

Grapevine-Colleyville ISD 2024-2025
New Hire Guide for Teachers, Librarians, and Nurses (RN)
\$59,250 starting, 0.0% GPI

Years of Experience	New Hire Salary
0	\$59,250
1	\$59,250
2	\$59,550
3	\$59,850
4	\$60,150
5	\$60,450
6	\$60,750
7	\$61,250
8	\$61,550
9	\$62,050
10	\$62,700
11	\$63,350
12	\$63,850
13	\$64,250
14	\$64,550
15	\$64,850
16	\$65,150
17	\$65,450
18	\$65,750
19	\$66,050
20	\$66,550
21	\$67,150
22	\$67,450
23	\$67,750
24	\$68,050
25	\$68,350
26	\$68,650
27	\$68,950
28	\$69,250
29	\$69,550
30	\$69,850
31	\$70,150
32	\$71,830
33	\$73,080
34	\$74,328
35	\$75,267
36	\$75,917
37+	\$76,217

\$1,000 Master's Degree - General Stipend

The salaries listed above are based on 10-month employment for the 2024-2025 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.

2024-2025 Professional Non-Teaching Pay Plan
Grapevine-Colleyville ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1	Asst Coordinator - Bond Construction	Daily	\$244.85	\$295.00	\$345.15
	Asst Coordinator - ECDC	233 Days	57,050	68,735	80,420
	Asst Coordinator - Extended Care				
	Buyer				
	Specialist - Digital Content				
	Trainer - Culinary				
	Public Information Specialist				
2	Accountant	Daily	\$278.89	\$336.01	\$393.13
	Asst Director - Nutrition	117 Days	32,630	39,313	45,996
	Coordinator - Bond Construction	233 Days	64,981	78,290	91,599
	Coordinator - Early Child Dev Center	246 Days	68,607	82,658	96,710
	Coordinator - Extended Day Program				
	Coordinator - Human Resources				
	Coordinator - Multimedia				
	Coordinator - Nutrition & Procurement				
	Director - Risk Management				
	Security Systems Engineer				
	Specialist - Instructional Material/Data Integration				
	Tax Assessor/Collector				
3	Associate Principal - ES	Daily	\$314.59	\$379.02	\$443.45
	Asst Principal - ES	98 Days	30,830	37,144	43,458
	Coordinator - Gifted Talented	187 Days	58,828	70,877	82,925
	Coordinator - Special Ed	190 Days	59,772	72,014	84,256
	Counselor - Alternative Ed Prog	194 Days	61,030	73,530	86,029
	Counselor - Collegiate Academy	195 Days	61,345	73,909	86,473
	Counselor - ES	202 Days	63,547	76,562	89,577
	Counselor - HS	208 Days	65,435	78,836	92,238
	Counselor - MS	210 Days	66,064	79,594	93,125
	Counselor - Student Advocacy Service	220 Days	69,210	83,384	97,559
	Counselor - iUniversity Prep	233 Days	73,299	88,312	103,324
	Diagnostician				
	Director - Communications				
	Director of Facility Use				
	Licensed Physical Therapist				
	LSSP				
	Manager - Construction Project				
	Maintenance Manager				

2024-2025 Professional Non-Teaching Pay Plan
Grapevine-Colleyville ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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Music Therapist
Occupational Therapist
Specialist - Student Advocacy
Speech Pathologist

4		Daily	\$338.18	\$407.45	\$476.72
	Asst Principal - MS	187 Days	63,240	76,193	89,147
	Athletic Trainer	202 Days	68,312	82,305	96,297
	Athletic Trainer/Stadium Manager	210 Days	71,018	85,565	100,111
	Coordinator - Assessment	220 Days	74,400	89,639	104,878
	Coordinator - CATE	233 Days	78,796	94,936	111,076
	Coordinator - Natatorium/Head Coach				
	Director - HS Band				

