Days	55,312	67,868	80,424
	Counselor - ES	202	217 Days	57,156	70,130	83,104
	Counselor - HS	217	220 Days	57,946	71,100	84,253
	Counselor - Licensed Professional	193	226 Days	59,526	73,039	86,551
	Counselor - MS	210				
	Diagnostician	197				
	Facilitator - C&I Elementary	220				
	Facilitator - C&I Secondary	220				
	Facilitator - Technology	226				
	Supervisor - Special Ed	202				

2019-2020 Approved Administrative Professional Pay Plan
Raymondville ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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4			Daily	\$289.73	\$355.50	\$421.27
	Asst Principal - HS	220	197 Days	57,077	70,034	82,990
	Asst Principal - MS	210	210 Days	60,843	74,655	88,467
	Band Director	226	220 Days	63,741	78,210	92,679
	Coordinator - Child Find/Assessment	210	226 Days	65,479	80,343	95,207
	Coordinator - College & Career Readiness	226				
	Coordinator - District Health Services	226				
	Occupational Therapist	197				
	Speech Pathologist	197				

5			Daily	\$307.12	\$376.83	\$446.54
	Principal - Alt	226	220 Days	67,566	82,903	98,239
	Principal - ES	220	226 Days	69,409	85,164	100,918

6			Daily	\$325.54	\$399.44	\$473.34
	Athletics Director/Head Football	226	226 Days	73,572	90,273	106,975
	Director - C&I	226				
	Director - Wil-Cam	226				
	Principal - MS	226				
	Special Programs Director	226				

7			Daily	\$348.33	\$427.40	\$506.47
	Asst Superintendent/Deputy Superintendent	226	226 Days	78,723	96,592	114,462
	Chief Financial Officer	226				
	Principal - HS	226				

2019-2020 Approved Clerical Paraprofessional Pay Plan
Raymondville ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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1			Hourly	\$10.68	\$13.20	\$15.72
	Aide, Classroom	187	187 Days	15,977	19,747	23,517
	Aide, Kinder	187				
	Aide, Kindergarten	187				
	Aide, PE	187				
	Aide, Pre-K	187				
	Aide, Special Ed Aide PPCD	187				
	Aide, Special Ed Inclusion	187				
2			Hourly	\$11.43	\$14.12	\$16.81
	Aide, Computer Lab	187	187 Days	17,099	21,124	25,148
	Aide, Special Ed SC	187				
	Aide, Computer Lab (Plato)	187				
	Aide, Linda Mood Bell	187				
	Certified Nurse Asst (CNA)	187				
3			Hourly	\$12.92	\$15.96	\$19.00
	Admin Asst,	226	187 Days	19,328	23,876	28,424
	Aide, DAEP	187	207 Days	21,396	26,430	31,464
	Aide, ISS	187	212 Days	21,912	27,068	32,224
	Attendance Clerk, HS	207	220 Days	22,739	28,090	33,440
	Attendance Clerk, MS	207	226 Days	23,359	28,856	34,352
	Finance Clerk, ES	220				
	Finance Clerk, MS	220				
	Food Service Clerk	187				
	PEIMS Clerk, ES	212				
	PEIMS Clerk, HS	220				
	PEIMS Clerk, MS	220				
	Receptionist, District	226				
	Secretary, Diagnostician	207				
	SEMS Clerk	207				

