

**24-25 Doss CCSD  
Option 3 Approved**

Years of Credited Experience	State Salary (10 mo. contract)	Bachelor's Salary (10 mo. contract)	Master's Salary (10 mo. contract)
0	\$33,660	\$47,000	\$48,500
1	\$34,390	\$47,750	\$49,250
2	\$35,100	\$48,500	\$50,000
3	\$35,830	\$49,250	\$50,750
4	\$37,350	\$50,000	\$51,500
5	\$38,880	\$50,750	\$52,250
6	\$40,410	\$51,500	\$53,000
7	\$41,830	\$52,250	\$53,750
8	\$43,170	\$53,000	\$54,500
9	\$44,440	\$53,750	\$55,250
10	\$45,630	\$54,500	\$56,000
11	\$46,770	\$55,250	\$56,750
12	\$47,850	\$56,000	\$57,500
13	\$48,850	\$56,750	\$58,250
14	\$49,810	\$57,500	\$59,000
15	\$50,710	\$58,250	\$59,750
16	\$51,570	\$59,000	\$60,500
17	\$52,370	\$59,750	\$61,250
18	\$53,140	\$60,500	\$62,000
19	\$53,860	\$61,250	\$62,750
20	\$54,540	\$62,000	\$63,500
21+	TEC 21.401	\$62,750	\$64,250
<b>Salary Lines:</b>	<b>State Base</b>	<b>DCCSD Base</b>	<b>Base Plus \$1,500.</b>

<b>Other Employee Benefits:</b>	<ul style="list-style-type: none"> <li>** \$1,000 Retention or Transition Supplement (Paid in August 2024)</li> <li>** \$425 per month towards TRS Health Insurance</li> <li>** Monthly contribution for small life insurance policy</li> <li>** Five State &amp; Five Local Leave days provided employees</li> </ul>
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<b>FY25 Teacher Supplement and Salary Increase</b>	<ol style="list-style-type: none"> <li>1. \$1,000 One-time Transition Supplement for new teachers; \$1,000 One-time Retention Supplement for returning teachers</li> <li>2. New teachers placed on scale based on years of experience; \$2,000 salary increase for all returning teachers</li> <li>3. One-time Technology Stipend of \$1,200 for all teachers</li> </ol>
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The above scale is restricted to the initial placement of teachers and does not represent salaries for future years. Salary advancements will be based on any approved raise and budget each year.

**24-25 Doss CCSD**

Auxiliary Salary Scale

**Option 3 Approved**

Salary and Benefits

<b>IS Instructional Support Services</b>							
Step-Days	minimum		midpoint		maximum		Position
1-187-8	\$10.00/hr	\$14,960	\$13.00/hr	\$19,448	\$16.00/hr	\$23,936	Instructional Asst.
2-187-8	\$16.00/hr	\$23,936	\$19.00/hr	\$28,424	\$22.00/hr	\$32,912	Instructional Aide

\*Full time position salary is annualized; hourly rate listed for comparison only.

<b>CT Clerical and Technical Support</b>							
Step-Days	minimum		midpoint		maximum		Position
1-220-8	\$16.00/hr	\$28,160	\$19.00/hr	\$33,440	\$22.00/hr	\$38,720	Admin. Assistant, I
2-226-8	\$19.00/hr	\$34,352	\$22.00/hr	\$39,776	\$25.00/hr	\$45,200	Admin. Assistant, II

\*Full time position salary is annualized; hourly rate listed for comparison only.

<b>FL Facility and Labor *</b>							
Step-Days	minimum		midpoint		maximum		Position
FL-1	\$15.00/hr		\$20.00/hr		\$25.00/hr		Custodians
FL-2	\$20.00/hr		\$25.00/hr		\$30.00/hr		Custodian/Grounds

\*Hourly rates are for contracted services only, not for full time positions.

<b>OP Operations and Other</b>							
Step-Days	minimum		midpoint		maximum		Position
OP-1	\$15.00/hr		\$19.00/hr		\$25.00/hr		Bus Driver
OP-2	\$19.00/hr		\$23.00/hr		\$27.00/hr		Other Operations

\*Hourly rates are for contracted services only, not for full time positions.

<b>SS Supplement or Stipend</b>							
	Range	Position	Range	Position			
SS-X	\$20 - 30 / hr	Extra Duties (Tutoring)	\$125 / day	Substitute Teacher			
SS-1	\$500 Special Education Certification (One Time)			Stipend			
SS-2	\$50 - \$3,000 as authorized by the Superintendent			Stipend			

\*Supplements and Stipends by authorization only!

<b>Other Benefits</b> (full time employees)	** \$1,000 Retention/Transition Supplement (Paid in August 2024)
	** Monthly contribution for small life insurance policy
	** \$425 per month towards TRS Health Insurance
	** Monthly contribution for small life insurance policy

<b>FY25 Employee Supplement and Salary Increase</b>	<ol style="list-style-type: none"> <li>\$1,000 One-time Transition Supplement for new full-time employees; \$1,000 One-time Retention Supplement for returning full-time employees</li> <li>New employees placed on scale based on years of experience; \$2,000 salary increase for all returning full-time employees</li> <li>One-time Technology Stipend of \$1,200 for full-time employees</li> </ol>
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**Mid-point Salary Schedules** are use for initial placement of employees other than teachers.  
The salary scale above does not represent salaries for future years. Any salary advancement will be based on a pay raise approved with the budget by the Board of Trustees each fiscal year.