

Wichita Falls ISD
2018-19 Salary Schedule for
Teachers, Librarians and Nurses

Years of Experience	Daily Rate	Teacher Salary 187 Days	Librarian Salary 192 Days
0	231.02	\$43,200	\$44,350
1	233.04	\$43,578	\$44,744
2	234.11	\$43,779	\$44,949
3	235.18	\$43,979	\$45,155
4	236.25	\$44,179	\$45,360
5	237.32	\$44,379	\$45,565
6	238.39	\$44,579	\$45,771
7	239.46	\$44,779	\$45,976
8	240.53	\$44,979	\$46,182
9	241.60	\$45,179	\$46,387
10	244.91	\$45,798	\$47,023
11	247.76	\$46,331	\$47,570
12	250.61	\$46,864	\$48,117
13	253.46	\$47,397	\$48,664
14	256.31	\$47,930	\$49,212
15	262.01	\$48,996	\$50,306
16	265.43	\$49,635	\$50,963
17	268.85	\$50,275	\$51,619
18	272.27	\$50,914	\$52,276
19	275.70	\$51,556	\$52,934
20+	281.39	\$52,620	\$54,027

The salaries listed above are based on 10-month employment for the 2018-2019 school year. It does not represent salaries for future years. Salary advancements are based on the annual pay raise budget approved by the Board of Trustees each year.

2018–19 Administrative/Professional - Instruction Pay Plan
Wichita Falls ISD

Pay Grade	Job Title	Calendars	General Pay				
			Minimum	Midpoint	Maximum	Increase	
Inst 1			Daily	\$187.88	\$225.00	\$262.13	\$2.25
	High School Testing Coordinator	205	187 Days	35,134	42,075	49,018	\$420.75
	COTA	187	192 Days	36,073	43,200	50,329	\$432.00
	Speech-Language Pathologist Assistant	187	205 Days	38,515	46,125	53,737	\$461.25
	Assistant College & Career Advisor	192					
Inst 2			Daily	\$229.21	\$274.50	\$319.79	\$2.75
	Testing Facilitator - Bilingual	205	187 Days	42,862	51,332	59,801	\$513.32
	Counselor, Elementary	192	192 Days	44,008	52,704	61,400	\$527.04
	Counselor, HALC	205	197 Days	45,154	54,077	62,999	\$540.77
	Counselor, High School	205	205 Days	46,988	56,273	65,557	\$562.73
	Counselor, Middle School	205	214 Days	49,051	58,743	68,435	\$587.43
	College & Career Advisor	205					
	Occupational Therapist	192					
	Social Worker	192, 214					
	Speech Therapist	187					
	At-Risk Coordinator	192					
Inst 3			Daily	\$245.26	\$293.72	\$342.18	\$2.94
	AT Specialist/Homebound Services Specialist	205	187 Days	45,864	54,926	63,988	\$549.26
	Diagnostician	205	192 Days	47,090	56,394	65,699	\$563.94
	Coordinator, Healthcare	240	197 Days	48,316	57,862	67,409	\$578.62
	Coordinator - Attendance and At-Risk Services	220	205 Days	50,278	60,213	70,147	\$602.13
	Instructional Technology Facilitator	220	210 Days	51,505	61,681	71,858	\$616.81
	Behavior Intervention Specialist	197	220 Days	53,957	64,618	75,280	\$646.18
	School Psychologist	192	240 Days	58,862	70,493	82,123	\$704.93
	Deaf Education - Coordinator	197					
	Supervisor - PAT	220					
	Speech-Language Pathologist	187					
	Physical Therapist	197					
	Licensed Professional Counselors	192					
Inst 4			Daily	\$262.42	\$314.28	\$366.14	\$3.14
	Assistant Principal, Elementary	205, 214	205 Days	53,796	64,427	75,059	\$644.27
	Assistant Principal, Middle School	220	210 Days	55,108	65,999	76,889	\$659.99
	Special Ed Supervisor	220	214 Days	56,158	67,256	78,354	\$672.56
	Special Ed Evaluation Specialist	205	220 Days	57,732	69,142	80,551	\$691.42
	Esped Coordinator/Diagnostician	210	230 Days	60,357	72,284	84,212	\$722.84
	Assistant Principal, Early Learning	205					
	Assistant Principal, JJAEP	210					
	Special Ed Inst Program Facilitator	230					
Inst 5			Daily	\$285.84	\$336.28	\$386.72	\$3.36
	Assistant Principal, High School	220	207 Days	59,168	69,609	80,051	\$696.09
	Campus Athletic Coordinator	240	220 Days	62,885	73,982	85,078	\$739.82
	Assistant Director - State & Federal Programs	240	230 Days	65,743	77,344	88,946	\$772.80
	High School Band Directors	207	240 Days	68,602	80,707	92,813	\$807.07
	Curriculum Specialist	220					
	Assistant Principal/Counselor, CEC	220					
	Special Ed Curriculum Specialist	230					
Inst 6			Daily	\$305.85	\$359.82	\$413.79	\$3.60
	Director - State & Federal Programs	240	220 Days	67,287	79,160	91,034	\$791.60
	Principal, Alternative	220	240 Days	73,404	86,357	99,310	\$863.57
	Principal, Elementary	220					
	Principal, Early Learning	220					
	Coordinator, Student Assignment	240					
	Director - Fine Arts	240					
	Director - Assessment	240					
	Assistant Director of Special Ed	240					
	Director of CTE	240					
	Director - Foreign Languages	240					
	Director - Instructional Technology	240					
Inst 7			Daily	\$327.26	\$385.01	\$442.76	\$3.85
	Director - Secondary Curriculum	240	220 Days	71,997	84,702	97,407	\$847.02
	Director - Athletics	240	240 Days	78,542	92,402	106,262	\$924.02
	Director - Elementary Curriculum	240					
	Principal, Middle School	220					
	Principal, CEC	240					
	Director - Innovation & Advanced Academics	240					
	Coordinator of School Administration	220					
	Director - Early Learning	240					
Inst 8			Daily	\$350.17	\$411.96	\$473.75	\$4.12
	Director - Special Education	240	240 Days	84,041	98,870	113,700	\$988.70
	Principal, High School	240					
Inst 9			Daily	\$374.68	\$440.80	\$506.92	\$4.41
	Executive Director - School Administration	240	240 Days	89,923	105,792	121,661	\$1,057.92
Inst 10			Daily	\$466.07	\$548.32	\$630.57	\$5.48
	Associate Superintendent	240					

