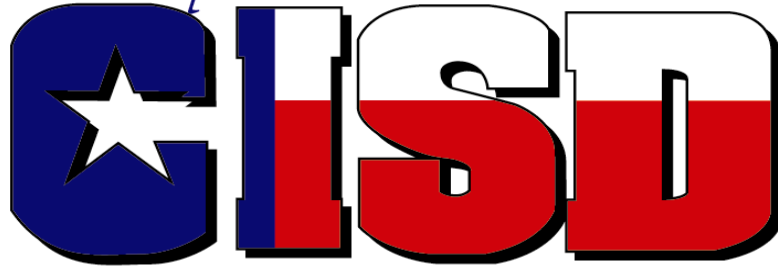


*Great Expectations* **Great Rewards**



CROWLEY INDEPENDENT SCHOOL DISTRICT

# COMPENSATION PLAN

2014-15

Board approved June 26, 2014

<b>2014-2015 SALARY SCHEDULE FOR</b>		
<b>TEACHERS, LIBRARIANS, AND NURSES (RNs)</b>		
<b>Years</b>	<b>Bachelor's Degree</b>	<b>Master's Degree</b>
<b>Experience</b>		
0	\$50,000	\$51,600
1	\$50,100	\$51,700
2	\$50,200	\$51,800
3	\$50,300	\$51,900
4	\$50,400	\$52,000
5	\$50,508	\$52,147
6	\$50,825	\$52,465
7	\$51,144	\$52,783
8	\$51,462	\$53,102
9	\$51,780	\$53,420
10	\$52,403	\$54,042
11	\$52,722	\$54,360
12	\$53,040	\$54,679
13	\$53,358	\$54,977
14	\$53,754	\$55,392
15	\$54,383	\$56,022
16	\$54,701	\$56,340
17	\$55,283	\$56,923
18	\$55,958	\$57,598
19	\$56,419	\$58,059
20	\$56,738	\$58,377
21	\$57,818	\$59,457
22	\$58,671	\$60,310
23	\$59,571	\$61,210
24	\$60,471	\$62,110
25	\$60,908	\$62,548
26	\$61,809	\$63,448
27	\$62,484	\$64,124
28	\$63,160	\$64,798
29	\$63,834	\$65,474
30	\$65,379	\$66,924
>30	1.03 x prior CISD year	1.03 x prior CISD year

This schedule is based on 187 days for the 2014-15 school year only.

No past or future payments can be calculated, assumed or predicted on the basis of his schedule.

Compensation Plan  
2014-15

<b>POSITION TITLES, PAY GRADES AND DUTY DAYS</b>		
POSITION TITLE	PAY GRADE	DUTY DAYS
ADVANCED ACADEMICS COORDINATOR	104-A	207(B)
AIDE, HEALTH CLINIC	203	187
ASST PRINCIPAL, ELEMENTARY	104-A	207(A)
ASST PRINCIPAL, INTERMEDIATE	104-B	217
ASST PRINCIPAL, MIDDLE SCHOOL	104-B	217
ASST PRINCIPAL, 9TH GRADE CAMPUS	105	217
ASST PRINCIPAL, CTEC	104-B	217
ASST PRINCIPAL, HIGH SCHOOL	105	217
BEHAVIOR ANALYST, BOARD CERTIFIED	103	197
BEHAVIOR SPECIALIST, GENERAL EDUCATION	102	187
BEHAVIOR SPECIALIST, SPECIAL EDUCATION	102	187
BRAILLE TRANSCRIPTIONIST	203	187
BUSINESS PROGRAM ANALYST	409	226
CAMPUS ADMINISTRATIVE PROGRAMMING MANAGER	410	226
CAMPUS INSTRUCTIONAL TECHNOLOGIST	102	197
CARPENTER/GENERAL MAINTENANCE	305	AUXILIARY
CARPENTER, LEAD	307	AUXILIARY
CHIEF ADMINISTRATIVE SUPPORT OFFICER	418	226
CHIEF EMPLOYEE SERVICES OFFICER	418	226
CHIEF INSTRUCTIONAL OFFICER	418	226
CLERK, ACCOUNTS PAYABLE	402	226
CLERK, DIAGNOSTICIAN	202	197
CLERK, PAYROLL	405	226
COMPUTER TECHNICIAN	404	226
COORDINATOR, ACCOUNTING	413	226
COORDINATOR, COUNSELING SERVICES	413	226
COORDINATOR, CURRICULUM DEPARTMENT	413	226
COORDINATOR, INSTRUCTIONAL TECHNOLOGY	412	226
COORDINATOR, PEIMS/INFO SYSTEMS	413	226
COORDINATOR, SAFETY AND SECURITY	413	226
COORDINATOR, SPECIAL EDUCATION	413	210(A)
COUNSELOR, ELEMENTARY	103	197
COUNSELOR, INTERMEDIATE	103-A	207(A)
COUNSELOR, MIDDLE SCHOOL	103-A	207(A)
COUNSELOR, 9TH GRADE CAMPUS	103-A	207(A)
COUNSELOR, HIGH SCHOOL, CTEC & CLC	103-B	217
COUNSELOR, SPECIAL EDUCATION	103	197
CUSTODIAN	301	AUXILIARY
CUSTODIAN-LEAD ELEM/INTERM/MS	303	AUXILIARY
CUSTODIAN- LEAD HS	304	AUXILIARY

