

Progreso ISD
2017-18 New Hire Guide for Teachers, Librarians, RN

Years of Experience	New Hire Salary
0	\$ 42,000.00
1	\$ 42,200.00
2	\$ 42,400.00
3	\$ 42,800.00
4	\$ 43,500.00
5	\$ 44,400.00
6	\$ 45,455.00
7	\$ 46,833.00
8	\$ 47,215.00
9	\$ 47,615.00
10	\$ 48,015.00
11	\$ 48,415.00
12	\$ 48,815.00
13	\$ 49,215.00
14	\$ 49,815.00
15	\$ 50,615.00
16	\$ 51,115.00
17	\$ 51,615.00
18	\$ 52,315.00
19	\$ 53,015.00
20	\$ 53,815.00

Salaries listed above are based on 10-month employment

This salary plan is for the 2017-18 school year only. It does not represent salaries for future years. Salary advancement is based on the annual pay raise budget approved by the Board of Trustees each year.

**2017–18 Administrative/Professional Pay Plan
Progreso ISD**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
1	Accountant Coordinator, HR Parent Liaison Parent Liaison/Truant Ofcr Security	\$192.00	\$240.00	\$288.00
2	Director, Food Service	\$205.44	\$256.80	\$308.16
3	Administrator, Maint. & Ops. Atheltic Trainer Counselor Counselor, ES Counselor, HS Counselor, MS Curriculum Facilitator Director, Technology/PEIMS	\$236.26	\$295.32	\$354.38
4	Assistant Principal - HS Assistant Principal - MS Band Director LSSP Speech Therapist	\$275.09	\$339.62	\$404.15
5	Director, Athletics Director, C&I Director, Special Ed. Principal - ES Principal - MS	\$294.35	\$363.39	\$432.43
6	Principal - HS Director, Federal Programs Business Manager	\$321.82	\$392.46	\$463.10

**2017–18 Clerical Paraprofessional Pay Plan
Progreso ISD**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
1	Aide, Instructional Aide, Nurse Aide, Sp. Ed.	\$10.00	\$12.50	\$15.00
2	Aide, Sp. Ed. - Self Cont. Clerk, Office (Central Office) Clerk, Office (Athletics)	\$10.70	\$13.38	\$16.06
3	Clerk, PEIMS ES Clerk, PEIMS HS Clerk, PEIMS MS Community Liaison Migrant Recruiter	\$12.10	\$15.12	\$18.14
4	Clerk, Migrant (NGS) Clerk, Sp. Ed. Secretary, Counselor Secretary, Elementary Secretary, High School Secretary, Middle School	\$13.18	\$16.48	\$19.78
5	Clerk, Accounts Payable Computer Tech LVN	\$14.37	\$17.96	\$21.55
6	Administrative Assistant Clerk, Payroll Computer Tech Coordinator Drill Sergeant PEIMS Specialist	\$15.23	\$19.04	\$22.85

**2017–18 Auxiliary Pay Plan
Progreso ISD**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
1	Custodian Food Service Worker Food Service Worker/Clerk	\$9.60	\$12.00	\$14.40
2	Head Custodian - ES Head Custodian - HS Head Custodian - MS Security Guard	\$10.27	\$12.84	\$15.41
3	Bus Driver FS Manager - ES FS Manager - HS FS Manager - MS Maintenance Security Guard - Lead Warehouse Worker	\$10.99	\$13.74	\$16.49
4	Mechanic/Driver	\$12.97	\$16.21	\$19.45
5	Maintenance Supervisor Property Control Officer Transportation Supervisor	\$15.82	\$19.78	\$23.74