**2018–19 Administrative/Professional - Business Pay Plan
Wichita Falls ISD**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	General Pay Increase	
Bus 1			Daily	\$171.20	\$205.03	\$238.86	\$2.05
	Director - WFISD Foundation	240	240 Days	41,088	49,207	57,326	\$492.07
	Child Nutrition Supervisor	240					
	Network Analyst I	240					
	Purchasing Supervisor	240					
	Supervisor I - Maintenance	240					
Bus 2			Daily	\$196.88	\$235.78	\$274.68	\$2.36
	Accountant	240	240 Days	47,251	56,587	65,923	\$565.87
	Coordinator of Benefits	240	260 Days	51,188	61,302	71,416	\$613.02
	District Webmaster	240					
	Energy Manager	240					
	Payroll Supervisor	240					
	Programmer Analyst I	240					
	Purchasing Buyer II	240					
	Supervisor I - Mechanical Supervisor	260					
	Supervisor II - Maintenance	240					
	Records & Fixed Assets Manager	240					
	Business / Student Systems Analyst 2	240					
	Warehouse Manager	240					
Bus 3			Daily	\$232.31	\$278.22	\$324.13	\$2.78
	Assistant Director - Maintenance	240	205 Days	47,624	57,035	66,447	\$570.35
	Communications Specialist	205	240 Days	55,754	66,773	77,791	\$667.73
	Coordinator of PIE	205					
	Director - Security	240					
	Risk & Contract Manager	240					
	Student/Business Services Lead	240					
Bus 4			Daily	\$250.90	\$300.48	\$350.06	\$3.00
	Communications Officer	240	240 Days	60,216	72,115	84,014	\$721.15
	Infrastructure Manager - Technology	240					
	Internal Auditor	240					
	Desktop Services Manager	240					
Bus 5			Daily	\$275.99	\$330.53	\$385.07	\$3.31
	Assistant Director - Human Resources	240	240 Days	66,238	79,327	92,417	\$793.27
	Director - Purchasing	240					
	Director - Maintenance	240					
Bus 6			Daily	\$337.14	\$396.64	\$456.14	\$3.97
	Director - Finance	240	240 Days	80,914	95,194	109,474	\$951.94
Bus 7			Daily	\$431.55	\$507.70	\$583.86	\$5.08
	Executive Director of Operations	240	240 Days	103,572	121,848	140,126	\$1,218.48
	Director - Human Resources	240					
	Director - Technology	240					
Bus 8			Daily	\$466.07	\$548.32	\$630.57	\$5.48
	Chief Financial Officer	240	240 Days	111,857	131,597	151,337	\$1,315.97