5		Daily	\$368.62	\$444.12	\$519.62
	Academic Dean	210 Days	77,410	93,265	109,120
	Administrator - Secondary Bilingual	220 Days	81,096	97,706	114,316
	Associate Principal - HS	233 Days	85,888	103,480	121,071
	Asst Principal - HS				
	Director - Bilingual Services				
	Director - Health Services				
	Director - Special Education				
	Director - ELAR/Advanced Academics				
	Director - Math				
	Director - Payroll/Benefits				
	Director - Purchasing				
	Director - Science				
	Director - Social Studies & Avid				
	Director - Special Services				
	Director - Student Engagement				
	Director - Student Services				

6		Daily	\$403.64	\$486.31	\$568.98
	Athletic Coordinator/Head Football Coach	220 Days	88,801	106,988	125,176
	Director - Counseling	233 Days	94,048	113,310	132,572
	Director - Early Childhood				
	Director - Nutrition Services				
	Director - Transportation				
	Principal - Alternative Program				
	Principal - ES				

2024-2025 Professional Non-Teaching Pay Plan
Grapevine-Colleyville ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
7		Daily	\$437.34	\$526.92	\$616.50
	Director - CATE	220 Days	96,215	115,922	135,630
	Director - Collegiate Academy	233 Days	101,900	122,772	143,645
	Director - Emergency Management	246 Days	107,586	129,622	151,659
	Director - Facility Services				
	Director - Fine Arts				
	Director - Human Resources				
	Principal - MS				
8		Daily	\$494.20	\$595.42	\$696.64
	Director - Accountability/Continuing Improvement	233 Days	115,149	138,733	162,317
	Director - Finance				
	Exec Director - Athletics				
	Exec Director - Communications				
	Exec Director - Learning				
	Exec Director - Special Services				
	Manager - Senior Construction Project				
	Principal - HS				
	Principal - iUniversity Prep				
9		Daily	\$593.04	\$714.50	\$835.97
	Exec Director - Instructional Leadership	233 Days	138,178	166,479	194,781
10		Daily	\$640.48	\$771.66	\$902.84
	Chief Financial Officer	233 Days	149,232	179,797	210,362
	Chief HR Officer				
	Chief Operations Officer				
	Chief Technology Officer				
	Chief Academic Officer				
	Chief of Schools				

2024-2025 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
1	Technician - Campus	Hourly	\$21.00	\$25.30	\$29.60
		205 Days	32,288	38,899	45,510
		226 Days	35,595	42,884	50,172
2	Data Support Specialist - Technology Asset Inventory Student Data Support Technician - Help Desk Technician - Technology Repair	Hourly	\$23.00	\$27.71	\$32.42
		219 Days	37,778	45,514	53,250
		226 Days	38,985	46,968	54,952
		233 Days	40,193	48,423	56,654
3	Specialist - Application Support Specialist - Help Desk Success Specialist - Online Learning Support Specialist - Skyward Student Support Specialist - Technical Support Technician - Security Systems	Hourly	\$30.00	\$36.15	\$42.30
		219 Days	49,275	59,376	69,478
		233 Days	52,425	63,172	73,919
4	Specialist - Tech Data Cabling/AV Specialist - System Management Specialist - Google Support	Daily	\$270.04	\$325.35	\$380.66
		233 Days	62,919	75,807	88,694
5	Administrator - Network Coordinator - PEIMS System Analyst - Business System Analyst - Student Systems Engineer - Data Center	Daily	\$315.95	\$380.66	\$445.37
		233 Days	73,616	88,694	103,771
6	Director - Instructional Tech Director - Network Operations Director - Technology Support Engineer - Cyber Security Systems Engineer	Daily	\$369.66	\$445.37	\$521.08
		233 Days	86,131	103,771	121,412
7	Director - Data Systems Director - Technology Operations	Daily	\$443.96	\$534.89	\$625.82
		233 Days	103,443	124,629	145,816

