



# COMPENSATION PLAN

## 2017-2018

**Approved June 29, 2017**

2017-2018 SALARY SCHEDULE FOR		
TEACHERS, LIBRARIANS, AND NURSES (RNs)		
Years	Bachelor's Degree	Master's Degree
Experience		
0	\$53,000	\$54,500
1	\$53,736	\$55,409
2	\$54,530	\$56,228
3	\$54,636	\$56,384
4	\$54,746	\$56,494
5	\$54,855	\$56,604
6	\$54,964	\$56,713
7	\$55,073	\$56,822
8	\$55,192	\$56,982
9	\$55,539	\$57,330
10	\$55,886	\$57,677
11	\$56,234	\$58,026
12	\$56,581	\$58,374
13	\$57,262	\$59,053
14	\$57,611	\$59,401
15	\$57,958	\$59,749
16	\$58,306	\$60,075
17	\$58,739	\$60,528
18	\$59,425	\$61,217
19	\$59,773	\$61,564
20	\$60,408	\$62,202
21	\$61,147	\$62,939
22	\$61,651	\$63,443
23	\$61,999	\$63,790
24	\$63,180	\$64,970
25	\$64,111	\$65,902
26	\$65,095	\$66,885
27	\$66,079	\$67,869
28	\$66,556	\$68,348
29	\$67,539	\$69,331
30	\$68,279	\$70,070
>30	1.03 x prior CISD year	1.03 x prior CISD year

This schedule is based on 187 days for the 2017-18 school year only.

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

Compensation Plan  
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POSITION TITLES, PAY GRADES AND DUTY DAYS		
POSITION TITLE	PAY GRADE	DUTY DAYS
ADVANCED ACADEMICS COORDINATOR	104-A	207(B)
AIDE, HEALTH CLINIC	203	187
ACADEMIC DEAN, ECHS	106	221
ACADEMIC DEAN, INSPIRE	106	221
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, CLC	104-B	217
ASST PRINCIPAL, CTEC	104-B	217
ASST PRINCIPAL, HIGH SCHOOL	105	217
ATHLETIC COORDINATOR/HEAD COACH	108-A	221
BEHAVIOR ANALYST, BOARD CERTIFIED	103	197
BEHAVIOR INTERVENTIONIST	203	187
BEHAVIOR SPECIALIST, GENERAL EDUCATION	102	187
BEHAVIOR SPECIALIST, SPECIAL EDUCATION	102	187
BRAILLE TRANSCRIPTIONIST	203	187
BUSINESS PROGRAM ANALYST	409	226
CAMPUS INSTRUCTIONAL TECHNOLOGIST	102	197
CAMPUS MONITOR	201	187
CARPENTER/GENERAL MAINTENANCE	305	AUXILIARY
CARPENTER, LEAD	307	AUXILIARY
CHIEF	418	226
CHILD CARE CAREGIVER	201	191
CHILD CARE LEAD CAREGIVER	203	193
CHILD CARE SITE SUPERVISOR	206	207(A)
CHILD CARE CENTER DIRECTOR	103A	207(A)
CLERK, ACCOUNTS PAYABLE	402	226
CLERK, COMMUNICATIONS	402	226
CLERK, DIAGNOSTICIAN	202	197
CLERK, HUMAN RESOURCES	402	226
CLERK, PAYROLL	405	226
CLERK, SPECIAL EDUCATION	401	226
CLERK, TEXTBOOK/FACILITY RESERVATIONS	402	226
COMPUTER TECHNICIAN	404	226
COORDINATOR, ACCOUNTING	413	226
COORDINATOR, COMMUNICATIONS/MARKETING	413	226
COORDINATOR, COUNSELING SERVICES	413	226
COORDINATOR, CURRICULUM DEPARTMENT	413	226

