

# Compensation Plan 2008-2009

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**Plano Independent School District**  
**Pay Guidelines**  
**2008-2009**

**Purpose**

This is a guide for administering salaries and wages for Teachers, Administrative Program/Management, Paraprofessional (Instructional Support and Clerical), and Manual Trades of the Plano Independent School District. Practices described are intended to implement local School Board policy and goals, state and federal regulations, and appropriate accreditation standards.

**Job Classification**

District jobs are assigned to pay ranges based upon compensable factors and grouped with jobs of similar value.

On a periodic basis, selected jobs from each job family will be reviewed to ensure that conditions in the district, such as organizational structure, major programs, or significant responsibilities in a particular job, have not changed to a degree warranting a change in job range classification. This review is to be at the direction of the Superintendent or his designees, which shall be the Deputy Superintendent and the Executive Director of Human Resources. Options for conducting the review include, but are not limited to, an executive level administrative review panel, outside consultant, or trained district salary administrator.

Newly established jobs should be analyzed and range assignment determined prior to hiring personnel for the position. This procedure accomplishes two objectives. First, the appropriate pay range becomes part of the recruitment and hiring strategy of the district. Second, a consistent practice of salary administration is established at the initiation of each job.

**Raises**

Regular or general salary advancement within a pay range is computed from the control rate of each pay range.

In order to qualify for a raise, an employee must earn a year of creditable service, which is the number of days employed times percent of day equals 90 or more days for the professional, clerical and manual trade employee.

Cafeteria workers, bus drivers and bus assistants must be employed before the 90<sup>th</sup> day of the appropriate work schedule in order to earn a year of service.

General pay increase recommendations presented to the Board of Trustees by the administration shall be based on consideration of such factors as cost of living indexes, wage increases within competitive job markets, and budget resources.

## Pay Ranges

Pay ranges represent the internal job classification as well as external job market pay levels. The greater the level of compensable factors present in a job, the higher the placement in the pay range structure.

The use of pay range levels facilitates payroll administration and maintains the integrity of the job worth. The control rate is the chief control point in the system. A minimum and maximum pay rate for each range is computed from the control rate using technical standards that are designed to maintain pay equity or fair pay for each job in the system of jobs.

Employees should be assigned to a pay range and paid a salary rate between the minimum and maximum (inclusive). Minimum and maximum pay rates are valid for only one year. No general pay action is intended to extend an employee's pay above the pay range or add pay to an employee's pay already paid above the assigned range maximum.

## Initial Employment

Employment, assignment, and salary placement should be in accordance with the job requirements as specified in the job description. **Where job requirements include transcripts, certificates, or licenses, these must be official and on file with the district. A Texas educator service record or chronology of prior work history (if previously employed full time) including the last current salary or wage is required.**

Salary placement will be at the direction of the Superintendent or his designees, which shall be the Deputy Superintendent and the Executive Director of Human Resources. Human Resource Services shall determine hiring rates based upon job-related qualifications, salary history, and salaries of other employees in same position. Advertisements for positions typically will identify the range minimum up to the control rate as the possible starting salary range. Salary placement strategies may be different for each employee family consistent with objectives of district goals.

Administrators/Non-teaching Professional Employees – The Superintendent or his designees, which shall be the Deputy Superintendent and the Executive Director of Human Resources, shall individually set hiring rates for the new administrators/non-teaching professional employees under the following guidelines:

1. Persons with previous job experience or special skills may be hired at a rate up to but not exceeding the control rate of the pay range.
2. New administrators/non-teaching professional employees shall normally not be started at a rate above the salary of other district employees with more experience in the job.
3. New administrators may be started at a salary above the control rate if a pay decrease would otherwise occur.
4. A new employee in a hard to fill position or with special qualifications may be placed above the control rate with consideration given for current employees in that specific pay range.

Clerical and Manual Trades – The Superintendent or his designees, which shall be the Deputy Superintendent and the Executive Director of Human Resources, shall individually set hiring rates for the new auxiliary employees under the following guidelines:

1. A new employee with no direct experience in the job will be placed at the minimum pay range rate.
2. A new employee hired from outside the district will not be placed above the pay range control rate.
3. A new employee with prior experience may be placed above the minimum rate as determined from the documented salary/wage history but shall normally not be started at a rate above the salary of other district employees with more experience in the position.
4. A new employee in a hard to fill position or with special qualifications may be placed above the control rate with consideration given for current employees in that specific pay range.

Classroom Teachers – The Superintendent or his designees, which shall be the Deputy Superintendent and the Executive Director of Human Resources, shall annually develop a hiring schedule for new classroom teachers. The hiring schedule will reflect the hiring objectives of the district. The hiring schedule will not place new teachers above salary levels of continuing teachers with similar years of experience or training.

The Superintendent or his designees, which shall be the Deputy Superintendent and the Executive Director of Human Resources, may approve hiring rates up to or above the control rate of the range when an applicant has exceptional job qualifications or the position cannot otherwise be filled.

### **Promotion**

For compensation purposes, a promotion occurs when an employee is placed in a higher pay range except for general structure changes or position reclassification. The effective date of the promotion is determined by the Superintendent or his designees, which shall be the Deputy Superintendent and the Executive Director of Human Resources.

The new salary rate shall be equal to or greater than the minimum rate for the new range, but in no case shall it exceed the maximum rate for the new range. Promotion increases shall normally follow these guidelines:

1. The basis for computing a promotion increase shall be the employee's previous base pay rate, exclusive of stipends or supplements, and the control rate of the new range.
2. If current pay rate is above the control rate of the new range, give a 3.0 percent of new range control rate for a promotion increase.
3. If current pay rate is below new range control rate, give up to 7.0 percent of new range control rate for a promotion increase.
4. If promotion increase advances employee's pay above new range control rate, adjust promotion increase to no less than 3.0 percent or a rate not to exceed new range control rate.

5. If promotion increase does not advance employee to new range minimum, adjust promoted employee's pay to new range minimum.
6. If the promotion adjustment is applied when new raises are effective, an employee may receive the general pay increase from his or her current pay range; and the promotion increase will then be computed.
7. The district can, if necessary, exceed the promotion increase in order to keep at the current market value.
8. The adjusted salary for newly promoted employees shall normally not be started at a rate above the salary of other district employees with more experience in the job.

Increases are calculated on daily or hourly rates of pay. Increases over 30 percent in total pay must be approved by the Superintendent or his designees, which shall be the Deputy Superintendent and the Executive Director of Human Resources.

### **Reclassification**

On a periodic basis jobs may be reclassified into a different pay range or salaries may be adjusted within pay ranges in order to maintain the internal/external equity to other jobs of similar worth in the district. Reclassification of a job is not a promotion or demotion. Reclassification changes result when there has been a significant modification of job duties or qualifications as determined by the school district. If an employee's job is reclassified, no special increase will be given unless the employee is below the minimum for the new pay range or the current job incumbent's pay rate is in an inequitable position in comparison to comparable jobs. These job reclassifications and salary adjustments may be conducted at the direction and approval of the Superintendent or his designees, which shall be the Deputy Superintendent and the Executive Director of Human Resources.

### **Demotion**

For compensation purposes, a demotion occurs when an employee is placed in a lower pay range except for general salary structure changes or position reclassification. At the direction of the Superintendent or his designees, which shall be the Deputy Superintendent and the Executive Director of Human Resources, an employee's pay rate may be reduced.

### **Reassignment**

Placement in a lower pay range not resulting from a demotion may not immediately reduce salary. Programmatic, organizational, or funding changes are examples of such actions, which may create this condition. The following guideline applies:

1. If an employee's rate is within the pay range of the reassigned pay range, then salary advancement will be the same as others in the same pay grade.

### **Training Adjustments/Requirements**

For the \$2,000 differential for teachers (Bachelor – Master), the employee must provide an official transcript showing the date the Master’s degree was conferred/awarded.

Librarians must have completed a Master’s degree in library science.

Clerical/technical employees who complete a Bachelor’s degree from an accredited college or university will be eligible for an additional \$350 to be added into their annual salary. An Associate degree completed from an accredited community college will qualify the paraprofessional employees for additional \$250 added into their annual salary. The Bachelor’s degree or Associate degree is adjusted for the number of days the employee is under contract and the percent of day they perform their positions.