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Compensation Plan  
2014-15

POSITION TITLE	PAY GRADE	DUTY DAYS
DATA PROCESSOR, HS	205	217
DELIVERY/MAINTENANCE HELPER	303	AUXILIARY
DEPUTY SUPERINTENDENT	419	226
DIAGNOSTICIAN	104	197
DIRECTOR, ACCOUNTING/FINANCE	416	226
DIRECTOR, ATHLETICS	417	226
DIRECTOR, COLLEGE & CAREER READINESS	416	226
DIRECTOR, FEDERAL PROGRAMS & ELEM INSTR	416	226
DIRECTOR, INFO SYS/TECH RESOURCES	417	226
DIRECTOR, MAINTENANCE	414	226
DIRECTOR, SPECIAL ED	417	226
DIRECTOR, STAFF DEVELOPMENT	416	226
DIRECTOR, SUPPORT PROGRAMS, DATA, RESEARCH & ANALYSIS	414	226
ELECTRICIAN, LEAD	307	AUXILIARY
ENERGY MGR	412	226
ENTRY SYSTEMS ANALYST	409	226
EXECUTIVE DIRECTOR	417	226
FIRE ALARM TECHNICIAN	306	AUXILIARY
FOOD SERVICE EQUIPMENT TECHNICIAN	306	AUXILIARY
FOOD SERVICE MANAGER, ELEM & INTERMEDIATE	303	196
FOOD SERVICE MANAGER, HIGH SCHOOL	305	196
FOOD SERVICE SPECIALIST	301	180
GENERAL MAINTENANCE WORKER	304	AUXILIARY
GROUNDS CREW	302	AUXILIARY
GROUNDS/RANCH HAND	302	AUXILIARY
GROUNDS CREW/LANDSCAPING & IRRIGATION SPECIALIST	306	AUXILIARY
GROUNDS CREW/LICENSED PEST CONTROL	304	AUXILIARY
HEALTH SERVICES COORDINATOR ASSISTANT	206	221
HS HEAD VARSITY FOOTBALL COACH	108	217
HVAC TECH I	305	AUXILIARY
HVAC TECH II	306	AUXILIARY
HVAC TECH, LEAD	307	AUXILIARY
INSTR AIDE I (187)	201	187
INSTR AIDE II (187)	202	187
INSTRUCTIONAL COACH, ELEMENTARY	103	197
INSTRUCTIONAL COACH, MIDDLE SCHOOL	102	197
INSTRUCTIONAL COACH, SECONDARY MATH	103	197
INTERPRETER, SE CERTIFIED-ADVANCED	208	187
INTERPRETER, SE CERTIFIED-BASIC	207	187
INTERPRETER, SE WAIVERED/COMM ASST	204	187
JOURNEYMAN ELECTRICIAN	306	AUXILIARY

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Compensation Plan  
2014-15

POSITION TITLE	PAY GRADE	DUTY DAYS
JOURNEYMAN PLUMBER	306	AUXILIARY
JROTC INSTRUCTOR	PER MIP	AUXILIARY
LEARNING COACH	206	217
LICENSED LOCKSMITH, LEAD	307	AUXILIARY
LICENSED PEST CONTROL, LEAD	306	AUXILIARY
LOCKSMITH	306	AUXILIARY
LSSP (PSYCHOLOGIST)	104	197
MAIL CARRIER	302	AUXILIARY
MASTER PLUMBER, LEAD	307	AUXILIARY
MEDICAL HEALTH PROFESSIONAL	100	187
NIGHT SECURITY	303	AUXILIARY
NIGHT SECURITY, LEAD	304	AUXILIARY
OCCUPATIONAL THERAPIST	102	187
OCCUPATIONAL THERAPY ASSISTANT	101	187
OFFICE AIDE I (187)	201	187
OFFICE AIDE II (187)	202	187
OFFICE AIDE II (217)	202-A	217
OFFICE AIDE III (187)	203	187
OFFICE AIDE III (207)	203	207(A)
OFFICE AIDE III (217)	203-A	217
OFFICE AIDE III (226)	401	226
OFFICE AIDE IV (217)	204-A	217
OFFICE MANAGER, HUMAN RESOURCES	409	226
OPERATIONAL PROGRAM ANALYST	409	226
PAINTER/GENERAL MAINTENANCE	304	AUXILIARY
PEIMS, ASSISTANT COORDINATOR	403	226
PEIMS, COORDINATOR	406	226
PHYSICAL THERAPIST	102	187
PHYSICAL THERAPY ASSISTANT	101	187
PRINCIPAL, ELEMENTARY	107	217
PRINCIPAL, INTERMEDIATE	107-A	221
PRINCIPAL, MIDDLE SCHOOL	108-A	221
PRINCIPAL, 9TH GRADE CAMPUS	107-A	221
PRINCIPAL, HIGH SCHOOL	109	221
PRINCIPAL, CROWLEY LEARNING CENTER	107-A	221
PRINCIPAL, CTEC	107-A	221
PROCUREMENT SPECIALIST	307	AUXILIARY
PUBLIC INFORMATION OFFICER	415	226
RECEPTIONIST, CENTRAL OFFICE	401	226
REGISTRAR, HS	205	217
ROOFER	305	AUXILIARY

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Compensation Plan  
2014-15

POSITION TITLE	PAY GRADE	DUTY DAYS
ROOFER, LEAD	307	AUXILIARY
SECRETARY, ADMINISTRATIVE SERVICES	403	226
SECRETARY, ALT CAMPUS	204-B	221
SECRETARY, ATHLETICS DIRECTOR	403	226
SECRETARY, CATE	206	221
SECRETARY, CHIEF	406	226
SECRETARY, CURRICULUM DEPT	403	226
SECRETARY, CURRICULUM DEPT/TRANSLATOR	405	226
SECRETARY, DEPUTY SUPERINTENDENT	407	226
SECRETARY, EXECUTIVE DIRECTOR	405	226
SECRETARY, FINANCE	403	226
SECRETARY, HUMAN RESOURCES	403	226
SECRETARY, HS ACCOUNTS ACTIVITY	205	217
SECRETARY, MAINTENANCE	402	226
SECRETARY, PRINCIPAL ELEMENTARY	205	217
SECRETARY, PRINCIPAL INTERMEDIATE	205-A	221
SECRETARY, PRINCIPAL MIDDLE SCHOOL	205-A	221
SECRETARY, PRINCIPAL 9TH GRADE CAMPUS	205-A	221
SECRETARY, PRINCIPAL HIGH SCHOOL	206	221
SECRETARY, SPECIAL EDUCATION DEPARTMENT	402	226
SECRETARY, SPECIAL EDUCATION DIRECTOR	403	226
SECRETARY, STUDENT SERVICES/ODS	402	226
SECRETARY, SUPERINTENDENT	408	226
SECRETARY, TEXTBOOK COORDINATOR/TECHNOLOGY	405	226
SENIOR PAINTER/GENERAL MAINTENANCE	306	AUXILIARY
SENIOR SYSTEMS ANALYST	410	226
SMALL ENGINE REPAIR	305	AUXILIARY
SPECIALIST, ACCOUNTS PAYABLE	405	226
SPECIALIST, CURRICULUM DEPARTMENT	411	226
SPECIALIST, HUMAN RESOURCES	403	226
SPECIALIST, PAYROLL	406	226
SPECIALIST, STAFF DEVELOPMENT	402	226
SPECIALIST, WORKERS COMP	405	226
SPEECH PATHOLOGIST	103	187
SPEECH PATHOLOGIST ASSISTANT	101	187
SUPERVISOR, GROUNDS	308	AUXILIARY
SUPERVISOR, HUMAN RESOURCES	412	226
SUPERVISOR, MAINTENANCE & OPERATIONS	309	AUXILIARY
SUPERVISOR, WAREHOUSE	308	AUXILIARY
TECHNOLOGY & NETWORK OPERATIONS MANAGER	413	226
WAREHOUSE WORKER/DELIVERY	302	AUXILIARY

