

KENEDY INDEPENDENT SCHOOL DISTRICT

2023-2024 PAY SCALE

TEACHERS

YEARS OF EXPERIENCE	2023-2024 Pay Scale
0	48,450
1	48,960
2	49,470
3	49,980
4	50,490
5	51,000
6	52,530
7	53,040
8	53,550
9	55,080
10	55,652
11	57,677
12	58,645
13	59,582
14	60,437
15	61,261
16	63,054
17	63,796
18	64,486
19	65,145
20+	65,763

*Over 20 years receive additional \$1,000 each year in district starting 2020, unless other raise is authorized. (This would be if all other teachers received a step raise only.)

* Salaries listed above are based on 10-month employment contracts.

*** Master's Degree Stipend: \$1,000

Approved by the Board of Trustees on 7/31/2023

KENEDY INDEPENDENT SCHOOL DISTRICT

2023-2024 PAY SCALE

ADMINISTRATIVE/PROFESSIONAL

PAY GRADE	JOB TITLE	CALENDARS	MINIMUM	MIDPOINT	MAXIMUM
1	District Nurse	192	Daily \$ 217.81	\$ 267.81	\$ 317.81
	ELA/Science Interventionist	197	192 Days \$ 41,820	\$ 51,420	\$ 61,020
	Math Facilitator	197	197 Days \$ 42,909	\$ 52,759	\$ 62,609
	Instructional Technology Coordinator	197	207 Days \$ 45,087	\$ 55,437	\$ 65,787
	College, Career, & Military Readiness	207	226 Days \$ 49,225	\$ 60,525	\$ 71,825
	PEIMS/Child Nutr. Prg. Coord.	226			
	Technology Director	226			
2	Counselor - Elementary	212	Daily \$ 237.08	\$ 287.08	\$ 337.08
	Counselor - Secondary / Guidance Counselor	212	212 Days \$ 50,261	\$ 60,861	\$ 71,461
3	Asst Principal - Elementary	212	Daily \$ 246.11	\$ 298.58	\$ 351.05
			212 Days \$ 52,175	\$ 63,299	\$ 74,423
4	Asst Principal - Secondary	212	Daily \$ 266.91	\$ 323.94	\$ 427.43
	Principal - Elementary	226	212 Days \$ 56,585	\$ 68,675	\$ 90,615
	Director of Instructional Services	226	226 Days \$ 60,322	\$ 73,210	\$ 96,600
5	Chief Academic Officer	226	Daily \$ 289.07	\$ 351.07	\$ 440.27
	Athletic Director	226	226 Days \$ 65,330	\$ 79,342	\$ 99,500
	Principal - Secondary	226			
	Chief Operations Officer	226			
	Chief Financial Officer	226			
6	Executive Director of Instructional Services	226	Daily \$ 303.19	\$ 368.29	\$ 433.39
			226 Days \$ 68,520	\$ 83,234	\$ 97,946
7	Assistant Superintendent		Daily \$ 307.61	\$ 372.71	\$ 437.81
			226 Days \$ 69,520	\$ 82,733	\$ 97,446

*Over maximum pay receive additional \$300 each year in district starting 2018

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KENEDY INDEPENDENT SCHOOL DISTRICT

2023-2024 PAY SCALE

CLERICAL/PARAPROFESSIONAL

PAY GRADE	JOB TITLE	CALENDARS	MINIMUM	MIDPOINT	MAXIMUM
1			Hourly \$ 14.02	\$ 16.17	\$ 18.32
	Special Ed Instructional Asst.	183	183 \$ 20,525	\$ 23,673	\$ 26,820
	Instructional Asst.	183	193 \$ 21,647	\$ 24,966	\$ 28,286
	District Clerk	183			
	Library Aide	193			
2			Hourly \$ 14.79	\$ 17.00	\$ 19.19
	LVN	183	183 \$ 21,653	\$ 24,888	\$ 28,094
	Special Ed-Life Skills Instructional Asst.	183	197 \$ 23,309	\$ 26,792	\$ 30,243
	Data Clerk	197	207 \$ 24,492	\$ 28,152	\$ 31,779
	Clerk - PEIMS Elementary	207			
Clerk - PEIMS Secondary	207				
3			Hourly \$ 18.15	\$ 20.88	\$ 26.55
	Asst. Business Manager/Acct Payable	226	226 \$ 32,815	\$ 37,750	\$ 48,000
	Secretary - Human Resources	226			
	Secretary - Elementary	226			
Secretary - Secondary	226				
4			Hourly \$ 19.70	\$ 22.68	\$ 27.65
	Secretary - Superintendent	226	226 \$ 35,618	\$ 41,005	\$ 50,000

*Over maximum pay receive additional \$200 each year in district starting 2018

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KENEDY INDEPENDENT SCHOOL DISTRICT

2023-2024 PAY SCALE

AUXILIARY

PAY GRADE	JOB TITLE	CALENDARS	MINIMUM	MIDPOINT	MAXIMUM
1	Cook	180	Hourly \$ 13.72	\$ 15.55	\$ 17.40
	Custodian	260	180 Days \$ 19,757	\$ 22,392	\$ 25,056
			260 Days \$ 28,540	\$ 32,344	\$ 36,192
2	Assistant Trans/Mechanic	187	Hourly \$ 14.30	\$ 17.10	\$ 19.85
	General Maintenance Worker	260	187 Days \$ 21,393	\$ 25,582	\$ 29,696
			260 Days \$ 29,744	\$ 35,568	\$ 41,290
3	Cafeteria Manager - Campus	207	Hourly \$ 16.73	\$ 20.20	\$ 24.75
	Foreman - Maintenance	260	207 Days \$ 27,705	\$ 33,451	\$ 40,986
			260 Days \$ 34,798	\$ 42,016	\$ 51,500
4	Director - Transportation	260	Hourly \$ 20.47	\$ 24.50	\$ 31.25
			260 Days \$ 42,580	\$ 50,960	\$ 65,000
BD	Bus Driver	171	Hourly \$ 28.53	\$ 28.53	\$ 28.53
			171 Days \$ 19,515	\$ 19,515	\$ 19,515
<i>* Calculated at 4 duty hours daily</i>					
BM	Bus Monitor - Special Ed	171	Hourly \$ 16.50	\$ 16.50	\$ 16.50
			171 Days \$ 11,286	\$ 11,286	\$ 11,286
<i>* Calculated at 4 duty hours daily</i>					