### **Plano Independent School District Compensation Package:**

**Unless otherwise specified, the district unilaterally designates that all employees will be paid on an annualized (12 month) basis in accordance with the district’s payroll calendar.**

In addition to salary, the total compensation package includes: \$500 annual contribution to 401(a) account for teachers, availability of master’s degree program for teachers (\$8,300 value), annual health benefits for all employees (\$3,108 district contribution), \$400 wellness (testing/flu shots) for all employees and a free employee assistance program for all employees.

Not included in the package is any health benefit offset provided by the state.



**Plano Independent School District**  
Human Resources

## Salary Ranges

Based on the recommendation of the PISD Compensation Committee and also as the result of a comprehensive audit conducted by the Texas Association of School Boards (TASB), the district will continue to align its pay structure with the market data presented. The pay structure divides position titles into job families and within each job family are pay ranges that categorize/align those positions that have common skills, responsibilities, and expectations. Each pay range consists of a minimum rate, control rate and maximum rate.

The control rate is the market value of the position based on average salaries for similar positions in the twenty-two school districts that make up PISD's comparison/peer group. The control rate is also used to compute the general pay increase (GPI) for 2008-2009:

3.00% GPI - All Pay Ranges 840 and below

2.50% GPI - All Pay Ranges above 840

The twenty-two comparison/peer districts are:

Allen	Cy-Fair	HEB	Mesquite
Arlington	Dallas	Irving	Northside
Birdville	Fort Bend	Katy	Richardson
Carrollton-Farmers Branch	Ft. Worth	Keller	Roundrock
Clear Creek	Frisco	Lewisville	
Coppell	Garland	McKinney	

To identify your pay range and general pay increase, please refer to the three-digit pay range number located in the lower left portion of your 2008-2009 addendum to contract/salary letter. The three-digit number is an identifier used to locate an employee's specific pay range within their respective job family. Each job family and pay range is detailed in the **2008-2009 Compensation Plan**, which is accessible on the Plano ISD intranet.

- [Inside.pisd](#)
- [Human Resources](#)
- [Compensation & Records](#)
- [PISD Compensation Plan](#)
- [2008-2009 Compensation Plan](#)

PISD continues to be a market sensitive competitor for all positions in the district. The development and implementation of this pay structure is in alignment with one of the Board's strategic areas of data driven decision-making.

**2008 - 2009**  
**Pay Range Summary**  
**Teacher / Administration / Professional**

Pay Range		Minimum	Control	Maximum	Raise		Job Family
					Raise	%%	
820	Daily	234.13	264.44	362.87	7.93	3.00%	Teacher Job Family
830	Daily	244.71	275.23	373.66	8.26	3.00%	Teacher Job Family
801	Daily	162.36	195.64	228.89	5.87	3.00%	Administrative / Management Job Family
800	Daily	176.99	213.24	249.49	6.40	3.00%	Administrative / Management Job Family
810	Daily	192.92	232.44	271.95	6.97	3.00%	Administrative / Management Job Family
822	Daily	185.34	231.70	278.04	6.95	3.00%	Administrative/Professional Job Family
824	Daily	210.27	253.35	296.42	7.60	3.00%	Administrative / Management Job Family
827	Daily	205.75	257.19	308.62	7.72	3.00%	Administrative/Professional Job Family
831	Daily	229.21	276.15	323.10	8.28	3.00%	Administrative / Management Job Family
833	Daily	228.39	285.50	342.59	8.57	3.00%	Administrative/Professional Job Family
837	Daily	249.84	301.00	352.18	9.03	3.00%	Administrative / Management Job Family
840	Daily	239.07	302.61	366.16	9.08	3.00%	Administrative/Professional Job Family
850	Daily	256.61	320.76	384.93	8.02	2.50%	Administrative/Professional Job Family
860	Daily	282.20	340.01	397.82	8.50	2.50%	Administrative/Professional Job Family
870	Daily	307.61	370.62	433.63	9.27	2.50%	Administrative/Professional Job Family
875	Daily	319.91	385.44	450.98	9.64	2.50%	Administrative/Professional Job Family
880	Daily	335.29	403.97	472.66	10.10	2.50%	Administrative/Professional Job Family
882	Daily	359.77	433.46	491.86	10.84	2.50%	Administrative/Professional Job Family
890	Daily	374.29	440.34	506.38	11.01	2.50%	Administrative/Professional Job Family
891	Daily	407.98	479.96	551.96	12.00	2.50%	Administrative / Management Job Family
892	Daily	407.98	479.96	551.96	12.00	2.50%	Administrative/Professional Job Family
900	Daily	444.69	523.16	601.65	13.08	2.50%	Administrative/Professional Job Family

**2008 - 2009**

**Pay Range Summary**

**Clerical / Instructional Support**

<b>Pay Range</b>		<b>Minimum</b>	<b>Control</b>	<b>Maximum</b>	<b>Raise</b>	<b>Raise %</b>	<b>Job Family</b>
720	Hourly	11.15	13.11	15.08	0.39	3.00%	Instructional Support Job Family
720	Daily	89.20	104.88	120.64	3.12		
721	Hourly	11.34	13.66	15.99	0.41	3.00%	Clerical Support Job Family
721	Daily	90.72	109.28	127.92	3.28		
723	Hourly	11.86	13.95	16.07	0.42	3.00%	Instructional Support Job Family
723	Daily	94.88	111.60	128.56	3.36		
724	Hourly	12.56	14.65	16.76	0.44	3.00%	Instructional Support Job Family
724	Daily	100.48	117.20	134.08	3.52		
730	Hourly	12.02	14.47	16.93	0.43	3.00%	Clerical Support Job Family
730	Daily	96.16	115.76	135.44	3.44		
731	Hourly	12.64	14.87	17.10	0.45	3.00%	Instructional Support Job Family
731	Daily	101.12	118.96	136.80	3.60		
735	Hourly	12.73	15.36	17.97	0.46	3.00%	Clerical Support Job Family
735	Daily	101.84	122.88	143.76	3.68		
736	Hourly	13.98	16.35	18.73	0.49	3.00%	Instructional Support Job Family
736	Daily	111.84	130.80	149.84	3.92		
745	Hourly	13.52	16.27	19.03	0.49	3.00%	Clerical Support Job Family
745	Daily	108.16	130.16	152.24	3.92		
748	Hourly	14.86	17.39	19.70	0.52	3.00%	Instructional Support Job Family
748	Daily	118.88	139.12	157.60	4.16		
750	Hourly	14.31	17.25	20.17	0.52	3.00%	Clerical Support Job Family
750	Daily	114.48	138.00	161.36	4.16		
755	Hourly	17.55	20.26	22.94	0.61	3.00%	Instructional Support Job Family
755	Daily	140.40	162.08	183.52	4.88		
756	Hourly	20.04	22.75	25.43	0.68	3.00%	Instructional Support Job Family
756	Daily	160.32	182.00	203.44	5.44		
760	Hourly	15.17	18.28	21.38	0.55	3.00%	Clerical Support Job Family
760	Daily	121.36	146.24	171.04	4.40		
770	Hourly	16.09	19.37	22.65	0.58	3.00%	Clerical Support Job Family
770	Daily	128.72	154.96	181.20	4.64		
780	Hourly	17.03	20.53	24.02	0.62	3.00%	Clerical Support Job Family
780	Daily	136.24	164.24	192.16	4.96		
790	Hourly	19.08	22.99	26.90	0.69	3.00%	Clerical Support Job Family
790	Daily	152.64	183.92	215.20	5.52		