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Compensation Plan  
2014-15

POSITION TITLE	PAY GRADE	DUTY DAYS
WEBMASTER	409	226

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Compensation Plan  
2014-15

<b>Campus Administrative / Professional Pay Ranges</b>			
<b>Pay Grade 100</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$138.85</b>	<b>\$169.32</b>	<b>\$199.79</b>
<b>187</b>	25,965	31,663	37,361
Medical Health Professional			
<b>Pay Grade 101</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$219.47</b>	<b>\$267.65</b>	<b>\$315.81</b>
<b>187</b>	41,041	50,051	59,056
Occupational Therapy Assistant		Speech Pathologist Assistant	
Physical Therapy Assistant			
<b>Pay Grade 102</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$272.14</b>	<b>\$331.87</b>	<b>\$391.61</b>
<b>187</b>	50,890	62,060	73,231
<b>197</b>	53,612	65,378	77,147
Behavior Specialist, Special Education		Physical Therapist	
Behavior Specialist, General Education		Campus Instructional Technologist	
Occupational Therapist		Instructional Coach, Middle School	
<b>Pay Grade 103</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$276.40</b>	<b>\$336.90</b>	<b>\$396.64</b>
<b>187</b>	51,687	63,000	74,172
<b>197</b>	54,451	66,369	78,138
Counselor		Speech Pathologist	
Elementary Instructional Coach		Board Certified Behavior Analyst	
Secondary Math Instructional Coach			
<b>Pay Grade 103-A</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$280.41</b>	<b>\$341.79</b>	<b>\$402.39</b>
<b>207</b>	58,045	70,751	83,295
Counselor			
<b>Pay Grade 103-B</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$281.49</b>	<b>\$343.11</b>	<b>\$403.96</b>
<b>217</b>	61,083	74,455	87,659
Counselor			

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Compensation Plan  
2014-15

<b>Pay Grade 104</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$291.19</b>	<b>\$355.10</b>	<b>\$419.02</b>
<b>197</b>	57,364	69,955	82,547
LSSP		Diagnostician	
<b>Pay Grade 104-A</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$295.41</b>	<b>\$360.25</b>	<b>425.10</b>
<b>207</b>	61,150	74,572	87,996
Asst. Principal, Elementary		Advanced Academics Coordinator	
<b>Pay Grade 104-B</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$296.56</b>	<b>\$361.65</b>	<b>\$426.75</b>
<b>217</b>	64,354	78,478	92,605
Asst. Principal, Intermediate		Asst. Principal, CTEC	
Asst. Principal, Middle School			
<b>Pay Grade 105</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$317.31</b>	<b>\$386.96</b>	<b>\$456.62</b>
<b>217</b>	68,856	83,970	99,087
Asst. Principal, 9th Grade Campus		Asst. Principal, High School	
<b>Pay Grade 107</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$366.68</b>	<b>\$447.18</b>	<b>\$527.66</b>
<b>217</b>	79,570	97,038	114,502
Principal, Elementary			
<b>Pay Grade 107-A</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$368.20</b>	<b>\$449.02</b>	<b>\$529.84</b>
<b>221</b>	81,372	99,233	117,095
Principal, 9th Grade		Principal, Intermediate	
Principal, Crowley Learning Ctr.		Principal CTEC	
<b>Pay Grade 108</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$396.02</b>	<b>\$482.95</b>	<b>\$569.87</b>
<b>217</b>	85,936	104,800	123,662
HS Head Varsity Football Coach			
<b>Pay Grade 108-A</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$397.66</b>	<b>\$484.93</b>	<b>\$572.22</b>
<b>221</b>	87,883	107,170	126,461
Principal, Middle School			

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Compensation Plan  
2014-15

<b>Pay Grade 109</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$429.46</b>	<b>\$523.73</b>	<b>\$618.01</b>
<b>221</b>	94,911	115,744	136,580
Principal, High School			

