

'Cf qr vgf Salary
Schedules
2011-2012

Pasadena Independent School District

TEACHER HIRING SALARY SCHEDULE

For School Year 2011/2012

Pay Grade		T07		T08		T09		T10	
		Bachelor Teacher		Master Teacher		Bachelor Content Specialist		Master Content Specialist	
PISD Exp. 9/1/2011	PISD Hiring Level 9/1/2011	DAILY RATE	187 DAY ANNUAL SALARY	DAILY RATE	187 DAY ANNUAL SALARY	DAILY RATE	220 DAY ANNUAL SALARY	DAILY RATE	220 DAY ANNUAL SALARY
0	1	240.3797	44,951	245.7273	45,951	295.2319	64,951	299.7773	65,951
1	2	242.5188	45,351	247.8664	46,351	297.0500	65,351	301.5955	66,351
2	3	244.6578	45,751	250.0054	46,751	298.8682	65,751	303.4137	66,751
3	4	246.7968	46,151	252.1444	47,151	300.6864	66,151	305.2319	67,151
4	5	248.9359	46,551	254.2835	47,551	302.5046	66,551	307.0500	67,551
5	6	251.0749	46,951	256.4225	47,951	304.3228	66,951	308.8682	67,951
6	7	255.9680	47,866	261.3156	48,866	308.4819	67,866	313.0273	68,866
7	8	258.1070	48,266	263.4546	49,266	310.3000	68,266	314.8455	69,266
8	9	260.1230	48,643	265.4706	49,643	312.0137	68,643	316.5591	69,643
9	10	262.2621	49,043	267.6097	50,043	313.8319	69,043	318.3773	70,043
10	11	264.4011	49,443	269.7487	50,443	315.6500	69,443	320.1955	70,443
11	12	266.5402	49,843	271.8878	50,843	317.4682	69,843	322.0137	70,843
12	13	268.7648	50,259	274.1123	51,259	319.3591	70,259	323.9046	71,259
13	14	271.0107	50,679	276.3583	51,679	321.2682	70,679	325.8137	71,679
14	15	273.2567	51,099	278.6043	52,099	323.1773	71,099	327.7228	72,099
15	16	275.9305	51,599	281.2781	52,599	325.4500	71,599	329.9955	72,599
16	17	278.6043	52,099	283.9519	53,099	327.7228	72,099	332.2682	73,099
17	18	281.3851	52,619	286.7327	53,619	330.0864	72,619	334.6319	73,619
18	19	284.1658	53,139	289.5134	54,139	332.4500	73,139	336.9955	74,139
19	20	286.9466	53,659	292.2942	54,659	334.8137	73,659	339.3591	74,659
20	21	289.7808	54,189	295.1284	55,189	337.2228	74,189	341.7682	75,189
21	22	292.6685	54,729	298.0161	55,729	339.6773	74,729	344.2228	75,729
22	23	295.6097	55,279	300.9573	56,279	342.1773	75,279	346.7228	76,279
23	24	298.6043	55,839	303.9519	56,839	344.7228	75,839	349.2682	76,839
24	25	301.6525	56,409	307.0000	57,409	347.3137	76,409	351.8591	77,409
25	26	304.7541	56,989	310.1017	57,989	349.9500	76,989	354.4955	77,989
26	27	307.9091	57,579	313.2567	58,579	352.6319	77,579	357.1773	78,579
27	28	311.1177	58,179	316.4653	59,179	355.3591	78,179	359.9046	79,179
28	29	314.3797	58,789	319.7273	59,789	358.1319	78,789	362.6773	79,789
29	30	317.6952	59,409	323.0428	60,409	360.9500	79,409	365.4955	80,409
30	31	321.2460	60,073	326.5936	61,073	363.9682	80,073	368.5137	81,073

RANGE:

MINIMUM	240.3797	44,951	245.7273	45,951	295.2319	64,951	299.7773	65,951
MIDPOINT	280.8128	52,512	286.1604	53,512	330.0000	72,512	334.0000	73,512
MAXIMUM	321.2460	60,073	326.5936	61,073	363.9682	80,073	368.5137	81,073

