

BARTLETT ISD
COMPENSATION PLAN
2019-20



Approved by Board of Trustees 6/24/19

Professional Salary Approved 9/3/19

BARTLETT ISD

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2019-20
Professional Salary Schedule
187 Days

Step	State Minimum	2019-20 Annual Salary	Monthly Salary	Daily Rate
0	\$33,660.00	\$35,600.00	\$2,966.67	\$190.37
1	\$34,390.00	\$36,300.00	\$3,025.00	\$194.12
2	\$35,100.00	\$37,000.00	\$3,083.33	\$197.86
3	\$35,830.00	\$37,750.00	\$3,145.83	\$201.87
4	\$37,350.00	\$39,700.00	\$3,308.33	\$212.30
5	\$38,880.00	\$40,850.00	\$3,404.17	\$218.45
6	\$40,410.00	\$41,950.00	\$3,495.83	\$224.33
7	\$41,830.00	\$43,770.00	\$3,647.50	\$234.06
8	\$43,170.00	\$45,070.00	\$3,755.83	\$241.02
9	\$44,440.00	\$46,300.00	\$3,858.33	\$247.59
10	\$45,630.00	\$47,530.00	\$3,960.83	\$254.17
11	\$46,770.00	\$48,670.00	\$4,055.83	\$260.27
12	\$47,850.00	\$49,700.00	\$4,141.67	\$265.78
13	\$48,850.00	\$50,750.00	\$4,229.17	\$271.39
14	\$49,810.00	\$52,000.00	\$4,333.33	\$278.07
15	\$50,710.00	\$52,800.00	\$4,400.00	\$282.35
16	\$51,570.00	\$53,600.00	\$4,466.67	\$286.63
17	\$52,370.00	\$54,270.00	\$4,522.50	\$290.21
18	\$53,140.00	\$55,040.00	\$4,586.67	\$294.33
19	\$53,860.00	\$55,740.00	\$4,645.00	\$298.07
20	\$54,540.00	\$56,440.00	\$4,703.33	\$301.82

Additional \$1,000 stipend for teachers with a Master's Degree
Additional \$2,500 stipend for High Need Teachers*

Board Approved 9/3/19

*Special Education,
Math, Science, Spanish

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Paraprofessional Salary Schedule 184 Days

Step	Hourly Rate	Daily Rate	Monthly Salary	Annual
0	\$11.00	\$88.00	\$1,349.33	\$16,192.00
1	\$11.25	\$90.00	\$1,380.00	\$16,560.00
2	\$11.50	\$92.00	\$1,410.67	\$16,928.00
3	\$11.75	\$94.00	\$1,441.33	\$17,296.00
4	\$12.00	\$96.00	\$1,472.00	\$17,664.00
5	\$12.25	\$98.00	\$1,502.67	\$18,032.00
6	\$12.50	\$100.00	\$1,533.33	\$18,400.00
7	\$12.75	\$102.00	\$1,564.00	\$18,768.00
8	\$13.00	\$104.00	\$1,594.67	\$19,136.00
9	\$13.25	\$106.00	\$1,625.33	\$19,504.00
10	\$13.75	\$110.00	\$1,686.67	\$20,240.00
11	\$14.25	\$114.00	\$1,748.00	\$20,976.00
12	\$14.75	\$118.00	\$1,809.33	\$21,712.00
13	\$15.25	\$122.00	\$1,870.67	\$22,448.00
14	\$15.75	\$126.00	\$1,932.00	\$23,184.00
15	\$16.25	\$130.00	\$1,993.33	\$23,920.00
16	\$16.75	\$134.00	\$2,054.67	\$24,656.00
17	\$17.00	\$136.00	\$2,085.33	\$25,024.00
18	\$17.25	\$138.00	\$2,116.00	\$25,392.00
19	\$17.50	\$140.00	\$2,146.67	\$25,760.00
20	\$17.75	\$142.00	\$2,177.33	\$26,128.00
21+	\$18.00	\$144.00	\$2,208.00	\$26,496.00

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Secretary Salary Schedule 226 Days

Step	Hourly Rate	Daily Rate	Monthly Salary	Annual
0	\$12.00	\$96.00	\$1,808.00	\$21,696.00
1	\$12.25	\$98.00	\$1,845.67	\$22,148.00
2	\$12.50	\$100.00	\$1,883.33	\$22,600.00
3	\$12.75	\$102.00	\$1,921.00	\$23,052.00
4	\$13.00	\$104.00	\$1,958.67	\$23,504.00
5	\$13.25	\$106.00	\$1,996.33	\$23,956.00
6	\$13.50	\$108.00	\$2,034.00	\$24,408.00
7	\$13.75	\$110.00	\$2,071.67	\$24,860.00
8	\$14.00	\$112.00	\$2,109.33	\$25,312.00
9	\$14.25	\$114.00	\$2,147.00	\$25,764.00
10	\$14.50	\$116.00	\$2,184.67	\$26,216.00
11	\$14.75	\$118.00	\$2,222.33	\$26,668.00
12	\$15.00	\$120.00	\$2,260.00	\$27,120.00
13	\$15.50	\$124.00	\$2,335.33	\$28,024.00
14	\$16.00	\$128.00	\$2,410.67	\$28,928.00
15	\$16.50	\$132.00	\$2,486.00	\$29,832.00
16	\$17.00	\$136.00	\$2,561.33	\$30,736.00
17	\$17.50	\$140.00	\$2,636.67	\$31,640.00
18	\$18.00	\$144.00	\$2,712.00	\$32,544.00
19	\$18.50	\$148.00	\$2,787.33	\$33,448.00
20	\$18.75	\$150.00	\$2,825.00	\$33,900.00
21+	\$19.00	\$152.00	\$2,862.67	\$34,352.00