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Compensation Plan  
2014-15

<b>Campus Clerical / Paraprofessional Pay Ranges</b>			
<b>Pay Grade 201</b>			
<b>Duty</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Days</b>	<b>\$11.25</b>	<b>\$13.38</b>	<b>\$15.52</b>
<b>187</b>	16,830	20,016	23,218
Instructional Aide I		Office Aide I	
<b>Pay Grade 202</b>			
<b>Duty</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Days</b>	<b>\$11.86</b>	<b>\$14.45</b>	<b>\$17.05</b>
<b>187</b>	17,743	21,617	25,507
<b>197</b>	18,691	22,773	26,871
Instructional Aide II		Clerk, Diagnostician	
<b>Pay Grade 202-A</b>			
<b>Duty</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Days</b>	<b>\$12.08</b>	<b>\$14.72</b>	<b>\$17.36</b>
<b>217</b>	20,971	25,554	30,137
Office Aide II			
<b>Pay Grade 203</b>			
<b>Duty</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Days</b>	<b>\$13.04</b>	<b>\$15.90</b>	<b>\$18.76</b>
<b>187</b>	19,508	23,786	28,065
<b>207</b>	21,594	26,330	31,067
Office Aide III		Braille Transcriptionist	
Aide, Health Clinic			
<b>Pay Grade 203-A</b>			
<b>Duty</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Days</b>	<b>\$13.28</b>	<b>\$16.20</b>	<b>\$19.10</b>
<b>217</b>	23,054	28,123	33,158
Office Aide III			
<b>Pay Grade 204</b>			
<b>Duty</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Days</b>	<b>\$14.35</b>	<b>\$17.49</b>	<b>\$20.64</b>
<b>187</b>	21,468	26,165	30,877
Interpreter, SE Waivered/Comm. Asst.			
<b>Pay Grade 204-A</b>			
<b>Duty</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Days</b>	<b>\$14.61</b>	<b>\$17.81</b>	<b>\$21.02</b>
<b>217</b>	25,363	30,918	36,491
Office Aide IV			

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Compensation Plan  
2014-15

<b>Pay Grade 204-B</b>			
<b>Duty</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Days</b>	<b>\$14.67</b>	<b>\$17.89</b>	<b>\$21.11</b>
<b>221</b>	25,937	31,630	37,322
Secretary, Alt Campus			
<b>Pay Grade 205</b>			
<b>Duty</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Days</b>	<b>\$16.07</b>	<b>\$19.59</b>	<b>\$23.11</b>
<b>217</b>	27,898	34,008	40,119
Secretary, Elementary Campus Principal		Secretary, HS Accounts Activity	
Data Processor, HS		Registrar, HS	
<b>Pay Grade 205-A</b>			
<b>Duty</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Days</b>	<b>\$16.14</b>	<b>\$19.67</b>	<b>\$23.20</b>
<b>221</b>	28,536	34,777	41,018
Secretary, MS Campus Principal		Secretary, 9th Campus Principal	
Secretary, Intermediate Campus Principal			
<b>Pay Grade 206</b>			
<b>Duty</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Days</b>	<b>\$17.75</b>	<b>\$21.65</b>	<b>\$25.54</b>
<b>217</b>	30,814	37,584	44,337
<b>221</b>	31,382	38,277	45,155
Secretary, HS Campus Principal		Secretary, CATE	
Health Services Coordinator Assistant		Learning Coach	
<b>Pay Grade 207</b>			
<b>Duty</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Days</b>	<b>\$19.11</b>	<b>\$23.29</b>	<b>\$27.48</b>
<b>187</b>	28,589	34,842	41,110
Interpreter, SE Certified - Basic			
<b>Pay Grade 208</b>			
<b>Duty</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Days</b>	<b>\$21.01</b>	<b>\$25.62</b>	<b>\$30.24</b>
<b>187</b>	31,431	38,328	45,239
Interpreter, SE Certified - Advanced			

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Compensation Plan  
2014-15

<b>Auxiliary Pay Ranges</b>			
<b>Pay Grade 301</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>AUX</b>	<b>\$9.60</b>	<b>\$11.57</b>	<b>\$13.53</b>
<b>180</b>	\$13,824	\$16,661	\$19,483
Food Service Specialist		Custodian	
<b>Pay Grade 302</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>AUX</b>	<b>\$12.28</b>	<b>\$14.80</b>	<b>\$17.31</b>
Grounds Crew		Mail Carrier	
Warehouse Worker/Delivery		Grounds/Ranch Hand	
<b>Pay Grade 303</b>			
<b>Duty Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>AUX</b>	<b>\$13.34</b>	<b>\$16.27</b>	<b>\$19.20</b>
<b>196</b>	20,917	25,511	30,106
Food Service Manager, Elem/Intermediate		Lead Custodian, Elem/Interm/MS	
Night Security		Delivery/Maintenance Helper	
<b>Pay Grade 304</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>AUX</b>	<b>\$14.67</b>	<b>\$17.90</b>	<b>\$21.13</b>
Grounds/Licensed Pest Control		Lead Custodian, HS	
General Maintenance Worker		Night Security, Lead	
Painter/General Maintenance			
<b>Pay Grade 305</b>			
<b>Duty Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>AUX</b>	<b>\$16.88</b>	<b>\$20.58</b>	<b>\$24.30</b>
<b>196</b>	26,468	32,269	38,102
Food Service Manager, High School		HVAC Tech I	
Carpenter/General Maintenance		Small Engine Repair	
Roofer			
<b>Pay Grade 306</b>			
<b>Duty Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>AUX</b>	<b>\$18.57</b>	<b>\$22.64</b>	<b>\$26.73</b>
Food Services Equipment Technician		Journeyman Electrician	
Grounds Crew/Landscape & Irrigation Spec.		Journeyman Plumber	
HVAC Tech II		Licensed Pest Control, Lead	
Senior Painter/General Maintenance		Locksmith	
Fire Alarm Technician			

This schedule is for the 2014-15-school year only.

No past or future payments can be calculated, assumed or predicted on the basis of this schedule.