THIS HIRING SCHEDULE IS FOR THE 2011/2012 SCHOOL YEAR ONLY

Paraprofessional Salary Schedule for School Year 2011/2012						
		C02	C03	C04	C05	C06
Min.		\$88.6634	\$95.0182	\$104.2751	\$123.9294	\$137.9304
Mid-Pt		\$104.0002	\$111.0069	\$127.0895	\$148.7922	\$165.3778
Max.		\$119.3370	\$126.9956	\$149.9039	\$173.6549	\$192.8252
Exp.	Level	Daily Rates:				
0	1	\$88.6634	\$95.0182	\$104.2751	\$123.9294	\$137.9304
1	2	\$89.8904	\$96.2972	\$106.1001	\$125.9184	\$140.1264
2	3	\$91.1174	\$97.5762	\$107.9251	\$127.9074	\$142.3224
3	4	\$92.3444	\$98.8552	\$109.7501	\$129.8964	\$144.5184
4	5	\$93.5714	\$100.1342	\$111.5751	\$131.8854	\$146.7144
5	6	\$94.7984	\$101.4132	\$113.4001	\$133.8744	\$148.9104
6	7	\$96.0254	\$102.6922	\$115.2251	\$135.8634	\$151.1064
7	8	\$97.2524	\$103.9712	\$117.0501	\$137.8524	\$153.3024
8	9	\$98.4794	\$105.2502	\$118.8751	\$139.8414	\$155.4984
9	10	\$99.7064	\$106.5292	\$120.7001	\$141.8304	\$157.6944
10	11	\$100.9334	\$107.8082	\$122.5251	\$143.8194	\$159.8904
11	12	\$102.1604	\$109.0872	\$124.3501	\$145.8084	\$162.0864
12	13	\$103.3874	\$110.3662	\$126.1751	\$147.7974	\$164.2824
13	14	\$104.6144	\$111.6452	\$128.0001	\$149.7864	\$166.4784
14	15	\$105.8413	\$112.9244	\$129.8254	\$151.7755	\$168.6740
15	16	\$107.0682	\$114.2036	\$131.6507	\$153.7645	\$170.8696
16	17	\$108.2951	\$115.4828	\$133.4760	\$155.7535	\$173.0651
17	18	\$109.5220	\$116.7620	\$135.3014	\$157.7426	\$175.2607
18	19	\$110.7488	\$118.0412	\$137.1267	\$159.7316	\$177.4562
19	20	\$111.9757	\$119.3204	\$138.9520	\$161.7207	\$179.6518
20	21	\$113.2026	\$120.5996	\$140.7773	\$163.7097	\$181.8474
21	22	\$114.4295	\$121.8788	\$142.6026	\$165.6987	\$184.0429
22	23	\$115.6564	\$123.1580	\$144.4280	\$167.6878	\$186.2385
23	24	\$116.8832	\$124.4372	\$146.2533	\$169.6768	\$188.4340
24	25	\$118.1101	\$125.7164	\$148.0786	\$171.6659	\$190.6296
25	26	\$119.3370	\$126.9956	\$149.9039	\$173.6549	\$192.8252

OFFICE MANAGER SALARY SCHEDULE

GRADE		Minimum	Midpoint	Maximum
S01	Daily Rate	155.2412	191.0798	226.9184
	12-month Salary	\$ 37,258	\$ 45,859	\$ 54,460
Superintendent's Office Manager/Board Secretary				
S02	Daily Rate	144.6330	176.2755	207.9180
	12-month Salary	\$ 34,712	\$ 42,306	\$ 49,900
Superintendent's Executive Assistant				