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Maintenance/Custodian Salary Schedule 240

Step	Hourly Rate	Daily Rate	Monthly Salary	Annual
0	\$9.50	\$76.00	\$1,520.00	\$18,240.00
1	\$9.75	\$78.00	\$1,560.00	\$18,720.00
2	\$10.00	\$80.00	\$1,600.00	\$19,200.00
3	\$10.25	\$82.00	\$1,640.00	\$19,680.00
4	\$10.50	\$84.00	\$1,680.00	\$20,160.00
5	\$10.75	\$86.00	\$1,720.00	\$20,640.00
6	\$11.00	\$88.00	\$1,760.00	\$21,120.00
7	\$11.25	\$90.00	\$1,800.00	\$21,600.00
8	\$11.50	\$92.00	\$1,840.00	\$22,080.00
9	\$11.75	\$94.00	\$1,880.00	\$22,560.00
10	\$12.00	\$96.00	\$1,920.00	\$23,040.00
11	\$12.25	\$98.00	\$1,960.00	\$23,520.00
12	\$12.50	\$100.00	\$2,000.00	\$24,000.00
13	\$12.75	\$102.00	\$2,040.00	\$24,480.00
14	\$13.00	\$104.00	\$2,080.00	\$24,960.00
15	\$13.50	\$108.00	\$2,160.00	\$25,920.00
16	\$13.75	\$110.00	\$2,200.00	\$26,400.00
17	\$14.00	\$112.00	\$2,240.00	\$26,880.00
18	\$14.25	\$114.00	\$2,280.00	\$27,360.00
19	\$14.50	\$116.00	\$2,320.00	\$27,840.00
20	\$14.75	\$118.00	\$2,360.00	\$28,320.00
21+	\$15.00	\$120.00	\$2,400.00	\$28,800.00

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Food Service Salary Schedule

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Step	Hourly Rate	Daily Rate	Monthly Salary	Annual
0	\$10.50	\$73.50	\$1,041.25	\$12,495.00
1	\$10.75	\$75.25	\$1,066.04	\$12,792.50
2	\$11.00	\$77.00	\$1,090.83	\$13,090.00
3	\$11.25	\$78.75	\$1,115.63	\$13,387.50
4	\$11.50	\$80.50	\$1,140.42	\$13,685.00
5	\$11.75	\$82.25	\$1,165.21	\$13,982.50
6	\$12.00	\$84.00	\$1,190.00	\$14,280.00
7	\$12.25	\$85.75	\$1,214.79	\$14,577.50
8	\$12.50	\$87.50	\$1,239.58	\$14,875.00
9	\$12.75	\$89.25	\$1,264.38	\$15,172.50
10	\$13.00	\$91.00	\$1,289.17	\$15,470.00
11	\$13.25	\$92.75	\$1,313.96	\$15,767.50
12	\$13.50	\$94.50	\$1,338.75	\$16,065.00
13	\$13.75	\$96.25	\$1,363.54	\$16,362.50
14	\$14.00	\$98.00	\$1,388.33	\$16,660.00
15	\$14.25	\$99.75	\$1,413.13	\$16,957.50
16	\$14.50	\$101.50	\$1,437.92	\$17,255.00
17	\$14.75	\$103.25	\$1,462.71	\$17,552.50
18	\$15.00	\$105.00	\$1,487.50	\$17,850.00
19	\$15.25	\$106.75	\$1,512.29	\$18,147.50
20	\$15.50	\$108.50	\$1,537.08	\$18,445.00
21+	\$16.00	\$112.00	\$1,586.67	\$19,040.00

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2019-20 Administration Staff

Days	Position	Minimum	Maximum
197	Food Service Director	\$30,000.00	\$45,000.00
226	ACE Coordinator	\$50,000.00	\$50,000.00
226	Business Manager	\$50,000.00	\$65,000.00
226	Director of Finance	\$50,000.00	\$65,000.00
226	Director of Technology	\$50,000.00	\$65,000.00
226	Dean of Students	\$60,000.00	\$70,000.00
226	Athletic Director	\$60,000.00	\$70,000.00
226	Elementary Principal	\$70,000.00	\$75,000.00
226	Secondary Principal	\$70,000.00	\$78,000.00

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2019-20
Stipends

Position	Stipend
High School Cheerleading	\$3,500.00
PEIMS Coordinator	\$2,500.00
Yearbook	\$1,500.00
Football Programs	\$400.00
One Act Play	\$1,500.00
Student Council	\$500.00
Ag Teacher (12 month)	\$5,000.00
Band Director (11 month)	\$5,000.00
Acute Shortage Areas (HS Math, HS Science, Special Ed, Spanish)	\$2,500.00
Curriculum/Federal Programs/Grants	\$20,000.00
Senior Class Sponsor	\$2,000.00
Junior Class Sponsor	\$2,000.00
Head Coach	\$5,000.00 + 15 days
Assistant Coach	\$4,000.00 + 15 days
98% Attendance Incentive (4 days) (For Full Time Employees)	\$1,000.00 Professional Staff \$500.00 Paraprofessional Staff OR
96% Attendance Incentive (7 days) (For Full Time Employees)	\$500.00 Professional Staff \$250.00 Paraprofessional Staff (Payable in June)

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2019-20 Substitute Pay Schedule

	Rate
Certified	\$70.00
Non-certified	\$60.00
Certified Half Day	\$35.00
Non-certified Half Day	\$30.00
Long Term over 10 days	\$100.00
Bus Driver	\$16.00
Football Gate Worker	\$50.00 per Varsity game \$25.00 per JH game \$50.00 per JH/JV game

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