

**Grapevine-Colleyville ISD**  
**2022-2023 New Hire Guide for**  
**Teachers, Librarians, and Nurses (RN)**

<b>Years of Experience</b>	<b>New Hire Salary</b>
0	\$57,000
1	\$57,300
2	\$57,600
3	\$57,900
4	\$58,200
5	\$58,700
6	\$59,000
7	\$59,500
8	\$60,150
9	\$60,800
10	\$61,300
11	\$61,700
12	\$62,000
13	\$62,300
14	\$62,600
15	\$62,900
16	\$63,200
17	\$63,500
18	\$63,800
19	\$64,100
20	\$64,400
21	\$64,896
22	\$65,196
23	\$65,496
24	\$65,796
25	\$66,096
26	\$66,396
27	\$66,696
28	\$66,996
29	\$67,296
30	\$69,280
31	\$70,530
32	\$71,778
33	\$72,717
34	\$73,367

35	\$73,667
36	\$73,967
37+	\$75,025

Continuing Teachers, Librarians, and Nurses (RN) will receive at least an increase of \$1,250

The salaries listed above are based on 10-month employment for the 2022-2023 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 Master's Degree - General Stipend**  
**\$3,000 Doctorate's Degree - General Stipend**

**2022-2023 Professional Non-Teaching Pay Plan**  
 Grapevine-Colleyville ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>101</b>			<b>Daily</b>	<b>\$236.23</b>	<b>\$284.62</b>	<b>\$333.01</b>
	Accountant	233				
	Asst Coordinator - Bond Construction	233				
	Asst Coordinator - ECDC	233				
	Asst Coordinator - Extended Care	233				
	Buyer	233				
	Communications Coordinator	233				
	Culinary Trainer	226				
	Maintenance Manager	260				
	Multimedia Specialist	233				
<b>102</b>			<b>Daily</b>	<b>\$276.21</b>	<b>\$332.78</b>	<b>\$389.35</b>
	Asst Director - Nutrition	233				
	Attendance Advocate	233				
	Coordinator - Bond Construction	233				
	Coordinator - Early Child Development Center	233				
	Coordinator - Extended Day Program	233				
	Coordinator - Human Resources	233				
	Coordinator - Nutrition & Procurement	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				
<b>103</b>			<b>Daily</b>	<b>\$309.71</b>	<b>\$373.15</b>	<b>\$436.59</b>
	Associate Principal - ES	220				
	Asst Principal - ES	210				
	Construction Project Manager	233				
	Coordinator - Special Education	220				
	Counselor - Alternative Ed Program	208				
	Counselor - Collegiate Academy	220				
	Counselor - ES	194				
	Counselor - HS	208				
	Counselor - MS	202				
	Counselor - Student Advocacy Service	202				
	Counselor - Virtual Services	220				
	Diagnostician	195				
	Director - Facility Use	233				
	Licensed Physical Therapist	187				
	LSSP	195				
	LSSP Intern	195				
	Music Therapist	187				
	Occupational Therapist	187				
	Speech Pathologist	98, 190				
	Student Advocacy Specialist	194, 202				
<b>104</b>			<b>Daily</b>	<b>\$332.95</b>	<b>\$401.14</b>	<b>\$469.33</b>
	Asst Principal - MS	210				
	Athletic Trainer	187				
	Coordinator - Assessment	233				
	Coordinator - CATE	220				
	Coordinator - Student Engagement	220				
	Coordinator - Bilingual Services	220				
	High School Band Director	220				
	Natatorium Coord/Head Coach					