2019-2020 Approved Clerical Paraprofessional Pay Plan
Raymondville ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
4			Hourly	\$14.60	\$18.03	\$21.46
	Finance Clerk, HS	226	220 Days	25,696	31,733	37,770
	Migrant Clerk	220	226 Days	26,397	32,598	38,800
	Registrar, HS	220	237 Days	27,682	34,185	40,688
	Secretary, Dir Maint/Trans	237				
	Secretary, Director Athletic	226				
	Secretary, Food Service	220				
	Secretary, Principal ES	220				
	Secretary, Principal MS	220				
	Secretary, Special Programs	226				
5			Hourly	\$15.76	\$19.47	\$23.18
	Secretary, C&I	226	226 Days	28,494	35,202	41,909
	Secretary, Principal Alt	226				
	Secretary, Principal HS	226				
6			Hourly	\$17.02	\$21.02	\$25.02
	Accounts Payable	237	187 Days	25,462	31,446	37,430
	Computer Technician	226	226 Days	30,772	38,004	45,236
	Human Resources Clerk	226	237 Days	32,270	39,854	47,438
	LVN	187				
	Payroll Clerk	237				
	Secretary, Direct Special Ed	226				
7			Hourly	\$19.74	\$24.38	\$29.02
	Secretary, Superintendent	226	226 Days	35,690	44,079	52,468
	Tax Office Assessor	237	237 Days	37,427	46,224	55,022
	Tax Office Assessor/Collector	237				

2019-2020 Approved Auxiliary Pay Plan
Raymondville ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$10.00	\$12.18	\$14.36
	Custodian	260	187 Days	14,960	18,221	21,483
	Custodian, Café	260	260 Days	20,800	25,334	29,869
	Food Service Cook	187				
2			Hourly	\$11.18	\$13.64	\$16.10
	Maintenance	180, 260	180 Days	16,099	19,642	23,184
	Maintenance/Transportation	260	260 Days	23,254	28,371	33,488
3			Hourly	\$12.67	\$15.27	\$17.87
	Food Service, Manager ES	187	187 Days	18,954	22,844	26,734
	Food Service, Manager MS	187	226 Days	22,907	27,608	32,309
	Pest Control Technician/Maintenance	260	260 Days	26,354	31,762	37,170
	Police Dispatcher	226				
4			Hourly	\$14.45	\$17.41	\$20.37
	Food Service, Manager HS	187	187 Days	21,617	26,045	30,474
5			Hourly	\$18.06	\$21.76	\$25.46
	Police Officer	226	226 Days	32,652	39,342	46,032
6			Hourly	\$19.32	\$23.28	\$27.24
	Maintenance Supervisor	237	237 Days	36,631	44,139	51,647
BD			Hourly	\$13.19	\$15.60	\$18.01
	Bus Driver	180	180 Days	18,994	22,464	25,934

Raymondville Independent School District Compensation Plan 2019-2020

Updated 06/24/2019	Raymondville I.S.D. 2018-2019	Raymondville I.S.D. 2019-2020	Pay Date
*Bilingual Stipends - Teachers (Certification Required)	cap \$1,500.00	cap \$1,500.00	Dec-Aug
*ESL - Teachers (Certification Required)	cap \$1,500.00	cap \$1,500.00	Dec-Aug
Special Education - Teachers (Certification Required)	1,500.00	1,500.00	Annualized
Special Education - Para-Professionals	750.00	750.00	Annualized
*\$100 per assigned Bilingual/ESL student on PEIMS snapshot date with a cap of \$1,500			
Visually Impaired - (1 only)	1,000.00	1,000.00	Annualized
UIL STIPENDS - Contingent upon attending minimum required number of meets. (NO PRO-RATION)			
Elementary UIL - (Campus Employee Only)	500.00	500.00	***
Elementary Coordinators - (1 per elementary Only)	1,000.00	1,000.00	***
Jr. High UIL - (Campus Employee Only)	500.00	500.00	***
Jr. High Coordinator - (1 Only)	1,000.00	1,000.00	***
H.S. UIL - (Campus Employee Only)	500.00	500.00	***
H.S. Coordinator - (1 Only)	1,500.00	1,500.00	***
Additional Supplement for any meets/events beyond the minimum requirement * : Sponsor attends a practice meet with contestants, add \$100 per meet.			
Sponsor coaches additional event, add \$100, provided they meet the minimum required number of participants (3).			
***Stipends will be paid when all requirements are met for UIL Stipends and if all documentation are submitted to the Business Office Two Weeks			
prior to pay period.			
Minimum requirement of Meets for UIL Stipend			
Elementary- 2 Meets plus District Meet*			
Middle School - 3 Meets plus District*			
High School - 3 Meets plus District and Regional Meet*			
* (Requirement to qualify: Must have at least 3 students participating per event at each meet.)			
BAND STIPENDS			
MS Band Director	7,000.00	7,000.00	Annualized
Assistant Band Director	6,000.00	6,000.00	Annualized
Mariachi Instructor	3,000.00	3,000.00	Annualized

(Note: The number of stipends may increase/decrease based on student participation.)