2024-2025 Clerical Pay Plan
Grapevine-Colleyville ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1	Campus Monitor	Hourly	\$14.00	\$16.67	\$19.34
	Campus Staff Asst	187 Days	19,635	23,380	27,124
	Office Asst	189 Days	19,845	23,630	27,414
	Receptionist - HS	192 Days	20,160	24,005	27,850
2	Attendance Clerk - HS	Hourly	\$15.50	\$18.45	\$21.40
	Attendance Clerk - Lead HS	187 Days	21,739	25,876	30,014
	Attendance Clerk - MS	191 Days	22,204	26,430	30,656
	Parent Liaison - Bilingual Program	192 Days	22,320	26,568	30,816
	Receptionist - Admin	233 Days	27,086	32,241	37,397
3	Admin Asst - AP HS	Hourly	\$16.50	\$19.88	\$23.26
	Admin Asst - Coordinator Ext Care	192 Days	23,760	28,627	33,494
	Counseling Clerk	194 Days	24,008	28,925	33,843
	Admin Asst - Nutrition Services	198 Days	24,503	29,522	34,541
	Registrar - HS	202 Days	24,998	30,118	35,239
	Secretary - Student Data ES	205 Days	25,369	30,566	35,762
	Secretary - Student Data HS	220 Days	27,225	32,802	38,379
	Secretary - Student Data MS	233 Days	28,834	34,740	40,647
	Swim Center Evening Supervisor				
	Swim Center Asst Manager				
4	Clerk - Athletics	Hourly	\$17.50	\$21.08	\$24.66
	Clerk - Tax Office	219 Days	28,744	34,624	40,504
	Clerk - HR	233 Days	30,581	36,837	43,093
5	Admin Asst - Alternative Campus	Hourly	\$18.50	\$22.30	\$26.10
	Admin Asst - Principal ES	192 Days	26,640	32,112	37,584
	Admin Asst - Principal iUniversity	202 Days	28,028	33,785	39,542
	Admin Asst - Principal MS	233 Days	32,329	38,969	45,610
	Specialist - Alt Ed Support				
	Specialist - College Transition				

2024-2025 Clerical Pay Plan
Grapevine-Colleyville ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
6	Admin Asst - Director Accountability	Hourly	\$21.00	\$25.00	\$29.01
	Admin Asst - Director Advanced Academics	210 Days	33,075	39,375	45,691
	Admin Asst - Director CATE	220 Days	34,650	41,250	47,867
	Admin Asst - Director Collegiate Academy	233 Days	36,698	43,688	50,695
	Admin Asst - Director Early Childhood/Student Services	261 Days	41,108	48,938	56,787
	Admin Asst - Director ELA/Dual Lang/LOTE				
	Admin Asst - Director Fine Arts				
	Admin Asst - Director Science/Math				
	Admin Asst - Director Security & Emergency Management				
	Admin Asst - Principal HS				
	Bilingual Assessment/Parent Support				
	Bookkeeper - Bond				
	Bookkeeper - Child Nutrition				
	Bookkeeper - HS				
	Clerk - Accounts Payable				
	Clerk - Employee Benefits				
	Clerk - Finance				
	Clerk - Special Ed				
	Secretary - Facility Services				
	Specialist - Special Ed Support				
7	Admin Asst - Bookkeeper Athletics	Hourly	\$23.00	\$27.39	\$31.78
	Admin Asst - Director Technology	233 Days	40,193	47,864	55,536
	Admin Asst - Exec Director C&I				
	Admin Asst - Exec Director Instructional Leadership				
	Admin Asst - Exec Director Special Ed				
	Admin Asst - Dir of Accountability/Student Engagement				
	Specialist - Payroll				
8	Admin Asst - Chief	Hourly	\$26.00	\$30.97	\$35.94
		233 Days	45,435	54,120	62,805
9	Exec Asst - Superintendent & Board	Hourly	\$36.50	\$43.44	\$50.38
		233 Days	63,784	75,911	88,039