Compensation Plan  
2014-15

<b>Pay Grade 307</b>			
Duty Days	Minimum	Midpoint	Maximum
<b>AUX</b>	<b>\$20.42</b>	<b>\$24.91</b>	<b>\$29.40</b>
Carpenter, Lead		Procurement Specialist	
HVAC Technician, Lead		Roofer, Lead	
Licensed Locksmith, Lead		Master Plumber, Lead	
Electrician, Lead			
<b>Pay Grade 308</b>			
Duty Days	Minimum	Midpoint	Maximum
<b>AUX</b>	<b>\$21.45</b>	<b>\$26.16</b>	<b>\$30.86</b>
Supervisor, Grounds		Supervisor, Warehouse	
<b>Pay Grade 309</b>			
Duty Days	Minimum	Midpoint	Maximum
<b>AUX</b>	<b>\$22.47</b>	<b>\$27.40</b>	<b>\$32.33</b>
Supervisor, Maintenance & Operations			
<b>Maintenance Department Second Shift Pay Differential - \$1.00 per hour</b>			

This schedule is for the 2014-15-school year only.  
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Compensation Plan  
2014-15

<b>District Personnel Pay Ranges</b>			
<b>Paraprofessional/Technical</b>			
<b>Pay Grade 401</b>			
Duty	Minimum	Midpoint	Maximum
<b>Days</b>	<b>\$13.04</b>	<b>\$15.90</b>	<b>\$18.76</b>
<b>226</b>	23,576	28,747	33,918
Office Aide III		Receptionist, Central Office	
<b>Pay Grade 402</b>			
Duty	Minimum	Midpoint	Maximum
<b>Days</b>	<b>\$15.78</b>	<b>\$19.23</b>	<b>\$22.69</b>
<b>226</b>	28,530	34,768	41,024
Specialist, Staff Development		Secretary, Student Services/ODS	
Clerk, Accounts Payable		Secretary, Special Ed Department	
Secretary, Maintenance			
<b>Pay Grade 403</b>			
Duty	Minimum	Midpoint	Maximum
<b>Days</b>	<b>\$17.36</b>	<b>\$21.17</b>	<b>\$24.98</b>
<b>226</b>	31,387	38,275	45,164
PEIMS, Assistant Coordinator		Secretary, Human Resources	
Secretary, Athletic Director		Secretary, Sp Ed. Director	
Secretary, Curriculum Department		Secretary, Finance	
Secretary, Administrative Services		Specialist, Human Resources	
<b>Pay Grade 404</b>			
Duty	Minimum	Midpoint	Maximum
<b>Days</b>	<b>\$18.57</b>	<b>\$22.64</b>	<b>\$26.73</b>
<b>226</b>	33,575	40,933	48,328
Computer Technician			
<b>Pay Grade 405</b>			
Duty	Minimum	Midpoint	Maximum
<b>Days</b>	<b>\$19.11</b>	<b>\$23.29</b>	<b>\$27.48</b>
<b>226</b>	34,551	42,108	49,684
Clerk, Payroll		Secretary, Executive Director	
Secretary, Curriculum Dept/Translator		Textbook Coordinator/Technology Secretary	
Specialist, Accounts Payable		Specialist, Worker's Compensation	
<b>Pay Grade 406</b>			
Duty	Minimum	Midpoint	Maximum
<b>Days</b>	<b>\$21.02</b>	<b>\$25.62</b>	<b>\$30.24</b>
<b>226</b>	38,004	46,321	54,674
PEIMS, Coordinator		Secretary, Chief	
Specialist, Payroll			

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Compensation Plan  
2014-15

<b>Pay Grade 407</b>			
Duty	Minimum	Midpoint	Maximum
<b>Days</b>	<b>\$21.88</b>	<b>\$26.49</b>	<b>\$31.12</b>
<b>226</b>	39,559	47,894	56,265
Secretary, Deputy Superintendent			
<b>Pay Grade 408</b>			
Duty	Minimum	Midpoint	Maximum
<b>Days</b>	<b>\$24.46</b>	<b>\$29.84</b>	<b>\$35.23</b>
<b>226</b>	44,224	53,951	63,696
Secretary, Superintendent			
<b>Administrative / Professional</b>			
<b>Pay Grade 409</b>			
Duty	Minimum	Midpoint	Maximum
<b>Daily</b>	<b>\$219.47</b>	<b>\$267.65</b>	<b>\$315.81</b>
<b>226</b>	49,600	60,489	71,373
Business Program Analyst		Webmaster	
Entry Systems Analyst		Office Manager, Human Resources	
Operational Program Analyst			
<b>Pay Grade 410</b>			
Duty	Minimum	Midpoint	Maximum
<b>Daily</b>	<b>\$272.14</b>	<b>\$331.87</b>	<b>\$391.61</b>
<b>226</b>	61,504	75,003	88,504
Senior Systems Analyst		Campus Administrative Programming Manager	
<b>Pay Grade 411</b>			
Duty	Minimum	Midpoint	Maximum
<b>Daily</b>	<b>\$276.40</b>	<b>\$336.90</b>	<b>\$396.64</b>
<b>226</b>	62,466	76,139	89,641
Specialist, Curriculum Department			
<b>Pay Grade 412</b>			
Duty	Minimum	Midpoint	Maximum
<b>Daily</b>	<b>\$291.19</b>	<b>\$355.10</b>	<b>\$419.02</b>
<b>226</b>	65,809	80,253	94,699
Coordinator, Instructional Technology		Energy Manager	
Supervisor, Human Resources			

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Compensation Plan  
2014-15

<b>Pay Grade 413</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$311.56</b>	<b>\$379.96</b>	<b>\$448.36</b>
<b>210</b>	65,428	79,792	94,156
<b>226</b>	70,413	85,871	101,329
Coordinator, Curriculum Department		Technology & Network Operations Manager	
Coordinator, Accounting		Coordinator, PEIMS/Information Systems	
Coordinator, Special Education		Coordinator, Safety and Security	
Coordinator, Counseling Services			
<b>Pay Grade 414</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$333.37</b>	<b>\$406.56</b>	<b>\$479.74</b>
<b>226</b>	75,342	91,883	108,421
Dir. Support Prgms/Data,Research,Analysis		Director, Maintenance	
<b>Pay Grade 415</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$360.05</b>	<b>\$439.08</b>	<b>\$518.11</b>
<b>226</b>	81,371	99,232	117,093
Public Information Officer			
<b>Pay Grade 416</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$388.86</b>	<b>\$474.20</b>	<b>\$559.56</b>
<b>226</b>	87,882	107,169	126,461
Director, Federal Programs & Elem Instr.		Director, Accounting/Finance	
Director, Staff Development		Director, College & Career Readiness	
<b>Pay Grade 417</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$419.97</b>	<b>\$512.14</b>	<b>\$604.33</b>
<b>226</b>	94,913	115,744	136,579
Director, Athletics		Executive Director	
Director, Special Education		Director, Information & Technology Resources	
<b>Pay Grade 418</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$473.21</b>	<b>\$563.36</b>	<b>\$653.49</b>
<b>226</b>	106,945	127,319	147,689
Chief Employee Services Officer		Chief Instructional Officer	
Chief Administrative Support Officer			
<b>Pay Grade 419</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$520.53</b>	<b>\$619.69</b>	<b>\$718.85</b>
<b>226</b>	117,640	140,050	162,460
Deputy Superintendent			

