

La Feria Independent School District
2023-2024 Salary Schedule
For Teachers and Librarians

Years of Experience Credited	2023-2024 Base Salary Bachelors	2023-2024 Base Salary Masters**	2023-2024 Base Salary Masters in Assigned Area**	2022-2023 State Minimum Salary
0	\$48,000	\$49,000	\$50,000	\$33,660
1	\$48,300	\$49,300	\$50,300	\$34,390
2	\$48,700	\$49,700	\$50,700	\$35,100
3	\$49,200	\$50,200	\$51,200	\$35,830
4	\$49,700	\$50,700	\$51,700	\$37,350
5	\$50,200	\$51,200	\$52,200	\$38,880
6	\$50,700	\$51,700	\$52,700	\$40,410
7	\$51,285	\$52,285	\$53,285	\$41,830
8	\$52,335	\$53,335	\$54,335	\$43,170
9	\$52,535	\$53,535	\$54,535	\$44,440
10	\$52,735	\$53,735	\$54,735	\$45,630
11	\$52,935	\$53,935	\$54,935	\$46,770
12	\$53,185	\$54,185	\$55,185	\$47,850
13	\$53,485	\$54,485	\$55,485	\$48,850
14	\$53,785	\$54,785	\$55,785	\$49,810
15	\$54,185	\$55,185	\$56,185	\$50,710
16	\$54,585	\$55,585	\$56,585	\$51,570
17	\$55,085	\$56,085	\$57,085	\$52,370
18	\$55,685	\$56,685	\$57,685	\$53,140
19	\$56,235	\$57,235	\$58,235	\$53,860
20	\$56,885	\$57,885	\$58,885	\$54,540
21	\$57,535	\$58,535	\$59,535	\$54,540
22	\$57,735	\$58,735	\$59,735	\$54,540
23	\$57,935	\$58,935	\$59,935	\$54,540
24	\$58,135	\$59,135	\$60,135	\$54,540
25+	\$58,335	\$59,335	\$60,335	\$54,540

** Classroom Teachers only

Stipends:	Stipend Amount
Bilingual/ESL Teacher	\$500-\$2,000
CTE Teacher Secondary (7-12)	\$1,500
Lead Counselor - High School	\$1,000
Librarian	\$1,000
Math Teacher Secondary (7-12)	\$2,500
Science Teacher Secondary (7-12)	\$2,500
Special Education - Self-Contained	\$2,500
Special Education - Resource	\$2,000
Special Education - Dyslexia	\$1,500

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Teachers will receive \$35/hour for extra duty pay.

Additional days, if applicable, will be prorated from the 2023-2024 base salary only.

*Salaries listed above are based on 10-month employment. **Salary plans are for one year and used for placement of new hires.** Salary steps do not represent future salaries for returning teachers. Salary advancement is based on the annual budget approved by the Board of Trustees.*

All required documents regarding salary, i.e., service records, transcripts, certification, etc., must be submitted to Central Office to ensure accurate pay is received.

Substitute Compensation Plan 2023-2024	
<u>Substitute Teaching Positions:</u>	
Non-Degreed/Non-Certified:	\$70.00
Degreed/Non-certified:	\$100.00
Degreed/Certified:	\$120.00
<u>Auxiliary Positions:</u>	
All Maintenance and Food Service Substitutes	\$7.25
All Bus Driver Substitutes (MUST have required credentials)	\$17.25
<u>Para-professional Positions:</u>	
All Clerical/Aide or LVN Substitutes	\$70.00
All Para-Professional Substitutes regardless of degree/certification will receive \$70.00 a day when substituting in a paraprofessional position.	
<u>Nursing Positions:</u>	
All Substitute Registered Nurses (MUST have required credentials)	\$120.00
All required documents regarding salary, i.e., transcripts, certification, etc., must be received in the Central Administration Office to ensure accurate pay is received. La Feria I.S.D. will not make salary adjustments on previous payrolls due to failure to provide required documents.	