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POSITION TITLE	PAY GRADE	DUTY DAYS
COORDINATOR, DATA ANALYST	413	226
COORDINATOR, INSTRUCTIONAL TECHNOLOGY	413	226
COORDINATOR, HEALTH SERVICES	413	210(A)
COORDINATOR, PEIMS/INFO SYSTEMS	413	226
COORDINATOR, PROFESSIONAL DEVELOPMENT	413	226
COORDINATOR, SAFETY AND SECURITY	413	226
COORDINATOR, SPECIAL SERVICES	413	210(A)
COORDINATOR, HR OPERATIONS	410	226
COORDINATOR, HR PERSONNEL	413	226
COUNSELOR, 9TH GRADE CAMPUS	103-A	207(A)
COUNSELOR, ELEMENTARY	103	197
COUNSELOR, HIGH SCHOOL, CTEC & CLC	103-B	217
COUNSELOR, INTERMEDIATE	103-A	207(A)
COUNSELOR, MIDDLE SCHOOL	103-A	207(A)
COUNSELOR, SPECIAL EDUCATION	103	197
DATA PROCESSOR, HS	205	217
DEPUTY SUPERINTENDENT	419	226
DIAGNOSTICIAN	104	197
DIRECTOR, ASSESSMENT & ACCOUNTABILITY	416	226
DIRECTOR, COLLEGE & CAREER READINESS	416	226
DIRECTOR, MAINTENANCE	414	226
DIRECTOR, PROFESSIONAL DEVELOPMENT	416	226
DIRECTOR, SAFETY AND SECURITY	415	226
DIRECTOR, TECHNOLOGY	415	226
ELECTRICIAN, LEAD	307	AUXILIARY
ELECTRICIAN, MASTER	308	AUXILIARY
ENERGY MGR	412	226
ENTRY SYSTEMS ANALYST	409	226
EXECUTIVE DIRECTOR	417	226
FACILITY INSPECTION TECHNICIAN	305	AUXILIARY
FIRE ALARM TECHNICIAN	306	AUXILIARY
FOOD SERVICE EQUIPMENT TECHNICIAN	306	AUXILIARY
FOOD SERVICE SPECIALIST	301	180
GENERAL MAINTENANCE WORKER	304	AUXILIARY
GROUNDS CREW	302	AUXILIARY
GROUNDS CREW/LANDSCAPING & IRRIGATION SPECIALIST	306	AUXILIARY
GROUNDS CREW/LICENSED LAWN & ORNAMENTAL CONTROL	304	AUXILIARY
GROUNDS CREW/LICENSED PEST CONTROL	304	AUXILIARY
GROUNDS CREW/LICENSED WEED CONTROL	304	AUXILIARY
GROUNDS/RANCH HAND	302	AUXILIARY

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POSITION TITLE	PAY GRADE	DUTY DAYS
HEALTH SERVICES COORDINATOR ASSISTANT	206	221
HS HEAD VARSITY FOOTBALL COACH	108	217
HS HEAD VARSITY COACH/ATHLETIC COORDINATOR	108-A	221
HVAC TECH I	305	AUXILIARY
HVAC TECH II	306	AUXILIARY
HVAC TECH III, SPECIALIST	307	AUXILIARY
HVAC TECH, LEAD	307	AUXILIARY
INSTR AIDE I (187)	201	187
INSTR AIDE II (187)	202	187
INSTRUCTIONAL COACH, ELEM (GRANDFATHERED)*	103	197
INSTRUCTIONAL COACH, MS (GRANDFATHERED)*	102	197
INTERPRETER, SE CERTIFIED-ADVANCED	208	187
INTERPRETER, SE CERTIFIED-BASIC	207	187
INTERPRETER, SE WAIVERED/COMM ASST	204	187
JOURNEYMAN ELECTRICIAN	306	AUXILIARY
JOURNEYMAN PLUMBER	306	AUXILIARY
JROTC INSTRUCTOR	PER MIP	AUXILIARY
LEARNING COACH (187)	206	187
LEARNING COACH (217)	206	217
LICENSED LOCKSMITH, LEAD	307	AUXILIARY
LICENSED PEST CONTROL, LEAD	306	AUXILIARY
LOCKSMITH	306	AUXILIARY
LSSP (PSYCHOLOGIST)	104	197
MANAGER, MAINTENANCE & OPERATIONS	410	226
MANAGER OF CHOICE PROGRAMS	412	226
MAIL CARRIER/DISPATCHER	303	AUXILIARY
MEDICAL HEALTH PROFESSIONAL	100	187
MULTIMEDIA MANAGER	409	226
MUSIC THERAPIST	102	187
NETWORK SECURITY ANALYST	411	226
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

