

COMPENSATION PLAN

2023-2024

GOODRICH INDEPENDENT SCHOOL DISTRICT

COMPENSATION PLAN

The compensation plan for all district personnel of the Goodrich Independent School District has been developed by the Superintendent and recommended to the Board of Trustees for adoption. The compensation plan is designed to provide appropriate pay for the assessed worth of district positions. The plan consists of pay tables for the following employee groups: Administrative/Professional, Certified Instructional, Paraprofessional and Auxiliary Personnel and benefits such as insurance and employee leave. The compensation plan is designed and administered to accomplish the following:

- 1. Remain competitive with other 1A school districts and other appropriate labor markets for various categories of personnel.
- 2. Recognize the levels of skill, effort, and responsibility required of different positions.
- 3. Reward continued length of service to the District.
- Remain fiscally controlled and cost effective.

The Goodrich Independent School District does not discriminate on the basis of race, religion, color, national origin, sex or disability in providing education services, activities, and programs, including vocational program, in accordance with Title VI of the Civil Rights Act of 1964, as amended: Title IX of the Educational Amendments of 1972; Section 504 of the Rehabilitation Act of 1973, as amended; and Title II of the Americans with Disabilities Act. The Title IX and the Section 504 Coordinator is Dr. Bryan Taulton, Superintendent, 234 Katie Simpson Street, Goodrich, Texas 77335, Telephone (936) 365-1100.

GOODRICH INDEPENDENT SCHOOL DISTRICT

Board of Trustees

Rigoberto Reyes - President

Rosalie Blackstock - Vice President

Thomas Finger - Secretary

Timothy Harrell - Assistant Secretary

Lidia Merino - Member

Julie Mack - Member

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Administration

William Daniel Barton, Superintendent

Sarah Fulcher, Business Manager

Business Office Staff

Deanne Hare Secretary to Superintendent

Kathy Leloux
Human Resources/Payroll Specialist, Accounts Payable

GOODRICH INDEPENDENT SCHOOL DISTRICT

COMPENSATION PLAN 2022-2023

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ADMINISTRATIVE PERSONNEL

SECTION 1

GOODRICH ISD COMPENSATION PLAN

PRINCIPAL				
226 DAYS				
8 HOURS PER DAY				
		2023-		
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	69,060.00	5,755.00	377.38	47.17
1	69,360.00	5,780.00	379.02	47.38
2	69,660.00	5,805.00	380.66	47.58
3	69,960.00	5,830.00	382.30	47.79
4	70,460.00	5,871.67	385.03	48.13
5	71,060.00	5,921.67	388.31	48.54
6	71,960.00	5,996.67	393.22	49.15
7	73,160.00	6,096.67	399.78	49.97
8	74,460.00	6,205.00	406.89	50.86
9	75,260.00	6,271.67	411.26	51.41
10	76,060.00	6,338.33	415.63	51.95
11	76,710.00	6,392.50	419.18	52.40
12	77,360.00	6,446.67	422.73	52.84
13	78,010.00	6,500.83	426.28	53.29
14	78,660.00	6,555.00	429.84	53.73
15	79,310.00	6,609.17	433.39	54.17
16	79,960.00	6,663.33	436.94	54.62
17	80,025.00	6,668.75	437.30	54.66
18	80,675.00	6,722.92	440.85	55.11
19	81,335.00	6,777.92	444.45	55.56
20	82,025.00	6,835.42	448.22	56.03
21	82,225.00	6,852.08	449.32	56.16
22	82,425.00	6,868.75	450.41	56.30
23	82,625.00	6,885.42	451.50	56.44
24	82,725.00	6,893.75	452.05	56.51
25	82,825.00	6,902.08	452.60	56.57
fective Date: Septembe		,1		

Adoption Date: March 30, 2023

BUSINESS MANAGER				
226 DAYS				
8 HOURS PER DAY		ā		
		2023-		
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	69,214.00	5,767.83	378.22	47.2
1	69,514.00	5,792.83	379.86	47.4
2	69,814.00	5,817.83	381.50	47.6
3	70,114.00	5,842.83	383.14	47.8
4	70,614.00	5,884.50	385.87	48.2
5	71,214.00	5,934.50	389.15	48.6
6	72,114.00	6,009.50	394.07	49.20
7	73,314.00	6,109.50	400.62	50.08
8	74,614.00	6,217.83	407.73	50.9
9	75,414.00	6,284.50	412.10	51.5
10	76,214.00	6,351.17	416.47	52.00
11	76,864.00	6,405.33	420.02	52.50
12	77,514.00	6,459.50	423.57	52.9
13	78,164.00	6,513.67	427.13	53.39
14	78,814.00	6,567.83	430.68	53.83
15	79,464.00	6,622.00	434.23	54.28
16	80,114.00	6,676.17	437.78	54.72
17	80,764.00	6,730.33	441.33	55.17
18	81,414.00	6,784.50	444.89	55.61
19	82,074.00	6,839.50	448.49	56.06
20	82,764.00	6,897.00	452.26	56.53
21	82,964.00	6,913.67	453.36	56.67
22	83,164.00	6,930.33	454.45	56.81
23	83,364.00	6,947.00	455.54	56.94
24	83,464.00	6,955.33	456.09	57.01
25	83,564.00	6,963.67	456.63	57.08
ffective Date: September		0,303.07	430.03	37.00

ASSOCIATE PRINCIPAL				
226 DAYS				
8 HOURS PER DAY			*1	
		2023-		
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	64,518.00	5,376.50	352.56	44.0
1	64,818.00	5,401.50	354.20	44.2
2	65,118.00	5,426.50	355.84	44.4
3	65,418.00	5,451.50	357.48	44.6
4	65,918.00	5,493.17	360.21	45.03
5	66,518.00	5,543.17	363.49	45.44
6	67,418.00	5,618.17	368.40	46.0
7	68,618.00	5,718.17	374.96	46.87
8	69,918.00	5,826.50	382.07	47.76
9	70,718.00	5,893.17	386.44	48.30
10	71,518.00	5,959.83	390.81	48.8
11	72,168.00	6,014.00	394.36	49.30
12	72,818.00	6,068.17	397.91	49.74
13	73,468.00	6,122.33	401.46	50.18
14	74,118.00	6,176.50	405.02	50.63
15	74,768.00	6,230.67	408.57	51.07
16	75,418.00	6,284.83	412.12	51.52
17	76,068.00	6,339.00	415.67	51.96
18	76,718.00	6,393.17	419.22	52.40
19	77,378.00	6,448.17	422.83	52.85
20	78,068.00	6,505.67	426.60	53.33
21	78,268.00	6,522.33	427.69	53.46
22	78,468.00	6,539.00	428.79	53.60
23	78,668.00	6,555.67	429.88	53.73
24	78,768.00	6,564.00	430.43	53.80
25	78,868.00	6,572.33	430.97	53.87

