



# **Compensation Plan**

**2011-2012**

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***Judson Independent School District does not discriminate on the basis of race, color, national origin, sex, disability or age in employment in its programs and activities.***

Questions regarding the Compensation Plan may be referred to  
Executive Director of Human Resources  
210.945.5101

STRUCTURE  
OF  
COMPENSATION  
PLAN

# Teacher/Nurse/Librarian Pay Scale

Years Experience	Annual Salary for Bachelor's Degree	Annual Salary for Master's Degree
0	\$45,150	\$46,150
1	\$45,150	\$46,150
2	\$45,250	\$46,400
3	\$45,350	\$46,575
4	\$45,450	\$46,750
5	\$45,750	\$46,900
6	\$46,250	\$47,100
7	\$46,750	\$47,275
8	\$47,100	\$47,450
9	\$47,650	\$48,200
10	\$47,825	\$48,700
11	\$48,250	\$49,200
12	\$48,700	\$49,600
13	\$49,150	\$50,100
14	\$49,550	\$51,100
15	\$50,050	\$51,900
16	\$50,750	\$52,700
17	\$51,350	\$53,550
18	\$52,250	\$54,400
19	\$53,150	\$55,500
20	\$53,750	\$56,100
21	\$54,400	\$56,650
22	\$55,150	\$57,200
23	\$55,550	\$57,700
24	\$56,050	\$58,250
25	\$56,650	\$58,850
26	\$57,350	\$59,350
27	\$57,750	\$59,900
28	\$58,250	\$60,400
29	\$58,850	\$60,975
30	\$59,050	\$62,000
31	\$59,150	\$62,400
32	\$59,250	\$62,400
33+	\$59,350	\$62,400

- Schedule above is for entry-level base salary for *Teachers, Nurses, Librarians, Speech Pathologists ONLY*
- It represents a 187 day contract and will be for the 2011-2012 school year *ONLY*
- The entry level maximum for new hires will be at year 25.
- Career ladder and other employee benefits are not included in this schedule.

# Instructional Specialist Pay Scale

Years Experience	Annual Salary for Bachelor's Degree	Annual Salary for Master's Degree
3	\$52,998.40	\$55,731.02
4	\$52,998.40	\$55,731.02
5	\$53,344.92	\$56,077.54
6	\$53,922.46	\$56,655.08
7	\$54,500.00	\$57,232.62
8	\$54,904.28	\$57,636.90
9	\$55,539.57	\$58,272.19
10	\$55,741.71	\$58,474.33
11	\$56,232.62	\$58,965.24
12	\$56,752.41	\$59,485.03
13	\$57,272.19	\$60,004.81
14	\$57,734.22	\$60,524.60
15	\$58,311.76	\$61,448.66
16	\$59,120.32	\$62,372.73
17	\$59,813.37	\$63,354.55
18	\$60,852.94	\$64,336.36
19	\$61,892.51	\$65,606.95
20	\$62,585.56	\$66,300.00
21	\$63,336.36	\$66,935.29
22	\$64,202.67	\$67,570.59
23	\$64,664.71	\$68,148.13
24	\$65,242.25	\$68,783.42
25	\$65,935.29	\$69,476.47
26	\$66,743.85	\$70,054.01
27	\$67,205.88	\$70,689.30
28	\$67,783.42	\$71,266.84
29	\$68,476.47	\$71,931.02
30	\$68,707.49	\$73,114.97
31	\$68,822.99	\$73,577.01
32	\$68,938.50	\$73,577.01
33+	\$69,054.01	\$73,577.01

- This schedule includes a \$500 adjustment for a Bachelor's degree and a \$1,500 adjustment for a Master's degree.
- The schedule represents a 216 day contract and will be for the 2011-2012 school year only.
- The entry-level maximum for new hires will be at year 25.
- This schedule does *NOT* include \$750 adjustment for Special Education Coordinator (Mid-Management/Principal Certification required).