**ADMINISTRATIVE SUPPORT - NON-EXEMPT
For Fiscal Year 2011/2012**

		N01	N02	N03	N04	N05	N06	N07	N08	N09	N10	N11	N12	N13	N14
Min		68.6601	76.7357	83.0888	89.7196	96.8720	108.0155	120.9789	138.2518	151.4957	165.4436	179.3782	193.3305	207.2945	221.2344
Mid		86.3378	96.2047	105.5190	112.6126	122.6123	136.7648	152.2316	174.5899	191.5799	209.2791	226.9648	244.6682	262.3785	280.0706
Max		104.0154	115.6736	127.9491	135.5056	148.3525	165.5141	183.4842	210.9279	231.6640	253.1146	274.5514	296.0059	317.4626	338.9068
Exp	Level														
0	1	68.6601	76.7357	83.0888	89.7196	96.8720	108.0155	120.9789	138.2518	151.4957	165.4436	179.3782	193.3305	207.2945	221.2344
1	2	69.9603	78.1360	84.8138	91.5597	99.0023	110.3154	123.4794	141.1592	154.7023	168.9505	183.1853	197.4378	211.7011	225.9414
2	3	71.2605	79.5363	86.5388	93.3998	101.1326	112.6153	125.9799	144.0666	157.9089	172.4574	186.9924	201.5451	216.1077	230.6484
3	4	72.5607	80.9366	88.2638	95.2399	103.2629	114.9152	128.4804	146.9740	161.1155	175.9643	190.7995	205.6524	220.5143	235.3554
4	5	73.8609	82.3369	89.9888	97.0800	105.3932	117.2151	130.9809	149.8814	164.3221	179.4712	194.6066	209.7597	224.9209	240.0624
5	6	75.1611	83.7372	91.7138	98.9201	107.5235	119.5150	133.4814	152.7888	167.5287	182.9781	198.4137	213.8670	229.3275	244.7694
6	7	76.4613	85.1375	93.4388	100.7602	109.6538	121.8149	135.9819	155.6962	170.7353	186.4850	202.2208	217.9743	233.7341	249.4764
7	8	77.7616	86.5378	95.1639	102.6004	111.7840	124.1148	138.4823	158.6036	173.9419	189.9919	206.0279	222.0817	238.1407	254.1834
8	9	79.0618	87.9380	96.8890	104.4405	113.9143	126.4147	140.9827	161.5110	177.1486	193.4987	209.8350	226.1890	242.5472	258.8904
9	10	80.3621	89.3383	98.6140	106.2806	116.0446	128.7145	143.4831	164.4184	180.3552	197.0056	213.6422	230.2964	246.9538	263.5974
10	11	81.6623	90.7386	100.3391	108.1208	118.1749	131.0144	145.9835	167.3258	183.5618	200.5125	217.4493	234.4037	251.3604	268.3044
11	12	82.9695	92.1389	102.0644	109.9612	120.3045	133.3142	148.4839	170.2327	186.7688	204.0194	221.2562	238.5107	255.7674	273.0115
12	13	84.3654	93.6715	103.7889	111.8116	122.4345	135.6144	150.9839	173.1395	189.9756	207.5262	225.0630	242.6175	260.1742	277.7184
13	14	85.9693	95.4298	105.5538	113.6507	124.5643	137.9143	153.4839	176.0463	193.1824	211.0330	228.8698	246.7243	264.5810	282.4252
14	15	87.5676	97.1930	107.2492	115.3509	126.6943	140.2146	155.9839	178.9531	196.3892	214.5398	232.6766	250.8311	268.9878	287.1320
15	16	89.1693	98.9539	109.0515	117.0904	128.8643	142.5142	158.4839	181.8599	199.5960	218.0466	236.4834	254.9379	273.3946	291.8388
16	17	90.7700	101.0993	111.6079	118.9297	131.1043	144.8138	160.9839	184.7667	202.8028	221.5534	240.2902	259.0447	277.8014	296.5456
17	18	92.3677	102.8590	113.2107	120.7699	133.3443	147.1138	163.4842	187.6735	206.0096	225.0602	244.0970	263.1515	282.2082	301.2524
18	19	93.9683	104.6213	114.8122	122.6104	135.5843	149.4137	165.9842	190.5803	209.2164	228.5670	247.9038	267.2583	286.6150	305.9592
19	20	95.5689	106.3844	116.4459	124.4501	137.8243	151.7140	168.4842	193.4871	212.4232	232.0738	251.7106	271.3651	291.0218	310.6660
20	21	97.1653	108.1438	119.0114	126.2904	140.0643	154.0139	170.9842	196.3939	215.6300	235.5806	255.5174	275.4719	295.4286	315.3728
21	22	98.7883	110.0732	121.5220	128.1480	142.3043	156.3137	173.4842	199.3007	218.8368	239.0874	259.3242	279.5787	299.8354	320.0796
22	23	99.9883	111.4732	122.9247	129.9879	143.8043	158.6137	175.9842	202.2075	222.0436	242.5942	263.1310	283.6855	304.2422	324.7864
23	24	101.1859	112.8732	124.4860	131.8262	145.3043	160.9140	178.4842	205.1143	225.2504	246.1010	266.9378	287.7923	308.6490	329.4932
24	25	102.3859	114.2732	126.1929	133.6630	146.8043	163.2140	180.9842	208.0211	228.4572	249.6078	270.7446	291.8991	313.0558	334.2000
25	26	104.0154	115.6736	127.9491	135.5056	148.3525	165.5141	183.4842	210.9279	231.6640	253.1146	274.5514	296.0059	317.4626	338.9068