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COUNSELOR				
202 DAYS				
8 HOURS PER DAY				
		2023-	2024	
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	57,432.00	4,786.00	313.84	39.23
1	57,732.00	4,811.00	315.48	39.43
2	58,032.00	4,836.00	317.11	39.64
3	58,332.00	4,861.00	318.75	39.84
4	58,632.00	4,886.00	320.39	40.05
5	59,232.00	4,936.00	323.67	40.46
6	60,132.00	5,011.00	328.59	41.07
7	61,332.00	5,111.00	335.15	41.89
8	62,632.00	5,219.33	342.25	42.78
9	63,432.00	5,286.00	346.62	43.33
10	64,232.00	5,352.67	350.99	43.87
11	64,882.00	5,406.83	354.55	44.32
12	65,532.00	5,461.00	358.10	44.76
13	66,182.00	5,515.17	361.65	45.21
14	66,832.00	5,569.33	365.20	45.65
15	67,482.00	5,623.50	368.75	46.09
16	68,132.00	5,677.67	372.31	46.54
17	68,782.00	5,731.83	375.86	46.98
18	69,432.00	5,786.00	379.41	47.43
19	70,082.00	5,840.17	382.96	47.87
20	70,772.00	5,897.67	386.73	48.34
21	70,972.00	5,914.33	387.83	48.48
22	71,172.00	5,931.00	388.92	48.61
23	71,372.00	5,947.67	390.01	48.75
24	71,472.00	5,956.00	390.56	48.82
25	71,572.00	5,964.33	391.10	48.89

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FULL TIME BAND DIRECTOR				
187 DAYS				
8 HOURS PER DAY				
	:-	2023-	2024	
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	52,800.00	4,400.00	288.52	36.07
1	53,100.00	4,425.00	290.16	36.27
2 _{12,0} 8.2	53,400.00	4,450.00	291.80	36.48
3	53,700.00	4,475.00	293.44	36.68
4	54,200.00	4,516.67	296.17	37.02
5	54,800.00	4,566.67	299.45	37.43
6	55,700.00	4,641.67	304.37	38.05
7	56,900.00	4,741.67	310.93	38.87
8	58,200.00	4,850.00	318.03	39.75
9	59,000.00	4,916.67	322.40	40.30
10	59,800.00	4,983.33	326.78	40.85
11	60,450.00	5,037.50	330.33	41.29
12	61,100.00	5,091.67	333.88	41.73
13	61,750.00	5,145.83	337.43	42.18
14	62,400.00	5,200.00	340.98	42.62
15	63,050.00	5,254.17	344.54	43.07
16	63,700.00	5,308.33	348.09	43.51
17	64,350.00	5,362.50	351.64	43.95
18	65,000.00	5,416.67	355.19	44.40
19	65,660.00	5,471.67	358.80	44.85
20	66,350.00	5,529.17	362.57	45.32
21	66,550.00	5,545.83	363.66	45.46
22	66,750.00	5,562.50	364.75	45.59
23	66,950.00	5,579.17	365.85	45.73
24	67,050.00	5,587.50	366.39	45.80
25	67,150.00	5,595.83	366.94	45.87
ffective Date: September 1, 20		.,		
dention Date: March 20 202				

Adoption Date: March 30, 2023

ELEMENTARY PRINCIPAL				
226 DAYS	l			
8 HOURS PER DAY		9 6		
		2023-	2024	
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	64,518.00	5,376.50	352.56	44.0
1	64,818.00	5,401.50	354.20	44.2
er 2 80-	65,118.00	5,426.50	355.84	44.4
3	65,418.00	5,451.50	357.48	44.6
4	65,918.00	5,493.17	360.21	45.0
5	66,518.00	5,543.17	363.49	45.4
6	67,418.00	5,618.17	368.40	46.0
7	68,618.00	5,718.17	374.96	46.8
8	69,918.00	5,826.50	382.07	47.7
9	70,718.00	5,893.17	386.44	48.3
10	71,518.00	5,959.83	390.81	48.8
11	72,168.00	6,014.00	394.36	49.30
12	72,818.00	6,068.17	397.91	49.7
13	73,468.00	6,122.33	401.46	50.1
14	74,118.00	6,176.50	405.02	50.6
15	74,768.00	6,230.67	408.57	51.0
16	75,418.00	6,284.83	412.12	51.5
17	76,068.00	6,339.00	415.67	51.90
18	76,718.00	6,393.17	419.22	52.40
19	77,378.00	6,448.17	422.83	52.8!
20	78,068.00	6,505.67	426.60	53.33
21	78,268.00	6,522.33	427.69	53.46
22	78,468.00	6,539.00	428.79	53.60
23	78,668.00	6,555.67	429.88	53.73
24	78,768.00	6,564.00	430.43	53.80
25	78,868.00	6,572.33	430.97	53.87

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READING SPECIALIST			11	
202 DAYS				
8 HOURS PER DAY				25
	TS)	2023-	2024	
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	54,788.00	4,565.67	299.39	37.42
1	55,088.00	4,590.67	301.03	37.63
2	55,388.00	4,615.67	302.67	37.8
3	55,688.00	4,640.67	304.31	38.0
4	56,188.00	4,682.33	307.04	38.3
5	56,788.00	4,732.33	310.32	38.79
6	57,688.00	4,807.33	315.23	39.40
7	58,888.00	4,907.33	321.79	40.22
8	60,188.00	5,015.67	328.90	41.13
9	60,988.00	5,082.33	333.27	41.60
10	61,788.00	5,149.00	337.64	42.20
11	62,438.00	5,203.17	341.19	42.6
12	63,088.00	5,257.33	344.74	43.09
13	63,738.00	5,311.50	348.30	43.54
14	64,388.00	5,365.67	351.85	43.98
15	65,038.00	5,419.83	355.40	44.42
16	65,688.00	5,474.00	358.95	44.87
17	66,338.00	5,528.17	362.50	45.31
18	66,988.00	5,582.33	366.05	45.76
19	67,638.00	5,636.50	369.61	46.20
20	68,328.00	5,694.00	373.38	46.67
21	68,528.00	5,710.67	374.47	46.81
22	68,728.00	5,727.33	375.56	46.95
23	68,928.00	5,744.00	376.66	47.08
24	69,028.00	5,752.33	377.20	47.15
25	69,128.00	5,760.67	377.75	47.22

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CURRICULUM DIRECTOR				
202 DAYS				
8 HOURS PER DAY			. 5	
		2023-	2024	
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	51,980.00	4,331.67	284.04	35.5
1	52,280.00	4,356.67	285.68	35.7
-2	52,580.00	4,381.67	287.32	35.9
3	52,880.00	4,406.67	288.96	36.1
4	53,380.00	4,448.33	291.69	36.4
5	53,980.00	4,498.33	294.97	36.8
6	54,880.00	4,573.33	299.89	37.49
7	56,080.00	4,673.33	306.45	38.3
8	57,380.00	4,781.67	313.55	39.19
9	58,180.00	4,848.33	317.92	39.74
10	58,980.00	4,915.00	322.30	40.29
11	59,360.00	4,946.67	324.37	40.5!
12	60,280.00	5,023.33	329.40	41.17
13	60,930.00	5,077.50	332.95	41.62
14	61,580.00	5,131.67	336.50	42.06
15	62,230.00	5,185.83	340.05	42.53
16	62,880.00	5,240.00	343.61	42.95
17	63,530.00	5,294.17	347.16	43.39
18	64,180.00	5,348.33	350.71	43.84
19	64,840.00	5,403.33	354.32	44.29
20	65,530.00	5,460.83	358.09	44.76
21	65,730.00	5,477.50	359.18	44.90
22	65,930.00	5,494.17	360.27	45.03
23	66,130.00	5,510.83	361.37	45.17
24	66,230.00	5,519.17	361.91	45.24
25	66,330.00	5,527.50	362.46	45.31