<b>105</b>		<b>Daily</b>	<b>\$361.25</b>	<b>\$435.24</b>	<b>\$509.23</b>
Academic Dean	220, 233				
Associate Principal - HS	210, 220				
Asst Director - Athletics	233				
Asst Principal - HS	210, 220				
Director - Advanced Academics	233				
Director - Health Services Director - Intervention	210				
Director - Language Arts & Literacy	233				
Director - Math	233				
Director - Purchasing	233				
Director - Science & Technology	233				
Director - Social Studies & Avid	233				
Director - Special Services Director - Student Engagement Director - Student Services Director - Secondary Bilingual Administrator	233				
	210				
<b>106</b>		<b>Daily</b>	<b>\$397.37</b>	<b>\$478.76</b>	<b>\$560.15</b>
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				
<b>107</b>		<b>Daily</b>	<b>\$433.14</b>	<b>\$521.85</b>	<b>\$610.56</b>
Director - Career & Tech Ed (HSA)	233				
Director - ECHS	233				
Director - Emergency Management	233				
Director - Facility Services	246				
Director - Fine Arts	233				
Director - Human Resources	233				
Principal - MS	220				
<b>108</b>		<b>Daily</b>	<b>\$489.44</b>	<b>\$589.69</b>	<b>\$689.94</b>
Director - Accountability/Continuing Improvement	233				
Director - Finance	233				
Exec Director - Athletics	233				
Exec Director - Communications	233				
Exec Director - Learning	233				
Exec Director - Special Services	233				
Exec Director - Virtual Services	233				
Principal - HS	233				
Senior Program Construction Manager	233				
<b>109</b>		<b>Daily</b>	<b>\$587.33</b>	<b>\$707.63</b>	<b>\$827.93</b>
Exec Director - Instructional Leadership	233				
<b>110</b>		<b>Daily</b>	<b>\$634.32</b>	<b>\$764.24</b>	<b>\$894.16</b>
Chief Human Resources	233				
Chief Financial Officer	233				
Chief Operations Officer	233				
Chief Technology Officer	233				
<b>111</b>		<b>Daily</b>	<b>\$723.12</b>	<b>\$871.23</b>	<b>\$1,019.34</b>
Deputy Superintendent	233				

**2022-2023 Auxiliary Pay Plan**  
 Grapevine-Colleyville ISD

\*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>SWIM</b>			<b>Hourly</b>	<b>\$14.00</b>	<b>\$16.27</b>	<b>\$18.54</b>
	Swim Center Instructor	261				
	Swim Center Lifeguard	261				
	Swim Water Aerobics Instructor	261				
<b>1</b>			<b>Hourly</b>	<b>\$13.50</b>	<b>\$15.89</b>	<b>\$18.28</b>
	Bus Driver - Trainee	178				
	Bus Monitor - Sped	178				
	Custodian	261				
	Custodian - Night	261				
	Custodian - Substitute	261				
	Nutrition Specialist	174 178				
	Nutrition Specialist - Substitute	174 178				
<b>2</b>			<b>Hourly</b>	<b>\$14.51</b>	<b>\$17.48</b>	<b>\$20.45</b>
	Cafeteria - Asst Manager	182				
	Custodian - Head ES	261				
	Custodian - Head MS	261				
	Grounds	261				
<b>3</b>			<b>Hourly</b>	<b>\$15.80</b>	<b>\$19.05</b>	<b>\$22.30</b>
	Custodian - Head HS	261				
	Distribution Shipping/Rec/Driv	261				
	Grounds II	261				
	Irrigation Technician Asst	261				
	Transportation Shop Asst	261				
<b>4</b>			<b>Hourly</b>	<b>\$16.75</b>	<b>\$20.19</b>	<b>\$23.63</b>
	Cafeteria - Manager Collegiate Academy	182				
	Cafeteria - Manager ES	182				
<b>5</b>			<b>Hourly</b>	<b>\$18.00</b>	<b>\$21.68</b>	<b>\$25.36</b>
	Maintenance Eng I	261				
<b>6</b>			<b>Hourly</b>	<b>\$19.07</b>	<b>\$22.98</b>	<b>\$26.89</b>
	Cafeteria - Manager MS	182				
	Leasing & Distribution Clerk	261				
	Transportation Mechanic I	261				
<b>BD1</b>			<b>Hourly</b>	<b>\$21.00</b>	<b>\$24.70</b>	<b>\$28.41</b>
	Bus Driver	178				
	Bus Driver - Field Trips	178				
	Bus Driver - Special Ed	178				