2024-2025 Instructional Support Pay Plan
Grapevine-Colleyville ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1		Instructional Asst		Hourly	\$15.50	\$18.45	\$21.40
		Instructional Asst - Bilingual	187 Days	21,739	25,876	30,014	
		Instructional Asst - ESL					
		Instructional Asst - PE					
		Instructional Asst - PreK					
2		Health Aide		Hourly	\$16.50	\$19.64	\$22.78
		Special Ed Asst	187 Days	23,141	27,545	31,949	
3		Instructional Asst - ISS		Hourly	\$17.50	\$20.83	\$24.16
		Site Aide - EDP	187 Days	24,544	29,214	33,884	
		Special Ed Asst/Coach	192 Days	25,200	29,995	34,790	
4		Asst Caregiver - ECDC		Hourly	\$22.00	\$24.72	\$27.44
		Site Coordinator Lead - EDP	192 Days	31,680	35,597	39,514	
			195 Days	32,175	36,153	40,131	
5			261 Days	43,065	48,389	53,714	
		Lead Caregiver - ECDC		Hourly	\$24.00	\$26.97	\$29.94
		Senior Lead Caregiver - ECDC	195 Days	35,100	39,444	43,787	
			233 Days	41,940	47,130	52,320	

2024-2025 Auxiliary Pay Plan

Grapevine-Colleyville ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1	Bus Monitor - Sped Custodian Custodian - Night Custodian - Substitute Nutrition Specialist Nutrition Specialist - Substitute		Hourly \$15.50 174 Days 21,576 178 Days 22,072 261 Days 32,364	\$18.24 25,390 25,974 38,085	\$20.98 29,204 29,876 43,806
2	Asst Manager - Cafeteria Grounds Head - Custodian ES Head - Custodian MS Manager Trainee - Cafeteria		Hourly \$16.50 183 Days 24,156 261 Days 34,452	\$19.88 29,104 41,509	\$23.26 34,053 48,567
3	Distribution Shipping/Receiving/Driver Grounds II Head - Custodian HS Shop Asst - Transportation Irrigation Tech - Assistant		Hourly \$17.50 261 Days 36,540	\$21.10 44,057	\$24.70 51,574
4	Maintenance Engineer I Manager - Cafeteria Collegiate Manager - Cafeteria ES Manager - Cafeteria Floating		Hourly \$18.50 183 Days 27,084 261 Days 38,628	\$22.28 32,618 46,521	\$26.06 38,152 54,413
5	Clerk - Leasing & Distribution Manager - Cafeteria MS Transportation Mechanic 1		Hourly \$19.50 183 Days 28,548 261 Days 40,716	\$23.50 34,404 49,068	\$27.50 40,260 57,420
6	Irrigation Technician Head Lead - Custodian Maintenance Engineer II Manager - Cafeteria HS Transportation Mechanic II		Hourly \$23.75 183 Days 34,770 261 Days 49,590	\$27.94 40,904 58,339	\$32.13 47,038 67,087
7	Kitchen Technician Maintenance Engineer III		Hourly \$24.50 261 Days 51,156	\$29.52 61,638	\$34.54 72,120

2024-2025 Auxiliary Pay Plan

Grapevine-Colleyville ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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8			Hourly	\$27.00	\$32.54	\$38.08
	Foreman - Distribution		178 Days	38,448	46,337	54,226
	Foreman - Grounds		226 Days	48,816	58,832	68,849
	Lead - Maintenance		261 Days	56,376	67,944	79,511

Manager - Fleet Maintenance
Supervisor - Nutrition Services Field
Trainer - Nutrition Services

9			Hourly	\$29.00	\$34.93	\$40.86
	Coordinator - Safety & Lead Trainer		226 Days	52,432	63,153	73,875
	Coordinator - Transportation		261 Days	60,552	72,934	85,316

Lead - HVAC Engineer

BDT			Hourly	\$15.00	\$15.00	\$15.00
	Bus Driver - Trainee		178 Days	21,360	21,360	21,360

BD1			Hourly	\$21.50	\$25.30	\$29.10
	Bus Driver		178 Days	30,616	36,027	41,438

Bus Driver - Field Trips
Bus Driver - Special Ed

BD2			Hourly	\$22.58	\$26.57	\$30.56
	Bus Driver - Special Route Trainer		226 Days	40,825	48,039	55,252

Transportation/Dispatch

SWIM			Hourly	\$14.50	\$16.85	\$19.20
	Swim Center Instructor		261 Days	30,276	35,183	40,090