Adoption Date: March 30, 2023

PROFESSIONAL PERSONNEL

SECTION 2

GOODRICH ISD COMPENSATION PLAN

GOODRICH INDEPENDENT SCHOOL DISTRICT TEACHER SALARY SCHEDULE 2023-2024

STEP/ EXPERIENCE	TEACHER SALARY 10-Months	MONTHLY SALARY	DAILY RATE
EXPERIENCE 0	45,000.00	3,750.00	240.64
1	45,300.00	3,775.00	242.25
2	45,600.00	3,800.00	243.85
3	45,900.00	3,825.00	245.45
4	46,400.00	3,866.67	248.13
5	47,000.00	3,916.67	251.34
6	47,900.00	3,991.67	256.15
7	49,100.00	4,091.67	262.57
8	50,400.00	4,200.00	269.52
9	51,200.00	4,266.67	273.80
10	52,000.00	4,333.33	278.07
11	52,650.00	4,387.50	281.55
12	53,300.00	4,441.67	285.03
13	53,950.00	4,495.83	288.50
14	54,600.00	4,550.00	291.98
15	55,250.00	4,604.17	295.45
16	55,900.00	4,658.33	298.93
17	56,550.00	4,712.50	302.41
18	57,200.00	4,766.67	305.88
19	57,860.00	4,821.67	309.41
20	58,540.00	4,878.33	313.05
21	58,740.00	4,895.00	314.12
22	58,940.00	4,911.67	315.19
23	59,140.00	4,928.33	316.26
24	59,240.00	4,936.67	316.79
25	59,340.00	4,945.00	317.33

Effective Date: September 1, 2023 Adoption Date: March 30, 2023

PARAPROFESSIONAL PERSONNEL

SECTION 3

GOODRICH ISD COMPENSATION PLAN

TEXAS MINIMUM WAGE ACT CHAPTER 62 - TEXAS LABOR CODE

EFFECTIVE DATE	MINIMUM WAGE
July 24, 2007	\$ 5.85 Per Hour
July 24, 2008	\$ 6.55 Per Hour
July 24, 2009	\$ 7.25 Per Hour

INSTRUCTIONAL AIDE I							
187 DAYS							
8 HOURS PER DAY				N 2			
		2023-2024					
STEP	SALARY	MONTHLY	DAILY	HOURLY			
0	13,185.00	1,098.75	70.51	8.81			
1 et A ,	13,844.00	1,153.67	74.03	9.25			
2	14,369.00	1,197.42	76.84	9.60			
3	14,894.00	1,241.17	79.65	9.96			
4	15,419.00	1,284.92	82.45	10.31			
5	15,944.00	1,328.67	85.26	10.66			
6	16,469.00	1,372.42	88.07	11.01			
7	16,994.00	1,416.17	90.88	11.36			
8	17,519.00	1,459.92	93.68	11.71			
9	18,044.00	1,503.67	96.49	12.06			
10	18,569.00	1,547.42	99.30	12.41			
11	19,094.00	1,591.17	102.11	12.76			
12	19,567.00	1,630.58	104.64	13.08			
13	19,987.00	1,665.58	106.88	13.36			
14	20,354.00	1,696.17	108.84	13.61			
15	20,669.00	1,722.42	110.53	13.82			
16	20,932.00	1,744.33	111.94	13.99			
17	21,194.00	1,766.17	113.34	14.17			
18	21,457.00	1,788.08	114.74	14.34			
19	21,719.00	1,809.92	116.14	14.52			
20+	21,982.00	1,831.83	117.55	14.69			

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INSTRUCTIONAL AIDE II				
187 DAYS				
8 HOURS PER DAY				
		2023	3-2024	
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	13,593.00	1,132.75	72.69	9.09
1 500	14,272.00	1,189.33	76.32	9.54
2	14,797.00	1,233.08	79.13	9.89
3	15,322.00	1,276.83	81.94	10.24
4	15,847.00	1,320.58	84.74	10.59
5	16,372.00	1,364.33	87.55	10.94
6	16,897.00	1,408.08	90.36	11.29
7	17,422.00	1,451.83	93.17	11.65
8	17,947.00	1,495.58	95.97	12.00
9	18,472.00	1,539.33	98.78	12.35
10	18,997.00	1,583.08	101.59	12.70
11	19,522.00	1,626.83	104.40	13.05
12	19,995.00	1,666.25	106.93	13.37
13	20,415.00	1,701.25	109.17	13.65
14	20,782.00	1,731.83	111.13	13.89
15	21,097.00	1,758.08	112.82	14.10
16	21,360.00	1,780.00	114.22	14.28
17	21,622.00	1,801.83	115.63	14.45
18	21,885.00	1,823.75	117.03	14.63
19	22,147.00	1,845.58	118.43	14.80
20+	22,410.00	1,867.50	119.84	14.98

Effective Date: September 1, 2023

Adoption Date: March 30, 2023

CAMPUS SECRETARY ELEMENTARY - AIDE II				
207 DAYS				
8 HOURS				
		2023-20	24	
STEP	SALARY	MONTHLY	DAILY	HOURLY
0 52.40	15,833.55	1,319.46	76.49	9.56
1	16,291.02	1,357.59	78.70	9.84
2	16,748.49	1,395.71	80.91	10.11
3	17,208.03	1,434.00	83.13	10.39
4	17,665.50	1,472.13	85.34	10.67
5	18,122.97	1,510.25	87.55	10.94
6	18,580.44	1,548.37	89.76	11.22
7	19,039.98	1,586.67	91.98	11.50
8	19,497.45	1,624.79	94.19	11.77
9	19,954.92	1,662.91	96.40	12.05
10	20,412.39	1,701.03	98.61	12.33
11	20,826.39	1,735.53	100.61	12.58
12	21,190.71	1,765.89	102.37	12.80
13	21,511.56	1,792.63	103.92	12.99
14	21,786.87	1,815.57	105.25	13.16
15	22,016.64	1,834.72	106.36	13.30
16	22,244.34	1,853.70	107.46	13.43
17	22,474.11	1,872.84	108.57	13.57
18	22,703.88	1,891.99	109.68	13.71
19	22,931.58	1,910.97	110.78	13.85
20+	23,161.35	1,930.11	111.89	13.99