# Counselor Pay Scale

<b>Years Exp</b>	<b>197 Days (Elementary)</b>	<b>207 Days (High School / Middle School)</b>	<b>220 Days (Lead Counselor High School)</b>
3	\$ 50,750.00	\$ 53,250.00	\$56,500.00
4	\$ 50,750.00	\$ 53,250.00	\$56,500.00
5	\$ 50,908.02	\$ 53,416.04	\$56,676.47
6	\$ 51,118.72	\$ 53,637.43	\$56,911.76
7	\$ 51,303.07	\$ 53,831.15	\$57,117.65
8	\$ 51,487.43	\$ 54,024.87	\$57,323.53
9	\$ 52,277.54	\$ 54,855.08	\$58,205.88
10	\$ 52,804.28	\$ 55,408.56	\$58,794.12
11	\$ 53,331.02	\$ 55,962.03	\$59,382.35
12	\$ 53,752.41	\$ 56,404.81	\$59,852.94
13	\$ 54,279.14	\$ 56,958.29	\$60,441.18
14	\$ 55,332.62	\$ 58,065.24	\$61,617.65
15	\$ 56,175.40	\$ 58,950.80	\$62,558.82
16	\$ 57,018.18	\$ 59,836.36	\$63,500.00
17	\$ 57,913.64	\$ 60,777.27	\$64,500.00
18	\$ 58,809.09	\$ 61,718.18	\$65,500.00
19	\$ 59,967.91	\$ 62,935.83	\$66,794.12
20	\$ 60,600.00	\$ 63,600.00	\$67,500.00
21	\$ 61,179.41	\$ 64,208.82	\$68,147.06
22	\$ 61,758.82	\$ 64,817.65	\$68,794.12
23	\$ 62,285.56	\$ 65,371.12	\$69,382.35
24	\$ 62,864.97	\$ 65,979.95	\$70,029.41
25	\$ 63,497.06	\$ 66,644.12	\$70,735.29
26	\$ 64,023.80	\$ 67,197.59	\$71,323.53
27	\$ 64,603.21	\$ 67,806.42	\$71,970.59
28	\$ 65,129.95	\$ 68,359.89	\$72,558.82
29	\$ 65,735.70	\$ 68,996.39	\$73,235.29
30	\$ 66,815.51	\$ 70,131.02	\$74,441.18
31+	\$ 67,236.90	\$ 70,573.80	\$74,911.76

- Schedule above is for new hire counselors only.
- The entry-level maximum for new hires will be at year 25.
- The schedule will be for the 2011-2012 school year only.

# Bus Driver Pay Scale

## Based on Years of Experience

Years Of Experience	Hourly Rate	Difference Between Years of Experience
<b>0-2</b>	<b>\$12.00</b>	
<b>3</b>	<b>\$12.65</b>	\$0.29
<b>4</b>	<b>\$12.94</b>	\$0.28
<b>5</b>	<b>\$13.22</b>	\$0.28
<b>6</b>	<b>\$13.50</b>	\$0.23
<b>7</b>	<b>\$13.73</b>	\$0.18
<b>8</b>	<b>\$13.91</b>	\$0.19
<b>9</b>	<b>\$14.10</b>	\$0.20
<b>10</b>	<b>\$14.30</b>	\$0.19
<b>11</b>	<b>\$14.49</b>	\$0.19
<b>12</b>	<b>\$14.68</b>	\$0.19
<b>13</b>	<b>\$14.87</b>	\$0.20
<b>14</b>	<b>\$15.07</b>	\$0.18
<b>15</b>	<b>\$15.25</b>	\$0.20
<b>16</b>	<b>\$15.45</b>	\$0.19
<b>17</b>	<b>\$15.64</b>	\$0.18
<b>18</b>	<b>\$15.82</b>	\$0.18
<b>19</b>	<b>\$16.00</b>	\$0.16
<b>20</b>	<b>\$16.16</b>	\$0.17
<b>21</b>	<b>\$16.33</b>	\$0.18
<b>22</b>	<b>\$16.51</b>	\$0.16
<b>23</b>	<b>\$16.67</b>	\$0.17
<b>24</b>	<b>\$16.84</b>	\$0.16
<b>25</b>	<b>\$17.00</b>	\$0.18
<b>26</b>	<b>\$17.18</b>	\$0.17
<b>27</b>	<b>\$17.35</b>	\$0.16
<b>28</b>	<b>\$17.51</b>	\$0.17
<b>29</b>	<b>\$17.68</b>	\$0.17
<b>30</b>	<b>\$17.85</b>	\$0.17
<b>31</b>	<b>\$18.02</b>	\$0.17
✓ Substitute Bus Drivers: \$12.00 per hour		

