

Pay Structures

El Paso Independent School District Hiring In Salary Schedule for Teachers, Librarians, Student Activity Managers 2016-2017

| Years Exp | TBA |
|--------------|-------------|
| 0 | \$45,224.08 |
| 1 | \$45,732.72 |
| 2 | \$46,241.36 |
| 3 | \$46,750.00 |
| 4 | \$47,258.64 |
| 5 | \$47,767.28 |
| 6 | \$48,275.92 |
| 7 | \$48,784.56 |
| 8 | \$49,293.20 |
| 9 | \$49,801.84 |
| 10 | \$50,310.48 |
| 11 | \$50,819.12 |
| 12 | \$51,327.76 |
| 13 | \$51,836.40 |
| 14 | \$52,345.04 |
| 15 | \$52,853.68 |
| 16 | \$53,362.32 |
| 17 | \$53,870.96 |
| 18 | \$54,377.73 |
| 19 | \$54,886.37 |
| 20 | \$55,395.01 |
| 21 | \$55,903.65 |
| 22 | \$56,412.29 |
| 23 | \$56,920.93 |
| 24 | \$57,429.57 |
| 25 | \$57,938.21 |
| 26 | \$58,446.85 |
| 27 | \$58,955.49 |
| 28 | \$59,464.13 |
| 29 | \$59,972.77 |
| 30 | \$60,481.41 |

Notes:

1. An employee on this schedule who has obtained a master degree will be eligible to receive the \$1,000 master degree stipend. An employee who has obtained a doctoral degree (or equivalent) will be eligible to receive the \$1,000 master degree stipend plus the \$1,000 doctoral degree stipend.
2. At hiring, retired teachers will be limited to no more than step 20 on the TBA schedule based on experience.

The El Paso Independent School District does not discriminate in its educational programs or employment practices on the basis of race, color, age, sex, religion, national origin, marital status, citizenship, military status, disability, genetic information, gender stereotyping and perceived sexuality, or on any other basis prohibited by law. Inquiries concerning the application of Titles VI, VII, IX, and Section 504 may be referred to the District compliance officer, Patricia Cortez, at 230-2033; Section 504 inquiries regarding students may be referred to Verna Ball at 230-2829.

El Distrito Escolar Independiente de El Paso no discrimina en los programas de educación o en prácticas de empleo usando el criterio de raza, color, edad, sexo, religión, origen nacional, estado civil, ciudadanía, estado militar, discapacidad, información genética, estereotipo sexual o sexualidad percibida, u otra práctica prohibida por la ley. Preguntas acerca de la aplicación del título VI, VII o IX, y la Sección 504 pueden ser referidas al oficial del distrito, Patricia Cortez al 230-2033; preguntas sobre 504 tocante a estudiantes pueden ser referidas a Verna Ball al 230-2829.

Approved by the Board of Trustees, June 21, 2016

NEITHER PAST OR FUTURE COMPENSATION CAN BE CALCULATED OR PREDICTED FROM THIS PAY SCHEDULE

Pay Structures

**El Paso Independent School District
Continuing Teachers and Librarians
2016-2017**

| Years Exp | TBA | TBA L2 | TBA L3 | TMA | TMA L2 | TMA L3 |
|----------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 0 | \$45,224.08 | | | \$46,224.53 | | |
| 1 | \$45,732.72 | | | \$46,733.17 | | |
| 2 | \$46,241.36 | | | \$47,241.81 | | |
| 3 | \$46,750.00 | | | \$47,750.45 | | |
| 4 | \$47,258.64 | | | \$48,259.09 | | |
| 5 | \$47,767.28 | | | \$48,767.73 | | |
| 6 | \$48,275.92 | | | \$49,276.37 | | |
| 7 | \$48,784.56 | | | \$49,785.01 | | |
| 8 | \$49,293.20 | | | \$50,293.65 | | |
| 9 | \$49,801.84 | | | \$50,802.29 | | |
| 10 | \$50,310.48 | | | \$51,310.93 | | |
| 11 | \$50,819.12 | | | \$51,819.57 | | |
| 12 | \$51,327.76 | | | \$52,328.21 | | |
| 13 | \$51,836.40 | | | \$52,836.85 | | |
| 14 | \$52,345.04 | | | \$53,345.49 | | |
| 15 | \$52,853.68 | | | \$53,854.13 | | |
| 16 | \$53,362.32 | | | \$54,362.77 | | |
| 17 | \$53,870.96 | | | \$54,871.41 | | |
| 18 | \$54,377.73 | | | \$55,378.18 | | |
| 19 | \$54,886.37 | | | \$55,886.82 | | |
| 20 | \$55,395.01 | | | \$56,395.46 | | |
| 21 | \$55,903.65 | | | \$56,904.10 | | |
| 22 | \$56,412.29 | | | \$57,412.74 | | |
| 23 | \$56,920.93 | | | \$57,921.38 | | |
| 24 | \$57,429.57 | | | \$58,430.02 | | |
| 25 | \$57,938.21 | \$59,939.11 | | \$58,938.66 | \$60,939.56 | |
| 26 | \$58,446.85 | \$60,447.75 | | \$59,447.30 | \$61,448.20 | |
| 27 | \$58,955.49 | \$60,956.39 | \$62,456.13 | \$59,955.94 | \$61,956.84 | |
| 28 | \$59,464.13 | \$61,465.03 | \$62,964.77 | \$60,464.58 | \$62,465.48 | |
| 29 | \$59,972.77 | \$61,973.67 | \$63,473.41 | \$60,973.22 | \$62,974.12 | \$64,473.86 |
| 30 | \$60,481.41 | \$62,482.31 | \$63,982.05 | \$61,481.86 | \$63,482.76 | \$64,982.50 |
| 31 | \$60,990.05 | \$62,990.95 | \$64,490.69 | \$61,990.50 | \$63,991.40 | \$65,491.14 |
| Maximum | | | | \$62,499.14 | \$64,500.04 | \$65,999.78 |

Applies to teachers hired for the 2008-2009 school year or earlier

Notes:

- Teachers with a bachelor degree are placed on the TBA schedule. Teachers with a bachelor degree who were on Career Ladder Level 2 with the District are placed on TBA L2. Teachers with a bachelor degree who were on Career Ladder Level 3 with the district are placed on TBA L3.
- Teachers with a master degree are placed on the TMA schedule. Teachers with a master degree who were on Career Ladder Level 2 with the District are placed on TMA L2. Teachers with a master degree who were on Career Ladder Level 3 with the District are placed on TMA L3.
- Teachers with a doctoral degree on the TMA schedule will be paid an additional \$1,000 stipend above the TMA schedule.
- An employee on the TBA schedule who has obtained a doctoral degree (or equivalent) will be eligible to receive the \$1,000 master degree stipend plus the \$1,000 doctoral degree stipend.

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Approved by the Board of Trustees, June 21, 2016

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