*For levels 1-4, Over maximum pay receive additional \$300 each year in district starting 2018

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KENEDY INDEPENDENT SCHOOL DISTRICT

2023-2024 PAY SCALE

STIPENDS

ATHLETIC STIPENDS	
Assignment	Stipend
Baseball Head - HS	\$ 4,000.00
Baseball Asst - HS	\$ 2,500.00
Baseball Asst - MS	\$ 1,000.00
Basketball - MS	\$ 2,000.00
Basketball Asst - HS	\$ 2,500.00
Basketball Head - HS	\$ 4,000.00
Cross Country - Head	\$ 5,125.00
FB - Def Coordinator	\$ 6,000.00
FB - Off Coordinator	\$ 6,000.00
FB - MS	\$ 3,500.00
Football Asst - HS	\$ 4,500.00
FB - Special Teams Coordinator	\$ 5,200.00
Golf - Head	\$ 2,000.00
Powerlifting Head	\$ 3,000.00
Powerlifting Asst	\$ 1,000.00
Softball Head - HS	\$ 4,000.00
Softball Asst - HS	\$ 2,500.00
Softball Asst - MS	\$ 1,000.00
Tennis Head HS	\$ 2,000.00
Tennis - MS	\$ 2,000.00
Track - MS	\$ 2,000.00
Track Asst - HS	\$ 2,500.00
Track Head - HS	\$ 4,000.00
VB - MS	\$ 2,000.00
VB Asst - HS	\$ 3,000.00
VB Head - HS	\$ 5,200.00
Athletic Coordinator	\$ 5,000.00

ACADEMIC COORDINATOR STIPENDS	
Assignment	Stipend
Bilingual / ESL	\$ 5,000.00
Gifted & Talented	\$ 5,000.00
Dyslexia / 594	\$ 5,000.00
Special Education	\$ 5,000.00
RTI	\$ 5,000.00
Career & Technical Education	\$ 5,000.00
Early Childhood Education	\$ 5,000.00
Social Emotional Learning	\$ 5,000.00
Federal Programs	\$ 5,000.00
HB4545 Coordinator	\$ 5,000.00
Parent & Family Engagement Coordinator	\$ 5,000.00
DEIC Coordinator	\$ 5,000.00

UIL/EXTRACURRICULAR/MISC. STIPENDS	
Assignment	Stipend
Cheer Sponsor (all levels)	\$ 5,500.00
Cheer Co-Sponsor (all levels)	\$ 5,500.00
High School Math*	\$ 10,500.00
High School Science*	\$ 10,500.00
Special Education*	\$ 7,000.00
High School English*	\$ 7,000.00
High School Spanish*	\$ 7,000.00
One Act Play - Director	\$ 1,500.00
UIL Coordinator - ES	\$ 800.00
UIL Coordinator - HS	\$ 1,500.00
UIL Coordinator - MS	\$ 800.00
UIL Event Sponsor - ES	\$ 200.00
UIL Event Sponsor - HS	\$ 500.00
UIL Event Sponsor - MS	\$ 250.00
UIL Media-Per Movie	\$ 500.00
Yearbook Sponsor - HS	\$ 750.00
Yearbook Sponsor - MS	\$ 500.00
Yearbook Sponsor - ES	\$ 500.00
Band Director	\$ 5,000.00
Band - Colorguard Director	\$ 4,000.00
Dance Team Sponsor-HS	\$ 1,000.00
Dance Team Sponsor-MS	\$ 500.00
HVAC Systems	\$ 6,000.00
Admin Cellphone	\$ 1,200.00
Supt. Sec. Cellphone	\$ 1,200.00
Ag/FFA Teacher	\$ 6,750.00
Welding Teacher	\$ 6,750.00
Asst. FFA Sponsor	\$ 2,500.00
CNA Teaching	\$ 5,000.00
ELA PD/Mentor	\$ 5,000.00
Construction/Maint.	\$ 6,000.00
National Honor Society Sponsor	\$ 500.00
National Junior Honor Society Sponsor	\$ 500.00
National Technical Honor Society Sponsor	\$ 500.00
Student Council Sponsor	\$ 500.00
Department Heads / Lead Teacher	\$ 500.00
Covid-19 Contact Tracing	\$ 5,000.00
Housing Allowance **	\$ 6,500.00
Social Media	\$ 5,000.00
Data Fellow (\$2,300 per month - grant funded)	\$ 27,600.00

<p align="center">\$1000 stipend for teachers of STAAR tested subjects (Flat rate, not per class stipend, teacher must be certified in tested subject)</p>

<p>* Must be certified in subject area and paid \$1500 per period (math and science) paid \$1000 per period (Span., Eng. & SPED) paid \$1500 per period (Life Skills SPED)</p>
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<p>** For Secondary Principal, Elementary Principal, Assistant Principals, and Athletic Director only</p>