2017-18 Athletics Stipend Pay Plan

Progreso ISD

Event	Position	Amount
baseball	ASSISTANT JV	\$ 1,200.00
baseball	ASSISTANT VARSITY	\$ 1,200.00
baseball	HEAD JV	\$ 1,200.00
baseball	HEAD VARSITY BASEBALL	\$ 4,500.00
basketball	DTMS 7TH GRADE BOYS A	\$ 1,200.00
basketball	DTMS 7TH GRADE BOYS B	\$ 1,200.00
basketball	DTMS 7TH GRADE GIRLS A	\$ 1,200.00
basketball	DTMS 7TH GRADE GIRLS B	\$ 1,200.00
basketball	DTMS 8TH GRADE BOYS A	\$ 1,200.00
basketball	DTMS 8TH GRADE BOYS B	\$ 1,200.00
basketball	DTMS 8TH GRADE GIRLS A	\$ 1,200.00
basketball	DTMS 8TH GRADE GIRLS B	\$ 1,200.00
basketball	FRESHMAN COACH BOYS	\$ 1,200.00
basketball	FRESHMEN COACH GIRLS	\$ 1,200.00
basketball	JV COACH BOYS	\$ 1,200.00
basketball	JV COACH GIRLS	\$ 1,200.00
basketball	VARSITY HEAD COACH BOYS	\$ 4,500.00
basketball	VARSITY HEAD GIRLS	\$ 4,500.00
coordinator/other	ACADEMIC COACH	\$ 1,000.00
coordinator/other	ATHLETIC SUPPLEMENTAL	\$ 4,750.00
coordinator/other	GIRLS MIDDLE SCHOOL COORDINATOR	\$ 1,000.00
coordinator/other	BOYS MIDDLE SCHOOL COORDINATOR	\$ 1,000.00
coordinator/other	EQUIPMENT MANAGER	\$ 1,000.00
coordinator/other	GIRLS COORDINATOR	\$ 2,000.00
coordinator/other	HS BOYS COORDINATOR	\$ 2,000.00
coordinator/other	BOYS SUMMER TRACK	\$ 500.00
coordinator/other	GIRLS SUMMER TRACK	\$ 500.00
cross country	DTMS BOYS CC 7TH GRADE	\$ 1,200.00
cross country	DTMS BOYS CC 8TH GRADE	\$ 1,200.00
cross country	DTMS GIRLS CC 7TH GRADE	\$ 1,200.00
cross country	DTMS GIRLS CC 8TH GRADE	\$ 1,200.00
cross country	FRESHMAN BOYS CC	\$ 1,200.00
cross country	FRESHMAN GIRLS CC	\$ 1,200.00
cross country	HEAD BOYS CC	\$ 4,500.00
cross country	HEAD GIRLS CC	\$ 4,500.00
cross country	JV BOYS CC	\$ 1,200.00
cross country	JV GIRLS CC	\$ 1,200.00

2017-18 Athletics Stipend Pay Plan

Progreso ISD

Event	Position	Amount
football	DTMS 7TH GRADE	\$ 1,500.00
football	DTMS 7TH GRADE	\$ 1,500.00
football	DTMS 7TH GRADE	\$ 1,500.00
football	DTMS 8TH GRADE	\$ 1,500.00
football	DTMS 8TH GRADE	\$ 1,500.00
football	DTMS 8TH GRADE	\$ 1,500.00
football	FILMING	\$ 500.00
football	FILMING	\$ 500.00
football	FILMING	\$ 500.00
football	FRESHMAN COACH	\$ 2,200.00
football	FRESHMAN COACH	\$ 2,200.00
football	FRESHMAN COACH	\$ 2,200.00
football	VARSITY ASSISTANT	\$ 5,500.00
football	VARSITY ASSISTANT	\$ 5,500.00
football	VARSITY ASSISTANT	\$ 5,500.00
football	VARSITY ASSISTANT	\$ 5,500.00
football	VARSITY DEFENSIVE COORDINATOR	\$ 7,000.00
football	VARSITY HEAD COACH	\$ 10,000.00
football	VARSITY OFFENSIVE COORDINATOR	\$ 7,000.00
football	VARSITY SPECIAL TEAMS COORDINATOR	\$ 7,000.00
golf	HEAD GOLF BOYS/GIRLS	\$ 4,500.00
golf	ASSISTANT BOYS/GIRLS	\$ 1,200.00
soccer	DTMS BOYS SOCCER 7TH GRADE	\$ 1,200.00
soccer	DTMS BOYS SOCCER 8TH GRADE	\$ 1,200.00
soccer	DTMS GIRLS SOCCER 7TH GRADE	\$ 1,200.00
soccer	DTMS GIRLS SOCCER 8TH GRADE	\$ 1,200.00
soccer	FRESHMAN SOCCER BOYS	\$ 1,200.00
soccer	FRESHMAN SOCCER GIRLS	\$ 1,200.00
soccer	GIRLS HEAD SOCCER	\$ 4,500.00
soccer	JV SOCCER BOYS	\$ 1,200.00
soccer	JV SOCCER GIRLS COACH	\$ 1,200.00
soccer	VARSITY BOYS HEAD SOCCER	\$ 4,500.00
soccer	VARSITY SOCCER BOYS ASSISTANT	\$ 1,200.00
softball	ASSISTANT SOFTBALL	\$ 1,200.00
softball	HEAD VARSITY SOFTBALL	\$ 4,500.00

