



**PASADENA  
INDEPENDENT  
SCHOOL  
DISTRICT**

## **Salary Schedules 2009 - 2010**

**Pasadena Independent School District**  
1515 Cherrybrook  
Pasadena, Texas 77502

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# SALARY SCHEDULE OVERVIEW

**The Pasadena Independent School District – in compliance with Title VII, American Disability Act, Age Discrimination In Employment Act, Section 504 of the Rehabilitation Act of 1973 and other statutes – seeks to provide equal opportunity without regard to race, color, religion, national origin, sex, age, marital or veteran status, the presence of a medical condition, disability, or any other legally protected status. This policy extends to employment and all programs and activities conducted by the district. For further information, contact Kirk Lewis, Office of the Superintendent, Pasadena Independent School District, 1515 Cherrybrook, Pasadena, Texas 77502-4048 (713-740-0244).**

# Pasadena Independent School District

## Salary Schedule Overview

The District maintains a goal of having competitive salary schedules for its employees. Annual comparisons are made with area school districts to establish benchmark rates of pay for comparable jobs. In the process of budget development, salaries are given top budgetary consideration each year.

Each year's salary schedule is valid for placement for that year only. The old step method of advancing salaries does not apply. However, on some pay scales, the term "Step" is used as a point of reference corresponding to one's years of experience. Sometimes, employees mistakenly look at the salary schedule on a multi-year basis to determine their projected earnings in some future year. Again, the schedule for the year under review is only applicable for that year.

Movement from one pay grade to another occurs only if the individual is recommended for and receives a reclassification due to changing job responsibilities. The Board of Trustees approves all reclassifications, generally during budget development.

### **Types of Salary Schedules**

The District uses six different salary schedules to determine base salaries for general groupings of employees. These schedules are:

- Teachers (includes peer facilitators, speech pathologists, nurses and librarians)
- Administrators
- Support - Exempt Personnel
- Support - Non-Exempt Personnel
- Paraprofessional & the Superintendent's Office Manager/Board Secretary
- PISD Police Department

Each salary schedule is composed of multiple pay grades. Each pay grade has a minimum, maximum and midpoint value.

### **How Salary Increases Are Computed**

Salary increases are computed in a two-phase process. First, the senior staff determines, with guidance from the Board, the level to be granted in the General Pay Increase (GPI). In addition to the individual employee receiving the GPI, each pay grade is usually adjusted upward by a portion of the GPI. This helps ensure the pay grade itself keeps pace with the market. In general, the District grants increases based on the GPI percentage applied to the mid-point of the salary range. Therefore, everyone in that range gets the same dollar increase. Occasionally, the annual raise will be computed on a percentage applied "Across the Board." However, this process general occurs only once every few years. Any amount of the GPI not granted in the increase to the range will be granted in the employee's movement up on level, often referred to as the "Step," with the pay range. In addition to the GPI, individual positions within the range may receive "equity adjustments" to recognize corrections that are needed due to a variety of causes. These equity adjustments represent the second phase of the process. Any equity adjustments and/or deviations from the pay scales are reviewed closely by the administration and approved by the School Board.

# TEACHER SALARY SCHEDULE

Includes Peer Facilitators, Speech Pathologists,  
Nurses, Instructional Technology Trainers, Bilingual  
Peer Facilitators, and Librarians

***Pasadena Independent School District***

**TEACHER SALARY SCHEDULE**

**For School Year 2009/2010**

Pay Grade		T07		T08	
		BACHELOR DEGREE		MASTER DEGREE	
PISD Exp. 9/1/2009	PISD Hiring Level 9/1/2009	DAILY RATE	187 DAY ANNUAL SALARY	DAILY RATE	187 DAY ANNUAL SALARY
0	1	233.6471	43,692	238.9947	44,692
1	2	235.7861	44,092	241.1337	45,092
2	3	237.9252	44,492	243.2728	45,492
3	4	240.0642	44,892	245.4118	45,892
4	5	242.2033	45,292	247.5509	46,292
5	6	244.3423	45,692	249.6899	46,692
6	7	249.1123	46,584	254.4599	47,584
7	8	251.2514	46,984	256.5990	47,984
8	9	253.3904	47,384	258.7380	48,384
9	10	255.5295	47,784	260.8771	48,784
10	11	257.7541	48,200	263.1017	49,200
11	12	260.0000	48,620	265.3476	49,620
12	13	262.2460	49,040	267.5936	50,040
13	14	264.9198	49,540	270.2674	50,540
14	15	267.5936	50,040	272.9412	51,040
15	16	270.3744	50,560	275.7220	51,560
16	17	273.1551	51,080	278.5027	52,080
17	18	275.9359	51,600	281.2835	52,600
18	19	278.7701	52,130	284.1177	53,130
19	20	281.6578	52,670	287.0054	53,670
20	21	284.5990	53,220	289.9466	54,220
21	22	287.5936	53,780	292.9412	54,780
22	23	290.6418	54,350	295.9894	55,350
23	24	293.7434	54,930	299.0910	55,930
24	25	296.8984	55,520	302.2460	56,520
25	26	300.1070	56,120	305.4546	57,120
26	27	303.3690	56,730	308.7166	57,730
27	28	306.6845	57,350	312.0321	58,350
28	29	310.2353	58,014	315.5829	59,014
29	30	313.6418	58,651	318.9894	59,651
30	31	316.9359	59,267	322.2835	60,267

**RANGE:**

<b>MINIMUM</b>	233.6471	43,692	238.9947	44,692
<b>MIDPOINT</b>	275.2941	51,480	280.6417	52,480
<b>MAXIMUM</b>	316.9359	59,267	322.2835	60,267

**THIS SALARY SCHEDULE IS FOR THE 2009/2010 SCHOOL YEAR ONLY**

# ADMINISTRATIVE SALARY SCHEDULE

**PASADENA INDEPENDENT SCHOOL DISTRICT  
ADMINISTRATIVE SALARY SCHEDULE 2009-2010**

<u>PAY GRADE</u>		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>A00</b>	Daily Rate	\$281.3142	\$354.5288	\$427.7433
	190 Days	\$53,450	\$67,360	\$81,271
	195 Days	\$54,856	\$69,133	\$83,410
	205 Days	\$57,669	\$72,678	\$87,687
	225 Days	\$63,296	\$79,769	\$96,242
	240 Days	\$67,515	\$85,087	\$102,658
	Counselor (all levels) Counselor, Special Education		Counselor/Parent Coordinator Lead Counselor	

<b>A01</b>	Daily Rate	\$281.3142	\$354.5288	\$427.7433
	190 Days	\$53,450	\$67,360	\$81,271
	195 Days	\$54,856	\$69,133	\$83,410
	205 Days	\$57,669	\$72,678	\$87,687
	225 Days	\$63,296	\$79,769	\$96,242
	240 Days	\$67,515	\$85,087	\$102,658
	Campus Coordinator, Gear Up Program CATE Program Coordinator Educational Diagnostician H.S. Campus Athletic Coordinator Homebound Coordinator LSSP Manager, Media Processing		Network Systems Manager Occupational Therapist Orientation & Mobility Physical Therapist Social Worker, Summit Social Worker, Tegeler Special Population Coordinator	

**PASADENA INDEPENDENT SCHOOL DISTRICT  
ADMINISTRATIVE SALARY SCHEDULE 2009-2010**

<u>PAY GRADE</u>		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>A02</b>	Daily Rate	\$301.5140	\$377.2246	\$452.9351
	200 Days	\$60,303	\$75,445	\$90,587
	215 Days	\$64,826	\$81,103	\$97,381
	225 Days	\$67,841	\$84,876	\$101,910
	240 Days	\$72,363	\$90,534	\$108,704
	Assistant Director, Athletics		Specialist, ATCP/Staff Development	
	Assistant Director, Child Nutrition		Specialist, Behavior Response	
	Assistant Director, Operations		Specialist, Bil/ESL K-12 Science	
	Assistant Principal, Elementary School		Specialist, Bil/ESL Math	
	Assistant Principal, Guidance Center		Specialist, CATE	
	Assistant Principal, Intermediate School		Specialist, Data Disaggregation	
	Assistant Principal, Middle School		Specialist, Dyslexia/504	
	Assistant Principal, Summit		Specialist, Elementary	
	Assistant Principal, Tegeler		Specialist, ESL/Bilingual/Migrant	
	Asst. Director - Transportation		Specialist, Foreign Lang./Social Studies	
	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		Technical Assistance Coordinator, Grants	
<b>A03</b>	Daily Rate	\$321.6870	\$399.9070	\$478.1269
	210 Days	\$67,554	\$83,980	\$100,407
	220 Days	\$70,771	\$87,980	\$105,188
	240 Days	\$77,205	\$95,978	\$114,750
	Assistant Principal, High School		Coordinator, Network Services	
	Assistant Principal, High School, Business		Coordinator, Sp Ed Evaluation Services	
	Coordinator of Mentoring		Coordinator, Student Services - Attend.	
	Coordinator, Behavior Response Team		Coordinator, Student Services - DOT	
	Coordinator, BIL/ESL/Recruiting Migrant		Coordinator, Testing	
	Coordinator, Business Applications - DOT		Coordinador, Sp. Ed.	
	Coordinator, Human Resources		Psychologist, Summit	
	Coordinator, Library Services & Media		Senior Project Manager	

Adopted by PISD School Board: June 23, 2009

THIS SALARY SCHEDULE IS GOOD FOR THE 2009/2010 SCHOOL YEAR ONLY

**PASADENA INDEPENDENT SCHOOL DISTRICT  
ADMINISTRATIVE SALARY SCHEDULE 2009-2010**

<u>PAY GRADE</u>		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>A04</b>	Daily Rate	\$341.8601	\$422.5895	\$503.3188
	220 Days	\$75,209	\$92,970	\$110,730
	240 Days	\$82,046	\$101,421	\$120,797
	Director, Accounting Director, Alternative Teacher Certification Director, Athletics Director, Budgets Director, Career & Technology Director, Facilities/Construction Director, Fine Arts Director, Maintenance		Director, Operations Director, Purchasing Director, Schools/Community Relations Executive Director, Instructional Technology Principal, Challenger School Principal, Guidance Center Principal, Tegeler Career Center Tax Assessor/Collector	
<b>A05</b>	Daily Rate	\$362.0461	\$445.2784	\$528.5107
	220 Days	\$79,650	\$97,961	\$116,272
	240 Days	\$86,891	\$106,867	\$126,843
	Director - Grant Writer/Foundation Liaison Director of Evaluation and Research Director, Assessment/Advanced Academics Director, Child Nutrition Director, Staff Development Director, Student Services		Director, Transportation Executive Director, Technology & Media Center Executive Director, Technology Services Principal, Elementary School Principal, Middle School	
<b>A06</b>	Daily Rate	\$382.2151	\$467.9588	\$553.7025
	220 Days	\$84,087	\$102,951	\$121,815
	240 Days	\$91,732	\$112,310	\$132,889
	Dean of Instruction Director, Grant Writing Executive Director, Grant Writing Executive Director, Special Programs		Executive Director, Special Projects Principal, Intermediate School Principal, Summit	
<b>A07</b>	Daily Rate	\$402.4043	\$490.6494	\$578.8944
	240 Days	\$96,577	\$117,756	\$138,935
	Principal, High School			

Adopted by PISD School Board: June 23, 2009

THIS SALARY SCHEDULE IS GOOD FOR THE 2009/2010 SCHOOL YEAR ONLY

**PASADENA INDEPENDENT SCHOOL DISTRICT  
ADMINISTRATIVE SALARY SCHEDULE 2009-2010**

<u>PAY GRADE</u>		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>A08</b>	Daily Rate	\$422.8165	\$514.2735	\$605.7305
	240 Days	\$101,476	\$123,426	\$145,375
	Associate Superintendent			
<b>A09</b>	Daily Rate	\$488.8651	\$579.7891	\$670.7131
	240 Days	\$117,328	\$139,149	\$160,971
	Deputy Superintendent			