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POSITION TITLE	PAY GRADE	DUTY DAYS
OFFICE AIDE IV (217)	204-A	217
OPERATIONAL PROGRAM ANALYST	409	226
ORIENTATION & MOBILITY SPECIALIST	102	187
PAINTER/GENERAL MAINTENANCE	304	AUXILIARY
PEIMS, ASSISTANT COORDINATOR	403	226
PEIMS, COORDINATOR	406	226
PHYSICAL THERAPIST	102	187
PHYSICAL THERAPY ASSISTANT	101	187
PLUMBER, LEAD	307	AUXILIARY
PLUMBER, MASTER	308	AUXILIARY
PRINCIPAL, 9TH GRADE CAMPUS	107-A	221
PRINCIPAL, CROWLEY LEARNING CENTER	107-A	221
PRINCIPAL, CTEC	108-A	221
PRINCIPAL, ELEMENTARY	107	217
PRINCIPAL, HIGH SCHOOL	109	221
PRINCIPAL, INTERMEDIATE	107-A	221
PRINCIPAL, MIDDLE SCHOOL	108-A	221
PROCUREMENT SPECIALIST	307	AUXILIARY
PROGRAM SPECIALIST, SPED	412	226
RECEPTIONIST, CENTRAL OFFICE	401	226
REGISTRAR, HS	205	217
ROOFER	305	AUXILIARY
ROOFER, LEAD	307	AUXILIARY
SAFETY & SECURITY TECHNICAL SPECIALIST	410	226
SECRETARY, ADMINISTRATIVE SERVICES	403	226
SECRETARY, ALT CAMPUS	204-B	221
SECRETARY, CATE	206	221
SECRETARY, CHIEF	406	226
SECRETARY, CHOICE PROGRAM	204-B	221
SECRETARY, COMM/MARKETING/TRANSLATOR	405	226
SECRETARY, CURRICULUM DEPT	403	226
SECRETARY, DEPUTY SUPERINTENDENT	407	226
SECRETARY, EXECUTIVE DIRECTOR	405	226
SECRETARY, FINANCE	403	226
SECRETARY, HS ACCOUNTS ACTIVITY	205	217
SECRETARY, MAINTENANCE	402	226
SECRETARY, PRINCIPAL 9TH GRADE CAMPUS	205-A	221
SECRETARY, PRINCIPAL ELEMENTARY	205	217
SECRETARY, PRINCIPAL HIGH SCHOOL	207	221
SECRETARY, PRINCIPAL INTERMEDIATE	205-A	221

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POSITION TITLE	PAY GRADE	DUTY DAYS
SECRETARY, PRINCIPAL MIDDLE SCHOOL	205-A	221
SECRETARY, PROFESSIONAL DEVELOPMENT DIRECTOR	403	226
SECRETARY, SPECIAL EDUCATION DEPARTMENT	402	226
SECRETARY, SUPERINTENDENT	408	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, EMPLOYEE BENEFITS	406	226
SPECIALIST, HUMAN RESOURCES	403	226
SPECIALIST, PAYROLL	406	226
SPECIALIST, WORKERS COMP	405	226
SPEECH PATHOLOGIST	104	187
SPEECH PATHOLOGIST ASSISTANT	101-A	187
SUPERVISOR, GROUNDS	308	AUXILIARY
SUPERVISOR, HVAC	308	AUXILIARY
SUPERVISOR TALENT ACQUISITION/LEADERSHIP DEVELOPMENT	414	226
SUPERVISOR, WAREHOUSE	308	AUXILIARY
TESTING COORDINATOR	103-B	217
WAREHOUSE WORKER/DELIVERY	302	AUXILIARY
WEBMASTER	409	226
<p>* Salary for current employees in an Instructional Coach position will be based on current pay grade and a 197 day calendar. Newly hired or current employee transferring into this position after July 1, 2015 will be placed on the Teacher matrix based on Years Experience and Degree with an opportunity for 10 additional days based on campus needs.</p>		

