

Alvord ISD

2019-2020 New Hire Guide for Teachers

Years of Experience	New Hire Salary
0	\$41,050
1	\$41,350
2	\$41,650
3	\$41,950
4	\$42,250
5	\$42,550
6	\$43,100
7	\$43,720
8	\$44,990
9	\$46,270
10	\$47,450
11	\$48,570
12	\$49,630
13	\$50,630
14	\$51,570
15	\$52,480
16	\$53,310
17	\$54,110
18	\$54,860
19	\$55,580
20	\$56,250

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.

2019-2020 Administrative Professional Pay Plan

Alvord ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Business Manager	226	Daily	\$235.10	\$283.25	\$331.40
			226 Days	53,133	64,015	74,896
2	Elementary Counselor	207	Daily	\$253.91	\$305.91	\$357.91
			207 Days	52,559	63,323	74,087
	Secondary Counselor	226	226 Days	57,384	69,136	80,888
3	Director of Operations/Technology	226	Daily	\$274.22	\$330.38	\$386.54
			90 Days	24,680	29,734	34,789
	District Testing Coordinator	90	226 Days	61,974	74,666	87,358
4	Athletic Director	226	Daily	\$296.15	\$356.81	\$417.47
			207 Days	61,303	73,860	86,416
	Band Director	207	226 Days	66,930	80,639	94,348
	ES Principal	226				
	MS Principal	226				
5	HS Principal	226	Daily	\$333.17	\$401.41	\$469.65
			226 Days	75,296	90,719	106,141

2019-2020 Clerical Paraprofessional Pay Plan

Alvord ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$9.41	\$11.48	\$13.54
	ES Resource Aide	185	184 Days	13,852	16,891	19,931
	HS Resource Aide	185	185 Days	13,927	16,983	20,039
	MS Resource Aide	185				
2			Hourly	\$11.29	\$13.77	\$16.25
	ES Library Aide	185	184 Days	16,619	20,269	23,920
	Teacher's Aide (Specialized)	185	185 Days	16,709	20,380	24,050
	HS Library Aide	185				
	MS Library Aide	185				
3			Hourly	\$14.11	\$17.21	\$20.31
	ES Administrative Assistant	207	207 Days	23,366	28,500	33,633
	HS Administrative Assistant	207	226 Days	25,511	31,116	36,720
	MS Administrative Assistant	207				
	PEIMS/Technology Assistant	226				
5			Hourly	\$18.06	\$22.03	\$26.00
	School Nurse	187	187 Days	27,018	32,957	38,896
6			Hourly	\$21.32	\$26.00	\$30.68
	District Administrative Assistant	226	226 Days	38,547	47,008	55,469
	Payroll Clerk	226				

2019-2020 Auxiliary Pay Plan

Alvord ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$9.43	\$11.79	\$14.15
	Cafeteria Worker	177	173 Days	13,051	16,322	19,584
	Custodian	260	177 Days	13,353	16,700	20,036
	Transportation Aide	173	260 Days	19,614	24,530	29,432
2			Hourly	\$10.85	\$13.56	\$16.27
	Cafeteria Campus Manager - ES	181	181 Days	15,711	19,635	23,559
	Cafeteria Campus Manager - HS	181				
3			Hourly	\$12.91	\$16.14	\$19.37
	Bus Driver	173				
	Bus Driver Resource	173				
	Bus Driver SpEd	173	183 Days	18,900	23,629	28,358
	Lead Cafeteria Campus Manager - MS	183				
4			Hourly	\$15.37	\$19.21	\$23.05
	Maintenance	260	260 Days	31,970	39,957	47,944
5			Hourly	\$17.67	\$22.09	\$26.51
	Director of Maintenance and Transportation	260	260 Days	36,754	45,947	55,141