**2017-18 Auxiliary Pay Plan
Wichita Falls ISD**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	General Pay Increase		
Aux 1								
	Child Nutrition Worker	184	Hourly	\$8.98	\$10.75	\$12.52	\$0.11	
			Worker 5	184 Days	8,262	9,890	11,518	\$98.90
			Worker 6	184 Days	9,914	11,868	13,822	\$118.68
			Worker 6.5	184 Days	10,740	12,857	14,974	\$128.57
			Worker 7	184 Days	11,566	13,846	16,126	\$138.46
Aux 2								
	Head Cook	184	Hourly	\$9.66	\$11.93	\$14.20	\$0.12	
			184	Days	13,864	17,122	20,380	\$171.22
Aux 3								
	Floating Manager	190	Hourly	\$11.40	\$14.08	\$16.76	\$0.14	
	Child Nutrition Elementary Manager I	190	190	Days	16,895	20,867	24,838	\$208.67
	Manager Trainee	190	260	Days	23,119	28,554	33,989	\$285.54
	Athletics Groundskeeper	260						
Aux 4								
	Child Nutrition Elementary Manager II	190	Hourly	\$12.66	\$15.63	\$18.60	\$0.16	
	Child Nutrition Middle School Manager	190	190	Days	18,762	23,164	27,565	\$231.64
	Maintenance - Building Technician I	260	239	Days	23,601	29,137	34,674	\$291.37
	Warehouse Supervisor Assistant	239	260	Days	25,674	31,698	37,721	\$316.98
	Warehouse Worker/Driver	190, 260						
Aux 5								
	HVAC PM Technician	260	Hourly	\$13.92	\$17.19	\$20.46	\$0.17	
	Locksmith	260	190	Days	20,629	25,476	30,322	\$254.76
	Records Manager	239	239	Days	25,950	32,046	38,142	\$320.46
	Records Management Specialist	239	260	Days	28,230	34,861	41,493	\$348.61
	Child Nutrition High School Manager	190						
	Maintenance - Building Technician II	260						
	Vehicle Mechanic	260						
	Warehouse Inventory Specialist	239						
	Plumber Tech	260						
Aux 6								
	General Tradesman	260	Hourly	\$16.01	\$19.77	\$23.53	\$0.20	
	Groundskeeper Foreman	260	239	Days	29,846	36,855	43,865	\$368.55
	Child Nutrition Tech Support	239	260	Days	32,468	40,093	47,719	\$400.93
	Textbook Specialist	239						
	Vehicle Maintenance Foreman	260						
	Warehouse Foreman	260						
	Child Nutrition Warehouse Supervisor	239						
	Welder	260						
Aux 7								
	Electrician	260	Hourly	\$19.38	\$23.92	\$28.46	\$0.24	
	HVAC Technician	260	219	Days	33,105	40,860	48,615	\$408.60
	Integrated Pest Technician	260	239	Days	36,128	44,592	53,055	\$445.92
	Kitchen Technician	260	260	Days	39,303	48,510	57,717	\$485.10
	Plumber	260						
	Support Technician	219, 239						
	Support Technician, Helpdesk	239						
	Telecom Technician	260						
	Security Technician	260						
Aux 8								
	Master Plumber	260	Hourly	\$23.25	\$28.70	\$34.15	\$0.29	
			260	Days	47,151	58,204	69,256	\$582.04