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

**SUPPORT SALARY  
SCHEDULE  
EXEMPT**

**Exempt Salary Schedule Job Codes  
FY 2009/2010**

Grade	Job Description	Days	Job Code
E01	Safe/Drug Free Schools Facilitator	200	0870
E01	Communications Assistant	240	5478
E02	Child Care Manager	185	5570
E02	Materials Manager	240	5710
E02	Child Nutrition Campus Mgmt Specialist	215	6007
E03	Graphic Arts Coordinator	240	5462
E03	Communication Specialist	240	5472
E03	Staff Accountant	240	5503
E03	Payroll Supervisor	240	5507
E03	Coordinator Of Safety	240	5700
E03	Coordinator After School Prog	220	5703
E03	Coordinator After School Prog	220	5704
E03	Coordinator After School Case	220	5707
E03	Child Nutrition Supervisor	240	6000
E04	Foreman Transportation	240	7000
E04	Supervisor Operations	240	8000
E04	Supervisor Maintenance	240	9020
E05	Host Recruiter	200	5701
E06	Project Leader Data Processing	240	5320
E06	Systems Infrastructure Adminis	240	5322
E06	Manager, Cabling Infrastructure	240	5346
E06	Chief Accountant	240	5500
E06	Internal Auditor	240	5510
E06	Manager Technical Services	240	5600

## Exempt Salary Schedule FY 2009/2010

Grade	E01	E02	E03	E04	E05	E06
<b>Min</b>	144.4351	158.8214	174.3764	190.8633	209.7135	230.4703
<b>Mid</b>	172.9326	190.1686	208.8539	228.7897	251.4358	276.3605
<b>Max</b>	201.4300	221.5158	243.3314	266.7161	293.1581	322.2506

Exp	Step						
0	1	144.4351	158.8214	174.3764	190.8633	209.7135	230.4703
1	2	146.7151	161.3294	177.1344	193.8973	213.0515	234.1413
2	3	148.9951	163.8374	179.8924	196.9313	216.3895	237.8123
3	4	151.2751	166.3454	182.6504	199.9653	219.7275	241.4833
4	5	153.5551	168.8534	185.4084	202.9993	223.0655	245.1543
5	6	155.8351	171.3614	188.1664	206.0333	226.4035	248.8253
6	7	158.1151	173.8694	190.9244	209.0673	229.7415	252.4963
7	8	160.3951	176.3774	193.6824	212.1013	233.0795	256.1673
8	9	162.6751	178.8854	196.4404	215.1353	236.4175	259.8383
9	10	164.9551	181.3934	199.1984	218.1693	239.7555	263.5093
10	11	167.2351	183.9014	201.9564	221.2033	243.0935	267.1803
11	12	169.5151	186.4094	204.7144	224.2373	246.4315	270.8513
12	13	171.7948	188.9170	207.4727	227.2715	249.7691	274.5227
13	14	174.0744	191.4246	210.2311	230.3057	253.1067	278.1941
14	15	176.3540	193.9322	212.9895	233.3399	256.4444	281.8654
15	16	178.6337	196.4398	215.7478	236.3741	259.7820	285.5368
16	17	180.9133	198.9474	218.5062	239.4083	263.1196	289.2082
17	18	183.1929	201.4550	221.2645	242.4425	266.4572	292.8796
18	19	185.4726	203.9626	224.0229	245.4767	269.7948	296.5510
19	20	187.7522	206.4702	226.7813	248.5109	273.1324	300.2223
20	21	190.0318	208.9778	229.5396	251.5451	276.4700	303.8937
21	22	192.3115	211.4854	232.2980	254.5793	279.8077	307.5651
22	23	194.5911	213.9930	235.0563	257.6135	283.1453	311.2365
23	24	196.8708	216.5006	237.8147	260.6477	286.4829	314.9078
24	25	199.1504	219.0082	240.5731	263.6819	289.8205	318.5792
25	26	201.4300	221.5158	243.3314	266.7161	293.1581	322.2506

**SUPPORT SALARY  
SCHEDULE  
NON-EXEMPT**

**Non-Exempt Salary Schedule Job Codes  
FY 2009/2010**

Grade	Job Description	Days	Job Code
N01	Custodian I (10M)	182	8410
N01	Custodian I (12M)	240	8412
N02	Child Care Worker	185	5284
N02	Printing Helper	240	5464
N02	Child Nutrition Worker 4/hr	179	6430
N02	Child Nutrition Worker 4.5/hr	179	6431
N02	Child Nutrition Worker 5/hr	179	6432
N02	Child Nutrition Worker 5.5/hr	179	6433
N02	Child Nutrition Worker 6/hr	179	6434
N02	Child Nutrition Worker 6.5/hr	179	6435
N02	Child Nutrition Worker 7/hr	179	6436
N02	Child Nutrition Worker 7.5/hr	179	6438
N02	Bus Monitor 5.5/hr	182	7015
N02	Bus Monitor 6.5/hr	182	7026
N02	Helper II/Operations	240	8020
N02	Asst Head Cust I (12M)	240	8102
N03	Parking Lot Monitor	185	5740
N03	Child Nutrition Asst Mgr, Elem, Int, Alt 8/hr	179	6218
N03	Child Nutrition Asst Manager, Alt 7/hr	179	6219
N03	Driver Warehouse	240	7640
N03	Oper Worker I/Operations	240	8018
N03	Asst Head Cust II (12M)	240	8202
N04	Equipment Operator I	240	5466
N04	Child Nutrition Head Cashier, HS	179	6008
N04	Apprentice Warehouse	240	7636
N04	Crossing Guard 3Hrs	178	7801
N04	Crossing Guard 2.5 Hrs	178	7802
N04	Crossing Guard 4 Hrs	178	7806
N04	Crossing Guard 4.5 Hrs	178	7807
N04	Oper Worker II/Operations	240	8016
N04	Apprentice Maintenance	240	9036
N05	Attendance Officer	185	3802
N05	Graphic Designer	240	5458
N05	Child Nutrition Asst Manager, HS	185	6006
N05	Lead Driver/Trainer	240	7016
N05	Bus Driver 5.5/hr	182	7019
N05	Bus Driver 6.5/hr	182	7023
N05	Bus Driver 8/hr	182	7024

**Non-Exempt Salary Schedule Job Codes  
FY 2009/2010**

Grade	Job Description	Days	Job Code
N05	Bus Driver 6.5/hr Sp Ed	182	7029
N05	Skilled Technology Services	240	7204
N05	Skilled Warehouse	240	7632
N05	Oper Worker III/Operations	240	8014
N05	Ag Facility Manager	240	8050
N05	Head Custodian I (12M)	240	8100
N05	Skilled Maintenance	240	9032
N06	Control Clerk Technology Services	240	5350
N06	Computer Operator	240	5360
N06	Police Dispatcher	260	5424
N06	Production Specialist	240	5460
N06	Equipment Operator II	240	5468
N06	Child Nutrition Manager, Alternative	185	6005
N06	Child Nutrition, Asst Manager, HS	185	6006
N06	Child Nutrition Manager, Elementary	185	6400
N06	Skilled Transportation	240	7014
N06	Dispatcher Transportation	240	7030
N06	Journeyman Technology Services	240	7203
N06	Textbook Warehouse Foreman	230	7634
N06	Floor Specialist	240	8011
N06	Head Cust II (12M)	240	8200
N06	Asst Head Cust III (12M)	240	8302
N06	Journeyman Technical Services	240	8928
N06	Journeyman Maintenance	240	9028
N07	Records Manager/Police Dept	240	4159
N07	Shop Manager/Printing	240	5470
N07	Service Technician	240	5618
N07	Certification Officer	240	5718
N07	Certification Officer ATCP	240	5719
N07	Data Technician ATCP	240	5721
N07	Manager Shars	220	5724
N07	Child Nutrition Manager, Intermediate	185	6200
N07	Training Supv Transportation	240	7002
N07	Journeyman Transportation	240	7008
N07	Master Technology Services	240	7202
N07	Leaderman Operations	240	8001
N07	Head Cust III (12M)	240	8300
N07	Master Technician	240	8924
N07	Leaderman Laundry	240	9004
N07	Master Maintenance	240	9024

**Non-Exempt Salary Schedule Job Codes  
FY 2009/2010**

Grade	Job Description	Days	Job Code
N08	Licensed Vocational Nurse	187	5245
N08	Buyer/Purchasing	240	5560
N08	HR Analyst	240	5717
N08	Cad Operator	240	5735
N08	Child Nutrition Manager HS	185	6004
N08	Master Transportation	240	7004
N09	SMS User Support Specialist	240	5313
N09	Communications Tech Asst-MIS	240	5342
N10	Network Technician	240	5314
N10	Network Systems Engineer Asst	240	5316
N10	Senior Programmer TS	240	5328
N10	Peims Data Control	240	5340
N10	Network Syst Engr/Asst/Cabling	240	5348
N10	Benefits Specialist	240	5565
N11	Network Systems Analyst	240	5317
N11	Programmer/Analyst	240	5324
N12	Network Systems Administrator	240	5318

**Non-Exempt Salary Schedule Minimum, Midpoint, and Maximum  
FY 2009/2010**

Pay Grade	Minimum	Midpoint	Maximum
N01	67.8319	85.7161	103.6003
N02	75.7284	95.1973	114.6661
N03	82.3434	104.8841	127.4248
N04	88.9270	111.8204	134.7138
N05	96.2492	122.0849	147.9205
N06	107.1782	135.9277	164.6771
N07	119.9325	151.1847	182.4368
N08	137.1280	173.4655	209.8029
N09	150.2938	190.3782	230.4625
N10	164.1384	207.9738	251.8092
N11	177.9701	225.5564	273.1427
N12	191.8189	243.1561	294.4933

**NON-EXEMPT SALARY SCHEDULE  
For Fiscal Year 2009/2010**

**N01**

Exp.	Step	Hourly	Daily	182 Annual	240 Annual
0	1	8.4790	67.8319	12,345	16,280
1	2	8.6415	69.1321	12,582	16,592
2	3	8.8040	70.4323	12,819	16,904
3	4	8.9666	71.7325	13,055	17,216
4	5	9.1291	73.0327	13,292	17,528
5	6	9.2916	74.3330	13,529	17,840
6	7	9.4542	75.6332	13,765	18,152
7	8	9.6167	76.9335	14,002	18,464
8	9	9.7792	78.2337	14,239	18,776
9	10	9.9426	79.5409	14,476	19,090
10	11	10.1171	80.9368	14,730	19,425
11	12	10.3176	82.5407	15,022	19,810
12	13	10.5174	84.1390	15,313	20,193
13	14	10.7176	85.7407	15,605	20,578
14	15	10.9177	87.3414	15,896	20,962
15	16	11.1174	88.9391	16,187	21,345
16	17	11.3175	90.5397	16,478	21,730
17	18	11.5175	92.1403	16,770	22,114
18	19	11.7171	93.7367	17,060	22,497
19	20	11.9200	95.3597	17,355	22,886
20	21	12.0700	96.5597	17,574	23,174
21	22	12.2197	97.7573	17,792	23,462
22	23	12.3697	98.9573	18,010	23,750
23	24	12.5734	100.5868	18,307	24,141
24	25	12.7484	101.9868	18,562	24,477
25	26	12.9500	103.6003	18,855	24,864

Custodian I  
Operations Helper I

**NON-EXEMPT SALARY SCHEDULE  
For Fiscal Year 2009/2010**

**N02**

Exp.	Step	Hourly	Daily	172 Annual	176 Annual	182 Annual	240 Annual
0	1	9.4661	75.7284	13,025	13,328	13,783	18,175
1	2	9.6411	77.1287	13,266	13,575	14,037	18,511
2	3	9.8161	78.5290	13,507	13,821	14,292	18,847
3	4	9.9912	79.9293	13,748	14,068	14,547	19,183
4	5	10.1662	81.3296	13,989	14,314	14,802	19,519
5	6	10.3412	82.7299	14,230	14,560	15,057	19,855
6	7	10.5163	84.1301	14,470	14,807	15,312	20,191
7	8	10.6913	85.5304	14,711	15,053	15,567	20,527
8	9	10.8663	86.9307	14,952	15,300	15,821	20,863
9	10	11.0414	88.3310	15,193	15,546	16,076	21,199
10	11	11.2330	89.8636	15,457	15,816	16,355	21,567
11	12	11.4527	91.6219	15,759	16,125	16,675	21,989
12	13	11.6731	93.3851	16,062	16,436	16,996	22,412
13	14	11.8933	95.1460	16,365	16,746	17,317	22,835
14	15	12.1614	97.2914	16,734	17,123	17,707	23,350
15	16	12.3814	99.0511	17,037	17,433	18,027	23,772
16	17	12.6017	100.8134	17,340	17,743	18,348	24,195
17	18	12.8221	102.5765	17,643	18,053	18,669	24,618
18	19	13.0420	104.3359	17,946	18,363	18,989	25,041
19	20	13.2832	106.2653	18,278	18,703	19,340	25,504
20	21	13.4582	107.6653	18,518	18,949	19,595	25,840
21	22	13.6332	109.0653	18,759	19,195	19,850	26,176
22	23	13.8082	110.4653	19,000	19,442	20,105	26,512
23	24	13.9832	111.8657	19,241	19,688	20,360	26,848
24	25	14.1583	113.2661	19,482	19,935	20,614	27,184
25	26	14.3333	114.6661	19,723	20,181	20,869	27,520