**2008 - 2009  
Pay Range Summary  
Manual Trades**

<b>Pay Range</b>		<b>Minimum</b>	<b>Control</b>	<b>Maximum</b>	<b>Raise</b>	<b>Raise %</b>	<b>Job Family</b>
209	Hourly	8.00	9.53	11.06	0.29	3.00%	Manual Trades Job Family
209	Daily	64.00	76.24	88.48	2.32		
210	Hourly	9.31	11.10	12.87	0.33	3.00%	Manual Trades Job Family
210	Daily	74.48	88.80	102.96	2.64		
211	Hourly	9.57	11.36	13.15	0.34	3.00%	Manual Trades Job Family
211	Daily	76.56	90.88	105.20	2.72		
213	Hourly	10.36	12.15	13.92	0.36	3.00%	Manual Trades Job Family
213	Daily	82.88	97.20	111.36	2.88		
43B	Hourly	11.49	13.67	15.86	0.41	3.00%	Manual Trades Job Family
430	Daily	91.92	109.36	126.88	3.28		
33B	Hourly	12.75	15.18	17.61	0.46	3.00%	Manual Trades Job Family
33B	Daily	102.00	121.44	140.88	3.68		
330	Hourly	13.81	16.24	18.67	0.49	3.00%	Manual Trades Job Family
330	Daily	110.48	129.92	149.36	3.92		
331	Hourly	15.03	17.46	19.89	0.52	3.00%	Manual Trades Job Family
331	Daily	120.24	139.68	159.12	4.16		
44B	Hourly	14.16	16.86	19.55	0.51	3.00%	Manual Trades Job Family
44B	Daily	113.28	134.88	156.40	4.08		
440	Hourly	17.01	19.73	22.42	0.59	3.00%	Manual Trades Job Family
440	Daily	136.08	157.84	179.36	4.72		
45B	Hourly	15.90	18.71	21.52	0.56	3.00%	Manual Trades Job Family
45B	Daily	127.20	149.68	172.16	4.48		
47B	Hourly	17.66	20.77	23.88	0.62	3.00%	Manual Trades Job Family
47B	Daily	141.28	166.16	191.04	4.96		
470	Hourly	20.52	23.63	26.75	0.71	3.00%	Manual Trades Job Family
470	Daily	164.16	189.04	214.00	5.68		
48B	Hourly	19.59	23.04	26.51	0.69	3.00%	Manual Trades Job Family
48B	Daily	156.72	184.32	212.08	5.52		
49B	Hourly	23.46	27.56	31.67	0.83	3.00%	Manual Trades Job Family
49B	Daily	187.68	220.48	253.36	6.64		

**Administrative/Professional Job Family  
2008-2009**

<b>Pay Range</b>		<b>Minimum</b>	<b>Control</b>	<b>Maximum</b>	<b>Raise</b>
<b>822</b>	District Truancy				<b>3.00%</b>
	Manager - Head Start / Family Services	<b>Daily 185.34</b>	<b>231.70</b>	<b>278.04</b>	<b>6.95</b>
<b>827</b>	Coordinator - Deaf Education				<b>3.00%</b>
	Coordinator - Internatl Baccalaureate Library / Cataloging Parent Educator Special Assistant/Athletic Director	<b>Daily 205.75</b>	<b>257.19</b>	<b>308.62</b>	<b>7.72</b>
<b>833</b>	Academic Diversity Liaison				<b>3.00%</b>
	Administrative Intern Assistive Technology Teacher At Risk Specialist Curriculum Specialist / Teacher Director - Pre School Math Specialist Parent Advisor - Deaf Education PASAR Zone Leader Special Ed - ARD Facilitator Special Ed - Elem / Sec / Alternative Curr Specialist - Student Services Specialist - Substance Abuse Prevention	<b>Daily 228.39</b>	<b>285.50</b>	<b>342.59</b>	<b>8.57</b>
<b>840</b>	Audiologist				<b>3.00%</b>
	Coordinator - Parent Program Coordinator - PE / Health Coordinator - Safe / Drug Free Counselor Diagnostician E-School Technology Specialist Liscensed Specialist School Pshchologist (LSSP) Music Therapist Occupational Therapist Orientation / Mobility Specialist Physical Therapist Special Ed Counselor Specialist - Instructional Technology Specialist - Special Programs Speech Language Pathologist (SLP) Therapeutic Services - Student Services	<b>Daily 239.07</b>	<b>302.61</b>	<b>366.16</b>	<b>9.08</b>

**Administrative/Professional Job Family  
2008-2009**

<u>Pay Range</u>		<b>Minimum</b>	<b>Control</b>	<b>Maximum</b>	<b>Raise</b>
<b>850</b>	Assistant Principal - Elementary	<b>Daily 256.61</b>	<b>320.76</b>	<b>384.93</b>	<b>2.50%</b> <b>8.02</b>
<b>860</b>	Assistant Principal - Secondary Athletic Director - Senior High Coordinator - AVID Coordinator - Central Coordinator - Counseling & Guidance Coordinator - Curriculum Management Coordinator - District Health Services Coordinator - Diversity Programs Coordinator - Elementary Reading Coordinator - Employee Child Care Coordinator - ESL Coordinator - Even Start Coordinator - Gifted Programs Coordinator - HR Comp / Emp Records Coordinator - HR Health Services Coordinator - HR Services Coordinator - Instrumental Music Coordinator - Secondary Reading Coordinator - Special Education Coordinator - Student Perform Eval Director - Campus Counseling Director - Head Start Director - Parent Program Safe School Compliance Coordinator	<b>Daily 282.20</b>	<b>340.01</b>	<b>397.82</b>	<b>2.50%</b> <b>8.50</b>
<b>870</b>	Assistant Director - Athletics Assistant Director - Benefits & Risk M'gmt Assistant Director - Elem Acad Services Assistant Director - eSchool Assistant Director - Social Services Assistant Director - Special Ed Associate Principal - Senior High	<b>Daily 307.61</b>	<b>370.62</b>	<b>433.63</b>	<b>2.50%</b> <b>9.27</b>
<b>875</b>	Associate Director - Athletics	<b>Daily 319.91</b>	<b>385.44</b>	<b>450.98</b>	<b>2.50%</b> <b>9.64</b>

**Administrative/Professional Job Family**

**2008-2009**

<u>Pay Range</u>					Raise
<b>880</b>	Director - After School				2.50%
	Director - Athletics	<b>Daily</b>	<b>335.29</b>	<b>403.97</b>	<b>472.66</b>
	Director - Benefits and Risk Management				
	Director - Budget and Accounting				
	Director - Deveopment / Communications				
	Director - Distribution/Copy Services				
	Director - Diversity Prog/Comp & Emp Rec				
	Director - Facilities Plan & New Construct				
	Director - Family & Social Services				
	Director - FANS				
	Director - Fine Arts				
	Director - Guidance Services				
	Director - HR Services				
	Director - Instructional Technology				
	Director - Learning Media Services				
	Director - Multilingual Education				
	Director - Network & Repair				
	Director - Prof Learning/Adv Academics				
	Director - Purchasing Services				
	Director - Research/Eval/Assessment				
	Director - Secondary Curriculum				
	Director - Security				
	Director - Special Education Services				
	Director - Student Management				
	Director - Transportation				
	Principal - Early Childhood				
	Principal - Elementary/Middle School				
	Principal - Special Programs				
<b>882</b>	Principal -High School				2.50%
		<b>Daily</b>	<b>359.77</b>	<b>433.46</b>	<b>491.86</b>
<b>890</b>	Principal - Senior High				2.50%
	Director of Development	<b>Daily</b>	<b>374.29</b>	<b>440.34</b>	<b>506.38</b>
<b>892</b>	Exec Director - Curriculum / Instruction				2.50%
	Exec Director - Elementary Curriculum	<b>Daily</b>	<b>407.98</b>	<b>479.96</b>	<b>551.96</b>
	Exec Director - Instructional Technology				
	Exec Director - Student Services				
	Exec Director - Technology Operations				
<b>900</b>	Area Assistant Superintendent				2.50%
		<b>Daily</b>	<b>444.69</b>	<b>523.16</b>	<b>601.65</b>

**Administrative / Management Job Family  
2008-2009**

<u>Pay Range</u>					<b>Raise</b>	
<b>801</b>	Safety/Special Ed Leader - Transportation	<b>Minimum Control Maximum</b>			<b>3.00%</b>	
	Supervisor - Facilities	<b>Daily</b>	<b>162.36</b>	<b>195.64</b>	<b>228.89</b>	<b>5.87</b>
	Supervisor - FANS/Catering					
	Supervisor - FANS/Division					
	Supervisor - FANS/Purchasing					
<b>800</b>	Admin Asst - Superintendent's Office	<b>Minimum Control Maximum</b>			<b>3.00%</b>	
	Energy Auditor	<b>Daily</b>	<b>176.99</b>	<b>213.24</b>	<b>249.49</b>	<b>6.40</b>
	Manager - Facility Warehouse					
	PASAR Analyst					
	Supervisor - FANS Training					
	Supervisor - Transportation					
<b>810</b>	Admin Asst - Assoc Supt Acad/Tech	<b>Minimum Control Maximum</b>			<b>3.00%</b>	
	Admin Asst - Assoc Supt Bus Serv	<b>Daily</b>	<b>192.92</b>	<b>232.44</b>	<b>271.95</b>	<b>6.97</b>
	Construction Administrator I					
	Coordinator - Projects					
	Coordinator -Routing & Planning					
	Exec Secretary - Research & Evaluation					
	Manager - Elections					
	Office Manager - Curr & Instruct					
	Specialist - FANS					
	Specialist - Security/Cluster					
	Supervisor - Accounts Payable					
	Supervisor - Network & Repair					
	Supervisor - Tech Support					
	<b>824</b>	Accountant	<b>Minimum Control Maximum</b>			<b>3.00%</b>
Budget Analyst		<b>Daily</b>	<b>210.27</b>	<b>253.35</b>	<b>296.42</b>	<b>7.60</b>
Certification Officer						
Clinical Nurse Educator						
Construction Administrator II						
Diabetes Educator						
Exec Asst - Deputy Superintendent						
Financial Interface Supervisor						
Manager - Security Systems						
Occupational Health Nurse						
Special Ed Nurse Educator						
Supervisor - Deputy Superintendent						
TV Producer						