2011-2012  
*Professional Educator Job Classification*

	<b>Pay Grade</b>	<b>Pay Scale Min</b>	<b>Pay Scale Mid</b>	<b>Pay Scale Max</b>
Extension Pending Funding (EPF) Positions – days vary	1	\$ 193.44	\$ 241.79	\$ 290.15
Temporary Positions - days vary	1			
Assist to the District Attendance Officer- 197 days	2	\$ 207.99	\$ 259.99	\$ 311.99
Social Worker - 202 days	2			
District Attendance Officer - 197 days	3	\$ 223.60	\$ 279.50	\$ 335.40
Special Education Supervisor – 202 days	3			
Education Diagnostician – 202 days	3			
Licensed Specialist in School Psychology - 202 days	3			
Program/Teacher Supervisor for Special Education – 216 days	3			
School Counselor: (grandfathered, hired before July 2007) Ele - 197 days / MS & HS - 207 days / HS Lead – 220	3			
Assistant Principal Sec Alt School - 207 days	4	\$ 240.37	\$ 300.46	\$ 360.55
Data Research Instructional Specialist – 226 days	4			
Director of Instructional Technology - 226 days	4			
Student Support Services/Assessment Coordinator - 226 days	4			
Professional Development K-12 Coordinator – 226 days	4			
Advanced Academic Coordinator – 216 days	5	\$ 258.40	\$ 323.00	\$ 387.60
Asst Principal/Academic Dean: Ele – 202 days/MS – 207 days/HS -207 & 216 days	5			
Bilingual Coordinator – 226 days	5			
Director of HR - 226 days	5			
Early Childhood Coordinator – 216 days	5			
Instructional Materials Coordinator – 226 days	5			
PreK-12 ESL Coordinator – 226 days	5			
Response to Intervention Coordinator – 226 days	5			
Lead Coordinator for Special Education – 226 days	5			
Athletic Coordinator/Head Football Coach – 226 days	6	\$ 277.77	\$ 347.21	\$ 416.66
Alternative School Principal – 216 days	6			
Doctoral School Psychologist – 226 days	6			
Federal Programs/Grants Administrator – 226 days	6			
Principal – Judson Learning Academy – 216 days	6			
Athletic Director/Men’s Program – 226 days	7	\$ 298.61	\$ 373.26	\$ 447.92
Athletic Director/Women’s Program - 226 days	7			
Deputy Principal – 226 days	7			
Pupil Services Director - 226 days	7			
Director of Guidance and Counseling – 226 days	7			
Director of K-12 Curriculum and Instructions – 226 days	7			
Special Education Director - 226 days	7			
Chief Technology Officer – 226 days	8	\$ 321.01	\$ 401.27	\$ 481.52
Executive Director of Human Resources - 226 days	8			
Executive Director of Operations – 226 days	8			
Executive Director of Student Support Services – 226 days	8			
Principals: Ele - 216 days/MS - 216 days/HS - 226 days	8			
Associate Superintendent of Curr and Instruction – 226 days	9	\$ 345.10	\$ 431.37	\$ 517.65
Assistant Superintendent of Schools – 226 days	9			
Chief Financial Officer – 226 days	9			

2011-2012  
Professional Operations Job Classification

	<b>Pay Grade</b>	<b>Pay Scale Min</b>	<b>Pay Scale Mid</b>	<b>Pay Scale Max</b>
Extension Pending Funding (EPF) Positions – days vary	1	\$126.58	\$ 158.22	\$ 189.87
Temporary Positions – days vary	1			
<hr/>				
Adult & Community Education Coordinator – 220 days	2	\$ 148.92	\$ 186.14	\$ 223.37
Draftsman (CAD) Operator – 226 days	2			
Drill Instructor - 187 days	2			
Dropout Recovery Specialists – 197 days	2			
Lead Computer Technician – 226 days	2			
Multi Media Specialist – 210 days	2			
Network Technician I – 226 days	2			
Performing Arts Center (PAC) Manager – 216 days	2			
Secretary to the Board of Trustees – 226 days	2			
Systems Administrator (Technology) – 226 days	2			
Special Systems Administrator – 226 days	2			
Telecommunications Technician – 230 days	2			
<hr/>				
Accounts Payable Supervisor – 226 days	3	\$ 171.27	\$ 214.08	\$ 256.90
Child Nutrition Supervisor – 210 days	3			
Child Nutrition Systems Support Specialist – 226 days	3			
Custodial Supervisor - 240 days	3			
Desktop Services Manager (Technology) – 226 days	3			
Executive Asst to the Superintendent – 226 days	3			
Network Administrator – 226 days	3			
Network Technician II – 226 days	3			
PEIMS/Student Records Coordinator - 226 days	3			
Webmaster – 226 days	3			
<hr/>				
Accountant II – 226 days	4	\$ 196.95	\$ 246.18	\$ 295.42
Child Nutrition Accountant – 226 days	4			
Child Nutrition Asst Director/Dietician – 226 days	4			
Construction Project Manager - 226 days	4			
Maintenance Supervisor – 250 days	4			
Network Manager– 226 days	4			
Payroll Supervisor – 226 days	4			
Network Engineer - 226 days	4			
Senior Systems Administrator – 226 days	4			
Technology Applications Coordinator - 226 days	4			
Transportation Supervisor – 226 days	4			
<hr/>				
Business Partnership Coordinator – 216 days	5	\$ 226.48	\$ 283.10	\$ 339.72
Coordinator of Business Applications – 226 days	5			
Database Administrator – 226 days	5			
Director of Desktop Services - 226 days	5			
Programmer/Web Applications Developer – 226 days	5			
Tax Assessor/Collector - 226 days	5			
<hr/>				
Chief of Police – 226 days	6	\$ 260.11	\$ 325.14	\$ 390.17
Director of Accounting - 226 days	6			
Director of Child Nutrition – 226 days	6			
Director of Facility and Planning - 226 days	6			
Director of Maintenance - 226 days	6			
Director of Network Services – 226 days	6			
Director of Purchasing - 226 days	6			
Director of Public Information - 226 days	6			
Director of Transportation - 226 days	6			
Technology Applications Trainer – 226 days	6			