Asst Head Custodian I  
Bus Monitor  
Child Care Worker

Child Nutrition Worker  
Operations Helper II  
Printing Helper

**NON-EXEMPT SALARY SCHEDULE**  
**For Fiscal Year 2009/2010**

**N03**

Exp.	Step	Hourly	Daily	172 Annual	173 Annual	178 Annual	185 Annual	240 Annual
0	1	10.2929	82.3434	14,163	14,245	14,657	15,234	19,762
1	2	10.5086	84.0684	14,460	14,544	14,964	15,553	20,176
2	3	10.7242	85.7934	14,756	14,842	15,271	15,872	20,590
3	4	10.9398	87.5184	15,053	15,141	15,578	16,191	21,004
4	5	11.1554	89.2434	15,350	15,439	15,885	16,510	21,418
5	6	11.3711	90.9685	15,647	15,738	16,192	16,829	21,832
6	7	11.5867	92.6936	15,943	16,036	16,499	17,148	22,246
7	8	11.8023	94.4186	16,240	16,334	16,807	17,467	22,660
8	9	12.0180	96.1437	16,537	16,633	17,114	17,787	23,074
9	10	12.2336	97.8690	16,833	16,931	17,421	18,106	23,489
10	11	12.4492	99.5935	17,130	17,230	17,728	18,425	23,902
11	12	12.6698	101.3584	17,434	17,535	18,042	18,751	24,326
12	13	12.8817	103.0538	17,725	17,828	18,344	19,065	24,733
13	14	13.1070	104.8561	18,035	18,140	18,664	19,398	25,165
14	15	13.4266	107.4125	18,475	18,582	19,119	19,871	25,779
15	16	13.6269	109.0153	18,751	18,860	19,405	20,168	26,164
16	17	13.8271	110.6168	19,026	19,137	19,690	20,464	26,548
17	18	14.0313	112.2505	19,307	19,419	19,981	20,766	26,940
18	19	14.3520	114.8160	19,748	19,863	20,437	21,241	27,556
19	20	14.6658	117.3266	20,180	20,298	20,884	21,705	28,158
20	21	14.8412	118.7293	20,421	20,540	21,134	21,965	28,495
21	22	15.0363	120.2906	20,690	20,810	21,412	22,254	28,870
22	23	15.2497	121.9975	20,984	21,106	21,716	22,570	29,279
23	24	15.4692	123.7537	21,286	21,409	22,028	22,894	29,701
24	25	15.6707	125.3657	21,563	21,688	22,315	23,193	30,088
25	26	15.9281	127.4248	21,917	22,044	22,682	23,574	30,582

Asst Head Custodian II  
 Child Nutrition Asst Mgr  
 Operations Worker I  
 Parking Lot Monitor, High School  
 Warehouse Worker I

**NON-EXEMPT SALARY SCHEDULE  
For Fiscal Year 2009/2010**

**N04**

Exp.	Step	Hourly	Daily	173 Annual	178 Annual	240 Annual
0	1	11.1159	88.9270	15,384	15,829	21,342
1	2	11.3459	90.7671	15,703	16,157	21,784
2	3	11.5759	92.6072	16,021	16,484	22,226
3	4	11.8059	94.4473	16,339	16,812	22,667
4	5	12.0359	96.2874	16,658	17,139	23,109
5	6	12.2660	98.1276	16,976	17,467	23,551
6	7	12.4960	99.9677	17,294	17,794	23,992
7	8	12.7260	101.8078	17,613	18,122	24,434
8	9	12.9560	103.6480	17,931	18,449	24,876
9	10	13.1861	105.4884	18,249	18,777	25,317
10	11	13.4174	107.3388	18,570	19,106	25,761
11	12	13.6472	109.1779	18,888	19,434	26,203
12	13	13.8598	110.8781	19,182	19,736	26,611
13	14	14.0772	112.6176	19,483	20,046	27,028
14	15	14.3071	114.4569	19,801	20,373	27,470
15	16	14.5371	116.2971	20,119	20,701	27,911
16	17	14.7672	118.1376	20,438	21,028	28,353
17	18	14.9972	119.9773	20,756	21,356	28,795
18	19	15.2272	121.8176	21,074	21,684	29,236
19	20	15.4594	123.6752	21,396	22,014	29,682
20	21	15.6894	125.5151	21,714	22,342	30,124
21	22	15.9192	127.3534	22,032	22,669	30,565
22	23	16.1488	129.1902	22,350	22,996	31,006
23	24	16.3791	131.0328	22,669	23,324	31,448
24	25	16.6095	132.8761	22,988	23,652	31,890
25	26	16.8392	134.7138	23,305	23,979	32,331

Apprentice Maintenance  
 Child Nutrition Head Cashier, HS  
 Crossing Guard  
 Equipment Operator I, Printing  
 Operations Worker II  
 Warehouse Worker II

## NON-EXEMPT SALARY SCHEDULE For Fiscal Year 2009/2010

### N05

Exp.	Step	Hourly	Daily	182 Annual	185 Annual	240 Annual
0	1	12.0312	96.2492	17,517	17,806	23,100
1	2	12.2974	98.3795	17,905	18,200	23,611
2	3	12.5637	100.5098	18,293	18,594	24,122
3	4	12.8300	102.6401	18,680	18,988	24,634
4	5	13.0963	104.7704	19,068	19,383	25,145
5	6	13.3626	106.9006	19,456	19,777	25,656
6	7	13.6289	109.0309	19,844	20,171	26,167
7	8	13.8952	111.1612	20,231	20,565	26,679
8	9	14.1614	113.2915	20,619	20,959	27,190
9	10	14.4276	115.4211	21,007	21,353	27,701
10	11	14.6939	117.5511	21,394	21,747	28,212
11	12	14.9601	119.6809	21,782	22,141	28,723
12	13	15.2264	121.8109	22,170	22,535	29,235
13	14	15.4976	123.9809	22,565	22,936	29,755
14	15	15.7776	126.2209	22,972	23,351	30,293
15	16	16.0576	128.4609	23,380	23,765	30,831
16	17	16.3376	130.7009	23,788	24,180	31,368
17	18	16.6176	132.9409	24,195	24,594	31,906
18	19	16.8976	135.1809	24,603	25,008	32,443
19	20	17.1776	137.4209	25,011	25,423	32,981
20	21	17.3651	138.9209	25,284	25,700	33,341
21	22	17.5526	140.4209	25,557	25,978	33,701
22	23	17.7401	141.9209	25,830	26,255	34,061
23	24	17.9336	143.4691	26,111	26,542	34,433
24	25	18.1541	145.2329	26,432	26,868	34,856
25	26	18.4901	147.9205	26,922	27,365	35,501

Agriculture Facility Manager  
 Attendance Officer  
 Bus Driver  
 Child Nutrition Asst Manager, HS  
 Graphic Designer  
 Head Custodian I

Lead Driver/Trainer  
 Operations Worker III  
 Skilled Maintenance  
 Skilled, Technology Services  
 Skilled Technician  
 Skilled Warehouse

## NON-EXEMPT SALARY SCHEDULE For Fiscal Year 2009/2010

### N06

Exp.	Step	Hourly	Daily	185 Annual	230 Annual	240 Annual	260 Annual
0	1	13.3973	107.1782	19,828	24,651	25,723	27,866
1	2	13.6848	109.4781	20,253	25,180	26,275	28,464
2	3	13.9723	111.7780	20,679	25,709	26,827	29,062
3	4	14.2597	114.0779	21,104	26,238	27,379	29,660
4	5	14.5472	116.3778	21,530	26,767	27,931	30,258
5	6	14.8347	118.6777	21,955	27,296	28,483	30,856
6	7	15.1222	120.9776	22,381	27,825	29,035	31,454
7	8	15.4097	123.2774	22,806	28,354	29,587	32,052
8	9	15.6972	125.5773	23,232	28,883	30,139	32,650
9	10	15.9846	127.8771	23,657	29,412	30,691	33,248
10	11	16.2722	130.1773	24,083	29,941	31,243	33,846
11	12	16.5597	132.4772	24,508	30,470	31,795	34,444
12	13	16.8472	134.7775	24,934	30,999	32,347	35,042
13	14	17.1346	137.0771	25,359	31,528	32,899	35,640
14	15	17.4221	139.3767	25,785	32,057	33,450	36,238
15	16	17.7096	141.6767	26,210	32,586	34,002	36,836
16	17	17.9971	143.9766	26,636	33,115	34,554	37,434
17	18	18.2846	146.2769	27,061	33,644	35,106	38,032
18	19	18.5721	148.5768	27,487	34,173	35,658	38,630
19	20	18.8596	150.8766	27,912	34,702	36,210	39,228
20	21	19.1471	153.1766	28,338	35,231	36,762	39,826
21	22	19.4346	155.4769	28,763	35,760	37,314	40,424
22	23	19.7221	157.7769	29,189	36,289	37,866	41,022
23	24	20.0096	160.0770	29,614	36,818	38,418	41,620
24	25	20.2971	162.3770	30,040	37,347	38,970	42,218
25	26	20.5846	164.6771	30,465	37,876	39,523	42,816

Asst Head Custodian, High School  
 Child Nutrition Manager, Elementary  
 Computer Operator, Technology Services  
 Control Clerk, Technology Services  
 Dispatcher, Transportation  
 Equipment Operator II, Printing  
 Floor Specialist

Head Custodian II, Intermediate  
 Journeyman Maintenance  
 Journeyman Technician/Technology Services  
 Police Dispatcher  
 Production Specialist, Printing  
 Skilled Transportation  
 Textbook Warehouse Foreman, Media

**NON-EXEMPT SALARY SCHEDULE  
For Fiscal Year 2009/2010**

**N07**

Exp.	Step	Hourly	Daily	185 Annual	220 Annual	240 Annual
0	1	14.9916	119.9325	22,188	26,385	28,784
1	2	15.3041	122.4330	22,650	26,935	29,384
2	3	15.6167	124.9335	23,113	27,485	29,984
3	4	15.9293	127.4340	23,575	28,035	30,584
4	5	16.2418	129.9345	24,038	28,586	31,184
5	6	16.5544	132.4349	24,500	29,136	31,784
6	7	16.8669	134.9353	24,963	29,686	32,384
7	8	17.1795	137.4357	25,426	30,236	32,985
8	9	17.4920	139.9361	25,888	30,786	33,585
9	10	17.8046	142.4365	26,351	31,336	34,185
10	11	18.1171	144.9365	26,813	31,886	34,785
11	12	18.4296	147.4365	27,276	32,436	35,385
12	13	18.7421	149.9365	27,738	32,986	35,985
13	14	19.0546	152.4365	28,201	33,536	36,585
14	15	19.3671	154.9365	28,663	34,086	37,185
15	16	19.6796	157.4368	29,126	34,636	37,785
16	17	19.9921	159.9368	29,588	35,186	38,385
17	18	20.3046	162.4368	30,051	35,736	38,985
18	19	20.6171	164.9368	30,513	36,286	39,585
19	20	20.9296	167.4368	30,976	36,836	40,185
20	21	21.2421	169.9368	31,438	37,386	40,785
21	22	21.5546	172.4368	31,901	37,936	41,385
22	23	21.8671	174.9368	32,363	38,486	41,985
23	24	22.1796	177.4368	32,826	39,036	42,585
24	25	22.4921	179.9368	33,288	39,586	43,185
25	26	22.8046	182.4368	33,751	40,136	43,785