Effective Date: September 1, 2023

Adoption Date: March 30, 2023

INSTRUCTIONAL AIDE III						
FACILITATOR						
187 DAYS	÷:		17	7		
8 HOURS PER DAY	2023-2024					
STEP	SALARY	MONTHLY	DAILY	HOURLY		
0	15,115.00	1,259.58	80.83	10.10		
1	15,870.00	1,322.50	84.87	10.61		
2	16,710.00	1,392.50	89.36	11.17		
3	17,550.00	1,462.50	93.85	11.73		
4	18,390.00	1,532.50	98.34	12.29		
5	19,230.00	1,602.50	102.83	12.85		
6	20,070.00	1,672.50	107.33	13.42		
7	20,910.00	1,742.50	111.82	13.98		
8	21,750.00	1,812.50	116.31	14.54		
9	22,590.00	1,882.50	120.80	15.10		
10	23,430.00	1,952.50	125.29	15.66		
11	24,165.00	2,013.75	129.22	16.15		
12	24,848.00	2,070.67	132.88	16.61		
13	25,478.00	2,123.17	136.25	17.03		
14	26,055.00	2,171.25	139.33	17.42		
15	26,580.00	2,215.00	142.14	17.77		
16	27,053.00	2,254.42	144.67	18.08		
17	27,473.00	2,289.42	146.91	18.36		
18	28,313.00	2,359.42	151.41	18.93		
19	28,838.00	2,403.17	154.21	19.28		
20+	29,100.00	2,425.00	155.61	19.45		

Effective Date: September 1, 2023

Adoption Date: March 30, 2023

CAMPUS SECRETARY HIGH SCHOOL - AIDE II						
207 DAYS	4	* *				
8 HOURS	2023-2024					
STEP	SALARY	MONTHLY	DAILY	HOURLY		
0	\$16,667	1,388.92	80.52	10.06		
1	\$17,501	1,458.42	84.55	10.57		
2	\$17,981	1,498.42	86.86	10.86		
3	\$18,462	1,538.50	89.19	11.15		
4	\$18,944	1,578.67	91.52	11.44		
5	\$19,424	1,618.67	93.84	11.73		
6	\$19,905	1,658.75	96.16	12.02		
7	\$20,385	1,698.75	98.48	12.31		
8	\$20,867	1,738.92	100.81	12.60		
9	\$21,348	1,779.00	103.13	12.89		
10	\$21,828	1,819.00	105.45	13.18		
11	\$22,598	1,883.17	109.17	13.65		
12	\$23,367	1,947.25	112.88	14.11		
13	\$24,137	2,011.42	116.60	14.58		
14	\$24,905	2,075.42	120.31	15.04		
15	\$25,675	2,139.58	124.03	15.50		
16	\$26,156	2,179.67	126.36	15.79		
17	\$26,638	2,219.83	128.69	16.09		
18	\$27,119	2,259.92	131.01	16.38		
19	\$27,599	2,299.92	133.33	16.67		
20+	\$28,080	2,340.00	135.65	16.96		

Effective Date: September 1, 2023

Adoption Date: March 30, 2023

ADMINISTRATIVE CLERK IV				
221 DAYS				
8 HOURS PER DAY		9 12		
		2023-20	24	
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	17,834.00	1,486.17	80.70	10.09
an .1	18,904.00	1,575.33	85.54	10.69
2	19,858.00	1,654.83	89.86	11.23
3	20,812.00	1,734.33	94.17	11.77
4	21,766.00	1,813.83	98.49	12.31
5	22,720.00	1,893.33	102.81	12.85
6	23,674.00	1,972.83	107.12	13.39
7	24,628.00	2,052.33	111.44	13.93
8	25,582.00	2,131.83	115.76	14.47
9	26,536.00	2,211.33	120.07	15.01
10	27,490.00	2,290.83	124.39	15.55
11	28,444.00	2,370.33	128.71	16.09
12	29,398.00	2,449.83	133.02	16.63
13	30,352.00	2,529.33	137.34	17.17
14	30,925.00	2,577.08	139.93	17.49
15	31,674.00	2,639.50	143.32	17.92
16	32,331.00	2,694.25	146.29	18.29
17	32,892.00	2,741.00	148.83	18.60
18	33,361.00	2,780.08	150.95	18.87
19	33,736.00	2,811.33	152.65	19.08
20+	34,017.00	2,834.75	153.92	19.24

Effective Date: September 1, 2023

Adoption Date: March 30, 2023

PEIMS/ADMIN SECRETARY					
AIDE V					
226 DAYS	= ::		e 2		
8 HOURS PER DAY					
	2023-2024				
STEP	SALARY	MONTHLY	DAILY	HOURLY	
.0	18,639.00	1,553.25	82.47	10.3	
1	19,571.00	1,630.92	86.60	10.82	
2	20,539.00	1,711.58	90.88	11.36	
3	21,507.00	1,792.25	95.16	11.90	
4	22,475.00	1,872.92	99.45	12.43	
5	23,443.00	1,953.58	103.73	12.97	
6	24,411.00	2,034.25	108.01	13.50	
7	25,379.00	2,114.92	112.30	14.04	
8	26,347.00	2,195.58	116.58	14.57	
9	27,315.00	2,276.25	120.86	15.11	
10	28,283.00	2,356.92	125.15	15.64	
11	29,252.00	2,437.67	129.43	16.18	
12	30,220.00	2,518.33	133.72	16.71	
13	31,188.00	2,599.00	138.00	17.25	
14	31,769.00	2,647.42	140.57	17.57	
15	32,529.00	2,710.75	143.93	17.99	
16	33,193.00	2,766.08	146.87	18.36	
17	33,762.00	2,813.50	149.39	18.67	
18	34,237.00	2,853.08	151.49	18.94	
19	34,617.00	2,884.75	153.17	19.15	
20+	34,902.00	2,908.50	154.43	- 19.30	

Effective Date: September 1, 2023

Adoption Date: March 30, 2023

PEIMS/REGISTRAR				
207 DAYS 8 HOURS PER DAY	2			
		2023-2	024	
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	20,826.00	1,735.50	100.60	12.58
1	21,867.00	1,822.25	102.81	12.8
2	22,346.00	1,862.17	105.03	13.13
3	22,828.00	1,902.33	107.25	13.41
4	23,310.00	1,942.50	109.02	13.63
5	23,695.00	1,974.58	110.78	13.85
6	24,079.00	2,006.58	112.56	14.07
7	24,464.00	2,038.67	114.33	14.29
8	24,849.00	2,070.75	116.10	14.51
9	25,233.00	2,102.75	117.87	14.73
10	25,618.00	2,134.83	122.29	15.29
11	26,580.00	2,215.00	124.50	15.56
12	27,061.00	2,255.08	126.71	15.84
13	27,541.00	2,295.08	128.93	16.12
14	28,022.00	2,335.17	131.14	16.39
15	28,503.00	2,375.25	133.35	16.67
16	28,984.00	2,415.33	135.56	16.95
17	29,465.00	2,455.42	138.23	17.28
18	30,043.00	2,503.58	139.99	17.50
19	30,427.00	2,535.58	142.20	17.78
20+	30,907.00	2,575.58	144.42	18.05

