

Roscoe Collegiate ISD
2024-2025 New Hire Guide for
Teachers
\$45,000 starting, 5.0% GPI

Years of Experience	New Hire Salary
0	\$45,000
1	\$45,600
2	\$46,200
3	\$46,800
4	\$47,400
5	\$48,000
6	\$48,800
7	\$49,600
8	\$50,400
9	\$51,500
10	\$52,670
11	\$53,940
12	\$55,130
13	\$56,270
14	\$57,350
15	\$58,350
16	\$59,310
17	\$60,210
18	\$61,070
19	\$61,870
20	\$62,640
21	\$63,360
22	\$64,040
23	\$65,040
24	\$66,040
25	\$67,040
26	\$68,040
27	\$69,040
28	\$70,040
29	\$71,040
30+	\$72,040

Continuing Teachers will receive an increase of
\$2,500

The salaries listed above are based on 10-month employment for the 2024-2025 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.

\$1,000 Master's Degree - General Stipend

Roscoe Collegiate ISD

2024-2025 Salary Range for
Teachers
\$45,000 starting, 5.0% GPI

Hiring Salary Range	
10-Month Hiring Range Minimum:	\$45,000
10-Month Hiring Range Maximum:	\$72,040
Continuing Teachers will receive an increase of \$2,500	

The salaries listed above are based on 10-month employment for the 2024-2025 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.

Salaries are determined individually with consideration for job-related experience and credentials.

\$1,000 Master's Degree - General Stipend

2024-2025 Proposed Clerical-Paraprofessional-Auxiliary Pay Plan

Roscoe Collegiate ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	5.0% GPI	
1	Custodian	226	Hourly	\$11.70	\$14.35	\$17.00	\$0.72
			226 Days	21,154	25,945	30,736	1,302
2	Aide, Librarian	187	Hourly	\$13.50	\$16.57	\$19.64	\$0.83
	Aide, Teacher	187	39 Days	4,212	5,170	6,128	259
	General Maintenance	39, 226	187 Days	20,196	24,789	29,381	1,242
			226 Days	24,408	29,959	35,509	1,501
3	Secretary, Principal ECC	226	Hourly	\$15.15	\$18.59	\$22.03	\$0.93
	Secretary, Principal ES	226	226 Days	27,391	33,611	39,830	1,681
4	Clerk, PEIMS-District	207	Hourly	\$17.00	\$20.85	\$24.70	\$1.04
	LVN	187	187 Days	25,432	31,192	36,951	1,556
	Secretary, Principal HS	226	207 Days	28,152	34,528	40,903	1,722
	Technician, Computer	226	226 Days	30,736	37,697	44,658	1,880
5	Technician, Computer Lead	226	Hourly	\$19.25	\$23.62	\$27.99	\$1.18
			226 Days	34,804	42,705	50,606	2,133
6	Coordinator, PEIMS	226	Hourly	\$22.50	\$27.61	\$32.72	\$1.38
	Specialist, Accounts Payable	226	226 Days	40,680	49,919	59,158	2,495
7	Secretary, Supt/HR/Payroll	226	Hourly	\$24.00	\$29.45	\$34.90	\$1.47
			226 Days	43,392	53,246	63,099	2,658
BD	Bus Driver	187	Hourly	\$22.00	\$22.00	\$22.00	\$1.10
			187 Days	32,912	32,912	32,912	1,646

2024-2025 Proposed Administrative Professional Pay Plan
Roscoe Collegiate ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	5.0% GPI	
1	Director, IT	226	\$205.79	\$252.50	\$299.21	\$12.63	
	Director, Maintenance	226	226 Days	46,509	57,065	67,621	2,853
	Director, Transportation	226					
2	Coordinator, K-12	226	\$238.71	\$292.90	\$347.09	\$14.65	
	Counselor, ES	207	207 Days	49,413	60,630	71,848	3,032
	Manager, Business	226	226 Days	53,948	66,195	78,442	3,310
	Nurse (RN)	207					
3	Coordinator, Continuing Education	226	\$268.80	\$329.81	\$390.82	\$16.49	
	Counselor, HS	217	187 Days	50,266	61,674	73,083	3,084
	Counselor, Mental Health	187	217 Days	58,330	71,569	84,808	3,578
	Principal, Montessori/Early Childhood	226	226 Days	60,749	74,537	88,325	3,727
4	Administrator, STEM	226	\$309.38	\$379.61	\$449.84	\$18.98	
	Asst Principal, HS	217	217 Days	67,135	82,375	97,615	4,119
	Director, Athletic/Head Football Coach	226	226 Days	69,920	85,792	101,664	4,290
	Principal, ES	226					
5	Principal, HS	226	\$351.15	\$430.86	\$510.57	\$21.54	
			226 Days	79,360	97,374	115,389	4,869
6	Asst Superintendent	226	\$378.19	\$464.04	\$549.89	\$23.20	
			226 Days	85,471	104,873	124,275	5,244