

Roscoe Collegiate ISD
2023-2024 New Hire Guide for
Teachers
\$43,000 starting, 5.0% GPI

Years of Experience	New Hire Salary
0	\$43,000
1	\$43,500
2	\$44,000
3	\$44,500
4	\$45,000
5	\$45,500
6	\$46,000
7	\$47,410
8	\$48,830
9	\$50,170
10	\$51,440
11	\$52,630
12	\$53,770
13	\$54,850
14	\$55,850
15	\$56,810
16	\$57,710
17	\$58,570
18	\$59,370
19	\$60,140
20	\$60,860
21	\$61,540
22	\$62,540
23	\$63,540
24	\$64,540
25+	\$65,540

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

The salaries listed above are based on 10-month employment for the 2023-2024 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
2023-2024 Salary Range for
Teachers
\$43,000 starting, 5.0% GPI
Hiring Salary Range

10-Month Hiring Range Minimum:	\$43,000
10-Month Hiring Range Maximum:	\$65,540
Continuing Teachers will receive an increase of \$2,500	

The salaries listed above are based on 10-month employment for the 2023-2024 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

2023-2024 Proposed Administrative Professional Pay Plan
Roscoe Collegiate ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	5.0% GPI	
1			Daily	\$203.75	\$250.00	\$296.25	\$12.50
	Director, IT	226	226 Days	46,048	56,500	66,953	2,825
	Director, Maintenance	226					
	Director, Transportation	226					
2			Daily	\$236.35	\$290.00	\$343.65	\$14.50
	Coordinator, K-12	226	207 Days	48,924	60,030	71,136	3,002
	Counselor, Elementary	207	226 Days	53,415	65,540	77,665	3,277
	Manager, Business	226					
	Nurse (RN)	207					
3			Daily	\$266.13	\$326.54	\$386.95	\$16.33
	Coordinator, Continuing Education	226	217 Days	57,750	70,859	83,968	3,543
	Counselor	217	226 Days	60,145	73,798	87,451	3,690
	Principal, Montessori/Early Childhood	226					
4			Daily	\$306.32	\$375.85	\$445.38	\$18.79
	Asst Principal, HS	217	217 Days	66,471	81,559	96,647	4,078
	Athletic Director/Head Football Coach	226	226 Days	69,228	84,942	100,656	4,247
	Principal, ES	226					
5			Daily	\$347.67	\$426.59	\$505.51	\$21.33
	Principal, HS	226	226 Days	78,573	96,409	114,245	4,820
6			Daily	\$374.44	\$459.44	\$544.44	\$22.97
	Assistant Superintendent	226	226 Days	84,623	103,833	123,043	5,192

2023-2024 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 \$11.50	\$14.11	\$16.72	\$0.71
			226 Days	20,792	25,511	30,230
						1,284
2						
	Aide, Librarian	187, 207	Hourly \$13.25	\$16.26	\$19.27	\$0.81
	Aide, Teacher	187	187 Days	19,822	24,325	28,828
	Maintenance	226	207 Days	21,942	26,927	31,911
			226 Days	23,956	29,398	34,840
						1,464
3						
	Secretary, Principal ECC	226	Hourly \$14.75	\$18.10	\$21.45	\$0.91
	Secretary, Principal ES	226	226 Days	26,668	32,725	38,782
						1,645
4						
	Clerk, PEIMS-District	207	Hourly \$16.50	\$20.24	\$23.98	\$1.01
	LVN	207	207 Days	27,324	33,517	39,711
	Secretary, Principal HS	226	226 Days	29,832	36,594	43,356
	Technician, Computer	226				1,826
5						
	Technician, Computer - Lead	226	Hourly \$18.50	\$22.70	\$26.90	\$1.14
			226 Days	33,448	41,042	48,635
						2,061
6						
	Coordinator, PEIMS	226	Hourly \$20.75	\$25.46	\$30.17	\$1.27
			226 Days	37,516	46,032	54,547
						2,296
7						
	Specialist, Accounts Payable	226	Hourly \$22.50	\$27.61	\$32.72	\$1.38
			226 Days	40,680	49,919	59,158
						2,495
8						
	Secretary, Supt/HR/Payroll	226	Hourly \$23.65	\$29.02	\$34.39	\$1.45
			226 Days	42,759	52,468	62,177
						2,622
BD						
	Bus Driver	187, 226	Hourly \$21.00	\$21.00	\$21.00	\$1.05
			187 Days	31,416	31,416	31,416
			226 Days	37,968	37,968	37,968
						1,571
						1,898