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Compensation Plan  
2014-15

<b>Stipend Schedule</b>	
<b>Academic *</b>	
UIL Campus Coordinator- HS	3,000
UIL Theatre Arts/One Act Play-Director- HS	4,000
UIL Theatre Arts/One Act Play-Assist. Dir. -HS	2,000
UIL Speech/Debate-Includes ALL events- HS	3,000
National Honor Society	1,500
UIL Campus Coordinator- MS	1,000
UIL Theatre Arts/One Act Play- MS	1,000
UIL Campus Coordinator- Elem/Inter	500
UIL Event	500
Whiz Quiz- MS	500
National Junior Honor Society	1,000
Bilingual Teacher/Speech Therapist	4,000
Science Teacher 7-12 only- content certified	3,000
Math Teacher 7-12 only- content certified	3,000
BIC/RISE Teacher	3,000
Project Lead the Way	1,000
Home Based Services	\$22/hour
JROTC	5,000
Career and Technical Student Organizations (CTSO) sponsor	1,000
<b>Special Education and 504 *</b>	
504 Campus Liaison	3,280
Diagnosticians	2,000
<b>Special Education Leads *</b>	
Speech Language Pathologist	2,500
Diagnostician	3,000
<b>Finance Department Leads</b>	
Accounts Payable	750
Payroll	750
<b>Secretary Trainer</b>	
Secretary Trainer	1,500
<b>Mentors *</b>	
Mentors	\$500 per Mentee(not to exceed \$1,000 total)
<b>Alternative Campus *</b>	
Professional	2,000
<b>Department Head *</b>	
Secondary 10-12, ELA, Math, SS, Sci, PE, Fine Arts, SpEd, LOTE	2,000
Ninth Grade ELA, Math, SS, Sci, PE, Fine Arts, SpEd, LOTE	1,500
CTE	1,000
Middle School ELA, Math, SS, Sci, PE, Fine Arts, SpEd, LOTE, CTE	1,000
<b>Administrative *</b>	
Associate Principal - High School grades 10-12 only	6,500
Associate Principal - 9th Grade Campus	11,500
Textbook Coordinator	2,500
<b>Medical Health Specialist</b>	
Registered Nurse (RN)	3,000

\* Maximum of 3 academic stipends unless approved by Superintendent.

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Compensation Plan  
2014-15

<b>Stipend Schedule</b>	
<b>Band/Drill/Step Team *</b>	
High School Band Director	12,000
High School Band Assistant	5,500
Middle School Band Director	4,500
Intermediate/Middle School Band Assistant	3,500
Drill Team	4,000
Step Team - Senior High Campus only	1,250
<b>Cheerleading *</b>	
High School	4,000
Assistant High School	2,800
9th Grade	2,400
Middle School	2,000
<b>Choral Music *</b>	
High School Choral	8,000
Middle School Choral	3,000
Lead Elementary Music Instructor	2,000
<b>Yearbook/Newspaper *</b>	
HS One Sponsor 10-12 YB/NP	4,200
9th Grade - One Sponsor 9 YB/NP	1,600
MS One Sponsor YB/NP	1,600
Elementary YB	1,000
<b>Student Council *</b>	
High School	2,500
9th Grade	1,500
Middle School	1,400
<b>Coordinators</b>	
Lead Counselor - Senior High Campus only	2,500
Graduation Coordinator	1,250
Nurse Coordinator	5,000
Global Prep Coordinator	2,000
<b>District Library Media Specialist</b>	
Elementary	1,640
Secondary	1,640
<b>Administrative Expense Stipend</b>	
Deputy Superintendent	\$75/month
Chiefs	\$75/month
Executive Directors	\$75/month
Directors	\$75/month
Public Information Officer	\$75/month
HR Supervisor	\$75/month
Safety and Security Coordinator	\$75/month
Campus Principal	\$75/month
HS Athletic Trainer	\$75/month
Nurse Coordinator	\$75/month
Athletic Coordinators	\$75/month

\* Maximum of 3 academic stipends unless approved by Superintendent.

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Compensation Plan  
2014-15

<b>Stipend Schedule</b>	
<b>High School Head Coaches * ANNUAL</b>	
Volleyball	7,000
Cross Country	4,530
Basketball	8,600
Golf	6,000
Tennis	6,000
Baseball	7,700
Softball	7,700
Soccer	5,900
Swimming	6,800
Track	5,670
<b>Middle School Athletic Stipends * ANNUAL</b>	
Head Coach Football	3,350
Football	2,500
Volleyball	2,500
Cross Country	2,500
Basketball	2,500
Track	2,500
Tennis	2,500
<b>Intermediate School Athletic Stipends * ANNUAL</b>	
Intermediate Intramural Coach	500
Intermediate Intramural Coordinator	1,500
<b>Other Athletic Stipends * ANNUAL</b>	
High School Assistant Coach	4,330
Offensive Football Coordinator	5,460
Defensive Football Coordinator	5,460
High School Trainer	10,000
Part-time Assistant Coach	2,165
<b>Athletic Administrative Duties *</b>	
Athletic Coordinator	12,000
Middle School Athletic Coordinator	1,500

\* Maximum of 3 athletic stipends, per coach or coach coordinator, unless approved by Superintendent.

