

YANTIS ISD

2022-2023 Compensation Plan



The following pay structures were approved by the Board of Trustees of Yantis ISD on May 16, 2022 and are effective for the 2022-2023 school year.

2022-2023 New Hire Guide for *Teachers, Counselors, Nurses, and Librarians*

Years of Experience	New Hire Salary
0	\$38,660
1	\$39,890
2	\$40,100
3	\$40,830
4	\$42,350
5	\$43,380
6	\$44,910
7	\$45,330
8	\$46,170
9	\$47,440
10	\$48,130
11	\$49,020
12	\$49,850
13	\$50,850
14	\$51,810
15	\$52,710
16	\$53,320
17	\$54,120
18	\$54,640
19	\$55,360
20	\$56,040
21	\$56,540
22	\$57,040
23	\$57,540
24	\$57,890
25	\$58,240

\$1000.00 General Master's Degree Stipend

The salaries listed above are based on 10-month employment for the 2022-2023 school year. Contracts for more than ten months are calculated at the daily rate according to the pay scale. 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.

2022 Aide Pay Scale

Years of Experience	General Aide Daily Rate	General Aide Annual Rate	Instructional Aide Daily Rate	Instructional Aide Annual Rate
0	86.52	15,487.08	90.64	16,224.56
1	89.23	15,971.99	93.48	16,732.56
2	93.56	16,746.35	98.01	17,543.79
3	95.17	17,035.79	99.70	17,847.02
4	96.80	17,327.11	101.41	18,152.21
5	98.42	17,616.55	103.10	18,455.44
6	100.04	17,907.88	104.81	18,760.63
7	101.66	18,197.32	106.50	19,063.86
8	103.29	18,488.64	108.21	19,369.05
9	104.91	18,778.08	109.90	19,672.28
10	106.53	19,069.41	111.61	19,977.47
11	108.15	19,358.85	113.30	20,280.70
12	109.23	19,552.44	114.43	20,483.51
13	110.86	19,843.76	116.14	20,788.70
14	112.48	20,133.20	117.83	21,091.98
15	114.10	20,424.53	119.54	21,397.12
16	116.80	20,907.56	122.36	21,903.16
17	117.35	21,005.29	122.94	22,005.54
18	118.97	21,294.74	124.63	22,308.77
19	120.59	21,586.06	126.34	22,613.97
20	122.21	21,875.50	128.03	22,917.19
21	124.37	22,262.68	130.30	23,322.81

2022-2023 Administrative, Clerical, Paraprofessional Pay Plan

	Job Title	Calendars				Minimum	Midpoint	Maximum
	Food Service Worker	177		177	Days	\$16,992	\$21,056	\$24,780
	Child Nutrition Director	190		190	Days	\$28,000	\$34,000	\$40,000
					Hourly	\$9.00	\$13.00	\$17.00
	Custodian	246		246	Days	\$17,712	\$25,584	\$33,456
	Maintenance/Transportation Director	246		246	Days	\$42,000	\$48,000	\$54,000
	HS Principal Secretary	207		207	Days	\$23,184	\$28,980	\$34,776
	Elementary Principal Secretary	212		212	Days	\$23,744	\$29,680	\$35,616
	Superintendent Secretary	226		226		\$35,000	42,500	\$50,000
	General Aide	179		179	Days	\$15,487	\$18,875	\$22,263
	Instructional Aide	179		179	Days	\$16,225	\$19,774	\$23,323
	Elementary Principal	226		226	Days	\$66,500	\$74,000	\$81,500
	High School Principal	226		226	Days	\$70,000	\$77,500	\$85,000
	Curriculum/Instructional Coach	214		214	Days	\$58,000	\$65,000	\$73,000
	Business Manager	226		226	Days	\$50,000	\$60,000	\$70,000
	General Business Assistant	226		226	Days	\$38,000	\$45,500	\$53,000
	Technology Director	226		226	Days	\$46,000	\$58,000	\$70,000
	Chief of Police	206		206	Days	\$48,000	\$55,500	\$63,000

Stipends and Extracurricular Duty Pay

The following stipend and extracurricular duty pay structures were approved by the Board of Trustees of Yantis ISD on May 16, 2022 and are effective for the 2022-2023 school year.

Category	Assignment	Level	Proposed Stipend
Academics			
	High School Core Subject (RLA, Math, Science, History)	HS	1,500
	High School Teacher Shortage Areas- Math, Science, Spanish	HS	1,500
	Agriculture Sponsor	HS	2,000
	Yearbook	HS	1,000
	Elementary UIL Coordinator	ES	750
	Middle School UIL Coordinator	MS	500
	High School UIL Coordinator	HS	1000
	UIL Coach per Event		150
	GT Coordinator		500
	Club Sponsor	HS	500
	High School OAP	HS	1500
	Middle School OAP	MS	500
Athletics			
	Athletic Director	HS	3,000
	Cross Country	HS	1500
	Cross Country Assist	HS	1000
	HS Baseball	HS	3000
	HS Baseball Assist	HS	750
	JH Baseball	MS	1500
	JH Baseball Assist	MS	750
	HS Basketball	HS	3500
	HS Basketball Assist	HS	1500
	JH Basketball	MS	1500
	HS Softball	HS	3000
	JH Softball	MS	1500
	HS/JH Softball Assist	HS	750
	HS Volleyball	HS	3000
	HS Volleyball Assist	HS	750
	JH Volleyball	MS	1500
	HS/MS Track	HS	1000
	HS Cheerleaders	HS	1000
	JH Cheerleaders	MS	750
	Golf	HS	500
	Tennis	HS	500



Strength and Conditioning	HS	1500
Fishing Team	HS	500
District		
PEIMS		5000
Board and Election		1500
Child Nutrition Assist		1000
Cell Phone		600/420
Maintenance Extra Duty		500
Custodial Extra Duty		500
Testing Coordinator		1500
Grant Coordinator		2000
Interpreter		500

Incentives and Performance Pay

The following incentives and performance pay were approved by the Board of Trustees of Yantis ISD on May 16, 2022 and are effective for the 2022-2023 school year.

Performance Pay: Teacher Incentive Allotment

For any funds received by Yantis ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for *training and support of the system, expansion of the system, administrative expenses, professional development*. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

Summer School and Supplemental Pay

The following pay rates were approved by the Board of Trustees of Yantis ISD on _____ and are effective for the 2022-2023 school year. (*All summer school and regular supplemental pay rates should be included.*)

Summer School- \$ _____/hour

Other Compensation Information

District Contribution Towards Employee Health Insurance: \$ _____