<b>BD2</b>		<b>Hourly</b>	<b>\$22.05</b>	<b>\$25.94</b>	<b>\$29.83</b>
Bus Driver - Special Route Trainer	226				
Transportation Secretary/Dispatcher	226				
<b>7</b>		<b>Hourly</b>	<b>\$23.51</b>	<b>\$27.24</b>	<b>\$30.97</b>
Cafeteria - Manager HS	182				
Custodial - Lead	261				
Irrigation Technician Head	261				
Maintenance Eng II	261				
Transportation Mechanic II	261				
<b>8</b>		<b>Hourly</b>	<b>\$23.74</b>	<b>\$28.60</b>	<b>\$33.46</b>
Kitchen Technician	261				
Maintenance Eng III	261				
<b>9</b>		<b>Hourly</b>	<b>\$26.58</b>	<b>\$32.03</b>	<b>\$37.48</b>
Grounds Foreman	261				
Distribution Foreman	261				
Maintenance Lead	261				
Nutrition Services Field Supervisor	226				
Nutrition Services Trainer Safety	179				
Safety Coordinator & Lead Trainer	226				
<b>10</b>		<b>Hourly</b>	<b>\$28.72</b>	<b>\$34.59</b>	<b>\$40.46</b>
HVAC/Energy Coordinator	261				
Transportation Coordinator	226				

**2022-2023 Clerical Pay Plan**  
 Grapevine-Colleyville ISD

\*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>1</b>	Campus Monitor	187	\$12.15	\$14.64	\$17.13
<b>2</b>	Campus Staff Asst	187, 192	\$13.15	\$15.84	\$18.53
	Office Asst	192			
	Receptionist - ES	187			
	Receptionist - HS	189			
	Swim Center Asst Manager	252			
	Swim Center Evening Supervisor	252			
	TECC Staff Asst	187			
<b>3</b>	Attendance Clerk - HS	187	\$14.46	\$17.43	\$20.40
	Attendance Clerk - MS	187			
	Attendance Clerk Lead - HS	191			
	Receptionist - Admin	233			
<b>4</b>	Admin Asst - Coordinator Ext Care	233	\$15.69	\$18.91	\$22.13
	Admin Asst - Nutrition Services	233			
	Counseling Clerk - HS	198			
	Parent Liaison - Bilingual Program	192			
	Registrar - HS	202			
	Registrar - iUnviversity	220			
	Secretary - AP HS	202			
	Secretary - Student Data ES	194			
	Secretary - Student Data HS	192, 205			
	Secretary - Student Data iUniversity	220			
	Secretary - Student Data MS	202			
<b>5</b>	Athletics Clerk	233	\$16.88	\$20.33	\$23.78
	Human Resources Clerk	233			
	Tax Office Clerk	219			
<b>6</b>	Admin Asst - Alternative Campus	202	\$18.22	\$21.96	\$25.70
	Admin Asst - Principal ES	202			
	Admin Asst - Principal iUniversity	233			
	Admin Asst - Principal MS	202			
	Alt Ed Support Specialist	202			
	College Transition Specialist	192			
<b>7</b>	Accounts Payable Clerk	233	\$19.92	\$23.72	\$27.52
	Admin Asst - Coordinator Special Services	233			
	Admin Asst - Director Accountability	233			

Admin Asst - Director Advance Academics	233
Admin Asst - Director CATE (HAS)	233
Admin Asst - Director ECHS	233
Admin Asst - Director Early Child/Student Services	233
Admin Asst - Director Emerg Mgmt/School	233
Admin Asst - Director Fine Arts	233
Admin Asst - Director Health Services	210
Admin Asst - Directors ELA and Social Studies	233
Admin Asst - Director Science/Math	233
Admin Asst - Principal HS	233
Assessment Center Support Specialist	233
Assessment Support Specialist	233
Bilingual Assessment/Parent Support	233
Bookkeep 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

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<b>Hourly</b>	<b>\$21.91</b>	<b>\$26.09</b>	<b>\$30.27</b>
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Admin Asst - Directors Technology	233
Admin Asst - Exec Director C&I	233
Admin Asst - Exec Director Communications	
Admin Asst - HR	233
Admin Asst - Exec Director Instructional Leader	233
Admin Asst - Exec Director Special Ed	233
Admin Asst/Bookkeeper Athletics	233
Operations Manager - Virtual Services	233
Payroll Specialist	233
Programs Specialist	233

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<b>Hourly</b>	<b>\$25.85</b>	<b>\$30.79</b>	<b>\$35.73</b>
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Admin Asst - CFO	233
Admin Asst - Deputy Superintendent	233
Admin Asst - COO	233
Admin Asst - CTO	233

