

**2021-2022 New Hire Guide for
Teachers Librarians, and Nurses (RN)**

Years of Exp	New Hire Salary
0	\$55,600
1	\$55,900
2	\$56,200
3	\$56,500
4	\$56,800
5	\$57,520
6	\$58,146
7	\$58,696
8	\$59,246
9	\$59,646
10	\$60,146
11	\$60,446
12	\$60,746
13	\$61,046
14	\$61,346
15	\$61,676
16	\$62,146
17	\$62,446
18	\$62,746
19	\$63,046
20	\$63,646
21	\$63,946
22	\$64,246
23	\$64,546
24	\$64,846
25	\$65,146
26	\$65,446
27	\$65,746
28	\$66,046
29	\$66,826
30	\$69,280
31	\$70,528
32	\$71,467
33	\$72,117
34	\$72,217
35	\$72,525
36	\$73,775
37	\$74,712

The salaries listed above are based on 10-month employment for the 2021-2022 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 General Master's Degree Stipend

\$3,000 Doctorate Degree Stipend, which is an additional \$2,000 beyond the Master's Degree Stipend

2021-2022 Professional Non-Teaching Pay Plan
 Grapevine-Colleyville ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
101						
	Accountant	233	195 Days	\$233.99	\$281.92	\$329.85
	Asst Coordinator, Bond Construction	233	45,628	54,974	64,321	
	Asst Coordinator, Extended Care	233	226 Days	52,882	63,714	74,546
	Buyer	233	233 Days	54,520	65,687	76,855
	Communications Coordinator	233	261 Days	61,071	73,581	86,091
	Coordinator, Multimedia Communications	233				
	Culinary Trainer	226				
	Dietitian	233				
	Librarian Central Processing	195				
	Maintenance Manager	261				
	Multimedia Specialist	233				
102						
	Asst Director, Nutrition	233	117 Days	\$273.58	\$329.62	\$385.66
	Attendance Advocate	233	32,009	38,566	45,122	
	Coordinator, Bond Construction	233	233 Days	63,744	76,801	89,859
	Coordinator, Early Child Development Center	233	246 Days	67,301	81,087	94,872
	Coordinator, Extended Day Program	233				
	Coordinator, HR	233				
	Director, Communications	233				
	Director, Payroll/Benefits	233				
	Director, Risk Management	246				
	Instructional Materials/Data Integration Specialist	233				
	Security Systems Engineer	233				
	Tax Assessor Collector	117				
103						
	Associate Principal, ES	220	98 Days	\$306.77	\$369.60	\$432.43
	Asst Principal, ES	210	30,063	36,221	42,378	
	Construction Project Manager	233	187 Days	57,366	69,115	80,864
	Coordinator, Special Ed	220	190 Days	58,286	70,224	82,162
	Counselor, Alternative Ed Program	208	194 Days	59,513	71,702	83,891
	Counselor, ES	194	195 Days	59,820	72,072	84,324
	Counselor, HS	208, 220	202 Days	61,968	74,659	87,351
	Counselor, MS	202	208 Days	63,808	76,877	89,945
	Diagnostician	195, 220	210 Days	64,422	77,616	90,810
	Director, Facility Use	233	220 Days	67,489	81,312	95,135
	LSSP	195	233 Days	71,477	86,117	100,756
	LSSP Intern	195				
	Licensed PT Asst.	195				
	Occupational Therapist	187				
	Speech Path, Intern	190				
	Speech Pathologist	98, 190				
	Student Advocacy Specialist	194, 202				
104						
	Asst Principal, MS	210	187 Days	\$328.24	\$395.47	\$462.70
	Athletic Trainer	187	61,381	73,953	86,525	
	Band Director, HS	220	202 Days	66,304	79,885	93,465
	Coordinator, Assessment	233	210 Days	68,930	83,049	97,167
	Coordinator, CATE	220	220 Days	72,213	87,003	101,794
	Natatorium Coord/Head Coach	220	233 Days	76,480	92,145	107,809

105	
Academic Dean	220
Associate Principal, HS	210, 220
Asst Director, Athletics	233
Asst Principal, HS	210, 220
Director, Advanced Academics	233
Director, Health Services	210
Director, Humanities	233
Director, Intervention	233
Director Instructional Technology	233
Director, Math	233
Director, Purchasing	233
Director, Science & Technology	233
Director, Social Studies/AVID	233
Director, Special Services	233
Director, Student Services	233
Director, World Languages	233
Secondary Bilingual Administration	210

Daily	\$351.21	\$423.15	\$495.09
210 Days	73,754	88,862	103,969
220 Days	77,266	93,093	108,920
233 Days	81,832	98,594	115,356