2017-18 Athletics Stipend Pay Plan

Progreso ISD

Event	Position	Amount
track	DTMS BOYS TRACK	\$ 1,200.00
track	DTMS BOYS TRACK	\$ 1,200.00
track	DTMS GIRLS TRACK	\$ 1,200.00
track	DTMS GIRLS TRACK	\$ 1,200.00
track	DTMS BOYS TRACK	\$ 1,200.00
track	DTMS GIRLS TRACK	\$ 1,200.00
track	BOYS HEAD VARSITY TRACK	\$ 4,500.00
track	BOYS TRACK ASSISTANT	\$ 1,200.00
track	BOYS TRACK ASSISTANT	\$ 1,200.00
track	BOYS TRACK ASSISTANT	\$ 1,200.00
track	BOYS TRACK ASSISTANT	\$ 1,200.00
track	GIRLS HEAD VARSITY TRACK	\$ 4,500.00
track	GIRLS TRACK ASSISTANT	\$ 1,200.00
track	GIRLS TRACK ASSISTANT	\$ 1,200.00
track	GIRLS TRACK ASSISTANT	\$ 1,200.00
track	GIRLS TRACK ASSISTANT	\$ 1,200.00
volleyball	DTMS 7TH GRADE A TEAM	\$ 1,200.00
volleyball	DTMS 7TH GRADE B TEAM	\$ 1,200.00
volleyball	DTMS 8TH GRADE A TEAM	\$ 1,200.00
volleyball	DTMS 8TH GRADE B TEAM	\$ 1,200.00
volleyball	FRESHMAN VOLLEYBALL	\$ 1,200.00
volleyball	HEAD COACH VOLLEYBALL	\$ 4,500.00
volleyball	JV VOLLEYBALL	\$ 1,200.00

**Extra Duty Stipends
2017-2018**

All assignments are for professional staff only

Assignment	Amount	
Bilingual Education (varies on student count)	\$ 500.00	\$ 1,000.00
Master's Degree (teachers only)	\$ 2,500.00	
Science Instruction (fully certified in area)	\$ 2,250.00	
Math Instruction (fully certified in area)	\$ 2,250.00	
Special Education Teacher (Self Contained)	\$ 1,000.00	
Special Education Teacher (Resource)	\$ 750.00	
UIL Coorinator (1 per campus)	\$ 450.00	
Student Council Sponsor (1 per campus)	\$ 750.00	
UIL Coach	\$ 350.00	
Elem. Cheerleader Sponsor	\$ 500.00	
Estudiantina Group	\$ 750.00	
Folkloric Dance Group	\$ 750.00	
Dance Group	\$ 750.00	
Spirit Team Sponsor (PHS)	\$ 800.00	
Student Council Co-Sponsor (PHS)	\$ 350.00	
Yearbok Sponsor (PHS)	\$ 1,000.00	
Cheerleading Sponsor (PHS)	\$ 1,000.00	
Student Council Co-Sponsor (DTMS)	\$ 350.00	
Yearbok Sponsor (DTMS)	\$ 750.00	
Cheerleading Sponsor (DTMS)	\$ 800.00	
Spirit Team Sponsor (DTMS)	\$ 600.00	

**Athletics Game Rates
2017-2018**

Rates are for Professional Workers per game

High School		
Sport	Freshmen/JV	Varsity
Volleyball	\$ 15.00	\$ 15.00
Football	\$ 20.00	\$ 40.00
Basketball	\$ 15.00	\$ 15.00
Baseball	\$ 15.00	\$ 15.00
Soccer	\$ 15.00	\$ 15.00
Track	\$ 15.00	\$ 15.00
Middle School		
Sport	7th Grade	8th Grade
Volleyball	\$ 15.00	\$ 15.00
Football	\$ 20.00	\$ 20.00
Basketball	\$ 15.00	\$ 15.00
Baseball	\$ 15.00	\$ 15.00
Soccer	\$ 15.00	\$ 15.00
Track	\$ 15.00	\$ 15.00