**Administrative / Management Job Family  
2008-2009**

**Pay  
Range**

				<b>Raise</b>	
<b>831</b>	Enterprise Engineer Asst	<b>Minimum</b>	<b>Control</b>	<b>Maximum</b>	<b>3.00%</b>
	Financial Interface PASAR	<b>Daily</b>	<b>229.21</b>	<b>276.15</b>	<b>323.10</b>
	Internal Auditor				
	Manager - Employee Benefits				
	Manager- Property Casualty				
	Manager - Security and Fire Systems				
	Manager - Student Admin Services				
	Manager - Student Database				
	Manager - Workers Compensation				
	Network Engineer				
	Officer Student Records				
	Public Information Officer				
	Specialist - Foundation/Resource Dev				
	Specialist - Media Relations				
	Specialist - Testing Material				
	Volunteer/Partnership				
<b>837</b>	Assistant Director - FANS	<b>Minimum</b>	<b>Control</b>	<b>Maximum</b>	<b>3.00%</b>
	Cluster Engineer	<b>Daily</b>	<b>249.84</b>	<b>301.00</b>	<b>352.18</b>
	Coordinator - Library Services				
	Coordinator - Security				
	Coordinator - Special Assignments				
	Coordinator - Technology				
	Exec Assistant - Superintendent				
	Manager - Accounting/Construction				
	Manager - Payroll				
	Manager - Plan & New Construction				
	Performance Analyst				
	Senior Enterprise Engineer				
	System Analyst				
	System Architect				
<b>891</b>	Exec Director - Auxiliary Services	<b>Minimum</b>	<b>Control</b>	<b>Maximum</b>	<b>2.50%</b>
	Exec Director - Facility Services	<b>Daily</b>	<b>407.98</b>	<b>479.96</b>	<b>551.96</b>
	Exec Director - Financial Services				
	Exec Director - Govt/Community Relations				
	Exec Director - Human Resources				

**Instructional Support Job Family  
2008-2009**

**Pay  
Range**

**Raise**

**720** Assistant - Bilingual  
Assistant - Classroom  
Assistant - ESL  
Assistant - Headstart  
Assistant - ISS  
Assistant - PE  
Assistant - Title I / Title 5  
Child Caregiver - Employee Day Care  
Parent Involvement Liaison

	Minimum	Control	Maximum	3.00%
<b>Hourly</b>	<b>11.15</b>	<b>13.11</b>	<b>15.08</b>	<b>0.39</b>
<b>Daily</b>	<b>89.20</b>	<b>104.88</b>	<b>120.64</b>	<b>3.12</b>

**723** Assistant Library  
Assistant Media  
Assistant PPCD  
Assistant - Beyond HS  
Assistant - Deaf Education  
Assistant - Special Ed  
Assistant - Special Ed Bilingual

	Minimum	Control	Maximum	3.00%
<b>Hourly</b>	<b>11.86</b>	<b>13.95</b>	<b>16.07</b>	<b>0.42</b>
<b>Daily</b>	<b>94.88</b>	<b>111.60</b>	<b>128.56</b>	<b>3.36</b>

**724** Assistant PPCD Structured  
Assistant Special Ed AAC  
Assistant Special Ed ALC  
Assistant Special Ed BELC  
Assistant Special Ed BSC  
Assistant Special Ed CSBC  
Assistant Special Ed CSSC  
Assistant Special Ed ELC  
Assistant Special Ed SELC  
Assistant Special Ed Structured

	Minimum	Control	Maximum	3.00%
<b>Hourly</b>	<b>12.56</b>	<b>14.65</b>	<b>16.76</b>	<b>0.44</b>
<b>Daily</b>	<b>100.48</b>	<b>117.20</b>	<b>134.08</b>	<b>3.52</b>

**Note: Pay Range 724 includes \$5.62 daily adjustment Increase for salary in lieu of Stipend. This amount will be reduced from employee salary if employee moves to lower range.**

**731** Assistant PPCD Assessment  
Assistant Visually Impaired  
Assistive Technology Assistant  
Instructional Support Ass't - Special Ed  
Specialist Parent Involvement

	Minimum	Control	Maximum	3.00%
<b>Hourly</b>	<b>12.64</b>	<b>14.87</b>	<b>17.10</b>	<b>0.45</b>
<b>Daily</b>	<b>101.12</b>	<b>118.96</b>	<b>136.80</b>	<b>3.60</b>

**Instructional Support Job Family  
2008-2009**

<u>Pay Range</u>					<b>Raise</b>	
<b>736</b>	Brailist	<b>Minimum Control Maximum</b>			<b>3.00%</b>	
	Sign Language Interpreter	<b>Hourly</b>	<b>13.98</b>	<b>16.35</b>	<b>18.73</b>	<b>0.49</b>
		<b>Daily</b>	<b>111.84</b>	<b>130.80</b>	<b>149.84</b>	<b>3.92</b>
<b>748</b>	Sign Language Interpreter I	<b>Minimum Control Maximum</b>			<b>3.00%</b>	
		<b>Hourly</b>	<b>14.86</b>	<b>17.39</b>	<b>19.70</b>	<b>0.52</b>
		<b>Daily</b>	<b>118.88</b>	<b>139.12</b>	<b>157.60</b>	<b>4.16</b>
<b>755</b>	Sign Language Interpreter II	<b>Minimum Control Maximum</b>			<b>3.00%</b>	
		<b>Hourly</b>	<b>17.55</b>	<b>20.26</b>	<b>22.94</b>	<b>0.61</b>
		<b>Daily</b>	<b>140.40</b>	<b>162.08</b>	<b>183.52</b>	<b>4.88</b>
<b>756</b>	Sign Language Interpreter III	<b>Minimum Control Maximum</b>			<b>3.00%</b>	
		<b>Hourly</b>	<b>20.04</b>	<b>22.75</b>	<b>25.43</b>	<b>0.68</b>
		<b>Daily</b>	<b>160.32</b>	<b>182.00</b>	<b>203.44</b>	<b>5.44</b>