Effective Date: September 1, 2023

Adoption Date: March 30, 2023

ADMINISTRATIVE SECRETARY					
ADMIN CLERK VI					
221	4 *				
8 HOURS	2023-2024				
STEP	SALARY	MONTHLY	DAILY	HOURLY	
0	20,326.00	1,693.83	91.97	11.50	
1	21,342.00	1,778.50	96.57	12.07	
2	21,867.00	1,822.25	98.95	12.37	
3	22,392.00	1,866.00	101.32	12.67	
4	22,917.00	1,909.75	103.70	12.96	
5	23,442.00	1,953.50	106.07	13.26	
6	23,967.00	1,997.25	108.45	13.56	
7	24,492.00	2,041.00	110.82	13.85	
8	25,017.00	2,084.75	113.20	14.15	
9	25,542.00	2,128.50	115.57	14.45	
10	26,067.00	2,172.25	117.95	14.74	
11	26,592.00	2,216.00	120.33	15.04	
12	27,117.00	2,259.75	122.70	15.34	
13	27,642.00	2,303.50	125.08	15.63	
14	28,167.00	2,347.25	127.45	15.93	
15	28,692.00	2,391.00	129.83	16.23	
16	29,217.00	2,434.75	132.20	16.53	
17	29,690.00	2,474.17	134.34	16.79	
18	30,110.00	2,509.17	136.24	17.03	
19	30,477.00	2,539.75	137.90	17.24	
ffective Date: September 1, 20	30,792.00	2,566.00	139.33	17.42	

Effective Date: September 1, 2023

Adoption Date: March 30, 2023

LIBRARY AIDE VI				
192 DAYS				
8 HOURS PER DAY				
		2023-20	24	
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	15,519.00	1,293.25	80.83	10.10
1 1	16,295.00	1,357.92	84.87	10.61
2	17,157.00	1,429.75	89.36	11.17
3	18,019.00	1,501.58	93.85	11.73
4	18,882.00	1,573.50	98.34	12.29
5	19,744.00	1,645.33	102.83	12.85
6	20,607.00	1,717.25	107.33	13.42
7	21,469.00	1,789.08	111.82	13.98
8	22,332.00	1,861.00	116.31	14.54
9	23,194.00	1,932.83	120.80	15.10
10	24,057.00	2,004.75	125.30	15.66
11	24,811.00	2,067.58	129.22	16.15
12	25,512.00	2,126.00	132.88	16.61
13	26,159.00	2,179.92	136.24	17.03
14	26,752.00	2,229.33	139.33	17.42
15	27,291.00	2,274.25	142.14	17.77
16	27,776.00	2,314.67	144.67	18.08
17	28,207.00	2,350.58	146.91	18.36
18	29,070.00	2,422.50	151.41	18.93
19	29,609.00	2,467.42	154.21	19.28
20+	29,878.00	2,489.83	155.61	19.45
ffective Date: Septemb				25,15

Adoption Date: March 30, 2023

SCHOOL NURSE (RN)				
192 DAYS	l			
8 HOURS PER DAY				
		2023-202	24	
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	46,203.00	3,850.25	240.64	30.08
1	46,512.00	3,876.00	242.25	30.28
2	46,819.00	3,901.58	243.85	30.48
3	47,126.00	3,927.17	245.45	30.68
4	47,641.00	3,970.08	248.13	31.02
5	48,257.00	4,021.42	251.34	31.42
6	49,181.00	4,098.42	256.15	32.02
7	50,413.00	4,201.08	262.57	32.82
8	51,748.00	4,312.33	269.52	33.69
9	52,570.00	4,380.83	273.80	34.23
10	53,389.00	4,449.08	278.07	34.76
11	54,058.00	4,504.83	281.55	35.19
12	54,726.00	4,560.50	285.03	35.63
13	55,392.00	4,616.00	288.50	36.06
14	56,060.00	4,671.67	291.98	36.50
15	56,726.00	4,727.17	295.45	36.93
16	57,395.00	4,782.92	298.93	37.37
17	58,063.00	4,838.58	302.41	37.80
18	58,729.00	4,894.08	305.88	38.24
19	59,407.00	4,950.58	309.41	38.68
20	60,106.00	5,008.83	313.05	39.13
21	60,311.00	5,025.92	314.12	39.26
22	60,516.00	5,043.00	315.19	39.40
23	60,722.00	5,060.17	316.26	39.53
24	60,824.00	5,068.67	316.79	39.60
25	60,927.00	5,077.25	317.33	39.67
Based on School Experience				

Effective Date: September 1, 2023 Adoption Date: March 30, 2023

SCHOOL NURSE (LVN)				
192 DAYS				
8 HOURS PER DAY	÷.			
		2023-202	24	
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	25,175.00	2,097.92	131.12	16.39
1	26,434.00	2,202.83	137.68	17.2 ⁻
2	27,054.00	2,254.50	140.91	17.6
3	27,673.00	2,306.08	144.13	18.02
4	28,975.00	2,414.58	150.91	18.80
5	30,277.00	2,523.08	157.69	19.71
6	31,674.00	2,639.50	164.97	20.62
7	32,776.00	2,731.33	170.71	21.34
8	33,921.00	2,826.75	176.67	22.08
9	35,002.00	2,916.83	182.30	22.79
10	36,021.00	3,001.75	187.61	23.45
11	36,987.00	3,082.25	192.64	24.08
12	37,911.00	3,159.25	197.45	24.68
13	38,761.00	3,230.08	201.88	25.24
14	39,580.00	3,298.33	206.15	25.77
15	40,347.00	3,362.25	210.14	26.27
16	41,082.00	3,423.50	213.97	26.75
17	41,764.00	3,480.33	217.52	27.19
18	42,415.00	3,534.58	220.91	27.61
19	43,035.00	3,586.25	224.14	28.02
20	43,612.00	3,634.33	227.15	28.39
21	44,137.00	3,678.08	229.88	28.74
22	44,610.00	3,717.50	232.34	29.04
23	45,030.00	3,752.50	234.53	29.32
24	45,397.00	3,783.08	236.44	29.56
25	45,712.00	3,809.33	238.08	29.76

Effective Date: September 1, 2023 Adoption Date: March 30, 2023

DISTRICT-WIDE						
TECHNOLOGY SPECIALIST						
207 DAYS						
8 HOURS						
	2023-2024					
STEP	SALARY	MONTHLY	DAILY	HOURLY		
0	26,013.00	2,167.75	125.67	15.71		
1	27,314.00	2,276.17	131.95	16.49		
2	27,934.00	2,327.83	134.95	16.87		
3	28,553.00	2,379.42	137.94	17.24		
4	29,855.00	2,487.92	144.23	18.03		
5	31,157.00	2,596.42	150.52	18.81		
6	32,554.00	2,712.83	157.27	19.66		
7	33,656.00	2,804.67	162.59	20.32		
8	34,801.00	2,900.08	168.12	21.02		
9	35,882.00	2,990.17	173.34	21.67		
10	36,901.00	3,075.08	178.27	22.28		
11	37,867.00	3,155.58	182.93	22.87		
12	38,791.00	3,232.58	187.40	23.42		
13	39,526.00	3,293.83	190.95	23.87		
14	40,208.00	3,350.67	194.24	24.28		
15	40,838.00	3,403.17	197.29	24.66		
16	41,416.00	3,451.33	200.08	25.01		
17	41,941.00	3,495.08	202.61	25.33		
18	42,413.00	3,534.42	204.89	25.61		
19	42,833.00	3,569.42	206.92	25.87		
20+	43,201.00	3,600.08	208.70	26.09		