**2017–18 Clerical Paraprofessional Pay Plan
Wichita Falls ISD**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	Pay Increase	
1	Aide I	183	Hourly	\$9.20	\$11.50	\$13.80	\$0.12
			183 Days	13,132	16,415	19,698	\$164.15
2	Aide II - District Special Ed	183	Hourly	\$10.99	\$13.57	\$16.15	\$0.14
	Aide II - Library	183	183 Days	15,687	19,370	23,552	\$193.70
	Clerk I	183, 187, 202, 219, 239	187 Days	16,030	19,793	23,556	\$197.93
	Special Intervention Aide	183	202 Days	17,316	21,381	25,446	\$213.81
			219 Days	18,773	23,180	27,587	\$231.80
			239 Days	20,487	25,297	30,759	\$252.97
3	Clerk II	183, 239	Hourly	\$12.31	\$15.20	\$18.09	\$0.15
	CPR Instructional Assistant	183	183 Days	17,571	21,696	25,822	\$216.96
	Deaf Ed Aide	183	219 Days	21,028	25,965	30,901	\$259.65
	Secretary I	219	239 Days	22,948	28,336	33,723	\$283.36
4	Accounts Payable Clerk I	239	Hourly	\$13.05	\$16.11	\$19.17	\$0.16
	Clerk III	219, 239	214 Days	21,783	26,891	31,999	\$268.91
	Graphics Technician I	239	219 Days	22,292	27,519	32,746	\$275.19
	Receptionist, Human Resources	239	239 Days	24,328	30,032	35,737	\$300.32
	Secretary II	214					
5	Accounts Payable Supervisor	239	Hourly	\$13.83	\$17.08	\$20.33	\$0.17
	Clerk IV	183	183 Days	19,741	24,380	29,019	\$243.80
	Deaf Ed Interpreter I	183	187 Days	20,172	24,913	29,653	\$249.13
	Payroll Clerk I	239	205 Days	22,114	27,311	32,508	\$273.11
	Registrar High School	239	214 Days	23,085	28,510	33,935	\$285.10
	Secretary III	214, 219, 239	219 Days	23,624	29,176	34,728	\$291.76
	Campus Truancy Case Worker	183	239 Days	25,782	31,841	37,899	\$318.41
	Human Resources Specialist I	205					
	Purchasing Specialist I	239					
6	Purchasing Specialist II	239	Hourly	\$14.66	\$18.10	\$21.54	\$0.18
	Deaf Ed Interpreter II	183	183 Days	20,926	25,836	30,746	\$258.36
	Human Resources Specialist II	205, 239	187 Days	21,383	26,401	31,418	\$264.01
	Payroll Clerk II	239	192 Days	21,955	27,107	32,258	\$271.07
	Print Shop Foreman	239	205 Days	23,441	28,942	34,442	\$289.42
	Secretary IV	192, 214, 219, 239	214 Days	24,470	30,213	35,955	\$302.13
	Bilingual Interpreter	202	219 Days	25,042	30,918	36,795	\$309.18
	LVN	187	239 Days	27,329	33,742	40,155	\$337.42
7	District Attendance Case Worker	192	Hourly	\$17.30	\$21.36	\$25.42	\$0.21
	Human Resources Lead Specialist	239	184 Days	24,829	30,656	36,483	\$306.56
	Human Resources Office Manager	239	192 Days	25,908	31,989	38,069	\$319.89
	Payroll Clerk III	239	239 Days	32,251	39,819	47,388	\$398.19
	Secretary V	239					
8	Administrative Assistant, Superintendent	239	Hourly	\$20.41	\$25.20	\$29.99	\$0.25
	Administrative Assistant, CFO	239	239 Days	38,048	46,978	55,907	\$469.78

**2017–2018 Extra Duty Stipends
Wichita Falls ISD**

Category	Assignment	Level	Proposed Stipend
Athletics			
	Athletic Coordinator MS	MS	1,000
	Middle School Boys Coach	MS	7,500
	<i>Stipend is based on coaching Football, Basketball, Track/Cross Country</i>		
	Middle School Girls Coach	MS	7,500
	<i>Stipend is based on coaching Volleyball, Basketball, Track/Cross Country</i>		
	Tennis Head Coach MS	MS	4,500
	Athletic Trainer Assistant HS	HS	7,000
	Athletic Trainer Head HS	HS	9,700
	Baseball-Assistant Coach HS	HS	3,500
	Baseball-Head Coach HS	HS	6,500
	Basketball Assistant Coach HS	HS	5,000
	Basketball Head Coach HS	HS	6,500
	Cross Country Assistant Coach HS	HS	3,500
	Cross Country Head Coach HS	HS	6,000
	Football Coordinator / First Assistant	HS	8,000
	Football Assistant Coach HS	HS	6,500
	Golf Assistant Coach HS	HS	3,500
	Golf Head Coach HS	HS	6,000
	Powerlifting Assistant Coach HS	HS	2,500
	Powerlifting Head Coach HS	HS	4,000
	Soccer Assistant Coach HS	HS	4,000
	Soccer Head Coach HS	HS	6,500
	Softball Assistant Coach HS	HS	3,500
	Softball Head Coach HS	HS	6,500
	Swimming Head Coach HS	HS	7,000
	Tennis Assistant Coach HS	HS	4,000
	Tennis Head Coach HS	HS	7,500
	Track Assistant Coach HS	HS	3,500
	Track Head Coach HS	HS	6,000
	Volleyball Assistant Coach HS	HS	5,000
	Volleyball Head Coach HS	HS	7,500