Swim Center Lifeguard
Swim Water Aerobics Instructor

Grapevine-Colleyville ISD

2024-2025

Substitute Pay Schedule

<u>Days</u>	<u>Daily Rate</u>
60+College hours	\$100.00
Certified Teachers	\$110.00
Long Term – 30 days or more	\$154.00
Paraprofessional Substitute Pay	\$90.00

ACADEMIC STIPENDS	AMOUNT
Bilingual Administrator	\$6,000
Bilingual Teacher	\$6,000
Bilingual Translator	\$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 (9-12)	\$1,000
Debate - HS	\$4,100
E-Sports	\$1,250
High Needs Campus	\$5,000
Extra Zero Hour Section	\$7,000
Extra Zero Hour Section IUP	\$2,000
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 ASL	\$2,500
Lead Music Teacher	\$1,000
Lead PE Teacher	\$1,500
Lead Psychologist	\$3,000
Lead Related Services	\$3,000
Lead Speech Pathologist	\$3,000
Lead Transition Specialist	\$3,000
Licensed Psychologist	\$3,000
Math/Science - MS Sponsor	\$600
National Jr. Honor Society	\$450
National Honor Society	\$900

Newspaper - HS Sponsor	\$2,000
One Act Play, CA	\$3,000
PDI Behavior/Special Education Para	\$500
Special Education Behavior	\$2,000
PSAT Prep 1	\$4,000
PSAT Prep 2	\$2,000
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
MISCELLANEOUS STIPENDS	AMOUNT
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 Tech Support	\$1,000
Website Liaison	\$2,000
Backflow License	\$4,200
Master Electrician/Plumber	\$2,100
Travel	\$1,000- \$3,600
Cell Phone	\$480-\$960
PERFORMING ARTS STIPENDS	AMOUNT
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 – MS Assistant Director	\$2,500
Choir - HS Assistant Director	\$3,700
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 Lead	\$3,500
Elementary Honor Choir Asst.	\$1,000
Spirit Wranglers/Pep Boys/Mascots	\$1,800
Dove Drummers	\$1,000
ATHLETIC STIPENDS	AMOUNT
Athletic Coordinator - CA	\$1,300
Athletic Coordinator - MS	\$1,750
Athletic Coordinator - HS	\$5,000
Baseball Assistant	\$4,500
Baseball Head	\$9,000
Basketball Assistant	\$5,000
Basketball Head	\$9,000
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
Golf Assistant per semester	\$4,000
Golf Head	\$9,000

Soccer Assistant	\$4,000
Soccer Head	\$9,000
Soccer Assistant – Collegiate Academy	\$4,000
Soccer Head – Collegiate Academy	\$7,500
Softball Assistant	\$4,500
Softball Head	\$9,000
Swimming Head	\$9,000
Swimming Assistant	\$3,500
Tennis Assistant per semester	\$3,500
Tennis Head	\$9,000
Track Assistant	\$5,500
Track Head	\$7,500
Volleyball Assistant	\$5,000
Volleyball Head	\$9,000
Wrestling Assistant	\$3,500
Wrestling Head	\$7,500
Middle School Football (w/HS responsibilities)	\$3,000
Middle School Football	\$2,300
Middle School Volleyball	\$2,300
Middle School Cross Country	\$1,200
Middle School Basketball (boys and girls)	\$2,300
Middle School Track	\$2,300
Middle School Soccer	\$1,200
Middle School Tennis per semester	\$1,200
Middle School Wrestling	\$1,200

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.

Lump Sum Payment Program

For the 2024-2025 school year, the Grapevine-Colleyville Independent School District may award a lump sum payment of (amount to be determined by the Board) to District employees in (date to be determined by the Board within the 2024-2025 budget year). This payment may be made only to permanent employees who are employed as of (date to be determined by the Board) and are still employed as of the date on which the payment is made. This payment is not considered an increase in base pay, will not be repeated in future years, and will not be considered creditable compensation under the Teachers Retirement System of Texas (TRS). This payment is taxable and may be taxed at a higher rate. The payment may be prorated based on duty status, part-time schedule, or other nondiscretionary factors determined by the Board of Trustees.