Effective Date: September 1, 2023

Adoption Date: March 30, 2023

DISTRICT-WIDE					
TECHNOLOGY SPECIALIST					
226 DAYS			(4)	F1	
8 HOURS	2022 2024				
	2023-2024				
STEP	SALARY	MONTHLY	DAILY	HOURLY	
0 , , , , , , ,	28,401.00	2,366.75	125.67	15.71	
1	29,821.00	2,485.08	131.95	16.49	
2	30,497.00	2,541.42	134.94	16.87	
3	31,173.00	2,597.75	137.93	17.24	
4	32,595.00	2,716.25	144.23	18.03	
5	34,017.00	2,834.75	150.52	18.81	
6	35,542.00	2,961.83	157.27	19.66	
7	36,746.00	3,062.17	162.59	20.32	
8	37,996.00	3,166.33	168.12	21.02	
9	39,175.00	3,264.58	173.34	21.67	
10	40,288.00	3,357.33	178.27	22.28	
11	41,342.00	3,445.17	182.93	22.87	
12	42,351.00	3,529.25	187.39	23.42	
13	43,086.00	3,590.50	190.65	23.83	
14	43,768.00	3,647.33	193.66	24.21	
15	44,398.00	3,699.83	196.45	24.56	
16	44,976.00	3,748.00	199.01	24.88	
17	45,501.00	3,791.75	201.33	25.17	
18	45,973.00	3,831.08	203.42	25.43	
19	46,393.00	3,866.08	205.28	25.66	
20+	46,761.00	3,896.75	206.91	25.86	

Effective Date: September 1, 2023

Adoption Date: March 30, 2023

HUMAN RESOURCE SPECIALIST					
226 DAYS					
8 HOURS PER DAY		- 54	9		
	2023-2024				
STEP	SALARY	MONTHLY	DAILY	HOURLY	
a 0 , a	28,890.00	2,407.50	127.83	15.98	
1	30,334.00	2,527.83	134.22	16.78	
2	31,279.00	2,606.58	138.40	17.30	
3	32,224.00	2,685.33	142.58	17.82	
4	33,169.00	2,764.08	146.77	18.35	
5	34,114.00	2,842.83	150.95	18.87	
6	35,164.00	2,930.33	155.59	19.45	
7	36,109.00	3,009.08	159.77	19.97	
8	37,054.00	3,087.83	163.96	20.49	
9	37,999.00	3,166.58	168.14	21.02	
10	38,944.00	3,245.33	172.32	21.54	
11	39,994.00	3,332.83	176.96	22.12	
12	40,939.00	3,411.58	181.15	22.64	
13	41,884.00	3,490.33	185.33	23.17	
14	42,724.00	3,560.33	189.04	23.63	
15	43,511.00	3,625.92	192.53	24.07	
16	44,561.00	3,713.42	197.17	24.65	
17	45,244.00	3,770.33	200.19	25.02	
18	45,874.00	3,822.83	202.98	25.37	
19	46,451.00	3,870.92	205.54	25.69	
20+	46,976.00	3,914.67	207.86	25.98	

Effective Date: September 1, 2023

Adoption Date: March 30, 2023

AUXILIARY PERSONNEL

SECTION 4

GOODRICH ISD COMPENSATION PLAN

MAINTENANCE SUPERVISOR					
TRANSPORTATION					
239 DAYS	n 0		a 15		
8 HOURS PER DAY					
		2023-202	2023-2024		
STEP	SALARY	MONTHLY	DAILY	HOURLY	
Ki F ₃ 0 9 2 2 2	36,306.00	3,025.50	151.91	18.99	
1	39,936.00	3,328.00	167.10	20.89	
2	40,486.00	3,373.83	169.40	21.17	
3	41,036.00	3,419.67	171.70	21.46	
4	41,586.00	3,465.50	174.00	21.75	
5	42,136.00	3,511.33	176.30	22.04	
6	42,686.00	3,557.17	178.60	22.33	
7	43,236.00	3,603.00	180.90	22.61	
8	43,786.00	3,648.83	183.21	22.90	
9	44,336.00	3,694.67	185.51	23.19	
10	44,886.00	3,740.50	187.81	23.48	
11	45,436.00	3,786.33	190.11	23.76	
12	45,766.00	3,813.83	191.49	23.94	
13	46,096.00	3,841.33	192.87	24.11	
14	46,426.00	3,868.83	194.25	24.28	
15	46,756.00	3,896.33	195.63	24.45	
16	47,086.00	3,923.83	197.01	24.63	
17	47,416.00	3,951.33	198.39	24.80	
18	47,746.00	3,978.83	199.77	24.97	
19	48,076.00	4,006.33	201.15	25.14	
20	48,406.00	4,033.83	202.54	25.32	
21	48,736.00	4,061.33	203.92	25.49	
22	49,286.00	4,107.17	206.22	25.78	
23	49,836.00	4,153.00	208.52	26.06	
24	50,386.00	4,198.83	210.82	26.35	
25	50,936.00	4,244.67	213.12	26.64	
ffective Date: September 1, 2023		.,			
doption Date: March 30, 2023					

MAINTENANCE/TRANSPORTATION/						
GROUNDS WORKER						
239 DAYS 8 HOURS PER DAY	0.7					
BHOOKS FER DAT	2022 2024					
STEP	2023-2024 SALARY MONTHLY DAILY HOURLY					
0 - 10	20,575.00	1,714.58	86.09	10.7		
1	22,633.00	1,886.08	94.70	11.8		
2	24,723.00	2,060.25	103.44	12.9		
3	25,053.00	2,087.75	104.82	13.1		
4	25,383.00	2,115.25	104.82	13.28		
5	25,713.00	2,113.25	107.59	13.4		
6	26,043.00	-	107.59	13.62		
7		2,170.25				
8	26,373.00	2,197.75	110.35	13.79		
	26,703.00	2,225.25	111.73	13.97		
9	27,033.00	2,252.75	113.11	14.14		
10	27,363.00	2,280.25	114.49	14.33		
11	27,693.00	2,307.75	115.87	14.48		
12	28,023.00	2,335.25	117.25	14.66		
13	28,353.00	2,362.75	118.63	14.83		
14	28,683.00	2,390.25	120.01	15.00		
15	29,013.00	2,417.75	121.39	15.17		
16	29,343.00	2,445.25	122.77	15.35		
17	29,673.00	2,472.75	124.15	15.52		
18	30,003.00	2,500.25	125.54	15.69		
19	30,333.00	2,527.75	126.92	15.86		
20+	30,663.00	2,555.25	128.30	16.04		