106	
Director, Counseling	233
Director, Early Childhood	233
Director, Nutrition Services	233
Director, Transportation	233
Head Football Coach/Coordinator	233
Principal, Alternative Program	220
Principal, ES	220

Daily	\$393.36	\$473.93	\$554.50
220 Days	86,539	104,265	121,990
233 Days	91,653	110,426	129,199

107	
Director, Career & Tech Ed (HSA)	233
Director, ECHS	233
Director, Emergency Management	233
Director, Facility Services	246
Director, Finance	233
Director, Fine Arts	233
Director, HR	233
Principal, MS	220

Daily	\$428.76	\$516.58	\$604.40
220 Days	94,327	113,648	132,968
233 Days	99,901	120,363	140,825
246 Days	105,475	127,079	148,682

108	
Director, Accountability/Continuing Ed	233
Exec Director, Athletics	233
Exec Director, Communication	233
Exec Director, Learning	233
Exec Director, Special Services	233
Exec Director, Virtual Services	233
Principal, HS	233
Senior Construction Project Manager	233

Daily	\$484.50	\$583.74	\$682.98
233 Days	112,889	136,011	159,134

109	
Exec Director, HR	233
Exec Director, Instructional Leadership	233

Daily	\$581.41	\$700.49	\$819.57
233 Days	135,469	163,214	190,960

110	
Chief Financial Officer	233
Chief Operations Officer	233
Chief Technology Officer	233
Deputy Superintendent	233

Daily	\$627.92	\$756.53	\$885.14
233 Days	146,305	176,271	206,238

2021-2022 Technology Pay Plan
 Grapevine-Colleyville ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Campus Technician	205, 226	Hourly	\$18.86	\$23.00	\$27.14
			205 Days	28,997	35,363	41,728
			226 Days	31,968	38,985	46,002
2	Data Support Clerk	219, 233	Hourly	\$20.93	\$25.53	\$30.13
	Help Desk Technician	226	219 Days	34,378	41,933	49,489
	Online Learning Support Specialist	219	226 Days	35,476	43,273	51,070
	Technology Asset Inventory Specialist	219	233 Days	36,575	44,614	52,652
	Technology Repair Technician	226				
3	Application Support Specialist	219, 233	Hourly	\$26.38	\$32.17	\$37.96
	Help Desk Success Specialist	233	219 Days	43,329	52,839	62,349
	Skyward Student Support Specialist	233	233 Days	46,099	56,217	66,335
	Technical Support Specialist	219				
4	Network Support Specialist	233	Daily	\$257.20	\$313.66	\$370.12
	Tech Data Cabling/AV Spec	233	233 Days	59,928	73,083	86,238
5	Business Systems Analyst	233	Daily	\$298.36	\$363.85	\$429.34
	Network Administrator	233	233 Days	69,518	84,777	100,036
	PEIMS Coordinator	233				
	Student Systems Analyst	233				
	System Engineer, Data Center	233				
6	Cyber Security Engineer	233	Daily	\$351.22	\$423.16	\$495.10
	Director, Technology Support	233	233 Days	81,834	98,596	115,358
	Systems Engineer	233				
7	Director, Data Systems	233	Daily	\$428.76	\$516.58	\$604.40
	Senior System Engineer	233	233 Days	99,901	120,363	140,825
8	Exec Director, Technology	233	Daily	\$484.50	\$583.74	\$682.98
			233 Days	112,889	136,011	159,134