La Feria Independent School District

2023–2024 Administrative/Professional Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$ 210.60	\$ 260.00	\$ 309.40
	Assistant Director - Food Service	226	197 Days	\$ 41,488	\$ 51,220	\$ 60,952
	Communications Coordinator	226	226 Days	\$ 47,596	\$ 58,760	\$ 69,924
2			Daily	\$ 233.77	\$ 288.60	\$ 343.43
	Accountant	226	197 Days	\$ 46,053	\$ 56,854	\$ 67,656
	Assistant Speech Pathologist	197	226 Days	\$ 52,832	\$ 65,224	\$ 77,615
	Network System Administrator	226				
	PEIMS Coordinator	226				
3			Daily	\$ 261.82	\$ 323.23	\$ 384.64
	Athletic Trainer	187	187 Days	\$ 48,960	\$ 60,444	\$ 71,928
	Counselor - Elementary	210	197 Days	\$ 51,579	\$ 63,676	\$ 75,774
	Counselor - Jr. High School	210	198 Days	\$ 51,840	\$ 64,000	\$ 76,159
	Curriculum Coach	226	210 Days	\$ 54,982	\$ 67,878	\$ 80,774
	GEAR Up Facilitator	197				
	Instructional Coach (ESSER)	197				
	Nurse Coordinator	198				
	Social Worker	210				
4			Daily	\$ 294.75	\$ 355.55	\$ 416.35
	Assistant Principal - Elementary	210	197 Days	\$ 58,066	\$ 70,043	\$ 82,021
	Assistant Principal - Jr. High School	226	210 Days	\$ 61,898	\$ 74,666	\$ 87,434
	Counselor - High School	210	215 Days	\$ 63,371	\$ 76,443	\$ 89,515
	Counselor - High School (ESSER)	210	226 Days	\$ 66,614	\$ 80,354	\$ 94,095
	Dean of Instruction - High School	215	244 Days	\$ 71,919	\$ 86,754	\$ 101,589
	Dean of Instruction - Jr. High School	215				
	Diagnostician	197				
	Director - Food Service	226				
	Director - Maintenance & Transportation	244				
	LSSP	197				
	LSSP (ESSER)	197				
	Math Coordinator (ESSER)	226				
	Parental Involvement Coordinator	226				
	Reading Literacy Coordinator (ESSER)	226				
	Speech Pathologist	197				

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2023–2024 Administrative/Professional Compensation Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
5			Daily	\$ 316.53	\$ 380.44	\$ 444.35
	Assistant Principal - High School	226	215 Days	\$ 68,054	\$ 81,795	\$ 95,535
	Business Manager	226	226 Days	\$ 71,536	\$ 85,979	\$ 100,423
	Director - Bilingual/ESL	226				
	Director - College & Career	226				
	Director - Federal Programs/Migrant	226				
	Director - La Feria Academy	226				
	Director - Special Populations	226				
	Director - Technology	226				
	Director - Testing and Accountability	226				
	Principal - Elementary Campus	226				
6			Daily	\$ 344.18	\$ 414.68	\$ 485.18
	Athletic Director	226	226 Days	\$ 77,785	\$ 93,718	\$ 109,651
	Principal - Jr. High School	226				
7			Daily	\$ 361.39	\$ 435.41	\$ 509.43
	Executive Director - Curriculum & Instruction	226	226 Days	\$ 81,674	\$ 98,403	\$ 115,131
	Executive Director - Special Education	226				
	Principal - High School	226				
8			Daily	\$ 395.00	\$ 470.24	\$ 545.48
	Asst. Superintendent - Student & Support Services	226	226 Days	\$ 89,270	\$ 106,274	\$ 123,278
	Chief Financial Officer	226				

La Feria Independent School District

2023–2024 Clerical/Paraprofessional Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$ 10.86	\$ 13.75	\$ 16.64
	Aide - Instructional	187	187 Days	\$ 16,247	\$ 20,570	\$ 24,893
	Aide - Special Ed. Resource/Inclusion	187				
	STEM Lab Aide (ESSER)	187				
2			Hourly	\$ 11.55	\$ 14.44	\$ 17.33
	Aide - Computer Lab	187	187 Days	\$ 17,279	\$ 21,602	\$ 25,926
	Aide - Library	187	210 Days	\$ 19,404	\$ 24,259	\$ 29,114
	Aide - PE	187				
	Aide - Special Ed. Self Contained/Life Skills	187				
	Clerk - Office Clerk/Receptionist	210				
3			Hourly	\$ 12.36	\$ 15.45	\$ 18.54
	Clerk - Assessment Special Education	210	187 Days	\$ 18,491	\$ 23,113	\$ 27,736
	Clerk - Attendance Office	210	210 Days	\$ 20,765	\$ 25,956	\$ 31,147
	Clerk - Food Service	226	226 Days	\$ 22,347	\$ 27,934	\$ 33,520
	Clerk - Media Center	226				
	Clerk - Migrant	210				
	Clerk - Migrant NGS	210				
	Nurse Aide	187				
	Parental Liaison (ESSER)	210				
	Secretary - Counselor	210				
4			Hourly	\$ 14.03	\$ 17.32	\$ 20.61
	Clerk - PEIMS Elementary Campus	210	210 Days	\$ 23,570	\$ 29,098	\$ 34,625
	Clerk - PEIMS Jr. High School	210	226 Days	\$ 25,366	\$ 31,315	\$ 37,263
	Clerk - PEIMS Special Education	210				
	Clerk - Video Surveillance Operator	210				
	Registrar - High School	210				
	Secretary - Alternative Academy	226				
	Secretary - Elementary Campus	226				
5			Hourly	\$ 15.16	\$ 18.71	\$ 22.26
	Bookkeeper - High School	210	210 Days	\$ 25,469	\$ 31,433	\$ 37,397
	Clerk - PEIMS High School	226	226 Days	\$ 27,409	\$ 33,828	\$ 40,246
	Secretary - Food Service	226				
	Secretary - Jr. High School	226				
	Secretary - Maintenance	226				
	Secretary - Technology	226				
	Secretary - Transportation	226				
	Truancy Officer (ESSER)	210				