Raymondville Independent School District Compensation Plan 2019-2020

Updated 06/24/2019

Raymondville I.S.D.
2018-2019

Raymondville I.S.D.
2019-2020

Pay Date

SPONSOR'S SUPPLEMENT -

EXTRA CURRICULAR

H.S. Head Cheerleader Sponsor <i>(only 1)</i>	1,500.00	1,500.00	May
H.S. Assistant Cheerleader Sponsor <i>(only 1)</i>	1,000.00	1,000.00	May
M.S. Head Cheerleader Sponsor <i>(only 1)</i>	1,000.00	1,000.00	May
Student Council Sponsor <i>(only 1)</i>	750.00	750.00	May
Yearbook Club Sponsor <i>(only 1)</i>	500.00	500.00	May
Robotics Team Sponsor <i>(only 1)</i>	500.00	500.00	May
Art Club Sponsor <i>(only 1)</i>	500.00	500.00	May
Masterminds	500.00	500.00	May
UIL One Act Play <i>(Minimum of 2 plays plus District Meet)</i>	1,600.00	1,600.00	May
Special Olympics	1,000.00	1,000.00	May

Note: Administrative personnel do not qualify; teaching staff only.

DEPARTMENT HEADS

High School

Math	750.00	750.00	May
Science	750.00	750.00	May
Social Studies	750.00	750.00	May
English/Language Arts	750.00	750.00	May

Note: Administrative personnel do not qualify; teaching staff only.

Middle School

Math	500.00	500.00	May
Science	500.00	500.00	May
Social Studies	500.00	500.00	May
English/Language Arts	500.00	500.00	May

Note: Administrative personnel do not qualify; teaching staff only.

CLASS SPONSORS (High School Only)

Junior Sponsor ^	1,000.00	1,000.00	May
Senior Sponsor ^	1,000.00	1,000.00	May

^ *(Amount will be divided among sponsors)*

Note: Administrative personnel do not qualify; teaching staff only.

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Raymondville Independent School District Compensation Plan 2019-2020

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Raymondville I.S.D.
2018-2019

Raymondville I.S.D.
2019-2020

Pay Date

DEGREE'S (Classroom Teachers ONLY)

Masters <i>(In any field)</i>	500.00	500.00	Annualized
Masters w/certification in assigned Teaching Field in classroom instruction	2,000.00	2,000.00	Annualized
Dual Enrollment Teachers (Any class load; regardless of number of classes)	5,000.00	5,000.00	Annualized
*Math & Science Stipends <i>(Certification Required)</i> <i>(Minimum of 3 classes)</i>	5,000.00	5,000.00	Annualized
Science Composite <i>(not in addition to science stipend)</i>	6,000.00	6,000.00	Annualized

Extra Duty Pay/Substitutes

Extra Duty Pay Certified	\$25.00	\$25.00	Per Hour
Note: Administrative personnel do not qualify; teaching staff only.			
Substitutes - Nondegreed	\$65.00	\$65.00	Per Day
Substitutes - Degreed	\$85.00	\$85.00	Per Day
Substitutes - Certified (Short and Long Term)	\$110.00	\$110.00	Per Day
Substitute - Bus Driver	\$13.00	\$13.00	Per Hour

