

Wink-Loving ISD

2018-19 New Hire Guide for Teachers and Librarians

Adopted 3/22/2018

Years of Experience	New Hire Salary
0	\$44,500
1	\$44,750
2	\$45,000
3	\$45,250
4	\$45,500
5	\$45,750
6	\$46,500
7	\$47,600
8	\$48,800
9	\$49,800
10	\$50,800
11	\$51,600
12	\$52,600
13	\$53,500
14	\$54,300
15	\$55,000
16	\$56,000
17	\$56,700
18	\$57,200
19	\$57,900
20	\$59,400
21	\$60,200
22	\$60,500
23	\$60,800
24	\$61,100
25+	\$61,500

\$1,200 Master's Degree Stipend

The salaries listed above are based on 10-month employment for the 2018-19 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.

Salaries are determined individually with consideration for job-related experience and credentials.

2018-19 Exempt Pay Plan

Wink-Loving ISD

Adopted 3/22/2018

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1						
			Daily	\$232.00	\$290.00	\$348.00
	Nurse	187	187 Days	43,384	54,230	65,076
	Tax Assessor	241	241 Days	55,912	69,890	83,868
	Director of Technology	241	250 Days	58,000	72,500	87,000
	Maintenance/Transportation Supervisor	250				
2						
			Daily	\$263.32	\$329.15	\$394.98
	Counselor	202	202 Days	53,191	66,488	79,786
	Director of Operations	241	241 Days	63,460	79,325	95,190
3						
			Daily	\$294.92	\$368.65	\$442.38
	Director of Athletics/Head Football Coach	241	241 Days	71,076	88,845	106,614
	Director of Finance	241	241 Days	71,076	88,845	106,614
4						
			Daily	\$324.42	\$405.52	\$486.62
	Elementary Principal	217	217 Days	70,399	87,998	105,597
5						
			Daily	\$335.24	\$419.05	\$498.66
	JH/HS Principal/Curriculum Director	241	241 Days	80,792	100,990	120,178

2018-19 Nonexempt Pay Plan

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Adopted 3/22/2018

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Cafetera Worker	183	Hourly	\$12.60	\$15.75	\$18.90
			183 Days	18,446	23,058	27,670
2	Assistant Cafeteria Manager	183	Hourly	\$13.48	\$16.85	\$20.22
	Aide	187	183 Days	19,735	24,668	29,602
	Custodian	250	187 Days	20,166	25,208	30,249
			250 Days	26,960	33,700	40,440
3	Cafeteria Manager	183	Hourly	\$16.85	\$21.06	\$25.27
	Secretary, Elementary	202	183 Days	24,668	30,832	36,995
			202 Days	27,230	34,033	40,836
4	Secretary, Jr High & High School	202	Hourly	\$18.54	\$23.17	\$27.80
	Business Office Clerk	241	202 Days	29,961	37,443	44,925
	PFC Manager	250	241 Days	35,745	44,672	53,598
			250 Days	37,080	46,340	55,600
5	Secretary, Superintendent	241	Hourly	\$21.50	\$26.88	\$32.26
	HVAC Technician	250	241 Days	41,452	51,825	62,197
	Maintenance/Groundskeeper	250	250 Days	43,000	53,760	64,520

2018-19 Extra Duty Stipends

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Category	Assignment	Level	Stipend
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Academics

C/X Debate Sponsor	HS	1,125
ESL Coordinator	JH/HS	500
GT Coordinator	ES	1,000
National Honor Society	JH/HS	500
One-Act Play Sponsor	JH/HS	2,500
PALS	ES	500
Skills USA Sponsor	JH/HS	1,750
Student Council	JH/HS	2,500
UIL Competition	JH/HS	150
UIL Coordinator	JH/HS	2,500
UIL Subject Area Coach - ES	ES	300
UIL Subject Area Coach - HS	HS	450
UIL Subject Area Coach - JH	JH	300
Year Book Sponsor	JH/HS	2,500

Athletics

Basketball, Assistant	JH/HS	2,900
Cheer Sponsor	JH/HS	3,000
Football, Assistant	JH/HS	4,250
Head Basketball	JH/HS	5,000
Head Cross Country	JH/HS	3,900
Head Golf	JH/HS	3,900
Head Powerlifting	JH/HS	2,900
Head Tennis	JH/HS	3,900
Head Track	JH/HS	3,900
Head Volleyball	JH/HS	3,900
Tennis, Assistant	JH/HS	2,900
Track, Assistant	JH/HS	2,900
Volleyball, Assistant	JH/HS	2,900

Other

Fingerprinting & Background	JH/HS	Into Salary
Records Retention	Dist	Into Salary
Textbook Coordinator	JH/HS	2,500

Performing Arts

Band Director	JH/HS	9,500
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*Current employees will not receive reduced stipends. Any reduced stipends will only apply to employees hired to the district after adoption of pay plan.