**Clerical Support Job Family  
2008-2009**

**Pay  
Range**

		<b>Minimum</b>	<b>Control</b>	<b>Maximum</b>	<b>Raise</b>	
<b>721</b>	Clinic Data Assistant				<b>3.00%</b>	
		<b>Hourly</b>	<b>11.34</b>	<b>13.66</b>	<b>15.99</b>	<b>0.41</b>
		<b>Daily</b>	<b>90.72</b>	<b>109.28</b>	<b>127.92</b>	<b>3.28</b>
<b>730</b>	Assistant Registrar - Senior High				<b>3.00%</b>	
	Clerk - Campus	<b>Hourly</b>	<b>12.02</b>	<b>14.47</b>	<b>16.93</b>	<b>0.43</b>
	Clerk - Library Media	<b>Daily</b>	<b>96.16</b>	<b>115.76</b>	<b>135.44</b>	<b>3.44</b>
	Clerk - Library Tech					
	Clerk I					
	Receptionist - Campus					
	Receptionist - Cox Annex					
	Receptionist - Purchasing / FANS					
	Receptionist - Shiloh Facility					
<b>735</b>	Clerk - Counselor				<b>3.00%</b>	
	Receptionist - Human Resources	<b>Hourly</b>	<b>12.73</b>	<b>15.36</b>	<b>17.97</b>	<b>0.46</b>
	Registrar - High School	<b>Daily</b>	<b>101.84</b>	<b>122.88</b>	<b>143.76</b>	<b>3.68</b>
	Secretary - Campus					
	Secretary/Receptionist - Admin					
	Secretary/Receptionist - Sockwell Ctr					
<b>745</b>	Campus Technology Assistant				<b>3.00%</b>	
	Clerk II	<b>Hourly</b>	<b>13.52</b>	<b>16.27</b>	<b>19.03</b>	<b>0.49</b>
	Finance Clerk-Campus	<b>Daily</b>	<b>108.16</b>	<b>130.16</b>	<b>152.24</b>	<b>3.92</b>
	Registrar-Senior High					
	Secretary I					
	Secretary - Assoc Principal/Sr High					
	Secretary - Billy Holifield Center					
	Secretary - Counselor/Sr High					
	Secretary - Medicaid					
	Secretary - Reg Day School/Deaf					
	Video Production Assistant					
<b>750</b>	Clerk III				<b>3.00%</b>	
	CTA - Administration	<b>Hourly</b>	<b>14.31</b>	<b>17.25</b>	<b>20.17</b>	<b>0.52</b>
	Office Manager - Evenstart	<b>Daily</b>	<b>114.48</b>	<b>138.00</b>	<b>161.36</b>	<b>4.16</b>
	Receptionist - PASAR					
	Registrar - PASAR					
	Secretary II					
	Secretary - Elementary Academic Services					
	Secretary - Head Start					
	Secretary - Head Start ERSEA / Health					
	Secretary - Records Management					
	Technical Support Assistant					

**Clerical Support Job Family  
2008-2009**

<b>Pay Range</b>		<b>Minimum</b>	<b>Control</b>	<b>Maximum</b>	<b>Raise</b>	
<b>760</b>	Asst District Attendance Officer				<b>3.00%</b>	
	Building Attendant - Admin. Center	<b>Hourly</b>	<b>15.17</b>	<b>18.28</b>	<b>21.38</b>	<b>0.55</b>
	Clerk IV	<b>Daily</b>	<b>121.36</b>	<b>146.24</b>	<b>171.04</b>	<b>4.40</b>
	Financial Secretary					
	Military Prop Bookkeeping Officer					
	Office Manager - Assess/Accountability					
	Office Manager - Head Start					
	Secretary III					
	Specialist - Accounts Payable					
	Specialist - PASAR Zone					
	Specialist - Security					
<b>770</b>	Adjuster - Benefits/Risk Management				<b>3.00%</b>	
	Bookkeeper	<b>Hourly</b>	<b>16.09</b>	<b>19.37</b>	<b>22.65</b>	<b>0.58</b>
	Certification Assistant	<b>Daily</b>	<b>128.72</b>	<b>154.96</b>	<b>181.20</b>	<b>4.64</b>
	Deaf Ed Real Time Captioner I					
	Network Technician					
	Office Manager - Distribution Services					
	Office Manager - Library Services					
	Office Manager - Purchasing					
	Office Manager - Sockwell Center					
	Office Manager -Transportation					
	Payroll Assistant					
	Secretary IV					
	Secretary - Facility Rental					
	Secretary - Student Records					
	Security Police Canine Handler					
	Specialist - Diversity					
	Specialist - Financial Services					
	Specialist - HR					
	Specialist - Travel / Accounting					
	Technology Facilitator					

**Clerical Support Job Family  
2008-2009**

**Pay  
Range**

**780** Accounts Payable Team Leader  
Admin Asst-Instructional Technology  
Buyer - Purchasing  
Café/Buyer  
Help Desk Technician  
Network Engineer Assistant  
Office Manager - After School  
Office Manager - Campus  
Office Manager - Facility Services  
Office Manager - FANS  
Office Manager - Practical Parenting  
Office Manager - Special Academic Services  
Office Manager - Special Ed  
Office Manager - Student Admin Services  
Records Specialist - Records Mgmt  
Secretary - Communications  
Secretary - Student Records  
Senior Network Technician  
Specialist - Communications  
Specialist - Procurement  
Specialist - Projects  
Specialist - Records Management  
Tech Help Desk

				Raise
	Minimum	Control	Maximum	3.00%
Hourly	17.03	20.53	24.02	0.62
Daily	136.24	164.24	192.16	4.96

**790** Admin Asst - Human Resources  
Admin Asst - Student Services  
Admin Asst - Technology  
Deaf Ed Real Time Captioner II  
Exec Secretary - Area Asst Supt  
Off Tech Acquisition  
Office Manager - Elementary Education  
Office Manager - Financial Services  
Payroll Team Leader

				Raise
	Minimum	Control	Maximum	3.00%
Hourly	19.08	22.99	26.90	0.69
Daily	152.64	183.92	215.20	5.52

**Manual Trades Job Family  
2008-2009**

<b>Pay Range</b>					<b>Raise</b>	
<b>209</b>	Child Caregiver Aide - Employee Day Care Cafeteria Food Service Specialist	<b>Minimum Control Maximum</b>			<b>3.00%</b>	
		<b>Hourly</b>	<b>8.00</b>	<b>9.53</b>	<b>11.06</b>	<b>0.29</b>
		<b>Daily</b>	<b>64.00</b>	<b>76.24</b>	<b>88.48</b>	<b>2.32</b>
<b>210</b>	Cafeteria Specialist Meeting Room Attendant	<b>Minimum Control Maximum</b>			<b>3.00%</b>	
		<b>Hourly</b>	<b>9.31</b>	<b>11.10</b>	<b>12.87</b>	<b>0.33</b>
		<b>Daily</b>	<b>74.48</b>	<b>88.80</b>	<b>102.96</b>	<b>2.64</b>
<b>211</b>	Cafeteria Cashier	<b>Minimum Control Maximum</b>			<b>3.00%</b>	
		<b>Hourly</b>	<b>9.57</b>	<b>11.36</b>	<b>13.15</b>	<b>0.34</b>
		<b>Daily</b>	<b>76.56</b>	<b>90.88</b>	<b>105.20</b>	<b>2.72</b>
<b>213</b>	Bus Assistant	<b>Minimum Control Maximum</b>			<b>3.00%</b>	
		<b>Hourly</b>	<b>10.36</b>	<b>12.15</b>	<b>13.92</b>	<b>0.36</b>
		<b>Daily</b>	<b>82.88</b>	<b>97.20</b>	<b>111.36</b>	<b>2.88</b>
<b>43B</b>	Athletic Utility Assistant I - 43B	<b>Minimum Control Maximum</b>			<b>3.00%</b>	
		<b>Hourly</b>	<b>11.49</b>	<b>13.67</b>	<b>15.86</b>	<b>0.41</b>
		<b>Daily</b>	<b>91.92</b>	<b>109.36</b>	<b>126.88</b>	<b>3.28</b>
<b>430</b>	Building Attendant Cafeteria Assistant Manager - 430 Carpenter Helper - 43B Mechanic Helper - 43B Painter I - 43B Warehouse-Facility Services - 43B	<b>Minimum Control Maximum</b>			<b>3.00%</b>	
		<b>Hourly</b>	<b>11.49</b>	<b>13.67</b>	<b>15.86</b>	<b>0.41</b>
		<b>Daily</b>	<b>91.92</b>	<b>109.36</b>	<b>126.88</b>	<b>3.28</b>
<b>33B</b>	Mailroom Painter Helper	<b>Minimum Control Maximum</b>			<b>3.00%</b>	
		<b>Hourly</b>	<b>12.75</b>	<b>15.18</b>	<b>17.61</b>	<b>0.46</b>
		<b>Daily</b>	<b>102.00</b>	<b>121.44</b>	<b>140.88</b>	<b>3.68</b>
<b>330</b>	Bus Driver Bus Driver/Repair	<b>Minimum Control Maximum</b>			<b>3.00%</b>	
		<b>Hourly</b>	<b>13.81</b>	<b>16.24</b>	<b>18.67</b>	<b>0.49</b>
		<b>Daily</b>	<b>110.48</b>	<b>129.92</b>	<b>149.36</b>	<b>3.92</b>
<b>331</b>	Cafeteria Manager-Elementary Cafeteria Manager-Floater	<b>Minimum Control Maximum</b>			<b>3.00%</b>	
		<b>Hourly</b>	<b>15.03</b>	<b>17.46</b>	<b>19.89</b>	<b>0.52</b>
		<b>Daily</b>	<b>120.24</b>	<b>139.68</b>	<b>159.12</b>	<b>4.16</b>