OTHER STIPENDS

AG Department Coordinator - <i>(1 Only)</i>	1,500.00	1,500.00	Annualized
Counselor - <i>(Teacher Scale Only)</i>	1,000.00	1,000.00	Annualized
Web Content Administrator - <i>(1 Only)</i>	2,000.00	2,000.00	Annualized
Ag Department Teachers - <i>(2 Only)</i>	-	2,000.00	Annualized
Doctorate Degree - <i>(District-wide)</i>	1,000.00	1,000.00	Annualized
Secondary Coordinator - Advanced Academics - <i>(1 Only)</i>	1,000.00	1,000.00	Annualized
Elementary Coordinator - Bilingual/ESL - <i>(1 Only)</i>	1,000.00	1,000.00	Annualized

(Note: The number of stipends may increase/decrease based on student participation.)

Raymondville Independent School District Compensation Plan 2019-2020

Updated 06/24/2019

	Raymondville I.S.D. 2018-2019	Raymondville I.S.D. 2019-2020	Pay Date
Elementary Coordinator - District Testing - <i>(1 Only)</i>	1,000.00	1,000.00	Annualized
Local Travel Allowance - Administrators - <i>(4 Only)</i>	2,400.00	2,400.00	Annualized
Teacher Sign-On Incentive <i>(State tested subject areas only and/or as determined by Supt.)</i>	3,000.00	based on grant funding	TBD
Maintenance/Transportation Supervisory Stipend - <i>(1 Only)</i>	12,000.00	12,000.00	Annualized
Scoreboard Operation Coordinator - <i>(1 Only)</i>	5,000.00	5,000.00	Annualized
INCENTIVES			
STAAR Testing Incentive - <i>(per tested subject, per class)</i>	500.00	500.00	June or July
ATHLETIC STIPENDS			
Non-Football Strength and Conditioning Coordinator - <i>(1 Only)</i>	4,500.00	4,500.00	Annualized
Athletic Inventory Equipment Clerk	1,200.00	1,200.00	Annualized
Tennis Program - RHS			
Head Coach	6,000.00	6,000.00	Annualized
Team Tennis	3,000.00	3,000.00	Annualized
Tennis Program - MGMS			
MS Tennis Coach	3,000.00	3,000.00	Annualized
Golf Program			
Head Coach	6,000.00	6,000.00	Annualized
Boys Basketball Program - Varsity, JV, Freshman			
Head Coach	6,000.00	6,000.00	Annualized
JV Coach	4,500.00	4,500.00	Annualized
Freshman Coach	4,000.00	4,000.00	Annualized
Girls Basketball Program- Varsity, JV, Freshman			
Head Coach	6,000.00	6,000.00	Annualized
JV Coach	4,500.00	4,500.00	Annualized
Freshman Coach	4,000.00	4,000.00	Annualized

(Note: The number of stipends may increase/decrease based on student participation.)

Raymondville Independent School District Compensation Plan 2019-2020

Updated 06/24/2019

**Raymondville I.S.D.
2018-2019**

**Raymondville I.S.D.
2019-2020**

Pay Date

Basketball Program - MGMS			
7th & 8th Girls B Team Coach	3,000.00	3,000.00	Annualized
8th Boys Coach	3,000.00	3,000.00	Annualized
8th Girls Coach	3,000.00	3,000.00	Annualized
7th Boys Coach	3,000.00	3,000.00	Annualized
7th Girls Coach	3,000.00	3,000.00	Annualized
Football Program - Varsity & JV			
Head Coach	12,000.00	12,000.00	Annualized
1st Asst. & Off. Coordinator - Varsity	12,000.00	12,000.00	Annualized
FB Defensive Coordinator - Varsity	12,000.00	12,000.00	Annualized
Specialty Coordinator - Varsity	10,000.00	10,000.00	Annualized
Varsity Assistant	6,500.00	6,500.00	Annualized
JV Coach X 4	6,500.00	6,500.00	Annualized
Filmer & Computer	1,500.00	1,500.00	Annualized
Stadium Supervisor Friday Night	1,000.00	1,000.00	Annualized
Freshman Football Program			
Head 9th Football	6,500.00	6,500.00	Annualized
9th Football Assistant	5,000.00	5,000.00	Annualized
9th Football Assistant	5,000.00	5,000.00	Annualized
9th Football Assistant	5,000.00	5,000.00	Annualized
Football Program - MGMS			
Head Football 8th	4,000.00	4,000.00	Annualized
Assistant Football - 8th	3,000.00	3,000.00	Annualized
Assistant Football - 8th	3,000.00	3,000.00	Annualized
Head Football 7th	4,000.00	4,000.00	Annualized
Assistant Football - 7th	3,000.00	3,000.00	Annualized
Assistant Football - 7th	3,000.00	3,000.00	Annualized
Powerlifting Program			
Head Powerlifting	6,000.00	6,000.00	Annualized
Asst. Powerlifting	4,500.00	4,500.00	Annualized