<b>233 Days</b>	<b>45,173</b>	<b>53,806</b>	<b>62,438</b>
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<b>10</b>
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<b>Hourly</b>	<b>\$34.41</b>	<b>\$40.95</b>	<b>\$47.49</b>
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Exec Asst - Superintendent/Board	233
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**2022-2023 Instructional Support Pay Plan**  
 Grapevine-Colleyville ISD

\*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>202</b>	EDP Site Aide	192	<b>\$13.50</b>	<b>\$15.51</b>	<b>\$17.52</b>
<b>203</b>	Bilingual Asst	187	<b>\$14.25</b>	<b>\$17.06</b>	<b>\$19.87</b>
	Instructional Asst	187			
	Instructional Asst - Alternative Program	187			
	Instructional Asst - ESL Inclusion	187			
	Instructional Asst - PE	187			
	Instructional Asst - Pre-K	187			
	EDP Site Coordinator	192			
	EDP Site Coordinator Lead	192			
	EDP Site Coordinator Year Round	261			
<b>204</b>	Health Aide	187	<b>\$15.00</b>	<b>\$17.97</b>	<b>\$20.94</b>
	Library Asst	187			
	Special Ed Asst	187			
	Special Ed Asst	187			
<b>205</b>	Instructional Asst - ISS	187	<b>\$15.75</b>	<b>\$18.86</b>	<b>\$21.97</b>
	Special Ed Asst/Coach	187			
<b>206</b>	Asst Caregiver - ECDC	195	<b>\$22.00</b>	<b>\$24.72</b>	<b>\$27.44</b>
<b>207</b>	Lead Caregiver - ECDC	195	<b>\$24.00</b>	<b>\$26.97</b>	<b>\$29.94</b>
	Senior Lead Caregiver - ECDC	233			

## 2022-2023 Technology Pay Plan

Grapevine-Colleyville ISD

\*For hourly grades, annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>1</b>	Campus Technician	205, 226	<b>\$19.25</b>	<b>\$23.48</b>	<b>\$27.71</b>
<b>2</b>	Data Support Clerk	233	<b>\$21.18</b>	<b>\$25.83</b>	<b>\$30.48</b>
	Help Desk Technician	226			
	Online Learning Support Specialist	219			
	Student Data Support Clerk	233			
	Technology Asset Inventory Specialist	219			
	Technology Repair Technician	226			
<b>3</b>	Application Support Specialist	219, 233	<b>\$27.54</b>	<b>\$33.58</b>	<b>\$39.62</b>
	Help Desk Success Specialist	233			
	Security Systems Technician	233			
	Skyward Student Support Specialist	233			
	Technical Support Specialist	219			
<b>4</b>	Network Support Specialist	233	<b>\$260.21</b>	<b>\$317.33</b>	<b>\$374.45</b>
	Tech Data Cabling/AV Specialist	233			
<b>5</b>	Business Systems Analyst	233	<b>\$304.45</b>	<b>\$371.28</b>	<b>\$438.11</b>
	Network Administrator	233			
	Student Systems Analyst	233			
	Systems Engineer Data Center	233			
<b>6</b>	Cyber Security Engineer	233	<b>\$360.55</b>	<b>\$434.40</b>	<b>\$508.25</b>
	Director - Instructional Tech	233			
	Director Technology Support	233			
	PEIMS Coordinator	233			
	Systems Engineer	233			
<b>7</b>	Director Data Systems	233	<b>\$433.14</b>	<b>\$521.85</b>	<b>\$610.56</b>
	Director Technology Operations	233			
<b>8</b>	Exec Director Technology	233	<b>\$489.44</b>	<b>\$589.69</b>	<b>\$689.94</b>

Grapevine-Colleyville ISD  
2022-2023 Substitute Pay Schedule

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

<b>ACADEMIC STIPENDS</b>	<b>AMOUNT</b>
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
<b>MISCELLANEOUS STIPENDS</b>	<b>AMOUNT</b>
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
<b>PERFORMING ARTS STIPENDS</b>	<b>AMOUNT</b>
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
<b>ATHLETIC STIPENDS</b>	<b>AMOUNT</b>
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.