**PASADENA INDEPENDENT SCHOOL DISTRICT
ADMINISTRATIVE SALARY SCHEDULE 2011-2012**

PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM	
A00	Daily Rate	\$289.4924	\$367.1727	\$444.8530
	190 Days	\$55,004	\$69,763	\$84,522
	195 Days	\$56,451	\$71,599	\$86,746
	205 Days	\$59,346	\$75,270	\$91,195
	225 Days	\$65,136	\$82,614	\$100,092
	240 Days	\$69,478	\$88,121	\$106,765

Counselor (all levels)
Counselor, Special Education

Counselor/Parent Coordinator
Lead Counselor

A01	Daily Rate	\$289.4924	\$367.1727	\$444.8530
	190 Days	\$55,004	\$69,763	\$84,522
	195 Days	\$56,451	\$71,599	\$86,746
	205 Days	\$59,346	\$75,270	\$91,195
	225 Days	\$65,136	\$82,614	\$100,092
	240 Days	\$69,478	\$88,121	\$106,765

Cabling Infrastructure, Coordinator
Campus Coordinator, Gear Up Program
CATE Program Coordinator
Drop-Out Recovery Coordinator
Educational Diagnostician
H.S. Campus Athletic Coordinator
Homebound Coordinator
Infrastructure Systems, Coordinator
Instr. Technology Trainer

Library Services Manager
LSSP
Occupational Therapist
Physical Therapist
Programmer/Analyst, Coordinator
Social Worker, Summit
Social Worker, Tegeler
Special Population Coordinator
Technical Services, Coordinator