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Compensation Plan  
2014-15

<b>Stipend Schedule</b>		
<b>Stipend Scale for Summer Programs</b>		
Summer School Administrator-experience as Assistant Principal during the school year is preferred	Regular Term	\$5250 Additional days - \$350 per day
Summer School Teachers-teachers hired for critical shortage areas may be paid a rate not to exceed \$30 per hour		\$22-30/hour
Certified Substitute Teacher		Paid at same rate as teacher
Nurse (RN)		\$35/hour
All Office Staff - Secretaries/Paraprofessionals		\$11/hour
Substitute Office Staff - Secretaries/Paraprofessionals		\$11/hour
Instructional and/or State Assessment Paraprofessionals		\$11 - \$15/hour
Summer Textbook Assistant		\$10/hour
State Assessment Campus Coordinators and Test Proctors		\$30/hour
<b>Stipend Scale for Summer Programs for Special Education (ESY - Extended School Year)</b>		
Special Ed Teacher		\$30/hour
Special Ed Paraprofessional		\$11/hour
Speech		Current hourly rate of pay
Occupational Therapist (OT)		Current hourly rate of pay
Physical Therapist (PT)		Current hourly rate of pay
Deaf Ed Interpreters		\$15/hour
Special Ed Staff conducting Summer Evaluations		Current hourly rate of pay
<b>Zero Hour Compensation</b>		
<p>Teachers teaching courses offered as zero hour courses at the Bill R. Johnson Career and Technology Center will be eligible for additional compensation. Because these courses are outside the regular instructional day and in addition to the regular instructional day, extra compensation is allowed. Courses offered within the regular instructional day are not eligible for additional compensation. Rates of pay will be \$3000 for a year long course and \$1500 for a one semester course. All zero hour courses must be pre-approved by the Deputy Superintendent for School Administration.</p>		

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Compensation Plan  
2014-15

<b>Stipend Schedule</b>	
<b>Grandfathered Stipends *</b>	
GATE	2,000
Secondary Diagnostician (7-12) - begin 2011-12	1,000

\* When the current employee leaves the above position or has a break in continuous service the stipend will be eliminated. No new hire or current employee transferring into the above position will receive the stipend.

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Compensation Plan  
2014-15

<b>Extra Duty Days Outside of the Contract</b>	
Visually Impaired/Orientation Mobility Teacher	10
HS Band Director	20
HS Assistant Band Director	15
Intermediate/MS Band Director and Assist. Dir	10
HS Drill Team	5
HS Cheer Coach and Assistant	5
MS Cheer Coach	5
HS Choral	20
MS Choral	5
AG Teacher	34
All Ath. Coaches except HS Varsity FB Head Coach and Athletic Coordinator	10
Athletic Coordinator	34
Associate Principal - 9th Grade Campus	4

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Compensation Plan  
2014-15

**Middle School UIL Approved Events\***

Note: Limit Two Events Per Teacher

Number Sense  
Impromptu Speaking  
Oral Reading Prose  
Dictionary Skills  
Spelling  
Ready Writing  
Keyboarding  
Editorial Writing  
Science I  
Science II  
Mathematics  
Social Studies  
Pantomime  
Oral Reading Poetry  
Maps, Charts, & Graphs  
Listening Skills  
Art History  
Improv

\* Stipend is \$500 per event

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Compensation Plan  
2014-15

Substitute Pay Structure and Schedule \*

(A)	(B)	(C)	(D)	(E)	(F)
	1. PE Aides 2. Media Aides 3. Job Coaches 4. Health Clinic Aides 5. All Special Education Paraprofessional Positions except: BIC, RISE. FA. Autism, Life Skills, Career Skills, ISS, and PPCD	Specific Special Education Paraprofessional Positions (excluding long-term assignments) for: BIC, RISE. FA. Autism, Life Skills, Career Skills, ISS, and PPCD	Long-Term Assignment - Para Positions	Professional Positions	Long-Term Assignment - Professional Positions
Non-Certified Sub	70.00 per day	+ \$10.00 per day	no long-term pay differential	70.00 per day	70.00 per day
Non-Certified/4 Yr Degree Sub	70.00 per day	+ \$10.00 per day	no long-term pay differential	80.00 per day	90.00 per day
Tx Certified Sub	70.00 per day	+ \$10.00 per day	no long-term pay differential	85.00 per day	120.00 per day

\*Regardless of credentials, there will not be long-term pay differential for any paraprofessional position.

\*Long-term assignment rates begin on the 11th consecutive day of working in the same position for the same staff member regardless of the length of the assignment. If the substitute misses more than 2 student attendance days during the assignment then the substitute will be required to start over with 10 days at the regular rate of pay before being paid the long-term rate on the 11th consecutive day.

\*In certain long-term assignments, a negotiated compensation rate not to exceed \$150 per day, may be authorized by the Human Resource Department. Substitute must be fully certified according to the state board of education certification in Texas and Highly Qualified in the subject to be taught. Considerations will include: responsibility for grading student work, responsible for planning instruction, assignment is a minimum of six consecutive weeks, substitute must be in attendance daily with only a maximum of two (2) days absent during the grading period. This rate may be effective from the first day of assignment.

\*Teachers substituting voluntarily during conference period or planning time: \$22.00 per period (MS,HS)

\*Teachers accepting absent teachers' students - \$25.00 per day (ES, IS)

\*Substitute Counselor Professionals pay is \$80.00 per day.

\*Substitute Nurse/Medical Health Professionals pay is \$180.00 per day.

\*Permanent Sub -Degreed: \$18,700 annually

\*Permanent Sub- Certified Teacher: \$23,000 annually

**SUBSTITUTES WHO POSSESS A FOUR YEAR DEGREE OR HIGHER, AND WHO WISH TO BE CATEGORIZED AS "DEGREED" FOR PAY PURPOSES, MUST SEND YOUR ORIGINAL AND COMPLETE TRANSCRIPTS TO THE CROWLEY ISD SUBSTITUTE COORDINATOR FOR DEGREE VERIFICATION. UNOFFICIAL OR DUPLICATED TRANSCRIPTS CANNOT BE ACCEPTED.**

This schedule is for the 2014-15 school year only.