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Campus Administrative / Professional Pay Ranges			
Pay Grade 100			
	Minimum	Midpoint	Maximum
Daily	\$145.19	\$177.06	\$208.92
187	27,151	33,110	39,068
Medical Health Professional			
Pay Grade 101			
	Minimum	Midpoint	Maximum
Daily	\$229.49	\$279.89	\$330.24
187	42,915	52,339	61,755
Occupational Therapy Assistant		Physical Therapy Assistant	
Pay Grade 101-A			
	Minimum	Midpoint	Maximum
Daily	\$264.45	\$322.63	\$380.71
187	49,452	60,332	71,193
Speech Pathologist Assistant			
Pay Grade 102			
	Minimum	Midpoint	Maximum
Daily	\$284.57	\$347.03	\$409.50
187	53,215	64,895	76,577
197	56,060	68,365	80,672
Behavior Specialist, Special Education		Physical Therapist	
Behavior Specialist. General Education		Campus Instructional Technologist	
Occupational Therapist		Instructional Coach, Middle School (grandfathered)*	
Music Therapist		Orientation & Mobility Specialist	
Pay Grade 103			
	Minimum	Midpoint	Maximum
Daily	\$289.03	\$352.29	\$414.76
187	54,049	65,878	77,560
197	56,939	69,401	81,708
Counselor		Board Certified Behavior Analyst	
Instructional Coach, Elem (grandfathered)*			
Pay Grade 103-A			
	Minimum	Midpoint	Maximum
Daily	\$293.22	\$357.40	\$420.78
207	60,697	73,982	87,101
Counselor		Child Care Center Director	

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Pay Grade 103-B			
	Minimum	Midpoint	Maximum
Daily	\$294.35	\$358.78	\$422.41
217	63,874	77,855	91,663
Counselor		Testing Coordinator	
Pay Grade 104			
	Minimum	Midpoint	Maximum
Daily	\$304.50	\$371.33	\$438.17
187	56,942	69,439	81,938
197	59,987	73,152	86,319
LSSP		Diagnostician	
Speech Pathologist			
Pay Grade 104-A			
	Minimum	Midpoint	Maximum
Daily	\$308.91	\$376.71	444.52
207	63,944	77,979	92,016
Asst. Principal, Elementary		Advanced Academics Coordinator	
Pay Grade 104-B			
	Minimum	Midpoint	Maximum
Daily	\$310.11	\$378.18	\$446.24
217	67,294	82,065	96,834
Asst. Principal, Intermediate		Asst. Principal, CTEC	
Asst. Principal, Middle School *		Asst. Principal, CLC	
Pay Grade 105			
	Minimum	Midpoint	Maximum
Daily	\$331.80	\$404.64	\$477.48
217	72,001	87,807	103,613
Asst. Principal, 9th Grade Campus		Asst. Principal, High School	
Pay Grade 106			
	Minimum	Midpoint	Maximum
Daily	\$333.16	\$406.31	\$479.46
221	73,628	89,795	105,961
226	75,294	91,826	108,358
Academic Dean, Inspire		Academic Dean, ECHS	
Pay Grade 107			
	Minimum	Midpoint	Maximum
Daily	\$383.43	\$467.61	\$551.76
217	83,204	101,471	119,732
Principal, Elementary			

\* See stipend schedule for Assistant Principal, Middle School stipend

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Pay Grade 107-A			
	Minimum	Midpoint	Maximum
Daily	\$385.02	\$469.54	\$554.05
221	85,089	103,768	122,445
Principal, 9th Grade		Principal, Intermediate	
Principal, Crowley Learning Ctr.			
Pay Grade 108			
	Minimum	Midpoint	Maximum
Daily	\$414.11	\$505.01	\$595.91
217	89,862	109,587	129,312
HS Head Varsity Football Coach			
Pay Grade 108-A			
	Minimum	Midpoint	Maximum
Daily	\$415.84	\$507.07	\$598.35
221	91,901	112,062	132,235
Principal, Middle School		HS Head Varsity Coach/Athletic Coordinator	
Principal CTEC			
Pay Grade 109			
	Minimum	Midpoint	Maximum
Daily	\$449.08	\$547.65	\$646.24
221	99,247	121,031	142,819
Principal, High School			