2021-2022 Clerical Pay Plan
 Grapevine-Colleyville ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Campus Monitor HS	187	Hourly	\$12.00	\$14.46	\$16.92
			187 Days	16,830	20,280	23,730
2	Campus Staff Asst	187, 192	Hourly	\$12.99	\$15.65	\$18.31
	Office Asst	192	187 Days	18,218	21,949	25,680
	Parent Liaison Bilingual Program	192	189 Days	18,413	22,184	25,954
	Receptionist, HS	189	192 Days	18,706	22,536	26,366
	Swim Center, Asst Manager	252	252 Days	24,551	29,579	34,606
	Swim Center, Evening Supervisor	252				
	TECC Staff Asst	187				
3	Attendance Clerk Lead, HS	191	Hourly	\$14.29	\$17.22	\$20.15
	Attendance Clerk, HS	187	187 Days	20,042	24,151	28,260
	Attendance Clerk, MS	187	191 Days	20,470	24,668	28,865
	Receptionist Administration	233	233 Days	24,972	30,092	35,212
4	Admin Asst, Coordinator Ext Care	233	Hourly	\$15.43	\$18.60	\$21.77
	Admin Asst, Nutrition Services	233	192 Days	22,219	26,784	31,349
	Counseling Clerk, HS	198	194 Days	22,451	27,063	31,675
	Registrar	202	198 Days	22,914	27,621	32,328
	Registrar, iUniversity	220	202 Days	23,376	28,179	32,982
	Secretary, AP HS	202	205 Days	23,724	28,598	33,471
	Secretary, Student Data ES	194	220 Days	25,460	30,690	35,921
	Secretary, Student Data HS	192, 205, 220	233 Days	26,964	32,504	38,043
	Secretary, Student Data MS	202				
5	Athletics Clerk	233	Hourly	\$16.68	\$20.09	\$23.50
	Human Resources Clerk	233	219 Days	27,397	32,998	38,599
	Tax Office Clerk	219	233 Days	29,148	35,107	41,066
6	Admin Asst, Alternative Campus	202	Hourly	\$18.00	\$21.70	\$25.40
	Admin Asst, Dir Early Childhood	233	192 Days	25,920	31,248	36,576
	Admin Asst, Principal ES	202	202 Days	27,270	32,876	38,481
	Admin Asst, Principal HS iUniversity	233	233 Days	31,455	37,921	44,387
	Admin Asst, Principal MS	202				
	Alt Ed Support Specialist	202				
	College Transition Specialist	192				
	Purchasing Clerk	233				
7	Accounts Payable Clerk	233	Hourly	\$19.69	\$23.44	\$27.19
			202 Days	29,830	35,512	41,193

Admin Asst, Coord Special Services	233
Admin Asst, Dir Accountability	233
Admin Asst, Dir Advance Academics	233
Admin Asst, Dir CATE (HAS)	233
Admin Asst, Dir ECHS	233
Admin Asst, Dir Emerg Mgmt/School	233
Admin Asst, Dir Fine Arts	233
Admin Asst, Dir Humanities	233
Admin Asst, Dir Science/Math	233
Admin Asst, Principal HS	233
Assessment Center Support Specialist	233
Assessment Support Specialist	233
Bilingual Assessment/Parent Support	233
Bookkeeper Bond	233
Bookkeeper, HS	233
Bookkeeper, Nutrition	233
Employee Benefits Clerk	233
Finance Clerk	233
Secretary, Facility Services	261
Special Ed Clerk	202
Special Ed Support Specialist	233
Translator/Community Liaison	233

233 Days	34,408	40,961	47,515
261 Days	38,543	45,884	53,224

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Admin Asst, Exec Dir Communication	233
Admin Asst, Exec Dir Curriculum & Instruction	233
Admin Asst, Exec Dir Instructional Leadership	233
Admin Asst, Exec Dir Special Ed	233
Admin Asst, Exec Director HR	233
Admin Asst/Bookkeeper Athletic	233
Operations Manager Virtual Services	233
Payroll Specialist	233
Programs Specialist	233

Hourly	\$21.65	\$25.78	\$29.91
233 Days	37,833	45,051	52,268

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Admin Asst, CFO	233
Admin Asst, CLO	233
Admin Asst, COO	233
Admin Asst, CTO	233

Hourly	\$25.54	\$30.42	\$35.30
233 Days	44,631	53,159	61,687

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Executive Asst, Superintendent	233
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Hourly	\$31.96	\$38.03	\$44.10
233 Days	55,850	66,457	77,065

2021-2022 Auxiliary Pay Plan
 Grapevine-Colleyville ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
SWIM			Hourly	\$12.00	\$13.95	\$15.90
	Swim Center Instructor	261	261 Days	25,056	29,128	33,199
	Swim Center Lifeguard	261				
	Swim Water Aerobics Instructor	261				
1			Hourly	\$13.50	\$14.13	\$16.26
	Bus Driver, Trainee	178				
	Bus Monitor-Spec Ed	178				
	Custodian	261				
	Custodian, Night	261				
	Food Service Floater	178				
	Nutrition Specialist	174, 178				
	Substitute Custodial Service	261				
	Substitute Food Service	178				
2			Hourly	\$14.00	\$15.35	\$17.95
	Cafeteria Asst Manager, HS, MS, ES	182				
	Manager, Alternative	182				
	Cafeteria Manager, Trainee	189				
	Custodian, Head ES	182				
	Custodian, Head MS	261				
	Grounds	261				
		261				
3			Hourly	\$14.39	\$17.35	\$20.31
	Custodian, Head HS	261	261 Days	30,046	36,227	42,407
	Distribution Shipping/Rec/Drive	261				
	Transportation Shop Asst	261				
	Irrigation Tech Asst	261				
4			Hourly	\$15.35	\$18.50	\$21.65
	Cafeteria Manager, ES	182	182 Days	22,350	26,936	31,522
5			Hourly	\$17.20	\$20.72	\$24.24
	Maintenance Eng I	261	261 Days	35,914	43,263	50,613
6			Hourly	\$18.22	\$21.96	\$25.70
	Cafeteria Manager, MS	182	182 Days	26,528	31,974	37,419
	Leasing & Distribution Clerk	261	261 Days	38,043	45,852	53,662
	Transportation Mechanic 1					
BD1			Hourly	\$21.00		\$25.36
	Bus Driver	178	178 Days			