Certification Officer (ATCP)

Certification Officer (HR)

Data Technician ATCP

Child Nutrition Manager, Intermediate

Head Custodian III, High School

Journeyman Transportation

Leaderman

Master Maintenance

Master Technician

Master Technology Services

Records Specialist-Police Department

Service Technician, Technical Services

SHARS Manager

Shop Manager, Printing

Trainer/Supervisor, Transportation

**NON-EXEMPT SALARY SCHEDULE  
For Fiscal Year 2009/2010**

**N08**

Exp.	Step	Hourly	Daily	185 Annual	187 Annual	240 Annual
0	1	17.1410	137.1280	25,369	25,643	32,911
1	2	17.5044	140.0354	25,907	26,187	33,608
2	3	17.8679	142.9428	26,444	26,730	34,306
3	4	18.2313	145.8502	26,982	27,274	35,004
4	5	18.5947	148.7576	27,520	27,818	35,702
5	6	18.9581	151.6650	28,058	28,361	36,400
6	7	19.3216	154.5724	28,596	28,905	37,097
7	8	19.6850	157.4798	29,134	29,449	37,795
8	9	20.0484	160.3872	29,672	29,992	38,493
9	10	20.4118	163.2941	30,209	30,536	39,191
10	11	20.7751	166.2009	30,747	31,080	39,888
11	12	21.1385	169.1077	31,285	31,623	40,586
12	13	21.5018	172.0145	31,823	32,167	41,283
13	14	21.8652	174.9213	32,360	32,710	41,981
14	15	22.2285	177.8281	32,898	33,254	42,679
15	16	22.5919	180.7349	33,436	33,797	43,376
16	17	22.9552	183.6417	33,974	34,341	44,074
17	18	23.3186	186.5485	34,511	34,885	44,772
18	19	23.6819	189.4553	35,049	35,428	45,469
19	20	24.0453	192.3621	35,587	35,972	46,167
20	21	24.4086	195.2689	36,125	36,515	46,865
21	22	24.7720	198.1757	36,663	37,059	47,562
22	23	25.1353	201.0825	37,200	37,602	48,260
23	24	25.4987	203.9893	37,738	38,146	48,957
24	25	25.8620	206.8961	38,276	38,690	49,655
25	26	26.2254	209.8029	38,814	39,233	50,353

Buyer, Purchasing  
CAD Operator  
Child Nutrition Manager, High School  
HR Analyst

Licensed Vocational Nurse  
Master Transportation  
Sp. Ed. Sign Language Interpreter

**NON-EXEMPT SALARY SCHEDULE  
For Fiscal Year 2009/2010**

**N09**

Exp.	Step	Hourly	Daily	240 Annual
0	1	18.7867	150.2938	36,071
1	2	19.1876	153.5004	36,840
2	3	19.5884	156.7070	37,610
3	4	19.9892	159.9136	38,379
4	5	20.3900	163.1202	39,149
5	6	20.7909	166.3268	39,918
6	7	21.1917	169.5335	40,688
7	8	21.5925	172.7401	41,458
8	9	21.9933	175.9467	42,227
9	10	22.3942	179.1537	42,997
10	11	22.7951	182.3605	43,767
11	12	23.1959	185.5673	44,536
12	13	23.5968	188.7741	45,306
13	14	23.9976	191.9809	46,075
14	15	24.3985	195.1877	46,845
15	16	24.7993	198.3945	47,615
16	17	25.2002	201.6013	48,384
17	18	25.6010	204.8081	49,154
18	19	26.0019	208.0149	49,924
19	20	26.4027	211.2217	50,693
20	21	26.8036	214.4285	51,463
21	22	27.2044	217.6353	52,232
22	23	27.6053	220.8421	53,002
23	24	28.0061	224.0489	53,772
24	25	28.4070	227.2557	54,541
25	26	28.8078	230.4625	55,311

Communications Tech Assistant, Technology Services  
Student Application Specialist

**NON-EXEMPT SALARY SCHEDULE  
For Fiscal Year 2009/2010**

**N10**

Exp.	Step	Hourly	Daily	240 Annual
0	1	20.5173	164.1384	39,393
1	2	20.9557	167.6453	40,235
2	3	21.3940	171.1522	41,077
3	4	21.8324	174.6591	41,918
4	5	22.2708	178.1660	42,760
5	6	22.7091	181.6729	43,601
6	7	23.1475	185.1797	44,443
7	8	23.5858	188.6866	45,285
8	9	24.0242	192.1935	46,126
9	10	24.4626	195.7004	46,968
10	11	24.9009	199.2072	47,810
11	12	25.3393	202.7140	48,651
12	13	25.7776	206.2208	49,493
13	14	26.2160	209.7276	50,335
14	15	26.6543	213.2344	51,176
15	16	27.0927	216.7412	52,018
16	17	27.5310	220.2480	52,860
17	18	27.9694	223.7548	53,701
18	19	28.4077	227.2616	54,543
19	20	28.8461	230.7684	55,384
20	21	29.2844	234.2752	56,226
21	22	29.7228	237.7820	57,068
22	23	30.1611	241.2888	57,909
23	24	30.5995	244.7956	58,751
24	25	31.0378	248.3024	59,593
25	26	31.4762	251.8092	60,434

Benefits Specialist, Human Resources  
 Network Systems Engineer Assistant  
 PEIMS Data Controller, Technology Services  
 Senior Programmer, Technology Services  
 Network Systems Technician, Technology Services

**NON-EXEMPT SALARY SCHEDULE  
For Fiscal Year 2009/2010**

**N11**

Exp.	Step	Hourly	Daily	240 Annual
0	1	22.2463	177.9701	42,713
1	2	22.7222	181.7772	43,627
2	3	23.1980	185.5843	44,540
3	4	23.6739	189.3914	45,454
4	5	24.1498	193.1985	46,368
5	6	24.6257	197.0056	47,281
6	7	25.1016	200.8127	48,195
7	8	25.5775	204.6199	49,109
8	9	26.0534	208.4270	50,022
9	10	26.5292	212.2339	50,936
10	11	27.0051	216.0407	51,850
11	12	27.4809	219.8475	52,763
12	13	27.9568	223.6543	53,677
13	14	28.4326	227.4611	54,591
14	15	28.9085	231.2679	55,504
15	16	29.3843	235.0747	56,418
16	17	29.8602	238.8815	57,332
17	18	30.3360	242.6883	58,245
18	19	30.8119	246.4951	59,159
19	20	31.2877	250.3019	60,072
20	21	31.7636	254.1087	60,986
21	22	32.2394	257.9155	61,900
22	23	32.7153	261.7223	62,813
23	24	33.1911	265.5291	63,727
24	25	33.6670	269.3359	64,641
25	26	34.1428	273.1427	65,554

Programmer/Analyst, Technology Services  
Network Systems Analyst

**NON-EXEMPT SALARY SCHEDULE  
For Fiscal Year 2009/2010**

**N12**

Exp.	Step	Hourly	Daily	240 Annual
0	1	23.9774	191.8189	46,037
1	2	24.4908	195.9262	47,022
2	3	25.0042	200.0335	48,008
3	4	25.5176	204.1408	48,994
4	5	26.0310	208.2481	49,980
5	6	26.5444	212.3555	50,965
6	7	27.0579	216.4628	51,951
7	8	27.5713	220.5702	52,937
8	9	28.0847	224.6775	53,923
9	10	28.5981	228.7845	54,908
10	11	29.1114	232.8913	55,894
11	12	29.6248	236.9981	56,880
12	13	30.1381	241.1049	57,865
13	14	30.6515	245.2117	58,851
14	15	31.1648	249.3185	59,836
15	16	31.6782	253.4253	60,822
16	17	32.1915	257.5321	61,808
17	18	32.7049	261.6389	62,793
18	19	33.2182	265.7457	63,779
19	20	33.7316	269.8525	64,765
20	21	34.2449	273.9593	65,750
21	22	34.7583	278.0661	66,736
22	23	35.2716	282.1729	67,721
23	24	35.7850	286.2797	68,707
24	25	36.2983	290.3865	69,693
25	26	36.8117	294.4933	70,678

Network Systems Administrator

# PARAPROFESSIONAL SALARY SCHEDULE

Includes Superintendent's Office Manager/  
Board Secretary

**PARAPROFESSIONAL INSTRUCTIONAL JOB CODES BY PAY GRADE  
For School Year 2009-2010**

High School Diploma or GED

NCLB (Federal) requires PAC TEST or 48 Hrs. College - Official Transcript

Texas State Board of Educator Certification (SBEC) requires Professional Certificate

(Employee cost \$32 + \$47 = \$79)

Grade	Job Description	Days	Job Code
C02	Bilingual Aide <u>Bilingual Exam</u>	185	3000
C02	SLOP Aide <u>Bilingual Exam</u>	185	3001
C02	Title I Aide	185	3002
C02	Bilingual Pre-K Aide	185	3009
C02	Instr Computer Aide	185	3010
C02	P.E. Aide	185	3014
C02	Pre-Kindergarten Aide	185	3016
C02	Instructional Aide	185	3102
C02	CaTE Aide	185	3103
C02	CaTE Aide (Fed)	185	3104
C02	ESL Aide Elem/Mid BI <u>Bilingual Exam</u>	185	3108
C02	ESL Aide Intermediate/High <u>Bilingual Exam</u>	185	3110
C02	Compensatory Aide	185	3115
C02	Sp Ed Aide Generic (Resource)	185	3152
C02	Sp Ed Aide Generic Res (Fed)	185	3153
C02	Sp Ed Aide Mr/Success	185	3172
C02	Sp Ed Aide Mr/Success (Fed)	185	3173
C02	Sp Ed Aide Ppcd	185	3185
C02	Sp Ed Aide Ppcd (Fed)	185	3186
C02	Sp Ed Aide Visually Impaired	185	3192
C02	Sp Ed Aide Visually Imp (Fed)	185	3193
C02	Sp Ed Aide Driver/Visually Imp	185	3194
C02	Sp Ed Speech Interpreter <u>Bilingual Exam</u>	185	3216
C02	Sp Ed Speech Interpreter (Fed) <u>Bilingual Exam</u>	185	3217
C02	Teacher Aide/Guidance Center	185	3218
C03	LUCHA Aide (Fed) <u>Bilingual Exam</u>	185	3003
C03	Lang Arts Comp Aide Sec	185	3114
C03	Sp Ed Aide Severe Mr/Success	185	3155
C03	Sp Ed Aide Severe Mr/Success Fed	185	3156
C03	Sp Ed Aide Adaptive Behavior	185	3159
C03	Sp Ed Aide Adaptive Behavior	185	3160
C03	Sp Ed Aide OI Fed	185	3165
C03	Sp Ed Aide OI Fed	185	3166
C03	Sp Ed Aide Mr/Success	185	3172
C03	Sp Ed Aide Autistic Stdt Spec	185	3181
C03	Sp Ed Aide Autistic	185	3182

**PARAPROFESSIONAL INSTRUCTIONAL JOB CODES BY PAY GRADE  
For School Year 2009-2010**

High School Diploma or GED

NCLB (Federal) requires PAC TEST or 48 Hrs. College - Official Transcript

Texas State Board of Educator Certification (SBEC) requires Professional Certificate

(Employee cost \$32 + \$47 = \$79)

C03	Sp Ed Aide Autistic (Fed)	185	3183
C03	Sp Ed Student Specific Aide (Fed)	185	3187*
C03	Sp Ed Student Specific Aide (local)	185	3188*
C03	Sp Ed District Wide Behavior Support Aide	185	3189
C03	Sp Ed Aide CBVI	185	3211
C04	Campus Indep Study Monitor	185	5744

\*Please note these job codes come from Sp. Ed. Office. Do not use without having prior approval.