2011-2012  
Clerical Technical Job Classification

	<u>Pay Grade</u>	<u>Pay Scale Min</u>	<u>Pay Scale Mid</u>	<u>Pay Scale Max</u>
Extension Pending Funding (EPF) Positions – days vary	1	\$ 8.09	\$ 10.11	\$ 12.13
Temporary Positions – days vary	1			
<hr/>				
Alternative School Aide – 185 days	2	\$ 8.72	\$ 10.90	\$ 13.08
Alt School Receptionist/Clerical - 185 days	2			
Cafeteria Clerk - 182 days	2			
Elementary Receptionist - 185 days	2			
Elementary Supervision / Clerical Aide - 177 days	2			
Hall Monitor - 185 days	2			
Library Processing Clerk - 226 days	2			
Mailroom Clerk - 226 days	2			
Office Clerical Support – 193 days	2			
Secondary Attendance Aide - 185 days	2			
Secondary Clerical Aide - 185 days	2			
Receptionist MS - 193 days	2			
Study Hall Monitor - 185 days	2			
Textbook Clerk - 210 days	2			
Receptionist HS – 226 days	2			
<hr/>				
Accounting Clerk I – 226 days	3	\$ 9.39	\$ 11.74	\$ 14.09
Administrative Assistant/Receptionist (HS) – 226 days	3			
Adventure Club Clerk – 202 days	3			
Alternative School PEIMS/ISS Aide - 185 days	3			
Attendance Clerk HS- 193 days	3			
Bilingual Aide - 185 days	3			
Classroom Instructional Aide - 185 days	3			
ELL Clerk – 197 days	3			
Data Entry Clerk /High School - 190 days	3			
Data Processing Clerk/JSAS – 185 days	3			
Data Processing Clerk-Police Dept - 226 days	3			
District Attendance Officer Clerk - 185 days	3			
District Library Processing Clerk- 226 days	3			
District Office/ ERC Receptionist - 226 days	3			3
Elementary PEIMS Clerk - 205 days	3			
Health ES/Health/ Clerical Aide MS/HS/JECA- 185 days	3			
In-School-Suspension ES/ISS/Clerical MS-185 days	3			
Intake Officer/Parent Education Program – 192 days	3			
Instructional/Clerical Aide - 185 days	3			
Office Clerical/Campus Exceeding 800 Students-193days	3			
Physical Education Aide - 185 days	3			
Pre-Kindergarten Aide - 185 days	3			
Purchasing Clerk - 226 days	3			
SERS Clerk - 197 days	3			
Student Services Secretary (HS) - 185 days	3			
Title 1 Aide - 185 days	3			
Title 1 Kindergarten Inst Aide - 185 days	3			
Transportation Receptionist - 226 days	3			
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Adult Education Clerical Aide – 226 days	4	\$ 10.11	\$ 12.64	\$ 15.16
At-Risk Clerk – 185 days	4			
Bilingual/ESL Secretary – 216 days	4			
Career Center Clerk – 185 days	4			
Child Care Center Aide/Wagner HS - 185 days	4			