Bus Driver, Field Trips 178
 Bus Driver, Special Ed 178

BD2	
Bus Driver, Special Route	226
Trans Secretary/Dispatcher	226

Hourly	\$19.13	\$22.35	\$25.57
226 Days	34,587	40,409	46,231

7	
Cafeteria Manager, HS Custodial,	182
Lead	261
Distribution Foreman Irrigation	261
Technician, Head	261
Maintenance Eng II	261
Transportation Mechanic II	261

Hourly	\$20.72	\$24.01	\$27.30
182 Days	30,168	34,959	39,749
261 Days	43,263	50,133	57,002

8	
Kitchen Technician	261
Maintenance Eng III	261

Hourly	\$21.92	\$26.41	\$30.90
261 Days	45,769	55,144	64,519

9	
Fleet Maintenance Manager	261
Grounds Foreman	261
Maintenance, Lead	226
Nutrition Services Field Supervisor	178
Nutrition Services Trainer Safety	226
Coordinator & Lead Trainer	

Hourly	\$25.21	\$30.38	\$35.55
178 Days	35,899	43,261	50,623
226 Days	45,580	54,927	64,274
261 Days	52,638	63,433	74,228

10	
HVAC/Energy Coordinator	261
Transportation Coordinator	226

Hourly	\$26.99	\$32.51	\$38.03
226 Days	48,798	58,778	68,758
261 Days	56,355	67,881	79,407

2021-2022 Instructional Support Pay Plan
 Grapevine-Colleyville ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
202			Hourly	\$13.50	\$13.79	\$15.58
	Caregiver Extend Day Program, Asst	195				
	Kidzu Site Aide	192				
203			Hourly	\$14.25	\$15.56	\$18.12
	Bilingual Asst	187				
	Caregiver Extend Day Program, Lead	195				
	Coordinator, Kidzu Site	192				
	Coordinator, Kidzu Site Lead	192				
	Coordinator, Kidzu Site Year Around	261				
	Instructional Asst	187				
	Instructional Asst, Alt Program	187				
	Instructional Asst, Choir	187				
	Instructional Asst, ESL Inclusion	187				
	Instructional Asst, PE	187				
	Instructional Asst, Pre-K	187				
204			Hourly	\$14.75	\$16.65	\$19.40
	Health Aide	187				
	Library Asst	187				
	Special Ed Asst	187				
	Special Ed Asst, Behavior	187				
	Special Ed Asst, PPCD	187				
205			Hourly	\$15.30	\$18.32	\$21.34
	Caregiver Extend Day Program, Senior Lead	233	187 Days	21,458	25,694	29,929
	Instructional Asst, ISS	187	233 Days	26,737	32,014	37,292
	Special Ed Asst/Coach	187				

Grapevine-Colleyville ISD
2021-2022 Substitute Pay Schedule

<u>Days</u>	<u>Daily Rate</u>
60+College hours	\$100.00
Certified Teachers	\$110.00
Long Term – on 31 st day of same assignment	\$154.00
Paraprofessional Substitute Pay	\$90.00

ACADEMIC STIPENDS	AMOUNT
Bilingual Administrator	\$4,000
Bilingual Teacher	\$6,000
Bilingual Translator	\$1,000
Campus Contact-SAS	\$1,000
Campus Chair - HS Counselors	\$1,500
Chemical Hygiene Officer HS	\$500
Chemical Hygiene Officer MS	\$250
Elementary Science Learning Leader	\$500
Learning Leader - Elementary	\$775
Learning Leader - Middle	\$1,500
Learning Leader - HS	\$2,000
Class Sponsor - HS (9-10)	\$1,000
Class Sponsor - HS (11-12)	\$1,000
Debate - HS	\$4,100
E-Sports	\$1,250
Elementary over 650 students	\$5,000
Extra Zero Hour Section	\$5,500
GT Compliance	\$3,500
Homeless Liaison	\$1,500
Lead Art Teacher	\$1,000
Lead Counselor	\$2,000
Lead Crisis Responder	\$500
Lead Diagnostician	\$3,000
Lead Gifted/Talented Teacher	\$1,000
Lead Librarian	\$2,000
Lead MS Foreign Language	\$500
Lead Music Teacher	\$1,000
Lead PE Teacher	\$1,500
Lead Psychologist	\$3,152
Lead Related Services	\$3,000
Lead Speech Pathologist	\$3,152
Lead Transition Specialist	\$3,000
Licensed Psychologist	\$3,000
LPAC Team Leader 0-50 students	\$500
LPAC Team Leader 50-125 students	\$750
LPAC Team Leader 125+ students	\$1,500
Math/Science - MS Sponsor	\$600
National Jr. Honor Society	\$450
National Honor Society	\$900