(Note: The number of stipends may increase/decrease based on student participation.)

Raymondville Independent School District Compensation Plan 2019-2020

Updated 06/24/2019

	Raymondville I.S.D. 2018-2019	Raymondville I.S.D. 2019-2020	Pay Date
Baseball Program - Varsity & JV			
Baseball Coordinator	8,000.00	8,000.00	Annualized
Baseball Head Coach	6,000.00	6,000.00	Annualized
JV Coach	4,500.00	4,500.00	Annualized
Softball Program - Varsity & JV			
Head Varsity Softball	6,000.00	6,000.00	Annualized
JV & Varsity Asst. Softball	4,500.00	4,500.00	Annualized
JV & Asst. Softball	4,500.00	4,500.00	Annualized
Baseball and Softball Program - MGMS			
Baseball - 7th	3,000.00	3,000.00	Annualized
Baseball - 8th	3,000.00	3,000.00	Annualized
Softball - 7th	3,000.00	3,000.00	Annualized
Softball - 8th	3,000.00	3,000.00	Annualized
Volleyball Program - Varsity, JV, Freshman			
Head Coach	6,000.00	6,000.00	Annualized
JV Coach	4,500.00	4,500.00	Annualized
Freshman Coach	4,000.00	4,000.00	Annualized
Volleyball Program - MGMS			
8th Volleyball	3,000.00	3,000.00	Annualized
7th Volleyball	3,000.00	3,000.00	Annualized
Soccer Program			
Head Boys Coach	6,000.00	6,000.00	Annualized
Girls Soccer Coordinator	6,000.00	6,000.00	Annualized
Boys Soccer Assistant Coach	4,500.00	4,500.00	Annualized
Girls Head Coach	4,500.00	4,500.00	Annualized
Track & Field Program - Varsity & JV			
Varsity Head Girls Track	6,000.00	6,000.00	Annualized
Varsity Head Boys Track	6,000.00	6,000.00	Annualized
Varsity Boys Assistant Coach	4,500.00	4,500.00	Annualized
Varsity Girls Assistant Coach	4,500.00	4,500.00	Annualized
JV Boys Assistant Coach	4,500.00	4,500.00	Annualized

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	Raymondville I.S.D. 2018-2019	Raymondville I.S.D. 2019-2020	Pay Date
JV Girls Assistant Coach X 2	4,500.00	4,500.00	Annualized
Track: Shot/Discuss	1,000.00	1,000.00	Annualized
Track & Field Program - MGMS			
8th Girls Track	3,000.00	3,000.00	Annualized
7th Girls Track	3,000.00	3,000.00	Annualized
8th Boys Track	3,000.00	3,000.00	Annualized
7th Boys Track	3,000.00	3,000.00	Annualized
7th/8th Boys Track	3,000.00	3,000.00	Annualized
Cross Country Program - RHS			
Head Cross Country	6,000.00	6,000.00	Annualized
Cross Country Program - MGMS			
8th Cross Country	3,000.00	3,000.00	Annualized
7th Cross Country	3,000.00	3,000.00	Annualized
Summer Track X 2	500.00	500.00	July

(Note: The number of stipends may increase/decrease based on student participation.)