**Manual Trades Job Family  
2008-2009**

<b>Pay Range</b>		<b>Minimum</b>	<b>Control</b>	<b>Maximum</b>	<b>Raise</b>	
<b>44B</b>	Carpenter I				<b>3.00%</b>	
	Copy Operator	<b>Hourly</b>	<b>14.16</b>	<b>16.86</b>	<b>19.55</b>	<b>0.51</b>
	Team Leader/Route Supv - Transportation	<b>Daily</b>	<b>113.28</b>	<b>134.88</b>	<b>156.40</b>	<b>4.08</b>
	Electrician I					
	Fluids Specialist					
	General Maintenance I					
	Grounds I					
	HVAC I					
	Lead Specialist					
	Mechanic I					
	Painter II					
	Plumber I					
<b>440</b>	Cafeteria Manager-Secondary				<b>3.00%</b>	
		<b>Hourly</b>	<b>17.01</b>	<b>19.73</b>	<b>22.42</b>	<b>0.59</b>
		<b>Daily</b>	<b>136.08</b>	<b>157.84</b>	<b>179.36</b>	<b>4.72</b>
<b>45B</b>	Athletic Utility Assistant II				<b>3.00%</b>	
	Carpenter II	<b>Hourly</b>	<b>15.90</b>	<b>18.71</b>	<b>21.52</b>	<b>0.56</b>
	CCTV Level 2	<b>Daily</b>	<b>127.20</b>	<b>149.68</b>	<b>172.16</b>	<b>4.48</b>
	Dispatcher					
	Distribution Processor					
	Driver/Team Leader-Transportation					
	Driver-Library Services					
	Driver-Network & Repair					
	Electrician II					
	General Maintenance II					
	Grounds II					
	HVAC II					
	Kitchen Equipment I					
	Locksmith I					
	Mechanic II					
	Network Cable Technician					
	Painter III					
	Pest Control I					
	Plumber II					
	Roofer II					
	Safety Trainer-Transportation					
	Tool Crib Attendant					

**Manual Trades Job Family  
2008-2009**

<b>Pay Range</b>					<b>Raise</b>		
<b>47B</b>	Backflow Technician	<b>Minimum Control Maximum</b>			<b>3.00%</b>		
	Building Engineer	<b>Hourly</b>	<b>17.66</b>	<b>20.77</b>	<b>23.88</b>	<b>0.62</b>	
	Carpenter III	<b>Daily</b>	<b>141.28</b>	<b>166.16</b>	<b>191.04</b>	<b>4.96</b>	
	Electrician III						
	Fire Protection Technician						
	Foreman-Copy Services						
	General Maintenance III						
	Grounds III						
	HVAC III						
	HVAC Control Technician I						
	Kitchen Equipment II						
	Mechanic III						
	Pest Control II						
	Plumber III						
	Roofer III						
	Specialist-Textbooks						
	Telephone Service Technician						
	<b>470</b>	Cafeteria Senior Manager	<b>Minimum Control Maximum</b>			<b>3.00%</b>	
			<b>Hourly</b>	<b>20.52</b>	<b>23.63</b>	<b>26.75</b>	<b>0.71</b>
			<b>Daily</b>	<b>164.16</b>	<b>189.04</b>	<b>214.00</b>	<b>5.68</b>
<b>48B</b>	HVAC Control Technician II Locksmith II PBX Manager Supervisor-Distribution Services	<b>Minimum Control Maximum</b>			<b>3.00%</b>		
		<b>Hourly</b>	<b>19.59</b>	<b>23.04</b>	<b>26.51</b>	<b>0.69</b>	
		<b>Daily</b>	<b>156.72</b>	<b>184.32</b>	<b>212.08</b>	<b>5.52</b>	
<b>49B</b>	HVAC Chiller Technician	<b>Minimum Control Maximum</b>			<b>3.00%</b>		
		<b>Hourly</b>	<b>23.46</b>	<b>27.56</b>	<b>31.67</b>	<b>0.83</b>	
		<b>Daily</b>	<b>187.68</b>	<b>220.48</b>	<b>253.36</b>	<b>6.64</b>	

**Teacher Job Family  
2008-2009**

<u>Pay Range</u>		<b>Minimum</b>	<b>Control</b>	<b>Maximum</b>	<b>Raise</b>	
<b>820</b>	Teacher-BA				<b>3.00%</b>	
	Librarian	<b>Daily</b>	<b>234.13</b>	<b>264.44</b>	<b>362.87</b>	<b>7.93</b>
	Nurse	<b>Annual</b>	<b>44,250.57</b>		<b>Annual</b>	<b>\$1,498.77</b>
<b>830</b>	Teacher-MA				<b>3.00%</b>	
	Librarian	<b>Daily</b>	<b>244.71</b>	<b>275.23</b>	<b>373.66</b>	<b>8.26</b>
	Nurse	<b>Annual</b>	<b>46,250.19</b>		<b>Annual</b>	<b>\$1,561.14</b>

**New Hire Schedule  
Bachelor's - Teachers / Nurse / Librarian  
2008 - 2009**

<b>Years of Experience</b>	<b>Bachelor's Pay Grade 820 Daily</b>	<b>Bachelor's Pay Grade 820 Annual - 189 Days</b>
0	\$234.13	\$44,250.57
1	\$236.30	\$44,660.70
2	\$237.65	\$44,915.85
3	\$239.28	\$45,223.92
4	\$240.37	\$45,429.93
5	\$241.45	\$45,634.05
6	\$242.80	\$45,889.20
7	\$244.30	\$46,172.70
8	\$246.38	\$46,565.82
9	\$248.48	\$46,962.72
10	\$250.60	\$47,363.40
11	\$252.74	\$47,767.86
12	\$256.81	\$48,537.09
13	\$261.17	\$49,361.13
14	\$264.25	\$49,943.25
15	\$266.76	\$50,417.64
16	\$269.71	\$50,975.19
17	\$272.95	\$51,587.55
18	\$275.66	\$52,099.74
19	\$278.35	\$52,608.15
20	\$280.85	\$53,080.65
21	\$283.39	\$53,560.71
22	\$285.40	\$53,940.60
23	\$287.44	\$54,326.16
24	\$288.82	\$54,586.98
25+	\$290.09	\$54,827.01

\* Years must be recognized by the district as creditable years of service

**New Hire Schedule  
Master's - Teachers / Nurse / Librarian  
2008 - 2009**

<b>Years of Experience</b>	<b>Master's ** Pay Grade 830 Daily</b>	<b>Master's ** Pay Grade 830 Annual - 189 Days</b>
0	\$244.71	\$46,250.19
1	\$246.88	\$46,660.32
2	\$248.23	\$46,915.47
3	\$249.86	\$47,223.54
4	\$250.95	\$47,429.55
5	\$252.03	\$47,633.67
6	\$253.38	\$47,888.82
7	\$254.88	\$48,172.32
8	\$256.96	\$48,565.44
9	\$259.06	\$48,962.34
10	\$261.18	\$49,363.02
11	\$263.32	\$49,767.48
12	\$267.39	\$50,536.71
13	\$271.75	\$51,360.75
14	\$274.83	\$51,942.87
15	\$277.34	\$52,417.26
16	\$280.29	\$52,974.81
17	\$283.53	\$53,587.17
18	\$286.24	\$54,099.36
19	\$288.93	\$54,607.77
20	\$291.43	\$55,080.27
21	\$293.97	\$55,560.33
22	\$295.98	\$55,940.22
23	\$298.02	\$56,325.78
24	\$299.40	\$56,586.60
25+	\$300.67	\$56,826.63

\* Years must be recognized by the district as creditable years of service.

\* Master's Degree must be in the teaching field in which there is a valid teaching certificate or a master's degree in education with 12 graduate hours in which there is a valid teaching certificate.