GROUNDSKEEPER				
PART-TIME				
239 DAYS		521	100	
4 HOURS PER DAY		2023-2024		
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	10,288.00	857.33	43.05	10.76
1	11,316.00	943.00	47.35	11.84
2	12,361.00	1,030.08	51.72	12.93
3	12,526.00	1,043.83	52.41	13.10
4	12,691.00	1,057.58	53.10	13.28
5	12,856.00	1,071.33	53.79	13.45
6	13,021.00	1,085.08	54.48	13.62
7	13,186.00	1,098.83	55.17	13.79
8	13,351.00	1,112.58	55.86	13.97
9	13,516.00	1,126.33	56.55	14.14
10	13,681.00	1,140.08	57.24	14.31
11	13,846.00	1,153.83	57.93	14.48
12	14,011.00	1,167.58	58.62	14.66
13	14,176.00	1,181.33	59.31	14.83
14	14,341.00	1,195.08	60.00	15.00
15	14,506.00	1,208.83	60.69	15.17
16	14,671.00	1,222.58	61.38	15.35
17	14,836.00	1,236.33	62.08	15.52
18	15,001.00	1,250.08	62.77	15.69
19	15,166.00	1,263.83	63.46	15.86
20+	15,331.00	1,277.58	64.15	16.04

Salaries listed above are based on 12 month employment for the 2023-24 school year, Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are determined annually and board approved. Salaries are determined individually with consideration for job related experience and credentials.

CUSTODIAL/HOUSEKEEPING				
233 DAYS				
8 HOURS PER DAY				
		2023-20	We style stronger	
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	15,940.00	1,328.33	68.41	8.55
<u> </u>	17,534.00	1,461.17	75.25	9.41
2	17,754.00	1,479.50	76.20	9.52
3	17,974.00	1,497.83	77.14	9.64
4	18,524.00	1,543.67	79.50	9.94
5	18,744.00	1,562.00	80.45	10.06
6	19,294.00	1,607.83	82.81	10.35
7	19,514.00	1,626.17	83.75	10.47
8	20,064.00	1,672.00	86.11	10.76
9	20,284.00	1,690.33	87.06	10.88
10	20,614.00	1,717.83	88.47	11.06
11	21,164.00	1,763.67	90.83	11.35
12	21,384.00	1,782.00	91.78	11.47
13	21,714.00	1,809.50	93.19	11.65
14	22,044.00	1,837.00	94.61	11.83
15	22,374.00	1,864.50	96.03	12.00
16	22,924.00	1,910.33	98.39	12.30
17	23,254.00	1,937.83	99.80	12.48
18	23,474.00	1,956.17	100.75	12.59
19	23,804.00	1,983.67	102.16	12.77
20+	24,024.00	2,002.00	103.11	12.89

Effective Date: September 1, 2023

Adoption Date: March 30, 2023

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CAFETERIA FOOD SERVICE MANAGER 192 DAYS 8 HOURS			k all	
		2023-202	4	
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	18,562.00	1,546.83	96.68	12.08
1	20,418.00	1,701.50	106.34	13.29
2	21,067.00	1,755.58	109.72	13.72
3	21,716.00	1,809.67	113.10	14.14
4	22,596.00	1,883.00	117.69	14.71
5	23,476.00	1,956.33	122.27	15.28
6	24,576.00	2,048.00	128.00	16.00
7	25,346.00	2,112.17	132.01	16.50
8	26,116.00	2,176.33	136.02	17.00
9	26,886.00	2,240.50	140.03	17.50
10	27,656.00	2,304.67	144.04	18.01
11	28,756.00	2,396.33	149.77	18.72
12	29,416.00	2,451.33	153.21	19.15
13	30,076.00	2,506.33	156.65	19.58
14	31,176.00	2,598.00	162.38	20.30
15	31,836.00	2,653.00	165.81	20.73
16	32,936.00	2,744.67	171.54	21.44
17	33,486.00	2,790.50	174.41	21.80
18	34,036.00	2,836.33	177.27	22.16
19	34,586.00	2,882.17	180.14	22.52
20+	35,136.00	2,928.00	183.00	22.88

Effective Date: September 1, 2023

Adoption Date: March 30, 2023

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FOOD PREPARATION				
MANAGER				
183 DAYS				
8 HOURS PER DAY				
		2023-2	024	
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	14,728.00	1,227.33	80.48	10.06
1	16,201.00	1,350.08	88.53	11.07
2	16,522.00	1,376.83	90.28	11.29
3	16,845.00	1,403.75	92.05	11.51
4	17,167.00	1,430.58	93.81	11.73
5	17,489.00	1,457.42	95.57	11.95
6	18,039.00	1,503.25	98.57	12.32
7	18,361.00	1,530.08	100.33	12.54
8	18,683.00	1,556.92	102.09	12.76
9	18,845.00	1,570.42	102.98	12.87
10	19,005.00	1,583.75	103.85	12.98
11	19,555.00	1,629.58	106.86	13.36
12	19,716.00	1,643.00	107.74	13.47
13	19,876.00	1,656.33	108.61	13.58
14	20,038.00	1,669.83	109.50	13.69
15	20,199.00	1,683.25	110.38	13.80
16	20,749.00	1,729.08	113.38	14.17
17	20,990.00	1,749.17	114.70	14.34
18	21,232.00	1,769.33	116.02	14.50
19	21,472.00	1,789.33	117.33	14.67
20+	21,714.00	1,809.50	118.66	14.83

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Adoption Date: March 30, 2023

CAFETERIA WORKER				
183 DAYS				
8 HOURS PER DAY				
	8	2023-	2024	
STEP	SALARY	MONTHLY	DAILY	HOURLY
0	12,522.00	1,043.50	68.43	8.55
<u> 1</u>	13,775.00	1,147.92	75.27	9.41
2	13,935.00	1,161.25	76.15	9.52
3	14,177.00	1,181.42	77.47	9.68
4	14,727.00	1,227.25	80.48	10.06
5	14,953.00	1,246.08	81.71	10.21
6	15,503.00	1,291.92	84.72	10.59
7	15,810.00	1,317.50	86.39	10.80
8	16,131.00	1,344.25	88.15	11.02
9	16,437.00	1,369.75	89.82	11.23
10	16,759.00	1,396.58	91.58	11.45
11	17,309.00	1,442.42	94.58	11.82
12	17,631.00	1,469.25	96.34	12.04
13	17,933.00	1,494.42	97.99	12.25
14	18,259.00	1,521.58	99.78	12.47
15	18,565.00	1,547.08	101.45	12.68
16	18,887.00	1,573.92	103.21	12.90
17	19,193.00	1,599.42	104.88	13.11
18	19,515.00	1,626.25	106.64	13.33
19	19,821.00	1,651.75	108.31	13.54
20+	20,144.00	1,678.67	110.08	13.76

Effective Date: September 1, 2023
Adoption Date: March 30, 2023

Salaries listed above are based on 10 month employment for the 2023-24 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are determined annually and board approved. Salaries are determined individually with consideration for job related experience and credentials.