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Compensation Plan  
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Campus Clerical / Paraprofessional Pay Ranges			
Pay Grade 201			
Duty	Minimum	Midpoint	Maximum
Days	\$11.76	\$14.00	\$16.24
187	17,593	20,944	24,295
191	17,969	21,392	24,815
Instructional Aide I		Office Aide I	
Campus Monitor		Child Care Caregiver	
Pay Grade 202			
Duty	Minimum	Midpoint	Maximum
Days	\$12.40	\$15.11	\$17.83
187	18,550	22,605	26,674
197	19,542	23,813	28,100
Instructional Aide II		Clerk, Diagnostician	
Office Aide II			
Pay Grade 202-A			
Duty	Minimum	Midpoint	Maximum
Days	\$12.64	\$15.40	\$18.16
217	21,943	26,734	31,526
Office Aide II			
Pay Grade 203			
Duty	Minimum	Midpoint	Maximum
Days	\$13.64	\$16.63	\$19.62
187	20,405	24,878	29,352
193	21,060	25,677	30,293
207	22,588	27,539	32,491
Office Aide III		Braille Transcriptionist	
Aide, Health Clinic		Behavior Interventionist	
Child Care Lead Caregiver			
Pay Grade 203-A			
Duty	Minimum	Midpoint	Maximum
Days	\$13.90	\$16.94	\$19.98
217	24,130	29,408	34,685
Office Aide III			
Pay Grade 204			
Duty	Minimum	Midpoint	Maximum
Days	\$15.01	\$18.29	\$21.59
187	22,455	27,362	32,299
Interpreter, SE Waivered/Comm. Asst.			

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Pay Grade 204-A			
Duty	Minimum	Midpoint	Maximum
Days	\$15.29	\$18.63	\$21.98
217	26,543	32,342	38,157
Office Aide IV			
Pay Grade 204-B			
Duty	Minimum	Midpoint	Maximum
Days	\$15.35	\$18.71	\$22.08
221	27,139	33,079	39,037
Secretary, Alt Campus		Secretary, Choice Program	
Pay Grade 205			
Duty	Minimum	Midpoint	Maximum
Days	\$16.80	\$20.48	\$24.17
217	29,165	35,553	41,959
Secretary, Elementary Campus Principal		Secretary, HS Accounts Activity	
Data Processor, HS		Registrar, HS	
Pay Grade 205-A			
Duty	Minimum	Midpoint	Maximum
Days	\$16.88	\$20.57	\$24.26
221	29,844	36,368	42,892
Secretary, MS Campus Principal		Secretary, 9th Campus Principal	
Secretary, Intermediate Campus Principal			
Pay Grade 206			
Duty	Minimum	Midpoint	Maximum
Days	\$18.56	\$22.64	\$26.70
187	27,766	33,869	39,943
207	30,735	37,492	44,215
217	32,220	39,303	46,351
221	32,814	40,028	47,206
Health Services Coordinator Assistant		Secretary, CATE	
Child Care Site Supervisor		Learning Coach	
Pay Grade 207			
Duty	Minimum	Midpoint	Maximum
Days	\$19.99	\$24.36	\$28.73
187	29,905	36,443	42,980
221	35,342	43,068	50,795
Interpreter, SE Certified - Basic		Secretary, HS Campus Principal	
Pay Grade 208			
Duty	Minimum	Midpoint	Maximum
Days	\$21.96	\$26.79	\$31.62
187	32,852	40,078	47,304
Interpreter, SE Certified - Advanced			

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Auxiliary Pay Ranges			
Pay Grade 301			
	Minimum	Midpoint	Maximum
AUX	\$10.04	\$12.10	\$14.15
180	\$14,458	\$17,424	\$20,376
Food Service Specialist			
Pay Grade 302			
	Minimum	Midpoint	Maximum
AUX	\$12.85	\$15.48	\$18.10
Grounds Crew		Grounds/Ranch Hand	
Warehouse Worker/Delivery			
Pay Grade 303			
Duty Days	Minimum	Midpoint	Maximum
AUX	\$13.95	\$17.01	\$20.08
Mail Carrier/Dispatcher		Night Security	
Pay Grade 304			
	Minimum	Midpoint	Maximum
AUX	\$15.34	\$18.72	\$22.10
Grounds/Licensed Pest Control		Painter/General Maintenance	
Grounds/Licensed Weed Control		Night Security, Lead	
Grounds/Lic Lawn & Ornamental Control		General Maintenance Worker	
Pay Grade 305			
Duty Days	Minimum	Midpoint	Maximum
AUX	\$17.65	\$21.52	\$25.42
Roofer		HVAC Tech I	
Carpenter/General Maintenance		Small Engine Repair	
Facility Inspection Technician			
Pay Grade 306			
Duty Days	Minimum	Midpoint	Maximum
AUX	\$19.42	\$23.68	\$27.95
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			