**2017–2018 Extra Duty Stipends
Wichita Falls ISD**

Category	Assignment	Level	Proposed Stipend
Longevity			
	Longevity - Teacher	20 years	350
	Longevity - Paraprofessional/Auxiliary	10 years	120
	Longevity - Paraprofessional/Auxiliary	20 years	240
	Longevity - Child Nutrition	10 years	120
	Longevity - Child Nutrition	20 years	240
Leadership			
	Department Head (one 45 min conf. OR stipend) <i>Each High School campus may have a Math, Science, Social Studies, and English + 2 addtl representatives</i>	High School	2,500
	Department Head (one 45 min conf. OR stipend) <i>Each Middle School campus may have a Math, Science, Social Studies, and English dept representative</i>	Junior High	1,250
	SLPA Supervisor (for SLPs only)	District	1,575
	Lead Speech Language Pathologist	District	1,575
	Special Education PARA Coordinator	District	3,500
	Associate Principal	High School	3,622
	Related Service Coordinator	District	1,500
Credentials			
	CCC (Cert. of Clinical Competencies)	District	2,350
	Master's Degree (Teachers)	Campus	2,500
	Doctorate (Teachers & Principals)	Campus	1,575
	ESL	District	1,550
	Bilingual	District	3,100
	Foreign Language	Secondary	3,100
	Head Start Certifications	Aides only	450
	Special Education District Programs <i>(LEAP, LIFE, BASE, NTSH, Autism, Trans-K)</i>	Teachers	3,100
	Special Education District Program - PPCD	Teachers	1,550
Other			
	ON CALL	Maintenance	1,540
	ROTC (Equipment Coordinator) - 1 per campus	HS	1,000
	ROTC (Operations Officer) - 1 per campus <i>Paid to Officer or highest ranking NCO</i>	HS	1,000
	Vocational AG Instructor <i>Paid to 202 Calendar AG Teachers</i>	HS	5,000

**2017–2018 Extra Duty Stipends
Wichita Falls ISD**

Category	Assignment	Level	Proposed Stipend
Academics			
	Crime Stoppers HS	HS	1,275.0
	Crime Stoppers MS	MS	500.0
	Elementary After School Clubs - <i>(\$300 first semester & \$500 second semester)</i> Max 3 programs per school	Elementary	800/year
	Newspaper	HS	1,500.0
	PAL Sponsor	HS	1,500.0
	Secondary TAME Programs - <i>(stipend to be awarded at the end of the year)</i> 2 sponsors per campus	MS & HS	750/semester
	Student Council	HS	1,500.0
	UIL Coordinator - Elementary & Middle School <i>(stipend to be awarded at the end of the year)</i> 1 per campus	Elementary & Middle School	300.0
	UIL Coordinator - Secondary 1 per campus	High School	1,000.0
	UIL Academic Coach <i>(stipend to be awarded at the end of the year)</i>	Elementary	300.0
	UIL Academic Coach <i>(stipend to be awarded at the end of the year)</i>	Middle School	500.0
	UIL Academic Coach	High School	950.0
	Yearbook	HS	1,800.0

Performing Arts		
Band Director MS	MS	6,500.0
Band Director Assistant MS	MS	3,500.0
Band Director Assistant HS	HS	7,500.0
Cheerleader Sponsor HS <i>(1 sponsor for every 25 participants)</i>	HS	5,000.0
Cheerleader Sponsor MS <i>(1 sponsor for every 25 participants)</i>	MS	2,000.0
Pep Club MS <i>(1 sponsor for every 25 participants)</i>	MS	1,250.0
Choir Director HS	HS	5,500.0
Assistant Choir Director HS	HS	3,000.0
Choir Director MS	MS	2,500.0
Color Guard Instructor	HS	2,500.0
Debate	HS	2,000.0
Drama Director HS	HS	3,500.0
Drama Director MS	MS	1,000.0
Drill Team	HS	5,000.0
Orchestra Director HS	HS	5,000.0
Orchestra Director MS	MS	3,000.0
Hiring Bonus Offered to Teachers of:		
High School Mathematics	HS	2,000.0
High School Composite Science	HS	2,000.0
Language Other Than English - MS & HS	MS & HS	2,000.0
Bilingual	Elementary	2,000.0
Special Education <i>(District Programs Only)</i>	All-Level	2,000.0