



ELYSIAN FIELDS INDEPENDENT SCHOOL DISTRICT

Excellence Through Teamwork

2099 FM 451 Waskom, Texas 75692 903-633-2420

Compensation Plan 2023-2024

Elysian Fields ISD

2023-2024 New Hire Guide for Teachers

Model 3: \$39,750 starting, 4.0% GPI

Years of Experience	New Hire Salary
0	\$39,750
1	\$40,160
2	\$40,590
3	\$41,300
4	\$42,130
5	\$43,650
6	\$44,680
7	\$45,910
8	\$47,330
9	\$48,670
10	\$49,940
11	\$51,130
12	\$52,270
13	\$53,350
14	\$54,350
15	\$55,310
16	\$56,210
17	\$57,070
18	\$57,870
19	\$58,640
20	\$59,360
21	\$60,040
22	\$60,540
23	\$61,040
24	\$61,540
25	\$62,040
26	\$62,540
27	\$63,040
28	\$63,540
29	\$64,040
30+	\$64,540

Continuing Teachers will receive an increase of
\$2,100

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.

\$500 Master's Degree - General Stipend

2023-2024 Proposed Administrative Professional Pay Plan

Elysian Fields ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$180.40	\$220.00	\$259.60
	Director, Food Service	206	206 Days	37,162	45,320	53,478
	Director, Transportation	250	250 Days	45,100	55,000	64,900
2			Daily	\$234.52	\$286.00	\$337.48
	Asst Principal, ES	216	187 Days	43,855	53,482	63,109
	Athletic Trainer	207	192 Days	45,028	54,912	64,796
	Counselor, ES	192	207 Days	48,546	59,202	69,858
	Counselor, MS	192	216 Days	50,656	61,776	72,896
	Director, Maintenance	250	250 Days	58,630	71,500	84,370
	Instructional Coach	192				
	Nurse (RN)	187				
3			Daily	\$262.66	\$320.32	\$377.98
	Asst Principal - MS	216	192 Days	50,431	61,501	72,572
	Counselor, HS	192	216 Days	56,735	69,189	81,644
	Director, Federal Program/PEIMS Coordinator	216				
4			Daily	\$278.42	\$339.54	\$400.66
	Asst Principal, HS	216	167 Days	46,496	56,703	66,910
	Dean, Student Services	167	216 Days	60,139	73,341	86,543
5			Daily	\$295.13	\$359.91	\$424.69
	Director, Technology	235	216 Days	63,748	77,741	91,733
	Principal, ES	216	235 Days	69,356	84,579	99,802
6			Daily	\$315.78	\$385.10	\$454.42
	Business Manager	235	216 Days	68,208	83,182	98,155
	Director, Athletics	235	235 Days	74,208	90,499	106,789
	Director, Curriculum	216	250 Days	78,945	96,275	113,605
	Operations Director	250				
	Principal, MS	216				
7			Daily	\$337.89	\$412.06	\$486.23
	Principal, HS	216	216 Days	72,984	89,005	105,026

2023-2024 Proposed Clerical Paraprofessional Pay Plan

Elysian Fields ISD

*Annual amounts are based on 7.5 hours per day.

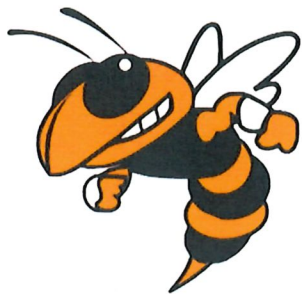
Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$11.00	\$13.41	\$15.82
	Aide, Classroom ES	182	182 Days	15,015	18,305	21,594
	Aide, Classroom ES/ISS	182				
	Aide, Classroom HS	182				
	Aide, Classroom HS/ISS	182				
	Aide, Classroom MS	182				
	Aide, PE	182				
2			Hourly	\$12.00	\$14.63	\$17.26
	Aide, Computer Lab	182	182 Days	16,380	19,970	23,560
	Aide, Library	182, 192	192 Days	17,280	21,067	24,854
	Aide, SPED	182				
3			Hourly	\$15.50	\$18.90	\$22.30
	Administrative Assistant, ES	192	192 Days	22,320	27,216	32,112
	Administrative Assistant, MS	192				
	Attendance Assistant, HS	192				
4			Hourly	\$17.00	\$20.73	\$24.46
	Administrative Assistant, HS	192	192 Days	24,480	29,851	35,222
	Administrative Assistant, Transportation	235	235 Days	29,963	36,537	43,111
5			Hourly	\$19.00	\$23.17	\$27.34
	Administrative Assistant, Business Manager	235	182 Days	25,935	31,627	37,319
	LVN	182	235 Days	33,488	40,837	48,187
6			Hourly	\$22.00	\$26.83	\$31.66
	Coordinator, HR and Payroll	235	235 Days	38,775	47,288	55,801
	Executive Assistant, Superintendent	235				
	Technician, IT	235				