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## Curriculum and Instruction Additional Pay Procedures 2014-15

### District Expectation for Professional Development

If the District has provided funds for staff to attend professional development, the district expectation is that the attendee will return and present content/materials to district/campus at no additional compensation. Staff members who attend “Trainer of Training” (T.O.T) sessions for programs are expected to provide training to the campus/district as requested by the Curriculum and Instruction Department. Any compensation will be based on the criteria below.

Often presenters will be sought by the Curriculum & Instruction department for specific types of presentations. Workshop proposals must be approved by the Curriculum & Instruction department.

### **Workshop Preparation and Presentation**

#### **Preparation:**

Compensation for workshop preparation may only be provided if preparation is done outside the regular work/calendar day and if the presentation falls into one of two categories. Categories for paid preparation time are for A) a Staff Development Day in the school calendar or B) a Cancelled Staff Development (from after-school, Saturday, Summer Learning Academy). The following pay schedule will be used for preparation outside the work/calendar day –

1-3 hour presentations = \$50.00 for preparation

4-6 hour presentations = \$100.00 for preparation

#### **Presentations:**

- **Workshops During Regular Work/Calendar Day:** The district cannot provide compensation for workshop presentations by district personnel as part of their regular work schedule/contract calendar. (i.e. leading staff development on district staff development day)
- **Workshops Outside Regular Work/Calendar Day** The district will pay \$75.00 per presentation hour. (Example: One presenter for a three-hour presentation will receive 3 x \$75 = \$225) Preparation time is included in the total amount paid. Co-presenters will divide the total based upon the number of presentation hours.

This schedule is for the 2014-2015 school year only.

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**Funding:**

- Request for Pay (Blue sheets) must be completed and signed immediately after the presentation and returned to the appropriate Coordinator.

**Summer Multi-day training sessions**

Staff who attend multi-day training sessions necessary for teaching assignment credentials (i.e. AP/Pre-AP Institute, AVID Conference, CTE, Sheltered Instruction, will not receive compensation.

There may be exceptions to the above which may include special training sessions that are state, federal, or grant funded.

**Testing Proctors:**

**Test proctors will be obtained for summer testing such as state assessments, credit by exams and college readiness assessments.**

**All proctors are expected to utilize the Kronos System to track hours worked.**

- Personnel such as teachers, librarians and counselors will be preferred.
- The Curriculum and Instruction Department will provide budget codes to the payroll department. Kronos records will be required on a monthly basis according to the payroll calendar.

**Funding**

- An hourly wage of \$30.00 for certified teachers or \$11.00 for non-certified employees will be provided for state testing proctors.
- Proctors for college readiness testing (SAT, ACT, AcuPlacer) will be paid \$22.00 an hour regardless of certification status.

**Tutorial Programs:****Tutors**

**All tutors are expected to utilize the KRONOS system to track hours worked.**

- Only exempt personnel such as teachers, librarians and counselors will be utilized in after school programs due to Fair Standard Labor Laws.
- If a tutor cannot work on a scheduled day, another exempt employee can substitute for this tutor. The tutor substitute must also be set up on Kronos at the campus level.
- In the event that additional tutors are needed to prepare students at the SSI grades, tutors will be authorized by the Curriculum and Instruction department.
- The Curriculum and Instruction department will provide budget codes to the payroll department. Kronos records will be required on a monthly basis according to the payroll calendar.

This schedule is for the 2014-2015 school year only.

No past or future payments can be calculated, assumed or predicted on the basis of this schedule.

## **Funding**

- An hourly wage of \$22.00 will be provided for after school program tutors.
- All tutors hired to work during the instructional day will be paid \$75.00 daily and expected to work a full day.
- Tutors hired for critical shortage areas as identified by the Board of Trustees may be paid a rate not to exceed \$30 per hour with prior approval of Curriculum and Instruction Administrator approval.

## **Other**

- Proctors will be obtained during summer testing.
- Tutors/proctors should be processed as substitutes and not paid through contracted services due to IRS regulations.
- Bus drivers for after school programs will receive their regular wages.

## **AVID Guidelines for Tutor Certification and Pay Structure**

The goal of Essential 8 in the AVID Certification is to recruit, hire, train, retrain and nurture tutors, especially tutors who are current college students, develop a pool of tutors who can effectively facilitate the AVID inquiry-based tutorial groups and serve as role models and mentors for AVID students. Therefore tutors will receive certification levels based on their training, experience and number of college hours completed.

### **Level 1 Tutor**

- Complete a minimum of 16 hours of training in WICR and the AVID tutorial process. Four to six hours of tutor training (Part I) must occur prior to the tutor's start date in the AVID classroom.
- Complete the remainder (Part II) of the 16 required hours of training prior to the site's spring Certification Self-Study (CSS) review during the tutor's first year as an AVID tutor.
- All tutor training must be completed at the campus level, and the AVID Site Coordinator and site team must validate the tutor's level 1 training and experience to issue a certificate of completion for the AVID tutor training.
- Complete 0 to 15 hours of college level classes.
- Salary at this level will be \$10.00 per hour

### **Level 2 Tutor**

- Tutor must be in their second year and have completed Part I & II of the AVID tutor training.

This schedule is for the 2014-2015 school year only.

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- Documentation of on-going coaching and debriefing in inquiry and the AVID tutorial process.
- Documentation of the tutor's work and additional training must be available for review by the Regional/District Director during the Certification Self-Study (CSS) review.
- Must have completed 16 to 30 hours of college level classes.
- Salary will be \$12.00 per hour.

### **Level 3 Tutor**

- Completed their third year as an AVID tutor.
- Submit a portfolio of their tutorial work which illustrates effective tutoring experience as an AVID tutor facilitating AVID inquiry tutors and mentoring AVID students.
- Must be recommended by the AVID Site Tem Coordinator/Elective Teacher as a level 3 tutor with the appropriate documentation of work experience.
- Salary will be \$15.00 per hour.

This schedule is for the 2014-2015 school year only.  
No past or future payments can be calculated, assumed or predicted on the basis of this schedule.