2011-2012  
*Clerical Technical Job Classification*  
 (Continued)

	<b>Pay Grade</b>	<b>Pay Scale Min</b>	<b>Pay Scale Mid</b>	<b>Pay Scale Max</b>
District Office Data Entry Clerk - 226 days	4			
Dyslexia Aide - 185 days	4			
General Athletic Secretary - 195 days	4			
High School Attendance Clerk - 193 days	4			
JECA Receptionist/Attendance Clerk - 210 days	4			
Middle School Attendance Clerk /PEIMS- 193 days	4			
Payroll Clerk I - 226 days	4			
Registrar/Data Processor JLA- 187 days	4			
Secretary to Asst Principal/Discipline - 193 days	4			
SE Appraisal Clerk - 216 days	4			
SE Dept. Assistant - 185 days	4			
SE Instructional Asst - 185 days	4			
SE Visual Impairment Assistant - 185 days	4			
SE Vocational Trainer - 185 days	4			
Study/Social Skills Aide - 185 days	4			
Technology Aide - 185 days	4			
<hr/>				
Adventure Club Liaison Supervisor - 226 days	5	\$ 10.92	\$ 13.65	\$ 16.38
Alternative School Data Processing Clerk - 185 days	5			
Federal Program-Grants Admin Sec - 226 days	5			
Child Care Center Specialist /Wagner HS - 185 days	5			
Child Nutrition Data Entry Clerk - 190 days	5			
Data Research Assessment Clerk- 206 days	5			
Employee Services Secretary - 226 days	5			
High School Data Processing Clerk - 190 days	5			
HR App Clerk/Tech - Professional Staff - 226 days	5			
HR App Clerk/Tech - Auxiliary Staff - 226 days	5			
JECA Computer Lab Manager - 193 days	5			
PEIMS Secretary - 210 days	5			
Professional Development Eduphoria Sys Mgr - 226 days	5			
Secondary Counseling Secretary - MS/202; HS/206	5			
Secondary Data Processing Clerk - 210 days	5			
Tax Clerk I - 226 days	5			
Testing Clerk - 226 days	5			
Testing Materials Handler /504 Vento - 226 days	5			
Transportation Data Proc Clerk - 226 days	5			
Transportation Field Trip Clerk - 226 days	5			
Transportation Data Mgmt Processor- 226 days	5			
Transportation Payroll Clerk - 226 days	5			
Secretary Coordinator of Judson Evening HS-190 days	5			
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Accounting Clerk II - 226 days	6	\$ 11.74	\$ 14.68	\$ 17.61
Alternative School Secretary - 202 days	6			
Athletics Secretary - 226 days	6			
Child Nutrition Bookkeeper - 226 days	6			
Child Nutrition Secretary - 226 days	6			
Computer Technician I - 226 days	6			
Elementary Curriculum Secretary I	6			
ELL Compliance Data Processor/Clerk-226 days	6			
HR AESOP Operator - 226 days	6			

2011-2012  
*Clerical Technical Job Classification*  
 (Continued)

	<u>Pay Grade</u>	<u>Pay Scale Min</u>	<u>Pay Scale Mid</u>	<u>Pay Scale Max</u>
JLA Secretary - 202 days	6			
Maintenance Dept Secretary - 226 days	6			
Maintenance Dept Specialist - 240 days	6			
Payroll Clerk II - 226 days	6			
Pupil Services Director Secretary - 226 days	6			
Purchasing Secretary - 226 days	6			
Secretary to Chief of Police - 226 days	6			
Tax Clerk II - 226 days	6			
Technology Software Applications Trainer - 226 days	6			
Transportation Secretary - 226 days	6			
Campus Budget/SAF Manager (HS) - 226 days	7	\$ 12.66	\$ 15.82	\$ 18.99
Chief Technology Officers Secretary - 226 days	7			
Data Manager/JECA - 226 days	7			
HS Student Data Manager - 226 days	7			
Principal Secretary: Ele/210 days; MS/216 days; HS/226 days/JECA	7			
Public Information Secretary - 226 days	7			
Secretary to Career & Technology - 226 days	7			
Secretary to Exec Dir of Student Services - 226 days	7			
Secretary to K-12 Curriculum Director - 226 days	7			
Special Education Secretary - 226 days	7			
Technology Dept Data Specialist - 226 days	7			
Technology/PEIMS Data Specialist/Trainer - 226 days	7			
Computer Technician II - 230 days	8	\$ 13.64	\$ 17.05	\$ 20.46
Payroll Assistant Manager - 226 days	8			
Tax Office Bookkeeper - 226 days	8			
HR Certification Specialist - 226 days	9	\$ 14.70	\$ 18.37	\$ 22.04
Chief Financial Officer Secretary - 226 days	9			
Employee Services Program Specialist-226 days	9			
HR Employee Benefits /Services Specialist - 226 days	9			
HR Auxiliary Employee Specialist- 226 days	9			
Purchasing Buyer-226 days	9			
Sec to Assoc Supt for Curr & Instruction-226 days	9			
Sec to Asst. Supt. for Secondary Schools-226 days	9			
Sec to Executive Director of Operations - 226 days	9			
Sec to Executive Director of HR - 226 days	9			
Computer Technician III - 226 days	10	\$ 15.82	\$ 19.77	\$ 23.73
Help Desk Technician - 226 days	10			
Licensed Vocational Nurse (LVN)	10			