TRANSPORTATION

SECTION 5

GOODRICH INDEPENDENT SCHOOL DISTRICT

BUS DRIVER PAY SCALE 2022-2023

ROUT	E MILES	PAY RATE	#DAYS
Route #1	39.2	100.00	177
Route #2	13.7	25.00	177
Route #3	5.9	25.00	177
Route #4	8.1	25.00	177
Route #5	As Needed	15.00	177
Route #6	As Needed	25.00	177
All Routes are Sub	ject to Change		
Effective Date:	September 1, 2023		
Adoption Date:	March 30, 2023		

EXTRA DUTY PAY SCALE

SECTION 6

GOODRICH INDEPENDENT SCHOOL DISTRICT P. O. BOX 789 **GOODRICH, TEXAS 77335 EXTRA-DUTY PAY RATE** 2023-2024

DUTY	AMOUNT
General Master's Degree (Teacher)	\$1,000.00/Year
Secondary Math*	\$2,000.00/Year
Secondary Science*	\$2,000.00/Year
Foreign Language*	\$2,000.00/Year
Secondary Substitute (District Teacher)**	\$30.00/Class
Elementary Substitute***	\$40.00/Day
After School Tutorials (Teacher)	\$25.00/Hour
After School Tutorials (Aide)	\$12.00/Hour
Substitute Finder	\$500.00/Year
Bus Drivers (Not on School Time)	\$12.00/Hour
Bus Monitor	\$8.00/Trip
Extended Day Bus Driver	\$50.00/Trip
Board Meeting Minutes Recorder	\$700.00/Year
Translator	\$500.00/Semester
District Media/Communication Specialist	\$5,000/Year
Transportation Liaison	\$6,000/Year
Maintenance/Transportation Coordinator	\$12,000/Year

^{*}Must teach at least 50% of the day in the critical needs subject to be eligible **If substituting for another class during conference period

^{***}Elementary classes without substitutes are split between elementary teachers

SUPPLEMENTAL SALARY SCHEDULE

SECTION 7

GOODRICH INDEPENDENT SCHOOL DISTRICT

SUPPLEMENTAL SALARY SCHEDULE ATHLETICS 2023-2024

SPORT	COACHING SUPPLEMENT
BASKETBALL	
High School Boys	850.00
Junior Varsity Boys	850.00
Junior High Boys	550.00
High School Girls	850.00
Junior Varsity Girls	850.00
Junior High Girls	550.00
VOLLEYBALL	
High School Volleyball	850.00
Junior High Volleyball	550.00
TRACK	
High School Boys	850.00
Junior High Boys	550.00
High School Girls	850.00
Junior High Girls	550.00
TENNIS	850.00
GOLF	550.00
CROSS COUNTRY	
Boys	850.00
Girls	850.00
COACHING STIPEND	
Girls Coach	1,050
Athletic Director/Boys Coach	1,550

GOODRICH INDEPENDENT SCHOOL DISTRICT

SUPPLEMENTAL (CO-CURRICULAR) SALARY SCHEDULE 2023-2024

SPONSOR	SUPPLEMENT PER YEAR
Newspaper & Yearbook	500.00
Cheer/Pep Squad	325.00
Gatekeeper	325.00
Scorekeeper	325.00
National Honor Society	325.00
National Junior Honor Society	325.00
Student Council	325.00
Traveling Hornets	325.00
*UIL COACHES	
Informative Speaking	125.00
Persuasive Speaking	125.00
Poetry Interpretation	125.00
Prose Interpretation	125.00
Journalism	125.00
Calculator Application	125.00
Number Sense	125.00
Editorial Writing	125.00
Ready Writing Contest	125.00
Science Contest	125.00
Shorthand Contest	125.00
Spelling & Plain Writing Contest	125.00
Typewriting Contest	125.00
One Act Play	175.00
Modern Oratory	125.00
mpromptu Speaking	125.00
Mathematics	125.00
Oral Reading	125.00
Picture Memory Art	125.00

Social Studies	125.00
Music Memory	125.00
Creative Writing	125.00
Storytelling	125.00
UIL Literary Coordinator	175.00
*UIL COACHES	
Art (Grades 4-5)	125.00
Chess (Grades 2-5)	125.00
Chess (Grades 6-8)	125.00
Dictionary Skills	125.00
Listening Skills	125.00
Maps, Graphs & Charts	125.00
Accounting	125.00

^{*}BASED ON PER EVENT AND MUST PARTICIPATE IN UIL CONTEST TO RECEIVE SUPPLEMENT

SUBSTITUTE PAY RATE

SECTION 8

SUBSTITUTE PAY RATE 2023-2024

SUBSTITUTE TYPE	AMOUNT
Certified Teacher Substitute	\$ 95.00 Per Day
College Degree Substitute	85.00 Per Day
No Degree	80.00 Per Day
*Certified Long Term Substitute	105.00 Per Day
*College Degree Long Term Substitute	95.00 Per Day
*No Degree Long Term Substitute	90.00 Per Day
Custodial/Cafeteria	75.00 Per Day

^{*}Long Term – Substitutes will be paid at their regular rate of pay for the first ten days in a long term position. Starting on day eleven, the rate will raise to the long term rate.

EMPLOYEE LEAVE

SECTION 9

GOODRICH INDEPENDENT SCHOOL DISTRICT

DISTRICT LEAVE 2023-2024

DAYS
5
5
=
2

HEALTH INSURANCE RATES

SECTION 10

DISTRICT INSURANCE CONTRIBUTION 2023-2024

EMPLOYEE	AMOUNT
Covered by TBS Active Care	150 00 Dor Month
Covered by TRS Active Care	150.00 Per Month
Waive Coverage	50.00 Per Month
Ineligible for TRS (Retirees)	50.00 Per Month

BENEFITS

SECTION 11

2023-2024 BENEFITS

- District pays part of employee's health insurance premiums, \$1,800 per year.
- For employees waiving health coverage, the District contributes up to \$600 toward dental, vision, cancer, term life, and accident insurance, for employee only. Part-time employees are eligible for \$300 per year.
- District pays for a \$20,000 life insurance policy for each employee.
- Five State personal days and five local leave days per year. Plus, two
 extended leave days per year at a reduced rate of \$60 for professionals and
 \$35 for para professional/auxiliary staff. Part-time employees are eligible
 for 2.5 State days, 2.5 local days, and 1 extended leave day.
- Secondary Math, Science, and Foreign Language Teachers receive \$2,000 stipend.
- Certified Teachers with a Master's Degree receive a \$1,000 stipend.
- Personnel with a certified CDL bus driver's license substituting at least 5 times during this school year, as needed, would earn \$200 stipend and payment for the route. Does not include regular bus drivers.
- Reimbursement up to \$800 per school year for college credit in the education field. Courses must be pre-approved by the Superintendent. Hours must be completed by 8-15-2024.
- Wellness/Fitness Zone on-site for staff and guest. See Administration Office for more information.
- Employee athletic passes to all home games. The pass admits the employee and one guest, \$80.
- 23 free cafeteria meals plus 2 holiday meals to each employee. Non-transferable. \$112.50 per employee.
- Social Security-employer's portion paid by district, 6.2%. Example: on a \$30,000 teacher, the district pays \$1,860 per year for their social security retirement.
- Deferred compensation plans {403(b) and 457} available.
- Retire or resign from Goodrich ISD with 5 years or more continuous service and "cash in" unused state sick/personal leave days up to 50 days @ \$50 per day, maximum \$2,500.