La Feria Independent School District

2023–2024 Clerical/Paraprofessional Compensation Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
6			Hourly	\$ 16.42	\$ 20.02	\$ 23.62
	Accounting Clerk I	226	187 Days	\$ 24,564	\$ 29,950	\$ 35,336
	LVN	187	226 Days	\$ 29,687	\$ 36,196	\$ 42,705
	Secretary - Administration Office	226				
	Secretary - Athletics	226				
	Secretary - High School Campus	226				
	Secretary - Special Education	226				
7			Hourly	\$ 18.44	\$ 22.22	\$ 26.00
	Accounting Clerk II	226	226 Days	\$ 33,340	\$ 40,174	\$ 47,008
	Computer Technician	226				
	Secretary - Human Resources	226				
	Secretary - Curriculum & Instruction	226				
8			Hourly	\$ 22.39	\$ 26.66	\$ 30.93
	Secretary - Superintendent	226	226 Days	\$ 40,481	\$ 48,201	\$ 55,921

La Feria Independent School District

2023–2024 Auxiliary Compensation Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1			Hourly	\$ 9.48	\$ 11.70
	Cafeteria Worker	180	180 Days	\$ 13,651	\$ 20,045
	Custodian	261	261 Days	\$ 19,794	\$ 29,065
2			Hourly	\$ 10.61	\$ 13.10
	Assistant Cafeteria Manager - High School	180	180 Days	\$ 15,278	\$ 22,450
	Food Service Delivery Driver	261	261 Days	\$ 22,154	\$ 32,552
	Security Guard	261			
3			Hourly	\$ 12.43	\$ 15.35
	Cafeteria Manager - Elementary Campus	180	180 Days	\$ 17,899	\$ 26,309
	Cafeteria Manager - Jr. High School	180	261 Days	\$ 25,954	\$ 38,148
	General Maintenance Worker	261			
	Transportation/Maintenance	81			
4			Hourly	\$ 14.05	\$ 17.35
	Cafeteria Manager - High School	180	180 Days	\$ 20,232	\$ 29,736
	Central Kitchen Manager	180			
5			Hourly	\$ 15.65	\$ 19.09
	Carpenter	261	261 Days	\$ 32,677	\$ 47,043
	Food Service Warehouse Supervisor	261			
	Mechanic	261			
6			Hourly	\$ 17.22	\$ 21.00
	Electrician	261	261 Days	\$ 35,955	\$ 51,741
	HVAC Journeyman	261			
7			Hourly	\$ 17.25	\$ 21.25
	Bus Driver	180	81 Days	\$ 11,178	\$ 16,200
	Transportation/Maintenance	81	180 Days	\$ 24,840	\$ 36,000
8 Exempt			Hourly	\$ 19.26	\$ 23.21
	Maintenance Supervisor	244	244 Days	\$ 37,596	\$ 53,016

La Feria Independent School District

2023–2024 Addendum Compensation Plan

Job/Stipend Title	Calendars	Salary	Stipend
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21st Century Grant Positions		Salary	
Program Director	226	\$	70,000
Campus Site Coordinators (6)	226	\$	48,000

Early College High School Stipends		Stipend	
ECHS Counselor Stipend	210	\$	1,500
Dual Enrollment*			
Per Course, Per Semester, Class Size 1-14 Students	187	\$	250
Per Course, Per Semester, Class Size 15+ Students	187	\$	500

TCLAS-ESSER III GR		Stipend	
Education & Training Stipend (GYO, Decision 4b)	187	\$	2,500