**Explanation of Abbreviations:**

AB/PASS	Adaptive Behavior Positive Approach to Student Success
ABLE (AU)	Academic and Behavior Learning Environment
PABLE (AU)	Pre-School Academic and Behavior Learning Environment
ACCESS	Alternative Curriculum Centered for Exceptional Student Success
PACCESS	Pre-School for Alternative Curriculum Centered for Exceptional Student Success
PPCD	Pre-School Program for Children with Disabilities
SUCCESS	Students Utilizing Curriculum

**PARAPROFESSIONAL CLERICAL JOB CODES BY PAY GRADE****For School Year 2009-2010**

High School Diploma or GED

Grade	Job Description	Days	Job Code
C02	Elem/Mid Clerical Aide Lunch Rm	185	3006
C02	Elem/Middle Office Clerk	185	3008
C02	Clerical Aide Secondary	185	3100
C02	Elem/Middle Office Clerk	185	3328
C02	Elem Office Clerk Fed	185	3329
C02	Sp Ed Appraisal-Speech Clerk	185	3964
C02	Textbook Custodian	185	4154
C02	Warehouse Office Clerk	240	5253
C03	Bilingual Master List Clerk	185	3005
C03	ESL Master List Clerk High Sch	185	3111
C03	ESL Master List Clerk Int	185	3112
C03	Sp Ed Resource System Clerk	185	3512
C03	Receptionist HS	240	3616
C03	Receptionist Summit	220	3810
C03	Receptionist Oper/Ad Bldg	240	5050
C03	Mail Clerk Relief Sbo Adm Bldg	240	5052
C03	Media Production Technician	220	5280
C04	Clerk GED/Tegeler	185	3107
C04	Braillest Clerk	240	3195
C04	Attendance Clerk Elem/Middle	200	3403
C04	Secondary Clerk - Int	195	3502
C04	Attendance Clerk -Int	196	3504
C04	Attendance Clerk - Challenger	196	3505
C04	Counselor Clerk - Int	195	3506
C04	Counselor Clerk Middle Sch	190	3507
C04	General Clerk - Park View Int	195	3510
C04	Gen Secretary Ap-HS	195	3610
C04	Gen Secretary Counselor HS	195	3612
C04	Gen Secretary Counselor HS	198	3613
C04	Attendance Clerk HS	190	3615
C04	Lead Attendance Clerk HS	198	3617
C04	Gen Secretary Ap-HS	198	3619
C04	Gen Secretary Ap-HS	185	3621
C04	Gen Sec Community Eve School	230	3700
C04	General Secretary Guidance Cen	220	3800
C04	General Secretary Apex	195	3801
C04	Attend Clerk/Guidance Center	190	3804
C04	Clerk/Guidance Center	190	3806
C04	Attendance Clerk Tegeler	195	3822
C04	Gen Sec(Ind Art/Dr Ed) CaTE	215	3900
C04	Gen Secretary C & I	240	3910
C04	Gen Sec Special Ed	240	3954

**PARAPROFESSIONAL CLERICAL JOB CODES BY PAY GRADE****For School Year 2009-2010**

High School Diploma or GED

Grade	Job Description	Days	Job Code
C04	Gen Sec Special Ed	225	3958
C04	Shars Clerk	205	3962
C04	Gen Sec To Asst Dir Health/PE	240	4001
C04	Gen Sec Ath,Health,PE/Ath,Ofc	240	4004
C04	Gen Sec Ticket Office	195	4006
C04	Cashier/Accounting	240	4113
C04	Purchase Order Clerk	240	4141
C04	Sec Instructional Technology	240	4146
C04	Library Services Clerk	240	4150
C04	Media Cl(Rec-Entry)/Media Serv	240	4156
C04	Media Cl(Pro-Entry)/Media Serv	240	4158
C04	General Clerk Child Nutrition	185	4355
C04	General Clerk Child Nutrition	240	4356
C04	Gen Sec Maintenance	240	4402
C04	Gen Sec Oper (Cust-Bil) <u>Bilingual Exam</u>	240	4504
C04	Gen Sec C&I	240	4704
C04	Migrant Recruit/Ngs Specialist	220	4705
C04	Sec Workers' Compensation	240	4962
C04	Cashier/Tax Office	240	5105
C04	Health Clerk Elementary	197	5240
C04	Health Clerk Secondary	185	5242
C05	Sr Bookkeeper - HS	240	3603
C05	Registrar/Summit	215	3607
C05	Registrar - HS	240	3609
C05	Registrar/Community Eve School	230	3702
C05	Gen Sec Bilingual Sp Ed Prog	240	3920
C05	Secretary Coordinator Gear Up	240	3948
C05	Sec Director AAA	240	3950
C05	Sec Exec Direc Spec Programs	240	3956
C05	Sec Atcp Staff Development	240	3976
C05	Secretary To Grant Writer	240	3980
C05	Sec Director Music Ed	240	3990
C05	Sec Director Athletic Office	240	4000
C05	Sec Director of CaTE	240	4020
C05	Sec Guidance/Assesment/Adv	240	4025
C05	Sec To Testing Coordinator	240	4027
C05	Sec Exec Dir C & I & Staff Dev	240	4035
C05	Gen Sec Textbooks	240	4052
C05	Gen Sec Library Svc	240	4054
C05	Sec Director Of Budget	240	4102
C05	Sec Director Of Accounting	240	4110
C05	Bookkeeper/Media Services	240	4123
C05	Sr Bkcp (A/P)/Acct Dept	240	4124

**PARAPROFESSIONAL CLERICAL JOB CODES BY PAY GRADE****For School Year 2009-2010**

High School Diploma or GED

Grade	Job Description	Days	Job Code
C05	Sr Bkcp (P/R)/Acct Dept	240	4126
C05	Sr Bkcp /Acct Dept	240	4130
C05	Sec-Purchasing Agent	240	4140
C05	Sec Exec Dir Instruct Technology	240	4148
C05	Bil/ESL Compliance Officer <u>Bilingual Exam</u>	205	4263
C05	General Clerk Child Nutrition	240	4356
C05	Sec Director Child Nutrition	240	4358
C05	Bookkeeper Accounts Pay FS	240	4360
C05	Sec Director Maintenance	240	4400
C05	Sec Technical Services Dept	240	4420
C05	Sec Director Operations	240	4500
C05	Gen Sec Human Resources	240	4548
C05	Sec Director Eval & Research	240	4646
C05	Gen Sec (Bil)/Student Serv <u>Bilingual Exam</u>	240	4650
C05	Sec Dir Student Services	240	4654
C05	Sec - Police Cheif	240	4750
C05	Sec Facilities & Construction	240	4965
C05	Deputy Tax Collector	240	5102
C05	Deputy Tax Clerk	240	5104
C05	Bookeeper/Construction	240	5109
C05	Bookkeeper/Tax Office/Refs-Ver	240	5112
C05	Sec Director Technology Servic	240	5113
C05	Sec Director Transportation	240	5150
C05	Gen Sec (Scheduling)Transportation	240	5152
C06	Exec Secretary Elem/Mid	220	3319
C06	Exec Sec Principal Summit	220	3500
C06	Exec Secretary - Intermediate	220	3501
C06	Secretary - Challenger	230	3503
C06	Exec Secretary - HS	240	3601
C06	Exc Sec Depty Supt Campus Devl	240	3966
C06	Exc Sec Assoc Supt Campus Devl	240	3970
C06	Exc Sec Assoc Supt Curr & Inst	240	3972
C06	Exc Sec Assoc Supt Special Prg	240	4030
C06	Exc Sec Assoc Supt Finance	240	4100
C06	Sr Bookkeeper/Acct Dept	240	4122
C06	Exec Sec Assoc Supt Human Reso	240	4554
C06	Exec Sec Assoc Supt Adm Servic	240	4620
C06	Exc Sec To Associate Supt Ccr	240	4958
C06	Exc Sec Assoc Supt Facilities	240	4964
C06	Assistant Tax Collector	240	5100
C06	Routing Coord/Special Needs	240	5154
C06	Routing Coord/Reg Educ Transportation	240	5156

**PARAPROFESSIONAL CLERICAL JOB CODES BY PAY GRADE**

**For School Year 2009-2010**

High School Diploma or GED

<u>Grade</u>	<u>Job Description</u>	<u>Days</u>	<u>Job Code</u>
S01	Office Manager Supt Office	240	4950
S02	Supt Executive Assistant	240	5250

Paraprofessional Salary Schedule for School Year 2009/2010						
		C02	C03	C04	C05	C06
Min.		\$87.0230	\$93.2083	\$102.8966	\$122.0316	\$135.7928
Mid-Pt		\$102.3597	\$109.1972	\$125.7114	\$146.8944	\$163.2398
Max.		\$117.6964	\$125.1861	\$148.5261	\$171.7572	\$190.6867
		Daily Rates:				
Exp.	Step					
0	1	\$87.0230	\$93.2083	\$102.8966	\$122.0316	\$135.7928
1	2	\$88.2500	\$94.4873	\$104.7216	\$124.0206	\$137.9888
2	3	\$89.4770	\$95.7663	\$106.5466	\$126.0096	\$140.1848
3	4	\$90.7040	\$97.0453	\$108.3716	\$127.9986	\$142.3808
4	5	\$91.9310	\$98.3243	\$110.1966	\$129.9876	\$144.5768
5	6	\$93.1580	\$99.6033	\$112.0216	\$131.9766	\$146.7728
6	7	\$94.3850	\$100.8823	\$113.8466	\$133.9656	\$148.9688
7	8	\$95.6120	\$102.1613	\$115.6716	\$135.9546	\$151.1648
8	9	\$96.8390	\$103.4403	\$117.4966	\$137.9436	\$153.3608
9	10	\$98.0660	\$104.7193	\$119.3216	\$139.9326	\$155.5568
10	11	\$99.2930	\$105.9983	\$121.1466	\$141.9216	\$157.7528
11	12	\$100.5200	\$107.2773	\$122.9716	\$143.9106	\$159.9488
12	13	\$101.7469	\$108.5565	\$124.7969	\$145.8997	\$162.1444
13	14	\$102.9738	\$109.8357	\$126.6222	\$147.8887	\$164.3400
14	15	\$104.2007	\$111.1149	\$128.4475	\$149.8777	\$166.5355
15	16	\$105.4276	\$112.3941	\$130.2729	\$151.8668	\$168.7311
16	17	\$106.6544	\$113.6733	\$132.0982	\$153.8558	\$170.9266
17	18	\$107.8813	\$114.9525	\$133.9235	\$155.8449	\$173.1222
18	19	\$109.1082	\$116.2317	\$135.7488	\$157.8339	\$175.3178
19	20	\$110.3351	\$117.5109	\$137.5741	\$159.8229	\$177.5133
20	21	\$111.5620	\$118.7901	\$139.3995	\$161.8120	\$179.7089
21	22	\$112.7888	\$120.0693	\$141.2248	\$163.8010	\$181.9044
22	23	\$114.0157	\$121.3485	\$143.0501	\$165.7901	\$184.1000
23	24	\$115.2426	\$122.6277	\$144.8754	\$167.7791	\$186.2956
24	25	\$116.4695	\$123.9069	\$146.7007	\$169.7681	\$188.4911
25	26	\$117.6964	\$125.1861	\$148.5261	\$171.7572	\$190.6867

**OFFICE MANAGER SALARY SCHEDULE**

GRADE		Minimum	Midpoint	Maximum
S01	Daily Rate	151.4946	187.3332	223.1718
	12-month Salary	\$ 36,359	\$ 44,960	\$ 53,561
Superintendent's Office Manager/Board Secretary				
S02	Daily Rate	141.1766	172.8191	204.4616
	12-month Salary	\$ 33,882	\$ 41,477	\$ 49,071
Superintendent's Executive Assistant				

**PISD POLICE  
DEPARTMENT  
SALARY SCHEDULE**

		Police Salary Schedule for School Year 2009/2010				
		P03	P04	P05	P06	P07
	Min.	174.5218	237.3003	261.3318	323.5762	335.3727
	Mid-Pt	203.7718	288.3199	313.5982	365.6411	377.2943
	Max.	233.0218	339.3394	365.8645	407.7060	419.2159
		NON-INDEXED STEPS:				
Exp.	Step	Daily Rates:				
0	1	174.5218	237.3003	261.3318	323.5762	335.3727
1	2	176.8618				
2	3	179.2018				
3	4	181.5418				
4	5	183.8818				
5	6	186.2218				
6	7	188.5618				
7	8	190.9018				
8	9	193.2418				
9	10	195.5818				
10	11	197.9218				
11	12	200.2618				
12	13	202.6018				
13	14	204.9418				
14	15	207.2818				
15	16	209.6218				
16	17	211.9618				
17	18	214.3018				
18	19	216.6418				
19	20	218.9818				
20	21	221.3218				
21	22	223.6618				
22	23	226.0018				
23	24	228.3418				
24	25	230.6818				
25	26	233.0218				