Newspaper - HS Sponsor	\$2,000
One Act Play, CA	\$1,000
Oral Interpretation Sponsor	\$1,500
PDI Behavior/Levels	\$500
PSAT Prep 1	\$4,000
PSAT Prep 2	\$2,000
Safe & Drug Free Schools	\$6,000
SAT Coordinator	\$800
Special Olympics	\$4,000
Student Council - MS	\$1,500
Student Council - HS	\$1,500
UIL Coach - HS - 1 Event	\$600
UIL Coach - HS - 2 Events	\$1,200
UIL Coach - HS - 3 Events	\$1,800
UIL Coach - HS - 4 Events	\$2,400
UIL Director - HS	\$1,500
UIL Sponsor - MS	\$800
Yearbook - HS Sponsor	\$2,000
Yearbook/Newspaper - MS	\$1,000
MISCELLANEOUS STIPENDS	AMOUNT
Before School Care	\$3,000
Registered TX School Business Admin.	\$1,500
Certified TX School Business Official	\$1,000
Certified TX School Business Specialist	\$500
Doctorate Degree	\$3,000
Internet for Virtual Instructors	\$300
Lead Applications Support	\$1,000
Lead Tech Support	\$1,000
Private Music Instructor Coordinator	\$2,250
Video Assistant	\$3,000
Website Liaison	\$2,000
PERFORMING ARTS STIPENDS	AMOUNT
Auditorium Manager - HS	\$2,000
Band - MS Director	\$9,500
Band - MS Assistant Director	\$8,000
Band - HS Assistant Director	\$9,500

Cheerleading - Freshman	\$2,000
Cheerleading - Junior Varsity	\$4,500
Cheerleading - MS	\$2,000
Cheerleading - Varsity	\$6,000
Choir - Elementary	\$400
Choir - MS Director	\$3,500
Choir - HS Assistant Director	\$4,000
Choir - HS Director	\$7,500
Dance - MS	\$1,250
Drama - MS	\$1,500
Drama - HS Assistant Director	\$3,000
Drama - HS Director	\$6,000
Drill Team - JV Sponsor	\$4,500
Drill Team - Varsity Sponsor	\$7,000
Elementary Honor Choir	\$3,500
Elementary Honor Choir	\$1,000
Spirit Wranglers/Pep Boys/Mascots	\$1,800
ATHLETIC STIPENDS	AMOUNT
Athletic Coordinator - CA	\$1,300
Athletic Coordinator - MS	\$1,500
Athletic Coordinator - HS	\$5,000
Baseball Assistant	\$4,500
Baseball Head	\$9,000
Basketball Assistant	\$5,000
Basketball Head	\$9,000
Coach - MS - 3 Sports	\$6,900
Cross Country Assistant	\$3,500
Cross Country Head	\$7,500
Dive Head	\$7,500
Football - Varsity Assistant Head	\$9,000
Football Assistant	\$6,200
Football Offensive Coordinator	\$9,000
Football Defensive Coordinator	\$9,000
Football Special Teams Coordinator	\$9,000
Football 9th Grade	\$4,750
Golf Assistant	\$4,000
Golf Head	\$9,000
Gymnastics Assistant	\$4,500
Gymnastics Head	\$8,000

MS Part-time (After School)	\$1,103
Soccer Assistant	\$4,000
Soccer Head	\$7,500
Softball Assistant	\$4,500
Softball Head	\$9,000
Swimming Assistant	\$3,500
Tennis Assistant	\$3,500
Tennis Head	\$9,000
Track Assistant	\$5,500
Track Head	\$7,500
Volleyball Assistant	\$5,000
Volleyball Head	\$9,000
Water Polo Assistant	\$3,500
Wrestling Assistant	\$3,500
Wrestling Head	\$7,500

Teacher Incentive Allotment

For any funds received by Grapevine-Colleyville ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for administrative costs. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.