\*\* \$500 differential for a Doctorate degree  
The employee must provide an official transcript showing the date the Doctorate degree was conferred/awarded

## Supplemental Salaries

### Academic Program

Academic Decathlon 10 Support Liaison	\$ 800	(1 per HS)
Academic Decathlon 11-12	\$4,000	(2 per Sr HS)
Destination Imagination	\$ 700	(1 per school)
Head Start – Family Service Manager	\$4,000	
Head Start – Other Managers	\$2,000	(1-5 Years)
Head Start – Other Managers	\$2,200	(6-10 Years)
Head Start – Other Managers	\$2,400	( 10+ Years)
MATHCOUNTS	\$ 900	(1 per MS)
PACE Specialist	\$1,800	
PASP Itinerant	\$1,800	
Whiz Quiz (1 per Sec School)		
Middle School	\$ 800	
High School	\$1,200	
Sr High School	\$1,200	

### Academic Enrichment Program

Environmental Camp	\$ 225
Environmental Camp Lead	\$ 325
Laser/Bragg	\$1,800

### Band

6-8 Grade - Director	\$6,500
6-8 Grade - Assistant	\$4,250
9-10 Grade - Director	\$8,000
9-10 Grade - Assistant	\$5,500
11-12 Grade - Director	\$9,000
11-12 Grade - Assistant	\$6,500

### Choir / Orchestra

6-8 Grade - Director	\$4,000
6-8 Grade - Assistant	\$3,000
9-10 Grade - Director	\$4,500
9-10 Grade - Assistant	\$3,500
11-12 Grade - Director	\$5,500
11-12 Grade - Assistant	\$4,000

### Cheerleading

8 Grade	\$1,650
9-10 Grade - Lead	\$2,350
9-10 Grade - Assistant	\$1,450
11-12 Grade - Jr. Varsity	\$1,850
11-12 Grade - Varsity	\$2,850

## Supplemental Salaries

### Drill Team

9-10 Grade - Lead	\$3,000
9-10 Grade - Assistant	\$2,000
11-12 Grade - Lead	\$5,000
11-12 Grade - Assistant	\$2,500

### Speech

6-8 Grade	\$2,250
9-10 Grade	\$3,750
11-12 Grade	\$5,750

### Theater

6-8 Grade	\$2,250
9-10 Grade	\$3,750
11-12 Grade	\$5,750

### Yearbook

6-8 Grade	\$1,650
9-10 Grade	\$1,850
11-12 Grade/Inc Newspaper	\$2,050

### Leadership

*Team Leader	\$1,800 - \$1,900
Asst. Team Leader (Special Assignment)	\$ 900

\*New position enters at \$1,800 Team Leader level

### Other:

Special Ed – Centralized Classroom – Team Leader	\$1,800
Department Chair	\$3,000
Administrative Intern	\$3,200
Bilingual – Certified	\$3,000
Non-certified	\$1,500

Bilingual stipends awarded to individuals working in a role classified as a bilingual position:

### Extra Class Period

Employee's daily rate divided by six (6), multiplied by the number of days of instruction.  
(Six (6) classes is the typical daily class load of a secondary teacher)

## Plano ISD Coaching Stipends 2008-2009

Coaching Position	Stipend Amount
Basketball Head Coach	\$9,250
Volleyball Head Coach	\$8,500
Baseball Head Coach	\$8,500
Softball Head Coach	\$8,500
Cross Country/Track Head Coach	\$8,500
Soccer Head Coach	\$5,250
Swimming Head Coach	\$5,250
Wrestling Head Coach	\$5,250
Tennis Head Coach	\$5,250
Golf Head Coach	\$5,250
Basketball Assistant Coach (2 sport assignment)	\$7,000
Volleyball Assistant Coach (2 sport assignment)	\$7,000
Track Assistant Coach (2 sport assignment)	\$7,000
Baseball Assistant Coach (2 sport assignment)	\$7,000
Softball Assistant Coach (2 sport assignment)	\$7,000
Golf JV Coach	\$4,375
High School Coach – Boys (FB + 2 <sup>nd</sup> sport assignment)	\$5,300
High School Coach – Girls (2 sport assignment)	\$4,150
High School Coach – Tennis	\$3,750
Middle School Coach – Boys (FB + 2 <sup>nd</sup> sport assignment)	\$4,000
Middle School Coach – Girls (2 sport assignment)	\$3,600
Middle School Coach – Tennis	\$3,600
Athletic Trainer	\$9,000
<b>Additional Assignment Stipends:</b>	
High School Athletic Director	\$1,500
Middle School Athletic Director	\$1,000
Middle School “Swing” Coach	\$1,500

## Supplemental Salaries

### Co-Curricular Duties (Teachers)

	<u>Hourly</u>
Curriculum Writing	\$25.00
Extended Library Hours	\$25.00
Head Start Programs	\$25.00
Math / Reading Clinic	\$25.00
Lead Teacher	\$27.50
Night School Teacher	\$25.00
Physical/Occupational Therapist	\$30.00
Saturday School	\$25.00
Sign Language Classes	\$25.00
Staff Training	\$25.00
Theatre Manager	\$25.00

### Co-Curricular Duties (Paraprofessionals)

*Interpreter/Sign and Bilingual	\$20.00
*Translation and Creation of Documents	\$20.00

**\*If duties are performed outside of contract time**

### Food Service

*PTA, Catering, etc.*

FANS Worker Extra Duty	\$ 8.00
FANS Manager Extra Duty	\$13.46

*Departmental/Concessions*

FANS Worker Extra Duty	\$10.00
FANS Manager Extra Duty	\$15.00

### Transportation

Field Trip	Reg. Hourly Rate
Outside Crew	\$ 7.50

### Security Officers-Special Events

Police Officer	\$26.00
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### Professional Development

Professional Presenter	\$30.00
Technical Support	\$15.00
Adjunct Professor	\$2,266.00/per course

## Supplemental Salaries

### Summer Pay Rates

Headmaster, Counselor	\$29.00
Lead Teacher	\$27.50
Teacher, Librarian, Nurse, Special Ed Teacher	\$25.00
Therapist, Specialist, Diagnostician, Pathologist	\$25.00
FANS Manager	\$13.46
Office Manager/Secretary	\$10.30
Teacher Assistant, CTA	\$10.00
Clerk, FANS Worker	\$ 8.00
Student Worker (HS or College)	\$ 6.00
Campus Receptionist	\$ 6.00

\*Bus Drivers and Bus Assistants will be paid their regular route rate.

## Substitute Salaries

Cumulative days worked annually – any assignment		
Days	Teacher	Paraprofessional
0 – 30	\$ 81.00	\$ 58.00
31 – 90	\$ 85.00	\$ 63.00
91 +	\$ 95.00	\$ 70.00

Cumulative days worked sequentially – single assignment, filled position		
Days	Teacher	Paraprofessional
0 – 10	\$ 81.00	\$ 58.00
11 – 30	\$ 85.00	\$ 63.00
31 +	\$228.30	\$ 78.24

Cumulative days worked sequentially – single assignment, Unfilled position		
Days	Teacher	Paraprofessional
0 – 10	\$ 81.00	\$ 58.00
11 +	\$228.30	\$ 78.24

\* The pay rate for half-day (4 hours) assignments is one-half of the daily rates above.

Example: Substitutes for teachers are currently paid \$81.00 per day while substitutes for paraprofessionals are paid \$58.00 per day. In addition, once a sub has worked thirty days their rate of pay would increase for future days to \$85.00 and \$63.00. Finally, any sub working ninety days would be paid for additional days worked at \$95.00 and \$70.00.

Each substitute is **encouraged** to keep a personal record of each job number and dates worked at each building. If there are discrepancies in the amount of the check and the number of days worked, the substitute should contact the appropriate school in which he/she worked during that pay period to be sure the number of days worked has been correctly reported.

### Teacher as a Sub for another Teacher

Elementary	1 hour	\$13.50/hour
Middle School	1 period equals 1 hour	\$13.50/period
High School	1 period equals 1 hour	\$13.50/period
Sr High School	1 period equals 1 hour	\$13.50/period

## Special Education/Bilingual Substitute Unit Compensation

Cumulative days worked annually – any assignment		
<b>Days</b>	<b>Teacher</b>	<b>Paraprofessional</b>
0 – 30	\$ 103.00	\$ 80.00
31 – 90	\$ 107.00	\$ 84.00
91 +	\$ 117.00	\$ 92.00

Cumulative days worked sequentially – single assignment, filled position		
<b>Days</b>	<b>Teacher</b>	<b>Paraprofessional</b>
0 – 10	\$ 103.00	\$ 80.00
11 – 30	\$ 107.00	\$ 84.00
31 +	\$228.30	\$ 100.24

Cumulative days worked sequentially – single assignment, Unfilled position		
<b>Days</b>	<b>Teacher</b>	<b>Paraprofessional</b>
0 – 10	\$ 103.00	\$ 80.00
11 +	\$228.30	\$ 100.24

To be eligible for the higher rate of pay a substitute must have successfully completed the scheduled Special Education and/or Bilingual Unit training designed for substitutes. Additionally, to receive the higher substitute rate, the person must actually be substituting in a designated Plano ISD special education or bilingual position, respectively.