2011-2012  
*Manual Trades Job Classification*

	<u>Pay Grade</u>	<u>Pay Scale Min</u>	<u>Pay Scale Mid</u>	<u>Pay Scale Max</u>
Concessions Substitutes – days vary	1	\$ 7.25	\$ 8.90	\$ 10.68
Temporary Positions – days vary	1			
<hr/>				
Bus Monitors – 187 days	2	\$ 7.93	\$ 9.91	\$ 11.90
Child Nutrition General Worker: Ele/190 days; MS & HS/190 days	2			
Floating Child Nutrition General Worker - 190 days	2			
<hr/>				
Athletic/District Groundskeeper – 260 days	3	\$ 8.85	\$ 11.06	\$ 13.27
Child Nutrition Driver/Server - 190 days	3			
Custodian - 260 days	3			
District Distribution Drivers A & B - 226 days	3			
Floating Custodian - 260 days	3			
Helper/Landscape – 260 days	3			
Materials Expeditor - 260 days	3			
P.D. Clerical/Data Entry/Dispatcher Clerk-226 days	3			
<hr/>				
Central Kitchen Asst Production Manager – 193 days	4	\$ 9.86	\$ 12.32	\$ 14.79
Concessions Assistant – 198 days	4			
Electrician Helper - 260 days	4			
HVAC Mechanic Helper - 260 days	4			
Mechanic Helper - 260 days	4			
Plumber Helper - 260 days	4			
Secondary Assistant Head Custodian - 260 days	4			
Snack Bar Manager - 190 days	4			
Warehouseman I Child Nutrition– 260 days	4			
Welder Helper - 260 days	4			
<hr/>				
Cafeteria Manager I – 192 days	5	\$ 11.00	\$ 13.75	\$ 16.50
Cafeteria Manager II Elem/Alternative School- 194 days	5			
Cafeteria Manager I JECA – 194 days (*additional .75/hour for Elementary Production Kitchens)	5			
Hardware/Locksmith - 260 days	5			
Carpenter – 260 days	5			
Carpenter/Masonry - 260 days	5			
Carpenter/ Roofer - 260 days	5			
Child Nutrition Production Coordinator - 197 days	5			
Child Nutrition Trainer – 194 days	5			
Elementary Cafeteria Manager I - 191 days	5			
Elementary Head Custodian - 260 days	5			
Energy Mgmt. Assistant Technician - 260 days	5			
Equipment Operator/Grounds - 260 days	5			
Field Trip Processing Clerk-Transportation -226 days	5			
Floating Cafeteria Manager - 191 days	5			
Grounds & Equipment Operations – 260 days	5			
Hardware Repair/Keys - 260 days	5			
HVAC Filter-Water Treatment – 260 days	5			
Head Custodian JECA – 260 days	5			
Lead Grounds District/Athletics/Landscaping - 260 days	5			
Mechanic - 260 days	5			
Painter - 260 days	5			
Secondary Assistant Cafeteria Manager - 193 days	5			
Warehouseman II - 260 days	5			