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Pay Grade 307			
Duty Days	Minimum	Midpoint	Maximum
AUX	\$21.36	\$26.04	\$30.74
Carpenter, Lead		Procurement Specialist	
HVAC Technician, Lead		Roofer, Lead	
Locksmith, Lead		Plumber, Lead	
Electrician, Lead		HVAC Tech III, Specialist	
Pay Grade 308			
Duty Days	Minimum	Midpoint	Maximum
AUX	\$22.43	\$27.35	\$32.27
Supervisor, Grounds		Supervisor, Warehouse	
Electrician, Master		Plumber, Master	
Supervisor, HVAC			
Maintenance Department Second Shift Pay Differential - \$1.00 per hour			

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District Personnel Pay Ranges			
Paraprofessional/Technical			
Pay Grade 401			
Duty	Minimum	Midpoint	Maximum
Days	\$13.64	\$16.63	\$19.62
226	24,661	30,067	35,473
Clerk, Special Education		Receptionist, Central Office	
Pay Grade 402			
Duty	Minimum	Midpoint	Maximum
Days	\$16.50	\$20.11	\$23.73
226	29,832	36,359	42,904
Clerk, Accounts Payable		Clerk, Textbook/Facility Reservations	
Secretary, Maintenance		Secretary, Special Ed Department	
Clerk, Human Resources		Clerk, Communications	
Pay Grade 403			
Duty	Minimum	Midpoint	Maximum
Days	\$18.16	\$22.14	\$26.13
226	32,833	40,029	47,243
PEIMS, Assistant Coordinator		Specialist, Human Resources	
Secretary, Curriculum Department		Secretary, Finance	
Secretary, Administrative Services		Secretary, Professional Development Director	
Pay Grade 404			
Duty	Minimum	Midpoint	Maximum
Days	\$19.42	\$23.68	\$27.95
226	35,111	42,813	50,534
Computer Technician			
Pay Grade 405			
Duty	Minimum	Midpoint	Maximum
Days	\$19.99	\$24.36	\$28.73
226	36,142	44,043	51,944
Clerk, Payroll		Secretary, Executive Director	
Secretary, Comm/Marketing/Translator		Specialist, Worker's Compension	
Specialist, Accounts Payable			
Pay Grade 406			
Duty	Minimum	Midpoint	Maximum
Days	\$21.98	\$26.80	\$31.62
226	39,740	48,454	57,169
PEIMS, Coordinator		Secretary, Chief	
Specialist, Payrolll		Specialist, Employee Benefits	

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Pay Grade 407			
Duty	Minimum	Midpoint	Maximum
Days	\$22.88	\$27.70	\$32.54
226	41,367	50,082	58,832
Secretary, Deputy Superintendent			
Pay Grade 408			
Duty	Minimum	Midpoint	Maximum
Days	\$25.58	\$31.21	\$36.84
226	46,249	56,428	66,607
Secretary, Superintendent			
Administrative / Professional			
Pay Grade 409			
	Minimum	Midpoint	Maximum
Daily	\$229.49	\$279.89	\$330.24
226	51,865	63,255	74,634
Business Program Analyst		Webmaster	
Entry Systems Analyst		Operational Program Analyst	
Multimedia Manager			
Pay Grade 410			
	Minimum	Midpoint	Maximum
Daily	\$284.57	\$347.03	\$409.50
226	64,313	78,429	92,547
Senior Systems Analyst		Safety & Security Tech Specialist	
Coordinator, HR Operations		Manager, Maintenance & Operations	
Pay Grade 411			
	Minimum	Midpoint	Maximum
Daily	\$289.03	\$352.29	\$414.76
226	65,321	79,618	93,736
Network Security Analyst			
Pay Grade 412			
	Minimum	Midpoint	Maximum
Daily	\$304.49	\$371.33	\$438.17
226	68,815	83,921	99,026
Energy Manager		Manager of Choice Programs	
Program Specialist, SPED			

This schedule is for the 2017-18 school year only.

