

2019-2020 (only)

Employee Salary Scales

Doss CCSD

Professional Salary Scale

Years of Credited Experience	State Annual Salary (10-month contract)	Bachelor's Salary (10-month contract)	Master's Salary (10-month contract)
0	\$28,080	\$40,500	\$42,000
1	\$28,690	\$41,250	\$42,750
2	\$29,290	\$42,000	\$43,500
3	\$29,890	\$42,750	\$44,250
4	\$31,170	\$43,500	\$45,000
5	\$32,440	\$44,250	\$45,750
6	\$33,720	\$45,000	\$46,500
7	\$34,900	\$45,750	\$47,250
8	\$36,020	\$46,500	\$48,000
9	\$37,080	\$47,250	\$48,750
10	\$38,080	\$48,000	\$49,500
11	\$39,020	\$48,750	\$50,250
12	\$39,930	\$49,500	\$51,000
13	\$40,760	\$50,250	\$51,750
14	\$41,560	\$51,000	\$52,500
15	\$42,310	\$51,750	\$53,250
16	\$43,030	\$52,500	\$54,000
17	\$43,700	\$53,250	\$54,750
18	\$44,340	\$54,000	\$55,500
19	\$44,940	\$54,750	\$56,250
20	\$45,510	\$55,500	\$57,000
21		\$56,250	\$57,750
22		\$57,000	\$58,500
23		\$57,750	\$59,250
24		\$58,500	\$60,000
25		\$59,250	\$60,750
25+	Local Step Increase of \$750 per year		
Salary Lines Include:	State Base	DCCSD Base	Base Plus \$1,500.

Other Employee Benefits:	** \$350 per month towards TRS Health Insurance
	** Monthly contribution for small life insurance policy
	** Five State & Five Local Leave days provided employees

Proposed 19-20 HB3 Compensation Increase Per 86th Legislative Session HB3 TEC 48.051 c	Step 0 to 7	\$2,500 Increase
	Step 8 to 13	\$3,000 Increase
	Step 14 to 21	\$3,500 Increase
	Step 22 to 29	\$4,000 Increase
*30% Rule Based on TEA Direction 08.08.19	**prioritizing differentiated compensation	

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Employee Salary Scales

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Midpoint Auxiliary Scales

IS Instructional Support Services							
Step-Days	minimum		midpoint		maximum		Position
1-187-8	\$10.00/hr	\$14,960	\$13.00/hr	\$19,448	\$16.00/hr	\$23,936	Instructional Asst.
2-187-8	\$16.00/hr	\$23,936	\$19.00/hr	\$28,424	\$22.00/hr	\$32,912	Instructional Aide

***Full time position salary is annualized; hourly rate listed for comparison only.**

CT Clerical and Technical Support							
Step-Days	minimum		midpoint		maximum		Position
1-187-8	\$15.00/hr	\$22,440	\$18.00/hr	\$26,928	\$21.00/hr	\$31,416	Secretary/PEIMS
2-226-8	\$19.00/hr	\$34,352	\$22.00/hr	\$39,776	\$25.00/hr	\$45,200	Admin. Assistant

***Full time position salary is annualized; hourly rate listed for comparison only.**

FL Facility and Labor *							
Step-Days	minimum		midpoint		maximum		Position
FL-1	\$15.00/hr		\$20.00/hr		\$25.00/hr		Custodians
FL-2	\$20.00/hr		\$25.00/hr		\$30.00/hr		Custodian/Grounds

***Hourly rates are for contracted services only, not for full time positions.**

OP Operations and Other							
Step-Days	minimum		midpoint		maximum		Position
OP-1	\$15.00/hr		\$19.00/hr		\$25.00/hr		Bus Driver
OP-2	\$19.00/hr		\$23.00/hr		\$27.00/hr		Other Operations

***Hourly rates are for contracted services only, not for full time positions.**

SS Supplement or Stipend							
	minimum		midpoint		maximum		Position
SS-1	\$15.00/hr		\$20.00/hr		\$25.00/hr		Supplement
SS-2	\$50 - \$2,500 as authorized by Administrative Consultant						Stipend

***Supplements and Stipends by authorization only!**

Other Employee Benefits (full time employees)	** \$350 per month towards TRS Health Insurance
	** Monthly contribution for small life insurance policy
	** Five State & Five Local Leave days provided employees

Mid-point Salary Schedules are used for initial placement of all employees other than teachers.
 The schedule shall be used to determine annual salary increase by applying the percentage increase, if any, to the midpoint salary scale. The District may make changes to the Mid-point scale as market information such as salary studies are available. For 19-20 the District will approve an increase.

Proposed 19-20 HB3 Compensation Increase Per 86th Legislative Session HB3 TEC 48.051 c	One-time step increase of \$750, plus \$1,500 compensation increase for full-time auxiliary employees.
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