2011-2012  
*Manual Trades Job Classification*

	<u>Pay Grade</u>	<u>Pay Scale Min</u>	<u>Pay Scale Mid</u>	<u>Pay Scale Max</u>
Automated Bus Routing Specialist 1 – 226 days	6	\$ 12.27	\$ 15.34	\$ 18.40
Cafeteria Manager III – 194 days (*additional .75/hour for HS serving 2000+ students)	6			
Central Kitchen Production Manager – 210 days (*additional .75/hour)	6			
Child Nutrition Warehouse Supervisor - 240 days	6			
Child Nutrition Functions Coordinator - 204 days	6			
HVAC Mechanic – 260 days	6			
Maintenance Cabinet Maker – 260 days	6			
MS Head Custodian (6+ employees) - 260 days	6			
Transportation Route Coordinator – 226 days	6			
Transportation Training Specialist I – 226 days	6			
Transportation Trainer/Student Management Specialist – 226 days	6			
Warehouse Supervisor – 260 days	6			
<hr/>				
Automated Bus Routing Specialist II	7	\$ 13.68	\$ 17.10	\$ 20.52
Bus Routing Specialist II – 226 days	7			
Child Nutrition Procurement Agent - 226 days	7			
Fleet Mechanic - 260 days	7			
Head Custodian (10+ employees) – 260 days	7			
Irrigation Technician – 260 days	7			
Lead HVAC Filter Water Treatment - 260 days	7			
Pest Control Specialist - 260 days	7			
Procurement Agent – CN/226 days; MT/260 days	7			
Technician/Fire Alarm Helper - 260 days	7			
Transportation Master Mechanic – 260 days	7			
Transportation Training Specialist II – 226 days	7			
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Assistant Shop Foreman - 260 days	8	\$ 15.24	\$ 19.05	\$ 22.86
Equipment Repairman – Child Nutrition – 240 days	8			
HVAC Technician - 260 days	8			
Journeyman Electrician - 260 days	8			
Lead Carpenter - 260 days	8			
Plumber - 260 days	8			
Welder - 260 days	8			
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Electronics Technician/Fire Alarm – 260 days	9	\$ 16.99	\$ 21.24	\$ 25.49
Energy Management Systems Technician - 260 days	9			
Master Electrician - 260 days	9			
Master HVAC Technician - 260 days	9			
Master Mechanic (Heating, Ventilation & A/C) 260 days	9			
Master Plumber - 260 days	9			
Police Officer - 226 days	9			
Transportation Shop Foreman – 260 days	9			

✓ Plumbers and Electricians with a state licensure will be paid an additional \$1.00 per hour



SCHEDULE OF  
STIPENDS  
and  
SUPPLEMENTAL PAY

## Stipend/Supplemental Pay Miscellaneous Positions

Position	Stipend Per Person	Extra Days
Autism	\$500	0
Bilingual	\$1,500	0
Diagnosticians	\$1,000	0
District Media Board Assistant	\$2,500	0
District Media Board Coordinator	\$5,000	0
Doctorate Degree*	\$1,500	0
Elementary Department Chair	\$1,000	0
Evening High School Coordinator	\$35/hour	0
Evening High School Counselor/Teacher	\$35/hour	0
Fine Arts Facilitator	\$3,500	5
Health Services Facilitator	\$1,500	2
Lead Speech Pathologists	\$4,000	0
Learning Resources Facilitator	\$2,000	5
LSSP	\$1,000	0
Secondary Math	\$1,000	0
Secondary Science	\$500	0
Special Education Coordinator (PDAS) Duties	\$1,500	0
Special Education/BAC/Lifeskills	\$1,000	0
Special Education/Other	\$500	0
Speech Pathologists – Assistant Pathologist with Bachelors Degree	\$3,000	0
Speech Pathologists – Master’s Level and State Licensure	\$7,000	0
Speech Pathologists – Masters Level and CCC	\$10,000	0
Spirit Activities Facilitator	\$3,500	5
Visual Arts Facilitator	\$1,500	2

\*Doctorate degree must be from a College or University whose Accrediting Agency is recognized by the Texas Education Agency (TEA) with an original transcript that has been submitted/retained in the Human Resources office.

\* All stipends over \$500 will be paid out in monthly installments. Stipends under \$500 will be paid out ½ in December and ½ in June.

## Supplemental Pay Middle Schools

Position	Stipend Per Person	Extra Days
Band Director	\$3,000	15
Asst Band Director	\$3,000	15
Cheerleader Sponsor	\$600	0
Choir Director	\$1,500	0
Department Chair	\$1,000	0
Destination Imagination*	\$300	0
NJHS	\$300	0
Newspaper	\$400	0
Orchestra Director	\$1,000	0
Pep Squad*	\$250	0
Photographer/Printer*	\$500	0
Public Relations*	\$125	0
Student Council	\$250	0
Theater Arts Director	\$500	0
UIL Coordinator	\$600	0
UIL Sponsor (Per Event)	\$300	0
Yearbook	\$300	0

\*Available only at approved Middle Schools.