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

# ATHLETIC SUPPLEMENT SCHEDULE

# ATHLETIC SUPPLEMENTS

<u>SPORT</u>	<u>ASSIGNMENT</u>	<u>BOYS/GIRLS - HS/INT</u>
A - Baseball	1 - Head Coach	1 - High School Boys
B - Basketball	2 - First Assistant	2 - High School Girls
C - Cross Country	3 - Coordinator	3 - Intermediate Boys
F - Football	4 - Sub-Varsity	4 - Intermediate Girls
G - Golf	5 - Assistants	5 - High School Boys & Girls
O - Off Season	6 - Campus Head Coach	6 - Int/High Boys & Girls
R - Soccer	7 - Varsity Assistant	
D - Softball		
S - Swimming		
M - Team Tennis		
N - Tennis		
T - Track		
H - Trainer		
V - Volleyball		
W - Weight Room		
X - Wrestling		

**NOTE:** 1ST LETTER OF JOB CODE IS ALWAYS AN "A"

**EXAMPLE:** AA51 - Baseball: Assistant High School Boys

01	02	03	04	05	06	07	08	09	10	11	12	13	14
<b>\$1,664</b>	<b>\$1,768</b>	<b>\$2,080</b>	<b>\$3,068</b>	<b>\$1,250</b>	<b>\$1,976</b>	<b>\$2,288</b>	<b>\$7,428</b>	<b>\$4,472</b>	<b>\$4,888</b>	<b>\$1,560</b>	<b>\$4,264</b>	<b>\$6,240</b>	<b>\$1,300</b>
AB53	AB13	AA51	AF41	AM15	AF53	AA71	AH15	AA11	AB11	AW35	AF71	AH36	AB64
AB54	AB14	AB51	AF63			AB71		AD12	AB12				
AT53	AT13	AB52	AX11			AB72		AF31	AF21				
AT54	AT14	AD52				AC11		AR11					
AV54	AV14	AT51				AC12		AR12					
		AT52				AD72		AT11					
		AV52				AG11		AT12					
		AX51				AG12		AV12					
						AG15							
						AN11							
						AN12							
						AR71							
						AR72							
						AS11							
						AS12							
						AS15							
						AT71							
						AT72							
						AV72							

**Extra Days are assigned to the following positions:**

<u>Days</u>	<u>Job Code</u>
Girls Intermediate Coach	5 2200
Football Coach Intermediate	5 2201
Coach High School	5 2202
Paraprofessional Coach 5XDays	5 2203
Paraprofessional Coach 10XDays	10 2204
Football Coach HS	10 2205
Volleyball Coach HS	13 2207
Basketball Head Coach HS	10 2209
Athletic Trainer HS	13 2211

THIS SALARY SCHEDULE IS GOOD FOR THE 2008/2009 SCHOOL YEAR ONLY

# OTHER SUPPLEMENT SCHEDULE

## OTHER SUPPLEMENTS

Supplement allotments are for one person per position unless otherwise noted.

Supplement	DESCRIPTION	Job Code	Days	Annual
<b>Academic Decathlon</b>				
	Academic Decathlon Supplement	C100	187	\$3,120
<b>Acting Principal/Elementary</b>				
	Acting Elem Principal Suppl	P200	187	\$350
<b>After School Grant Supplement</b>				
	After School Grant Supp \$8,000	C600	220	\$8,000
<b>Assistant Principal Intern</b>				
	Assistant Principal Intern	P201	187	\$3,000
<b>Bilingual Supplement</b>				
	Bilingual Suppl (Fed)	L099	187	\$3,120
	Bilingual Supplement	L100	187	\$3,120
	Bilingual Diagnostion Suppl	L101	187	\$3,120
	Bilingual Counselor Suppl	L102	187	\$3,120
<b>Board Secretary Supplement</b>				
	Board Secretary	P100	240	\$5,954
<b>Career Ladder Supplement</b>				
	Career Ladder 2	CLL2	187	\$1,500
	Career Ladder 3	CLL3	187	\$3,000
	Teacher Compensation Allotment	CLTA	187	\$1,100
<b>Cheerleader Supplement</b>				
	Asst Cheerleader Spon Suppl HS	C202	187	\$1,500
	Cheerleader Sponsor Suppl HS	C200	187	\$2,500
	Cheerleader Sponsor Suppl Int	C201	187	\$1,050
<b>Choral Supplement</b>				
	Chorus Director HS	M210	187	\$3,640
	Chorus Asst Dir HS	M220	187	\$2,600
	Chorus Director Int	M250	187	\$2,080
	Chorus Asst Dir Int/Elem	M260	187	\$1,456
<b>College Pay Supplement</b>				
	College Pay	CPAY	187	\$10 / Hour
<b>Dance Team Supplement</b>				
	Drill Team Director HS	M300	187	\$3,640
	Drill Team Asst Dir HS	M310	187	\$2,600
<b>Department Head Supplements</b>				
	Department Head Major HS	P300	187	\$1,500
	Department Head Minor HS	P302	187	\$425
	Department Head Minor Int	P306	187	\$425
	Department Head Major Intmediate	P307	187	\$1,050
<b>Doctorate Supplement</b>				
	Doctorate Degree	D100	187	\$500
<b>ESL with Endorsement - Elementary (PK-5)</b>				
	ESL Supplement-Elementary (PK-5)	L300	187	\$450

## OTHER SUPPLEMENTS

Supplement allotments are for one person per position unless otherwise noted.

Supplement	DESCRIPTION	Job Code	Days	Annual
<b>Extra Teaching Period</b>				
	Extra Class Sec/1st Semester	EC01	187	\$2,250
	Extra Class Sec/2nd Semester	EC02	187	\$2,250
<b>Grade Level Supplement</b>				
	Elem Grade Level Chairperson-Middle	P420	187	\$750
	Middle School Team Leader	P430	187	\$750
<b>Guidance Center</b>				
	Guidance Center Suppl	P900	187	\$1,872
<b>Head Librarian, High School</b>				
	Library Head Suppl	P550	187	\$625
<b>Industrial Arts Supplement</b>				
	Industrial Technology	V100	187	\$1,050
<b>Instructional Technology Trainer</b>				
	Technology Trainer Suppl	P581	187	\$3,120
<b>Lead Advance Placement Teacher</b>				
	Lead Advance Placement Teacher Supplement	P510	187	\$10,000
<b>Lead Counselor, High School</b>				
	Lead Counselor	P540	187	\$600
<b>Lead Health</b>				
	Lead Health Educ District-Wide	P500	187	\$1,568
<b>Lead Nurse</b>				
	Lead Nurse Supplement E-I-HS	P450	187	\$1,768
<b>Math Supplement</b>				
	Acute Shortage Math 6th	MA31	187	\$550
	Acute Short Math Int	MA30	187	\$1,500
	Acute Shortage Math HS	MA10	187	\$3,000
<b>Music Department, Band Supplement</b>				
	Band Director HS	M110	187	\$5,304
	Band Asst Dir HS	M120	187	\$3,224
	Band Director Int	M150	187	\$2,080
	Band Asst Dir Int	M160	187	\$1,456
<b>Orchestra Supplement</b>				
	Orchestra Director HS	M500	187	\$3,640
	Orchestra Director Int	M501	187	\$2,080
	Orchestra Asst Dir HS	M502	187	\$2,080
	Orchestra Asst Dir Int	M503	187	\$1,456
<b>Paraprofessional Certification</b>				
	Paraprofessional Cert Basic	D210	185	\$250
	Paraprofessional Cert Assoc	D220	185	\$350
	Paraprofessional Cert Advanced	D230	185	\$500
	Paraprofessional Cert Ex Cr 1	D240	185	\$560
	Paraprofessional Cert Ex Cr 2	D250	185	\$620
	Paraprofessional Cert Ex Cr 3	D260	185	\$680
	Paraprofessional Cert Ex Cr 4	D270	185	\$740

## OTHER SUPPLEMENTS

Supplement allotments are for one person per position unless otherwise noted.

Supplement	DESCRIPTION	Job Code	Days	Annual
<b>Police Department, Certification Pay</b>				
	Police Cert Intermediate	P576	240	\$600
	Police Cert Advanced	P577	240	\$1,200
	Police Cert Masters	P578	240	\$1,800
<b>Police Department, Metal Detector Supplement</b>				
	Police Metal Detectors Suppl	P574	240	\$1,050
<b>Publications Sponsor Supplement</b>				
	Newspaper Sponsor Suppl	C300	187	\$950
	Yearbook Sponsor Suppl HS	C302	187	\$1,560
	Yearbook Sponsor Suppl Int	C303	187	\$550
<b>Robotics Coordinator</b>				
	Robotics Coordinator Suppl	SC10	187	\$4,000
<b>Robotics Sponsor</b>				
	Robotics Sponsor Suppl	SC11	187	\$2,000
<b>ROTC Supplement</b>				
	ROTC Supplement	C400	187	\$1,050
<b>Science Supplement</b>				
	Acute Shortage Science 6th	SC30	187	\$550
	Acute Shortage Science Int	SC25	187	\$1,500
	Acute Shortage Science HS	SC20	187	\$3,000
<b>Service Personnel Educational Supplement</b>				
	Service Educ Level 1	D410	185	\$250
	Service Educ Level 3	D430	185	\$500
	Service Educ Extra Cr 1	D440	185	\$560
	Service Educ Extra Cr 2	D450	185	\$620
	Service Educ Extra Cr 5	D480	185	\$1,250
	Service Educ Extra Cr 6	D490	185	\$2,150
	Transportation ASE	D510	240	\$384
	Transportation ASE	D520	240	\$768
<b>Special Education Supplement</b>				
	SpEd Therapist Suppl \$500	S200	187	\$500
	SpEd Teacher Suppl \$650	SE10	187	\$650
	1164 - SPED ATP TCHR			
	1170 - SPED VAC			
	1175 - LIFESKILLS			
	1176 - LIFESKILLS (FED)			
	1201 - SPED ASST TECH			
	1203 - GEN RESOURCE (FED)			
	1204 - GEN RESOURCE			
	1205 - GEN RESOURCE 4-8			
	1206 - GEN SEC RESOURCE			
	1207 - SPED INCLUSION			
	1210 - SPED SELF CONTAINED			

## OTHER SUPPLEMENTS

Supplement allotments are for one person per position unless otherwise noted.

Supplement	DESCRIPTION	Job Code	Days	Annual
	SpEd Teacher Suppl \$1,050	SE11	187	\$1,050
	1162 - PPCD			
	1163 - PPCD (FED)			
	1173 - Community Based PPCD			
	SpEd Teacher Suppl \$1,560	SE12	187	\$1,560
	1212 - VIS IMPAIRED			
	1214 - VIS IMPAIRED (FED)			
	SpEd Teacher Suppl \$4,160 - Level 2	SE13	187	\$4,160
	1168 - SPEECH			
	1169 - SPEECH (FED)			
	SpEd Teacher Suppl \$6,240 - Level 3	SE14	187	\$6,240
	1168 - SPEECH			
	1169 - SPEECH (FED)			
	SpEd Teacher Suppl \$8,320 - Level 4	SE15	187	\$8,320
	1168 - SPEECH			
	1169 - SPEECH (FED)			
	SpEd Teacher Suppl \$1,300 - Level 1	SE16	187	\$1,300
	1168 - SPEECH			
	1169 - SPEECH (FED)			
	OT/PT Asst Suppl \$1,300	SE17	187	\$1,300
	1208 - PHYS THERAPIST			
	1209 - OCCUP THER (FED)			
	OT/PT Asst Suppl \$1,300 Fed	SE18	187	\$1,300
	OT/PT Suppl \$3,000 Fed	SE19	187	\$3,000
	914 - PHYS THERAPIST			
	SpEd Sev/MR Suppl \$1,560	SE20	187	\$1,560
	1160 - ADAPT PE			
	1161 - ADAPT PE (FED)			
	1200 - SPED ACCESS			
	1202 - SPED ACCESS (FED)			
	Sp Ed Teacher Suppl \$2,080	SE21	187	\$2,080
	1171 - SPED AEPT TCHR			
	1172 - ABLE (FED)			
	1174 - ABLE			
	1180 - SPED ED			
	1182 - ADAPT BEHAV			
	1183 - ADAPT BEHAV (FED)			
	OT/PR Suppl \$3,000	SE22	187	\$3,000
	912 - OCCUP THERAPIST			
	914 - PHYS THERAPIST			
	Orient/Mobility Spec \$1,560	SE23	187	\$1,560
	1211 - OR/MOB TCHR			
	SpEd CAT \$1,000	SE24	187	\$1,000
	1148 - SPED CAT HS & INT			
	SpEd CAT \$500	SE25	187	\$500
	1149 - SPED CAT MID & EL			
	Sped LSSP Supplement	SE30	187	\$5,000
	0915 - LSSP(FED)			
	0916 - LSSP(LOCAL)			

## OTHER SUPPLEMENTS

Supplement allotments are for one person per position unless otherwise noted.

