

**AUSTIN ISD 2019-20 HIRING SALARY GUIDE**

**Counselors**

**\$52,001 starting, 6.0% GPI / 7.0% GPI**

Years of Experience Prior to 7/1/2019	Hourly Rate	Daily Rate	New Hire Salary (187 days)	New Hire Salary (197 days)	New Hire Salary (207 days)
0	\$34.76	\$278.08	\$52,001	\$54,782	\$57,563
1	\$35.08	\$280.64	\$52,480	\$55,286	\$58,092
2	\$35.56	\$284.48	\$53,198	\$56,043	\$58,887
3	\$35.74	\$285.92	\$53,467	\$56,326	\$59,185
4	\$35.92	\$287.36	\$53,736	\$56,610	\$59,484
5	\$36.00	\$288.00	\$53,856	\$56,736	\$59,616
6	\$36.43	\$291.44	\$54,499	\$57,414	\$60,328
7	\$36.43	\$291.44	\$54,499	\$57,414	\$60,328
8	\$36.43	\$291.44	\$54,499	\$57,414	\$60,328
9	\$36.43	\$291.44	\$54,499	\$57,414	\$60,328
10	\$36.51	\$292.08	\$54,619	\$57,540	\$60,461
11	\$36.60	\$292.80	\$54,754	\$57,682	\$60,610
12	\$36.68	\$293.44	\$54,873	\$57,808	\$60,742
13	\$36.76	\$294.08	\$54,993	\$57,934	\$60,875
14	\$36.93	\$295.44	\$55,247	\$58,202	\$61,156
15	\$36.93	\$295.44	\$55,247	\$58,202	\$61,156
16	\$37.19	\$297.52	\$55,636	\$58,611	\$61,587
17	\$37.45	\$299.60	\$56,025	\$59,021	\$62,017
18	\$37.70	\$301.60	\$56,399	\$59,415	\$62,431
19	\$38.21	\$305.68	\$57,162	\$60,219	\$63,276
20	\$38.72	\$309.76	\$57,925	\$61,023	\$64,120
21	\$39.22	\$313.76	\$58,673	\$61,811	\$64,948
22	\$39.73	\$317.84	\$59,436	\$62,614	\$65,793
23	\$40.25	\$322.00	\$60,214	\$63,434	\$66,654
24	\$40.73	\$325.84	\$60,932	\$64,190	\$67,449
25	\$41.24	\$329.92	\$61,695	\$64,994	\$68,293
26	\$41.75	\$334.00	\$62,458	\$65,798	\$69,138
27	\$42.25	\$338.00	\$63,206	\$66,586	\$69,966
28	\$42.76	\$342.08	\$63,969	\$67,390	\$70,811
29	\$43.27	\$346.16	\$64,732	\$68,194	\$71,655
30+	\$43.79	\$350.32	\$65,510	\$69,013	\$72,516

Continuing Counselors with:

1-5 years of experience prior to 2019-2020 will receive an increase of 6% of salary

6 or more years of experience prior to 2019-2020 will receive an increase of 7% of salary

The salaries listed above are based on 187, 197 and 207 duty days for the 2019-2020 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.