\* All stipends over \$500 will be paid out in monthly installments. Stipends under \$500 will be paid out ½ in December and ½ in June.

## Supplemental Pay High Schools

<b>Position</b>	<b>Stipend Per Person</b>	<b>Extra Days</b>
Academic Decathlon	\$1,000	0
Agriculture	\$1,500	39
AP Honors	\$900	0
Head Band Director	\$7,850	23
Asst Band Director	\$3,500	23
Cheerleader Sponsor	\$3,500	15
Asst Cheerleader Sponsor	\$1,200	6
Choir Director	\$3,500	6
Asst Choir Director	\$2,000	6
Color Guard (Flags)	\$1,500	15
Computer Science Club	\$700	0
Dance Team	\$3,500	0
Department Chair	\$1,500	0
Destination Imagination	\$1,000	0
Drill Team Sponsor	\$3,500	0
FHA	\$500	0
French Club Sponsor	\$500	0
German Club Sponsor	\$500	0
IB	\$1,500	0
Asst IB	\$500	0
Journalism Coordinator	\$800	0
Junior Class Sponsor	\$1,000	0
Literary Criticism	\$450	0
Literary Magazine	\$500	0
Mathematics	\$700	0
National Honor Society	\$500	0
Newspaper	\$600	0
Number Sense	\$650	0
One Act Play	\$1,700	0
Orchestra Director	\$1,000	0
Pep Squad	\$3,500	15
Asst Pep Squad	\$600	0
Photographer Printer*	\$500	0
Jr. ROTC	0	29
Senior Class Sponsor	\$1,000	0
Spanish Club Sponsor	\$500	0
Speech/Debate Team	\$1,900	0
Spelling	\$650	0
Student Council	\$600	6
UIL Coordinator	\$1,700	0
Asst UIL Coordinator	\$1,100	0
UIL Sponsor (Per Event)	\$700	0
Visual Arts	\$325	0
Yearbook HS	\$600	0

\*Available only at approved High Schools.

\* All stipends over \$500 will be paid out in monthly installments. Stipends under \$500 will be paid out ½ in December and ½ in June.

# Supplemental Pay Athletics

Position	Stipend Per Person	Extra Days
<b>High School</b>		
Athletic Coordinator/ Head FB Coach	\$13,600	0
Asst Head Coach Off Season	\$6,900	16
Asst Athletic Coordinator/Head Softball/Asst Volleyball	\$8,300	20
1 <sup>st</sup> Asst FB/Equipment	\$6,400	16
1 <sup>st</sup> Asst FB/College Coordinator	\$6,400	16
Head Baseball/Gen Asst FB	\$5,800	16
Head Wrestling/Gen Asst FB	\$5,800	16
Head Boys BB/FB Video Coordinator	\$5,800	12
Head Girls BB/Asst Track	\$5,800	12
Head Boys Soccer/Gen Asst FB	\$5,800	16
Head Boys Track/Boys CC	\$5,800	10
Head Girls Track/Girls CC	\$5,800	10
Head Trainer Boys/Girls	\$5,600	19
Head Swim Boys/Girls	\$3,500	7
Asst Trainer Boys/Girls	\$4,750	19
Gen Asst FB/Asst Track	\$4,500	16
Gen Asst FB/Asst Soccer	\$4,500	16
Gen Asst FB/Asst Baseball	\$4,500	16
Head Girls Soccer	\$4,000	5
Head Volleyball	\$4,000	13
Gen Asst FB/Fresh Track	\$3,600	16
Gen Asst FB/Fresh BB	\$3,600	16
Asst Girls Soccer	\$3,600	5
Gen Asst VB/Asst Softball	\$3,600	10
Asst BB/Asst Baseball	\$3,600	5
Gen Asst BB/Asst Track	\$3,600	5
Head Golf Boys/Girls	\$3,500	5
Head Tennis Boys/Girls	\$3,500	10
Asst Swimming Boys/Girls	\$2,000	4
Asst Tennis Boys/Girls	\$2,000	7
Asst Girls BB	\$1,800	5
Gen Asst Softball	\$1,800	5
Asst Wrestling	\$1,800	0
<b>Middle School</b>		
Head Coach/Campus Coordinator	\$3,750	10
Girls Asst Coach	\$3,250	5
Boys Asst Coach	\$3,250	5
Tennis	\$1,000	0

\* All stipends over \$500 will be paid out in monthly installments. Stipends under \$500 will be paid out ½ in December and ½ in June.