**PASADENA INDEPENDENT SCHOOL DISTRICT
ADMINISTRATIVE SALARY SCHEDULE 2011-2012**

PAY GRADE		MINIMUM	MIDPOINT	MAXIMUM
A02	Daily Rate	\$310.6018	\$390.8272	\$471.0525
	200 Days	\$62,120	\$78,165	\$94,211
	215 Days	\$66,779	\$84,028	\$101,276
	225 Days	\$69,885	\$87,936	\$105,987
	240 Days	\$74,544	\$93,799	\$113,053
	Assistant Director, Athletics		Specialist, Behavior Response	
	Assistant Director, Child Nutrition		Specialist, Bil/ESL K-12 Science	
	Assistant Director, Fine Arts		Specialist, Bil/ESL Math	
	Assistant Director, Operations		Specialist, CATE	
	Assistant Principal, Elementary School		Specialist, Compliance/Accountability	
	Assistant Principal, Guidance Center		Specialist, Data Disaggregation	
	Assistant Principal, Intermediate School		Specialist, Dyslexia/504	
	Assistant Principal, Middle School		Specialist, Elementary	
	Assistant Principal, Summit		Specialist, ESL/Bilingual/Migrant	
	Assistant Principal, Tegeler		Specialist, Foreign Lang./Social Studies	
	Asst. Director - Transportation		Specialist, Library Services	
	Asst. Director, Athletics - Stadium Complex		Specialist, Math	
	Coordinator, Gear Up Project		Specialist, Reading & Language Arts	
	Coordinator, Library Services		Specialist, Science	
	Manager, SMS User Support Tech Serv.		Specialist, Sp Ed K-12 Science	
	Specialist, Advanced Academics		Specialist, Special Education	
	Specialist, Assistive Technology		Specialist, Visual Arts	
	Specialist, ATCP/Staff Development		Technical Assistance Coordinator, Grants	
A03	Daily Rate	\$331.6803	\$414.4662	\$497.2520
	210 Days	\$69,653	\$87,038	\$104,423
	220 Days	\$72,970	\$91,183	\$109,395
	240 Days	\$79,603	\$99,472	\$119,340
	Assistant Director, Network Services		Coordinator, Sp Ed Evaluation Services	
	Assistant Principal, High School		Coordinator, Sp. Ed.	
	Assistant Principal, High School, Business		Coordinator, Student Services - Attend.	
	Coordinator of Mentoring		Coordinator, Testing	
	Coordinator, Behavior Response Team		Psychologist, Summit	
	Coordinator, BIL/ESL/Recruiting Migrant		Senior Project Manager	
	Coordinator, Human Resources			

Adopted by PISD School Board: May 24, 2011

THIS SALARY SCHEDULE IS GOOD FOR THE 2011/2012 SCHOOL YEAR ONLY

**PASADENA INDEPENDENT SCHOOL DISTRICT
ADMINISTRATIVE SALARY SCHEDULE 2011-2012**

PAY GRADE		MINIMUM	MIDPOINT	MAXIMUM
A04	Daily Rate	\$352.7620	\$438.1068	\$523.4516
	220 Days	\$77,608	\$96,383	\$115,159
	240 Days	\$84,663	\$105,146	\$125,628

Director, Accounting Director, Alternative Teacher Certification Director, Athletics Director, Budgets Director, Business Application Services Director, Career & Technology Director, Facilities/Construction Director, Fine Arts Director, Library/Textbooks	Director, Maintenance Director, Network Services Director, Operations Director, Purchasing Director, Schools/Community Relations Director, Student Management Services Principal, Guidance Center Principal, Tegeler Career Center Tax Assessor/Collector
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A05	Daily Rate	\$373.8575	\$461.7543	\$549.6511
	220 Days	\$82,249	\$101,586	\$120,923
	240 Days	\$89,726	\$110,821	\$131,916

Director - Grant Writer/Foundation Liaison Director of Research and Evaluation Director, Complicance Monitoring Director, Assessment/Advanced Academics Director, Child Nutrition Director, Staff Development	Director, Student Services Director, Transportation Executive Director, Instructional Technology Principal, Elementary School Principal, Middle School
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A06	Daily Rate	\$394.9336	\$485.3921	\$575.8506
	220 Days	\$86,885	\$106,786	\$126,687
	240 Days	\$94,784	\$116,494	\$138,204

Dean of Instruction Director, Grant Writing Executive Director, Administrative Services Executive Director, Grant Writing Executive Director, Special Programs	Executive Director, Special Projects Executive Director, Technology Services Principal, Intermediate School Principal, Summit
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**PASADENA INDEPENDENT SCHOOL DISTRICT
ADMINISTRATIVE SALARY SCHEDULE 2011-2012**

<u>PAY GRADE</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
A07 Daily Rate	\$416.0300	\$509.0401	\$602.0502
	240 Days \$99,847	\$122,170	\$144,492
Principal, High School			
A08 Daily Rate	\$437.3837	\$533.6717	\$629.9597
	240 Days \$104,972	\$128,081	\$151,190
Associate Superintendent		General Counsel	
A09 Daily Rate	\$505.4197	\$601.4807	\$697.5416
	240 Days \$121,301	\$144,355	\$167,410
Deputy Superintendent			