Supplement	DESCRIPTION	Job Code	Days	Annual
<b>Speech / Drama Supplement</b>				
	Speech HS Supplement	C500	187	\$2,080
	Drama HS Supplement	C502	187	\$2,080
	Drama Suppl/Intermediate	C503	187	\$800
	Speech Asst HS	C504	187	\$800
	Drama Asst High School	C505	187	\$800
<b>Textbook Supplement</b>				
	Textbook Manager Suppl HS	P560	187	\$1,075
	Textbook Manager Suppl Int/Middle	P561	187	\$850
<b>Vietnamese Interpretation Supplement</b>				
	Vietnamese Interpretation Supp	L200	187	\$2,600
<b>Visual Aides Supplement</b>				
	Visual Aides Mgr Suppl HS	P570	187	\$1,050
	Visual Aides Mgr Suppl Int	P571	187	\$800
<b>Vocational Supplement, Extra Class</b>				
	Voc Extra Class	P800	187	\$4,500
	Voc Extra Class	P810	187	\$4,500

<u>Extra Days are assigned to the following positions:</u>	<u>Job Code</u>	<u>Days</u>
Drill Team Director HS	2240	15
Drill Team Asst Dir HS	2241	15
Band Director HS	2243	15
Band Director Int	2245	10
Band Asst Dir HS	2248	15
Band Asst Dir Int	2249	10
Orchestra Director HS	2251	10
Orchestra Director Int	2253	10
Orchestra Asst Dir Int	2254	10
Choral Director HS	2255	5
Choral Director Int	2256	5
Choral Asst Dir HS	2257	5
Choral Asst Dir Int	2258	5
Sec Lead Art Teacher 5 XDAY	2259	5
Trade & Industrial Tch	2260	10
Cheer Coach HS	2202	5
Cheer Coach Int	2200	5

**LAWSON  
ONE-TIME  
PAY CODES**

## Lawson Pay Codes

Code	Code Description	Rate	Responsibility Charged to:		
			Campus	Dept	Central
212	Additional Straight	Straight Hrs	x	x	
213	Overtime 1.5	Overtime Hrs	x	x	
229	Extra Help Teacher 28.00	28.0000	x	x	
236	Open Position/Sub Instr Aide - Campus	7.2500			000
237	Open Position/Sub Clerical 7.25 - Campus	7.2500			000
238	FS/Operations Sub 7.25	7.2500		x	
239	Temp Para Pisd Pd 7.25	7.2500			899
240	Sub Para/Clerical 7.25	7.2500		x	
241	Temp Para/Clerical/Service Depts 7.25	7.2500	x	x	
242	Retired LTS/Temp Principal HS	46.8750	x	x	
243	Retired LTS/Temp Principal Other	43.7500	x	x	
244	Retired LTS/Temp Asst Principal	36.8750	x	x	
245	Retired LTS/Temp Counselor	31.2500	x	x	
246	Retired LTS/Temp Teacher/Nurse	28.0000	x	x	
247	Retired LTS/Temp Clerical	17.0000	x	x	
250	Sub Certified 10.6250	10.6250			000
251	Sub Degreed 9.3750	9.3750			000
252	Sub Non-Degreed 8.75	8.7500			000
253	Sub LVN-Licensed Nurse 10.00	10.0000			000
254	Sub RN-Registered Nurse 12.50	12.5000			000
255	Sub Ext Certified 14.3750	14.3750			000
256	Sub Ext Degreed 11.25	11.2500			000
257	Sub Ext Non-Degreed 10.00	10.0000			000
258	Sub Ext LVN-Nurse 11.25	11.2500			000
259	Sub Ext RN-Reg Nurse 14.3750	14.3750			000
260	Sub Non-Deg Librarian 8.75	8.7500			000
261	Sub Degreed Librarian 9.3750	9.3750			000
262	Sub Certified Librarian 10.625	10.6250			000
263	Sub Ext Non-Deg Librarian 10.	10.0000			000
264	Sub Ext Deg Librarian 11.25	11.2500			000
265	Sub Ext Cert Librarian 14.3750	14.3750			000
267	Master Mentor 25.00	25.0000	x	x	
268	ACP Master Mentor-A	650.0000	x	x	
269	ACP Master Mentor-B	1,300.0000	x	x	
270	ACP Stipend-A	275.0000	x	x	
271	ACP Stipend-B	625.0000	x	x	
272	ACP Stipend-C	650.0000	x	x	
273	ACP Stipend-D	900.0000	x	x	
274	ACP Stipend-E	375.0000	x	x	
293	Employee Bus Monitor	Straight Hrs	x	x	
294	9th Fish Camp 28.00	28.0000	x	x	
295	Academic Games Inter 1560.00	1,560.0000	x	x	
298	Admin Substitute 15.00	15.0000	x	x	
299	Assessments 28.00	28.0000	x	x	
300	ACP/TNT/POST DEG MNTR 550.00	550.0000	x	x	
301	ACP/TNT/POST DEG MNTR	275.0000	x	x	
303	Ath Worker/Operations 10.00	10.0000	x	x	
304	Election Clerk	10.0000		x	
305	Athletic Bus Driver	15.0000		x	
306	Athl Bus Driver 22.00	22.0000		x	
307	Athl Bus Driver 27.00	27.0000		x	
309	Babysitter 11.25	11.2500	x	x	

## Lawson Pay Codes

Code	Code Description	Rate	Responsibility Charged to:		
			Campus	Dept	Central
311	In Home Training 15.00	15.0000	x	x	
312	In Home Training 50.00	50.0000	x	x	
313	Food Serv.Staff Dev 50.00	50.0000		x	
318	AMI/ARI/CASE TEACHERS 28.00	28.0000	x	x	
320	Case Prog Coord 33.0000	33.0000	x	x	
321	Community Even School Tchr 28.	28.0000	x	x	
324	Curr Writing 28.00	28.0000	x	x	
325	ESL Stipend 50.00	50.0000	x	x	
326	Ext Day Support	Overtime Hrs	x	x	
327	Ext Day Teacher 28.00	28.0000	x	x	
328	Ext Day Coordinator 25.00	25.0000	x	x	
331	G/T Camp 28.00	28.0000	x	x	
334	Homebound 35.00	35.0000	x	x	
336	Temp Professional 28.00	28.0000	x	x	
340	Temp Tech/Network 8.00	8.0000	x	x	
341	TS Standby (Pager) 4.6880	4.6880	x	x	
344	Orient 6th MGR 28.00	28.0000	x	x	
345	Orient 6th 28.00	28.0000	x	x	
350	Metal Detector Pay 22.00	22.0000	x	x	
353	Sat Detention/Guidance 28.00	28.0000	x	x	
355	Sat-PSAT Tchr 28.00	28.0000	x	x	
358	Standby Police Pager 4.688	4.6880	x	x	
360	Sub Crossing Guard 7.50	7.5000	x	x	
362	Substitute Dispatcher 7.50	7.5000	x	x	
364	Temporary Operations 7.50	7.5000	x	x	
365	Student Tutor 8.00	8.0000	x	x	
367	PSAT - 1/2 DAY 75.00	75.0000	x	x	
368	PSAT - FULL DAY 150.00	150.0000	x	x	
369	TAKS 28.00	28.0000	x	x	
370	Curr Cat 1 Proj	100.0000	x	x	
371	Curr Cat 2 Proj	200.0000	x	x	
372	Curr Cat 3 Proj	400.0000	x	x	
377	Computer Contact 550.00	550.0000	x	x	
378	Technology Liaison 25.00	25.0000	x	x	
380	Temp Media 9.00	9.0000	x	x	
381	Temp Support Staff 8.00	8.0000	x	x	
384	TEXTBOOK Stipend 250.00	250.0000	x	x	
385	Temp Media/Textbooks 8.00	8.0000	x	x	
386	Temp Benefits/Payroll 12.00	12.0000	x	x	
388	UDCA Training 200.00	200.0000	x	x	
389	Temporary Tutor 28.00	28.0000	x	x	
390	Temp College Student Tutor 10.	10.0000	x	x	
391	Temp Tutor 75.00	75.0000	x	x	
392	Pres/PSAT 1/2 Day 75.00	75.0000	x	x	
393	Presentation Full Day 150.00	150.0000	x	x	
394	Translation Srv 10.00	10.0000	x	x	
395	Translation Srv		x	x	
396	Translation Srv 75.00	75.0000	x	x	
397	UIL Coach 550.00	550.0000	x		
399	UIL Drama Coach 500.00	500.0000	x	x	
403	Extra Class/Period Pay 10.00	10.0000	x	x	
404	Ext Year Secretary 12.20	12.2000	x	x	

## Lawson Pay Codes

Code	Code Description	Rate	Responsibility Charged to:		
			Campus	Dept	Central
405	Ext Year Teacher 28.00	28.0000	x	x	
406	LSSP INTERN 15.6250	15.6250	x	x	
408	Ext Year Nurse/Sec/Elem 28.00	28.0000	x	x	
409	Ext Year Teacher Sp Ed 28.00	28.0000	x	x	
410	Ext Year Nurse Sp Ed 28.00	28.0000	x	x	
411	Ext Year Crossing/Monitor 9.00	9.0000	x	x	
412	Ext Year Sp Ed Aide 8.56	11.2500	x	x	
413	Ext Year Teacher Aide/Sec 8.56	8.5600	x	x	
414	Ext Year Cust/Bus/Food	Straight Hrs	x	x	
415	Pentathlon Int 550.00	550.0000	x	x	
416	Online Cours Dev 2250.00	2,250.0000	x	x	
417	On Line Course Instr 2250.00	2,250.0000	x	x	
418	OnLine Course Student Men 550.	550.0000	x	x	
425	Ext Yr Counselor HS 2800.00	2,800.0000	x	x	
426	Test Proofreading 75.00	75.0000	x	x	
428	Library Stipend 5000.00	5,000.0000	x	x	
430	Accompanists - Level 1 10.00	10.0000	x	x	
431	Accompanists - Level 2 20.00	20.0000	x	x	
432	Accompanists - Level 3 30.00	30.0000	x	x	
433	Clinicians - Level 1 10.00	10.0000	x	x	
434	Clinicians - Level 2 20.00	20.0000	x	x	
435	Clinicians - Level 3 30.00	30.0000	x	x	
436	Judges - Level 1 10.00	10.0000	x	x	
437	Judges - Level 2 20.00	20.0000	x	x	
438	Judges - Level 3 30.00	30.0000	x	x	
439	Wellness Coordinator	450.0000	x	x	
440	Wellness Official - 15.00	15.0000	x	x	
441	Wellness Official - 16.00	16.0000	x	x	
442	Intramural Director - 350.00	350.0000	x	x	
443	Intramural Official - 10.00	10.0000	x	x	
444	Psycho-Ed Evaluation 30.00	30.0000	x	x	
445	Report Writing Only 30.00	30.0000	x	x	
446	Psychological 40.00	40.0000	x	x	
447	Bil Psycho-Ed Eng/Span 50.00	50.0000	x	x	
448	Bil Psycho-Ed Span 50.00	50.0000	x	x	
451	Ext Year Teacher 28.00	28.0000	x	x	
453	Ext Yr Elem Prog Mgr 3672.00	3,672.0000	x	x	
454	Ext Yr Elm/PS Prog Mgr 4896.00	4,896.0000	x	x	
455	Ext Yr Mid/Int Prog Mgr 4896.0	4,896.0000	x	x	
456	Ext Yr Int/HS Coun 3332.00	3,332.0000	x	x	
457	Ext Yr HS Prog Mgr 5202.00	5,202.0000	x	x	
458	Ext Yr Asst Prog Mgr 3332.00	3,332.0000	x	x	
459	Comm Evn Tchr 28.00	28.0000	x	x	
460	Ext Yr Sp Ed Prog Mgr 37.5	37.5000	x	x	
461	Prep plus Presnttion-1/2 day	150.0000	x	x	
462	Prep plus Presnttion-1 day	300.0000	x	x	
463	Specialized Presentation	500.0000	x	x	
464	Penthalon Coach 275.00	275.0000	x	x	
465	Penthalon Cch Campus 1100.00	1,100.0000	x	x	
466	NAL Acdmc 20.00	20.0000	x	x	
467	NAL Acdm Scrkpr/Jdge 35.00	35.0000	x	x	
468	Decathlon Graders 75.00	75.0000	x	x	