2023-2024 Proposed Auxiliary Pay Plan

Elysian Fields ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1			Hourly	\$10.25	\$10.25
	Bus Monitor	173	173 Days	\$10.25	\$10.25
2			Hourly	\$10.50	\$12.81
	Custodian	173, 188, 204, 250	173 Days	\$10.50	\$12.81
	Food Service Worker	179, 180	179 Days	\$12.81	\$15.12
			180 Days	\$12.81	\$15.12
			188 Days	\$12.81	\$15.12
			204 Days	\$12.81	\$15.12
			250 Days	\$12.81	\$15.12
3			Hourly	\$14.75	\$17.99
	Manager, Food Service ES	181	181 Days	\$14.75	\$17.99
	Manager, Food Service HS	181	181 Days	\$17.99	\$21.23
4			Hourly	\$17.00	\$20.73
	Maintenance Worker	250	250 Days	\$17.00	\$20.73
	Mechanic, Helper	250	250 Days	\$20.73	\$24.46
5			Hourly	\$18.25	\$22.26
	Bus Driver	173	173 Days	\$18.25	\$22.26
	Transportation Worker	250	250 Days	\$18.25	\$22.26



ELYSIAN FIELDS INDEPENDENT SCHOOL DISTRICT

Excellence Through Teamwork

2099 FM 451 Waskom, Texas 75692 903-633-2420

Substitute Teacher Pay Scale

Daily Teacher Substitute Rate - Certified	\$100 per day
Daily Teacher Substitute Rate - Noncertified	\$75 per day
½ Day Teacher Substitute Rate - Certified	\$50.00 per day
½ Day Teacher Substitute Rate - Noncertified	\$37.50 per day
Long Term Teacher Substitute Rate - Certified	\$125 per day
Long Term Teacher Substitute Rate - Noncertified	\$100.00 per day
Daily Paraprofessional & Cafeteria Substitute Rate	\$65.00 per day
Daily Bus Driver Substitute Rate	\$26.00 per route

*** A long term substitute must serve more than 15 consecutive workdays in the same assignment before the long term substitute rate will apply.**



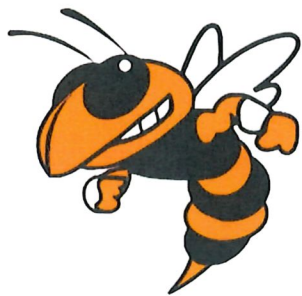
ELYSIAN FIELDS INDEPENDENT SCHOOL DISTRICT

Excellence Through Teamwork

2099 FM 451 Waskom, Texas 75692 903-633-2420

Supplemental Duty Stipend Schedule

Assignment	Stipend Amount
High School Band Director	\$12,000
Middle School Band Director	\$6,000
High School Varsity Cheer Sponsor	\$2,500
Junior Varsity Cheer Sponsor	\$2,000
Junior High Cheer Sponsor	\$2,000
Flag Sponsor	\$1,000
Junior High Twirlers	\$1,000
High School Twirlers	\$1,000
Yearbook Sponsor	\$1,500
High School UIL Coordinator	\$1,000
Middle School UIL Coordinator	\$1,000
Elementary UIL Coordinator	\$1,000
UIL Sponsor per event	\$300
High School One Act Play Sponsor	\$1,500
Gifted and Talented Teacher	\$1,000
English as a Second Language Teacher (ESL)	\$1,000
AG Teacher	\$3,500
Secondary Science Teacher (Chemistry, Physics, and Anatomy	\$1,500
Secondary Math Teacher (Algebra II, Calculus, and Pre-Calculus	\$1,500
Special Education Teacher (Structured Learning)	\$1,500
Foreign Language Teacher	\$1,500



ELYSIAN FIELDS INDEPENDENT SCHOOL DISTRICT

Excellence Through Teamwork

2099 FM 451 Waskom, Texas 75692 903-633-2420

Athletic Stipend Schedule

Assignment	Stipend Amount
Head Coach with CDL Cross Country, Volleyball, Baseball, Softball, Basketball, Track	\$3,000
Head Coach without CDL Cross Country, Volleyball, Baseball, Softball, Basketball, Track	\$2,250
Head Coach with CDL Golf, Powerlifting, Tennis	\$2,500
Head Coach without CDL Golf, Powerlifting, Tennis	\$1,750
Assistant Coach with CDL Cross Country, Volleyball, Baseball, Softball, Basketball, Track	\$2,250
Assistant Coach without CDL	\$1,500
10 Days before start of school Football and Volleyball (\$225 per day)	\$2,250
Assistant Coach - 3rd Sport with CDL	\$1,750
Assistant Coach - 3rd Sport without CDL	\$1,200
Football - OC with CDL	\$6,000
Football - OC without CDL	\$5,250
Football - DC with CDL	\$6,000
Football - DC without CDL	\$5,250
Football Assistant Coach with CDL	\$2,500
Football Assistant Coach without CDL	\$1,750