**Beginning and Ending Duty Days  
2008 - 2009**

**181 Duty Days - (August)  
August 19, 2008 – June 4, 2009  
BUSDRIVER/ASST (TR181)**

Bus Assistant  
Bus Driver

**183 Duty Days – (August)  
August 19, 2008 – June 4, 2009  
FANSCAMPUS (FO183)**

FANS Specialist/Cashier/Floater  
FANS Van Driver  
FANS Assistant Manager

**185 Duty Days – (September)  
August 18, 2008 – June 4, 2009  
PARACAMP10MO (RE185)**

Assistant/Campus  
Assistant District Attendance Officer  
Assistant/Itinerant Special Ed  
Assistant/Regional Day School/Deaf  
Clerk/Campus/MS and HS  
Clinic Data Assistant  
Interpreter  
Parent Involvement  
Receptionist/HS  
Secretary/Head Start  
Secretary/MS

**189 Duty Days - (September)  
August 18, 2008 – June 5, 2009  
PROCAMP10MO (TE189)**

**\*Includes Saturday – December 20th**

Administrative Intern  
Assistive Technology Teacher  
Athletic Trainer/Sr HS  
Audiologist  
Beyond High School Teacher  
Diagnostician  
E-School Technology Specialist  
Family Consumer Science  
In Home Parent Trainer  
Librarian/Elem, MS, HS  
Licensed Specialist in School Psychology  
Music Therapist  
Nurse  
Occupational /Physical Therapist  
Orientation Mobility Specialist  
Special Ed-ARD Facilitator  
Special Ed Counselors  
Special Ed Instructional Support Specialist  
Speech /Language Pathologist  
Teacher

**190 Duty Days - (August)  
August 14, 2008 – June 5, 2009  
FANSMGR (FO190)**

FANS Manager  
FANS Manager Floater  
FANS Senior Manager

**190 Duty Days - (September)  
August 18, 2008 – June 8, 2009  
PARAPROF190 (RE190)**

District Truancy  
Parent Educator  
Secretary/Sr HS

**The months in parentheses reflect the month the group receives their new money/annual raise**

**Beginning and Ending Duty Days  
2008 - 2009**

**193 Duty Days - (September)**  
**August 18, 2008 – June 11, 2009**  
**STSERCAMP (SX193)**  
Substance Abuse Specialist/Student Services  
Therapeutic Services/Student Services

**194 Duty Days - (September)**  
**August 18, 2008 – June 12, 2009**  
**VACADJCOORD (SX194)**  
Vocational Adjustment Coordinator (VAC)

**195 Duty Days - (September)**  
**August 15, 2008 – June 12, 2009**  
**SPED10MO (SE195)**  
Brailist  
SPED Instructional Support Specialist-ECI

**195 Duty Days - (September)**  
**August 11, 2008 – June 8, 2009**  
**PARAPROF10MO (RE195)**  
Campus Technology Assistant  
Manager/Head Start  
Secretary/Elem  
Secretary/Holifield Science Center  
Employee Child Care Staff

**195 Duty Days – (August/September)**  
**August 8, 2008 – June 5, 2009**  
**CARED10/11MO (LA195 / LX195)**  
Advertising/Design  
Auto Lab  
Business Co-Op  
Computer Aided Drafting  
Director – Pre School/Sr HS  
Early Childhood Professions  
Family Consumer Science Co-Op  
Health Science Technology  
Industrial Co-Op Training  
Librarian/Sr HS  
Marketing Education Co-Op  
Multiple Occupational Co-op Training

**196 Duty Days - (September)**  
**August 11, 2008 – June 9, 2009**  
**COUNCAMPEL (EC196)**  
Counselor/Elem

**199 Duty Days - (September)**  
**August 6, 2008 – June 9, 2009**  
**COUNCLK/NURSED (MC199)**  
Clerk/Counselor/MS  
Clinical Nurse Educator  
Diabetes Educator

**200 Duty Days - (September)**  
**August 6, 2008 – June 10, 2009**  
**COUNCAMPMS (MC200)**  
Counselor/MS

**205 Duty Days - (August)**  
**July 31, 2008 – June 12, 2009**  
**PARACAMP11MO (RE205)**  
Clerk/Finance/HS  
Receptionist/Sr HS  
Registrar/HS  
Secretary/Associate Principal/Sr HS  
Secretary/Special Ed and Deaf Ed

**205 Duty Days - (August)**  
**August 6, 2008 – June 18, 2009**  
**FINCLKSRHS (SH205)**  
Clerk/Finance/Sr HS

**209 Duty Days - (August)**  
**July 28, 2008 – June 12, 2009**  
**COUNCAMPHS (HC209)**  
Counselor/HS and Sr HS  
Clerk/Counselor/HS and Sr HS  
Secretary/Counselor/Sr HS

**The months in parentheses reflect the month the group receives their new money/annual raise**

**Beginning and Ending Duty Days  
2008 - 2009**

**215 Duty Days - (August)  
August 11, 2008 – July 6, 2009  
PROFEXT11MO (EX215)**

Agriculture Science Teacher  
Coordinator-International Baccalaureate  
Special Ed-Curriculum Specialist

**220 Duty Days - (August)  
July 23, 2008 – June 24, 2009  
COUNCAMPDIR (DC220)**

Director of Campus Counseling

**220 Duty Days - (August)  
July 28, 2008 – June 29, 2009  
PARAPROF11MO (RE220)**

Assistant Principal  
Assistant Registrar/Sr HS  
Associate Principal  
Clerk/Itinerant Special Ed  
Clerk/Practical Parenting  
Clerk/Tech Support/Library Services  
Coordinator/Practical Parenting/Even Start  
Coordinator/Safe & Drug Free/Social Serv  
Director Head Start  
Instructional Specialist/Holifield Center  
Library/Cataloging  
LMS Librarian  
Military Properties Bookkeeping Officer  
Office Manager/Elem, MS, HS  
Office Manager/Head Start/Even Start  
Principal/Elem, MS, HS  
Principal Intern  
Secretary/Practical Parenting  
Specialist-Cluster Achievement

**220 Duty Days - (August)  
August 4, 2008 – July 6, 2009  
JROTC (RT220)**

JROTC

**220 Duty Days - (August)  
August 23, 2008 – July 25, 2009  
FANSUPV (FA220)**

Supervisor-FANS/Division

**246 Duty Days - (July)  
July 1, 2008 – June 30, 2009  
PROF12MO (PR246)**

Associate Principal/Sr HS  
Athletic Director/Sr HS  
Central Office Professional Staff  
Facility Services Professional Staff  
FANS Professional Staff  
Head Band Director/Sr HS  
Purchasing/Distribution Ctr Prof Staff  
Principal/Sr HS  
Transportation Professional Staff

**The months in parentheses reflect the month the group receives their new money/annual raise**

**Beginning and Ending Duty Days  
2008 - 2009**

**260 Duty Days - (July)  
June 16, 2008 – June 12, 2009  
FACBW – Biweekly (FA260)**

Athletic Utility Assistant  
Building Attendant/Plano ISD Center  
Bus Driver/Repair/Transportation  
CCTV2/Telecommunications  
Dispatcher/Transportation  
Driver/Distribution Center  
Driver/Network & Repair and Library Service  
Facility Services Trades  
Mechanic/Transportation  
Network Cable Tech/Technology Project & Operations  
PBX Manager/Telecommunications  
Route Designer  
Telephone Service Tech/Telecommunications

**June 16, 2008 – June 12, 2008  
AUXBW – Biweekly (AU260 / AB260)**

Clerk/Transportation  
Distribution Center  
Meeting Room Attendant/Sockwell Center  
Print Shop  
Secretary/Distribution Center  
Secretary/Transportation

**260 Duty Days - (July)  
July 1, 2008 – June 30, 2009  
PARA12MO (CE260)**

Central Office Para Support Staff  
Facility Services Para Support Staff  
FANS Para Support Staff  
Office Manager/Distribution Center  
Office Manager/Sr HS  
Purchasing Para Support Staff  
Registrar/Sr HS

**The months in parentheses reflect the month the group receives their new money/annual raise**