## Lawson Pay Codes

Code	Code Description	Rate	Responsibility Charged to:		
			Campus	Dept	Central
469	Decathlon Judge 50.00	50.0000	x	x	
470	Decathlon Proctor 20.00	20.0000	x	x	
471	Decathlon Spr Qz Chrmn 150.00	150.0000	x	x	
472	Level 1 PVS Teacher Pay	875.0000	x	x	
473	Level 2 PVS Teacher Pay	1,750.0000	x	x	
474	Level 3 PVS Teacher Pay	2,250.0000	x	x	
475	Level 4 PVS Teacher Pay	3,125.0000	x	x	
476	Level 5 PVS Teacher Pay	4,000.0000	x	x	
477	Level 6 PVS Teacher Pay	4,500.0000	x	x	
478	Level 7 PVS Teacher Pay	5,375.0000	x	x	
479	Level 8 PVS Teacher Pay	6,250.0000	x	x	
480	Level 9 PVS Teacher Pay	6,750.0000	x	x	
501	FB TKT SEL EXTR SP EVENT SUB	5.0000	x	x	
502	FB TKT SEL EXTR SP EVENT INT	5.0000	x	x	
503	BKBL TKT SEL P/GYM EXTR SP EV	5.0000	x	x	
504	BKBL TKT SEL EXTR SP EVENT	5.0000	x	x	
505	VB TKT SEL P/GYM EXTR SP EV	5.0000	x	x	
506	SOC TKT SELL EX SP EV V/SUB	5.0000	x	x	
507	SOC TKT SELL EX SP EV V/SUB	5.0000	x	x	
508	BB TKT SELL EXTR SP EVENT VAR	5.0000	x	x	
509	BB/SB TK SL/SPTCLPX EX PAY VS	5.0000	x	x	
510	TRK TKT SELLER EXTR PAY	5.0000	x	x	
511	TRK TKT TK EX PAY BRWN RELAY	5.0000	x	x	
512	TRK TKT TK EX PAY DISTRICT	5.0000	x	x	
513	FB TKT TAK EXTR SP EVENT VAR	9.0000	x	x	
514	ATHLETIC MILEAGE ONLY	10.0000	x	x	
516	BK/VB/TDT-S/BKRBRD/INT	10.0000	x	x	
519	FB TKT SEL EXTR SP EVENT VAR	12.0000	x	x	
520	SOC OFFICIAL MILEAGE	13.0000	x	x	
521	BKBL OFFCL TOUR MIL PER DAY	15.0000	x	x	
522	TRK TIMER/PICKER INTERM/9TH	15.0000	x	x	
523	TRK TIMER/PICKER BROWN RELAY	15.0000	x	x	
524	TRK TIMER/PIK DISTRICT VAR	15.0000	x	x	
525	BK/VB/TDT SEL/BK/BRD	16.0000	x	x	
531	FB/TDT SEL/CLK/AN/SUB/INT	17.0000	x	x	
535	BK/VB/TKT SEL/TAK/BK/BRD	17.0000	x	x	
542	SOC/CLK/SEL/TK/VAR/SUB	17.0000	x	x	
544	BB SCR BOOK MAGUIRE VAR	17.0000	x	x	
545	TRK TKT SELLER INTERM/9TH	17.0000	x	x	
551	SOC TKT SELLER PLAYOFF	22.0000	x	x	
552	SOC TKT TAKER PLAYOFF	22.0000	x	x	
553	SOC CLK/TIMER PLAYOFF	22.0000	x	x	
554	BB SCR BOOK MAGUIRE PL/OFF	22.0000	x	x	
555	BB ANNOUNCER MAGUIRE VAR	22.0000	x	x	
556	TRANS BUS DR IN DIST ALL SPT	22.0000	x	x	
557	BB TAK SELLER MAGUIRE VAR	22.5000	x	x	
558	BB/SB TK SEL/SPTCLPLX SB/V	22.5000	x	x	
560	FB OFFCL 6 M QTRS 1 GAME S-V	25.0000	x	x	
562	TRK/TKT/SEL/TAK/BRN/DIST	25.0000	x	x	
566	FB SPOTTER VARSITY	26.0000	x	x	
567	FB TKT TAK EARLY VAR	26.0000	x	x	
568	FB PARK GATE ATTENDENT VAR	26.0000	x	x	

## Lawson Pay Codes

Code	Code Description	Rate	Responsibility Charged to:		
			Campus	Dept	Central
569	FB SCRBRD OPER VAR	26.0000	x	x	
570	BK/PLY/TKT/SEL/TAK/SCR/BK	26.0000	x	x	
574	BKBL TKT SEL CAMPUS PLY	26.0000	x	x	
577	VB/PLY/TKT/SEL/TAK/BK/BRD	26.0000	x	x	
583	FB PRS BX SUPERVISOR VAR	27.0000	x	x	
584	BB ANNOUNCER MAGUIRE PL/OFF	27.0000	x	x	
585	TRANS BUS DR OU/DIS ALL SPT	27.0000	x	x	
587	BB/SB/PLY/TS/TK/MAG/SPC	27.5000	x	x	
590	FB OFFCL 8 M QTRS 1 GAME S-V	30.0000	x	x	
591	BKBL OFFICIAL SGL SUB-VAR	30.0000	x	x	
592	BKBL OFFICIAL TOUR SUB-VAR	30.0000	x	x	
593	BB SUPER/MAGUIRE VAR	30.0000	x	x	
594	SB OFFICAL SGL SUB-V	30.0000	x	x	
595	FB/PLY/TKT/TAK/SPT/BRD	31.0000	x	x	
597	FB PARK GATE ATTENDENT PLYF	31.0000	x	x	
599	FB PRS BX SUPERVISOR PLY	32.0000	x	x	
600	FB TKT SEL EARLY-VARSITY	32.0000	x	x	
601	BB ANOCER/SCR BK MAGUIRE VAR	32.0000	x	x	
603	FB TKT SELLER MID VARSITY	36.0000	x	x	
604	SOC SUPERVISOR VAR/SUB	36.0000	x	x	
605	FB TICKET SEL EARLY PLY	37.0000	x	x	
606	BB ANN/SCR BK MAGUIRE PL/OFF	37.0000	x	x	
607	TRK ANNOUNCER INTERM/9TH	38.0000	x	x	
608	FB SUPRVSR GAME SGL S-V	40.0000	x	x	
609	FB OFFCL 10 M QTRS 1 GAME S-V	40.0000	x	x	
610	FB TKT SELL MID VARSITY PLY	41.0000	x	x	
611	BKBL SUPRVSR P/GYM SGL V/S	41.0000	x	x	
612	VS SUPRVSR P/GYM SGL V/S	41.0000	x	x	
614	FB TKT SELLER LATE VARSITY	44.0000	x	x	
615	FB OFFCL 12 M QTRS 1 GAME S-V	45.0000	x	x	
616	BKBL OFFICIAL DBL SUB-VAR	45.0000	x	x	
617	BKBL OFFICIAL TOUR VARSITY	45.0000	x	x	
618	SOC OFF CT 2 MAN SY DBL VS	45.0000	x	x	
619	SOC OFF CT 3 MAN SY TRP VS	45.0000	x	x	
620	SOC OFF CT 2 MAN SY TRP VS	47.5000	x	x	
621	FB TKT SEL LATE PLYF	49.0000	x	x	
622	FB ANNOUNCER VARSITY	50.0000	x	x	
623	FB ELEVATOR VARSITY	50.0000	x	x	
624	FB MESSAGE CENTER VARSITY	50.0000	x	x	
625	VB OFF SGL MATCH INTERM	30.0000	x	x	
628	FB PARK GATE ATTNDNT DBL VAR	52.0000	x	x	
631	FB TKT/BSBL/SFTB ADMN. 56.00	56.0000	x	x	
632	FB PASS GATE VARSITY	56.0000	x	x	
633	BKBL SUPRVSR P/GYM DBL V/S	56.0000	x	x	
634	VB SUPRVSR P/GYM DBL V/S	56.0000	x	x	
635	SOC SUPERVISOR SGL PLOFF	56.0000	x	x	
636	TRK/ANN/STR/REF/BRN/DIST	56.0000	x	x	
642	FB PARK GATE ATTDNT DBL PLY	57.0000	x	x	
643	FB/PLY/ANN/ELV/MSG CTR	60.0000	x	x	
647	BB OFFICIAL SGL SUB-VAR	45.0000	x	x	
648	FB TICKET TAKER PLAYOFF	61.0000	x	x	
649	FB PASS GATE PLAYOFF	61.0000	x	x	

## Lawson Pay Codes

Code	Code Description	Rate	Responsibility Charged to:		
			Campus	Dept	Central
650	BK/VB/PLY/SUPV/PGYM/CMP	61.0000	x	x	
655	FB SURVSR GAME DBL S-V	70.0000	x	x	
656	BKBL OFFICIAL VARSITY	50.0000	x	x	
657	VB OFFICIAL VARSITY	70.0000	x	x	
659	BB OFFICIAL SGL VAR	50.0000	x	x	
660	FB PROGRAM SEL VAR	75.0000	x	x	
661	BKBL SUPRVSR P/GYM TRP V/S	81.0000	x	x	
662	VB SUPRVSR P/GYM TRP V/S	81.0000	x	x	
663	FB SUPERVISOR GAME VARSTIY	86.0000	x	x	
664	FB SUPRVSR GAME PLY	91.0000	x	x	
665	FB ADMINSTRATOR PLYOFF	100.0000	x	x	
666	BB OFFICIAL DBL SUB-VAR	100.0000	x	x	
667	BB OFFICIAL DBL VAR	110.0000	x	x	
668	FB PRK GT ATTDNT VR SP V 5.00	5.0000	x	x	
669	VB/SGL/OFFCL/SGL/MTCH/INT	40.0000	x	x	
670	FB VARSITY OFFICIAL		x	x	
671	FB Administrator	250.0000	x	x	
672	Dual Meet Swimming	20.0000	x	x	
673	BK VARSITY OFFICIAL		x	x	

**OTHER  
INSTRUCTIONAL  
PERSONNEL**

	PAY GRADE	STEP	JOB CODE	AMOUNT
<u>LONG-TERM SEMESTER SUB TEACHER</u>				
Non-degreed Substitutes	T04	01	1295	\$14,960 / Annual \$80/per day
Degreed Substitutes	T04	02	1295	\$16,830 \$90/per day
Certified Substitutes	T04	03	1295	\$21,505 \$115/per day
<u>CLASSROOM FACILITATOR</u>				
(Bachelor Teacher salary - zero year experience)	T05	01	1043	\$43,692 / Annual \$233.6471/per day
(Masters Teacher salary - zero year experience)	T05	02	1043	\$44,692 / Annual \$238.9947/per day
<u>SPECIAL ED CLASSROOM FACILITATOR</u>				
(Bachelor Teacher salary - zero year experience)	T05	01	1243	\$43,692 / Annual \$233.6471/per day plus Sp. Ed. Supplement
(Masters Teacher salary - zero year experience)	T05	02	1243	\$44,692 / Annual \$238.9947/per day plus Sp. Ed. Supplement
<u>TEACHER-IN-TRAINING</u>				
	T06	01		\$20,570 / Annual \$110/per day
<u>LSSP IN TRAINING</u>				
	T06	02	0917	\$23,375 / Annual \$125/per day