**Administrator salaries are based on the daily rate times
the days to be worked in that position.**

Exempt Salary Schedule FY 2011/2012

Grade	E01	E02	E03	E04	E05	E06
Min	146.7924	161.4121	177.2146	193.9469	213.0949	234.1827
Mid	175.2903	192.7597	211.6918	231.8731	254.8176	280.0725
Max	203.7881	224.1073	246.1689	269.7993	296.5403	325.9622

Exp	Level						
0	1	146.7924	161.4121	177.2146	193.9469	213.0949	234.1827
1	2	149.0724	163.9201	179.9726	196.9809	216.4329	237.8537
2	3	151.3524	166.4281	182.7306	200.0149	219.7709	241.5247
3	4	153.6324	168.9361	185.4886	203.0489	223.1089	245.1957
4	5	155.9124	171.4441	188.2466	206.0829	226.4469	248.8667
5	6	158.1924	173.9521	191.0046	209.1169	229.7849	252.5377
6	7	160.4724	176.4601	193.7626	212.1509	233.1229	256.2087
7	8	162.7524	178.9681	196.5206	215.1849	236.4609	259.8797
8	9	165.0324	181.4761	199.2786	218.2189	239.7989	263.5507
9	10	167.3124	183.9841	202.0366	221.2529	243.1369	267.2217
10	11	169.5924	186.4921	204.7946	224.2869	246.4749	270.8927
11	12	171.8724	189.0001	207.5526	227.3209	249.8129	274.5637
12	13	174.1524	191.5081	210.3106	230.3549	253.1509	278.2347
13	14	176.4324	194.0161	213.0686	233.3889	256.4889	281.9057
14	15	178.7121	196.5237	215.8269	236.4231	259.8265	285.5771
15	16	180.9917	199.0313	218.5853	239.4573	263.1641	289.2485
16	17	183.2713	201.5389	221.3437	242.4915	266.5018	292.9198
17	18	185.5510	204.0465	224.1020	245.5257	269.8394	296.5912
18	19	187.8306	206.5541	226.8604	248.5599	273.1770	300.2626
19	20	190.1102	209.0617	229.6187	251.5941	276.5146	303.9340
20	21	192.3899	211.5693	232.3771	254.6283	279.8522	307.6054
21	22	194.6695	214.0769	235.1355	257.6625	283.1898	311.2767
22	23	196.9491	216.5845	237.8938	260.6967	286.5274	314.9481
23	24	199.2288	219.0921	240.6522	263.7309	289.8651	318.6195
24	25	201.5084	221.5997	243.4105	266.7651	293.2027	322.2909
25	26	203.7881	224.1073	246.1689	269.7993	296.5403	325.9622

		Police Salary Schedule for School Year 2011/2012				
		P03	P04	P05	P06	P07
	Min.	177.9927	244.8336	269.8759	334.2016	346.4646
	Mid-Pt	207.2427	297.4728	323.8511	377.6478	389.7727
	Max.	236.4927	350.1120	377.8263	421.0940	433.0808
		NON-INDEXED STEPS:				
Exp.	Level	Daily Rates:				
0	1	177.9927	244.8336	269.8759	334.2016	346.4646
1	2	180.3327				
2	3	182.6727				
3	4	185.0127				
4	5	187.3527				
5	6	189.6927				
6	7	192.0327				
7	8	194.3727				
8	9	196.7127				
9	10	199.0527				
10	11	201.3927				
11	12	203.7327				
12	13	206.0727				
13	14	208.4127				
14	15	210.7527				
15	16	213.0927				
16	17	215.4327				
17	18	217.7727				
18	19	220.1127				
19	20	222.4527				
20	21	224.7927				
21	22	227.1327				
22	23	229.4727				
23	24	231.8127				
24	25	234.1527				
25	26	236.4927				

NOTE: The number of years of Time in Service and the years of Time in Position are added together and added to the minimum indicated above to determine the individual's daily rate.

- P03 Police Officer
- P04 Sergeant
- P05 Lieutenant
- P06 Assistant Chief
- P07 Chief of Police