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Compensation Plan  
2017-18

Pay Grade 413			
	Minimum	Midpoint	Maximum
Daily	\$325.78	\$397.32	\$468.85
210	68,414	83,437	98,459
226	73,626	89,794	105,960
Coordinator, Curriculum Department		Coordinator, Instructional Technology	
Coordinator, Accounting		Coordinator, PEIMS/Information Systems	
Coordinator, Special Services		Coordinator, Safety and Security	
Coordinator, Counseling Services		Coordinator, Professional Development	
Coordinator, Communications/Marketing		Coordinator, HR Personnel	
Coordinator, Health Services		Coordinator, Data Analyst	
Pay Grade 414			
	Minimum	Midpoint	Maximum
Daily	\$348.60	\$424.83	\$501.66
226	78,784	96,012	113,375
Supervisor Talent Acquisition /Leadership Development			
Director, Maintenance			
Pay Grade 415			
	Minimum	Midpoint	Maximum
Daily	\$376.49	\$459.15	\$541.78
226	85,087	103,768	122,442
Director, Technology		Director, Safety and Security	
Pay Grade 416			
	Minimum	Midpoint	Maximum
Daily	\$406.62	\$495.86	\$585.12
226	91,896	112,064	132,237
Director, Assessment & Accountability		Director, College & Career Readiness	
Director, Professional Development			
Pay Grade 417			
	Minimum	Midpoint	Maximum
Daily	\$439.15	\$535.53	\$631.94
226	99,248	121,030	142,818
Executive Director			
Pay Grade 418			
	Minimum	Midpoint	Maximum
Daily	\$494.83	\$589.10	\$683.34
226	111,832	133,137	154,435
Chief			

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Compensation Plan  
2017-18

Pay Grade 419			
	Minimum	Midpoint	Maximum
Daily	\$544.31	\$648.01	\$751.69
226	123,014	146,450	169,882
Deputy Superintendent			

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Compensation Plan  
2017-18

<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 (limit 2 per teacher)	500
Whiz Quiz	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
Spanish Teacher 7-12 only- content certified	3,000
BIC/GOALS/RISE Teacher	3,000
Project Lead the Way/Gateway to Technology/UT On Ramps	1,000
Elementary/Intermediate AVID Site Coordinator	1,000
Home Based Services	\$22/hour
JROTC	5,000
Junior Cadet Corp - MS	3,400
Career and Technical Student Organizations (CTSO) sponsor	1,000
Demonstration Teachers (Professional Development)	1,500
Campus Communicator	500
<b>Special Education and 504 *</b>	
504 Campus Liaison	3,280
Transition Specialist	3,000
Behavior Specialist	4,000
Instructional Specialist	4,000
Speech Pathologist Supervisor (supervision of 2 full time or 4 part time assistants)	10,000
<b>Special Education Leads *</b>	
Speech Language Pathologist	2,500
Diagnostician (one per feeder pattern)	3,000
<b>Finance Department Leads</b>	
Accounts Payable	750
Payroll	750
<b>Mentors *</b>	
Mentors	\$500 per Mentee(not to exceed \$1,000 total)
<b>Alternative Campus *</b>	
Professional	2,000
<b>Department Head *</b>	
HS 10-12: ELA, Math, SS, Sci, PE, Fine Arts, SpEd, LOTE, CTE	2,000
Ninth Grade: ELA, Math, SS, Sci, SpEd, LOTE, Electives	1,500
CTE	1,000
Middle School ELA, Math, SS, Sci, PE, Fine Arts, SpEd, LOTE, CTE	1,000

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Compensation Plan

2017-18

<b>Administrative *</b>	
Associate Principal - High School grades 10-12 only	6,500
Middle School Assistant Principal	2,300
<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  
2017-18

<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
Drill Team Assistant	2,800
Color Guard	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
<b>District Library Media Specialist</b>	
Elementary	1,640
Secondary	1,640
<b>Administrative Expense Stipend</b>	
Multimedia Manager, Central Office Coordinator, HS Athletic Trainer, Campus Principal, Academic Dean, Supervisor Talent Acquisition, Manager of Choice Programs, Director, Executive Director, Chief, Deputy Superintendent and Superintendent	\$75/month

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Compensation Plan  
2017-18

<b>Stipend Schedule</b>	
<b>High School Head Coaches (other than Athletic Coordinators) * 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>	
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  
2017-18

<b>Stipend Schedule</b>	
<b>Stipend Scale for Summer Programs</b>	
Summer School Administrator-experience as Assistant Principal during the school year is preferred	\$350.00 full day/\$175.00 half 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
Medical Health Professional (LVN)	\$19/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>	
Only teachers teaching courses offered as zero hour courses at the Bill R. Johnson Career and Technology Center will be eligible for zero hour 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 for compensation must be pre-approved by the Chief of Employee Services.	

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Compensation Plan

2017-18

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

\* 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  
2017-18

Extra Duty Days Outside of the Contract	
Visually Impaired/Orientation Mobility Teacher	10
Transition Specialist	10
HS Band Director	20
HS Assistant Band Director	15
Intermediate/MS Band Director and Assist. Dir	10
HS Drill Team/Color Guard	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
HS Athletic Trainer	20

This schedule is for the 2017-18  
school year only.

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Compensation Plan  
2017-18  
Substitute Pay Structure and Schedule

	Paraprofessional		Professional Positions		
	Paraprofessional assignments <b>except</b> BIC, RISE, FA, Autism, Life Skills, Career Skills, ISS, PPCD and Crowley Learning Center	Paraprofessional assignments <b>in</b> BIC, RISE, FA, Autism, Life Skills, Career Skills, ISS, PPCD and Crowley Learning Center	Professional assignments <b>except</b> BIC, RISE, FA, Autism, Life Skills, Career Skills, ISS, PPCD and Crowley Learning Center	Long-Term Assignment - Professional Positions*	Professional assignments <b>in</b> BIC, RISE, FA, Autism, Life Skills, Career Skills, ISS, PPCD and Crowley Learning Center
Non-Certified Sub	\$70.00 per day	+ \$10.00 per day	\$70.00 per day	\$70.00 per day	+ \$10.00 per day
Non-Certified/4 Yr Degree Sub	\$70.00 per day	+ \$10.00 per day	\$80.00 per day	\$90.00 per day	+ \$10.00 per day
TX Certified Sub - Current	\$70.00 per day	+ \$10.00 per day	\$85.00 per day	\$120.00 per day	+ \$10.00 per day

\* Long-term assignment rate for professional positions will 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 grading period then the substitute will be required to start over with 10 days at the regular rate before being paid the long-term rate on the 11th consecutive day.

There is no long-term pay differential for any paraprofessional position.

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
Retired Principal, Assistant Principal, Counselor - Minimum daily rate of the pay grade assigned to substitute in

**SUBSTITUTES WHO HOLD A FOUR YEAR DEGREE OF HIGHER AND WISH TO BE CATEGORIZED AS "DEGREED" FOR PAY PURPOSES MUST SUBMIT AN ORIGINAL TRANSCRIPT THAT REFLECTS THE AWARDED DEGREE TO THE CROWLEY ISD SUBSTITUTE COORDINATOR. ONLY ORIGINAL TRANSCRIPTS WILL BE ACCEPTED.**

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Compensation Plan  
2017-18

Maintenance Department	
Additional Compensation for license/certification	
	Additional compensation per hour
HVAC Tech II *	
LG Installation Essentials certification or Daikin VRV 4 Installation Level I certification	\$1.00
* Maximum \$1.00 per hour	
	Additional compensation per hour
All Technicians except HVAC Tech II **	
HVAC Excellence Carbon Monoxide Testing certification	\$1.00
Reliable Programming certification	\$1.00
LG Advanced Service certification	\$1.00
Daikin VRV 4 Commissioning Level I certification	\$1.00
Daikin 3 Service and Troubleshooting certification	\$1.00
Backflow Prevention license	\$2.00
TASB RFCI Asbestos Removal certification	\$1.00
Playground Safety Inspector certification	\$1.00
Carbon Monoxide Testing Certification	\$2.00
TCEQ Licensed Irrigator	\$1.00
** Maximum \$3.00 per hour	
The employee is responsible for the initial license/certification fee(s).	
The district wil reimburse the employee for license/certification renewal fee(s).	

This schedule is for the 2017-18 school year only.  
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## **Additional Pay Procedures 2017-2018**

### **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 Professional Learning Department.

If presenters are requested by the Professional Learning department for specific types of presentations a payment may or may not be considered. Workshop proposals must be approved by the Professional Learning department. Payment will be determined by course.

### **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 Professional Learning Day in the school calendar or B) a Cancelled Professional Learning (from after-school, Saturday, Summer Learning Academy).

#### **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  $3 \times \$75 = \$225$ ) 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 2017-2018 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 Professional Development Secretary. Please include your ID number and a copy of your True Time sheet if needed.

**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 True Time 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. True Time 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 True Time 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 True Time 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. True Time records will be required on a monthly basis according to the payroll calendar.

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**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 \$12.00 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 2017-2018 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 \$14.00 per hour.

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