

**2020-2021 CARROLLTON-FARMERS BRANCH ISD
TEACHER NEW HIRE SALARY SCHEDULE
187 DAYS**

| YEARS OF EXPERIENCE | DAILY RATE | SALARY |
|----------------------------|-------------------|---------------|
| 0 | 301.87 | 56,450 |
| 1 | 302.87 | 56,637 |
| 2 | 303.87 | 56,824 |
| 3 | 304.87 | 57,011 |
| 4 | 305.87 | 57,198 |
| 5 | 306.87 | 57,385 |
| 6 | 308.87 | 57,759 |
| 7 | 310.87 | 58,133 |
| 8 | 312.87 | 58,507 |
| 9 | 314.87 | 58,881 |
| 10 | 316.87 | 59,255 |
| 11 | 318.87 | 59,629 |
| 12 | 320.87 | 60,003 |
| 13 | 322.87 | 60,377 |
| 14 | 324.87 | 60,751 |
| 15 | 326.87 | 61,125 |
| 16 | 328.87 | 61,499 |
| 17 | 330.87 | 61,873 |
| 18 | 332.87 | 62,247 |
| 19 | 334.87 | 62,621 |
| 20 | 336.87 | 62,995 |
| 21 | 338.87 | 63,369 |
| 22 | 340.87 | 63,743 |
| 23 | 342.87 | 64,117 |
| 24 | 344.87 | 64,491 |
| 25 | 346.87 | 64,865 |
| 26 | 348.87 | 65,239 |
| 27 | 350.87 | 65,613 |
| 28 | 352.87 | 65,987 |
| 29 | 354.87 | 66,361 |
| 30+ | 356.87 | 66,735 |

An annual stipend of \$1,800 will be paid to classroom teachers with a Master’s Degree that is confirmed as having been completed prior to the beginning of the school year.

An annual stipend of \$3,600 will be paid to classroom teachers with both a Master’s and Doctorate that is confirmed as having been completed prior to the beginning of the school year.

This is a hiring schedule for the 2020-2021 school year only. Neither past nor future salaries can be accurately calculated from this hiring schedule.

CFB ISD Paygrades
2020-2021

| CT - 2 | | Calendar Days | Hourly | Minimum | Control Point | Maximum |
|--|-----|---------------|-----------|-----------|---------------|----------|
| | | | | \$ 14.31 | \$ 16.65 | \$ 19.61 |
| Assistant - Behavior Title I | 187 | 187 Days | \$ 21,414 | \$ 24,905 | \$ 29,339 | |
| Assistant - Bil Title I | 187 | 190 Days | \$ 21,757 | \$ 25,305 | \$ 29,810 | |
| Assistant - ESL | 187 | | | | | |
| Assistant - Inst Bldg | 187 | | | | | |
| Assistant - Pre-K | 187 | | | | | |
| Assistant - Specials | 187 | | | | | |
| Assistant - Title I | 187 | | | | | |
| Clerk - Elementary | 190 | | | | | |
| Clinic Assistant | 187 | | | | | |
| SP Assistant - Bil Speech | 187 | | | | | |
| SP Assistant - CM | 187 | | | | | |
| SP Assistant - ESCE | 187 | | | | | |
| SP Assistant - Job Coach | 187 | | | | | |
| SP Assistant - MOU | 187 | | | | | |
| SP Assistant - STEP | 187 | | | | | |
| CT - 3 | | Calendar Days | Hourly | Minimum | Control Point | Maximum |
| | | | | \$ 16.21 | \$ 19.09 | \$ 22.21 |
| Assistant - Credit Recovery Lab | 187 | 187 Days | \$ 24,256 | \$ 28,551 | \$ 33,233 | |
| Assistant - Culinary Arts | 187 | 194 Days | \$ 25,164 | \$ 29,620 | \$ 34,477 | |
| Assistant - Parent & Community - Title I | 187 | 195 Days | \$ 25,294 | \$ 29,773 | \$ 34,655 | |
| Clerk - Attendance Middle School | 195 | 198 Days | \$ 25,683 | \$ 30,231 | \$ 35,188 | |
| Clerk - Counselor HS | 198 | 202 Days | \$ 26,202 | \$ 30,842 | \$ 35,899 | |
| Clerk - Counselor MS | 195 | 205 Days | \$ 26,591 | \$ 31,300 | \$ 36,432 | |
| Clerk - Data Entry Tech | 226 | 220 Days | \$ 28,537 | \$ 33,590 | \$ 39,097 | |
| Clerk - Diag | 220 | 226 Days | \$ 29,315 | \$ 34,506 | \$ 40,164 | |
| Clerk - Diag 198 | 198 | | | | | |
| Clerk - Middle School | 195 | | | | | |
| Clerk - Receptionist HS | 194 | | | | | |
| Clerk - Special Education | 202 | | | | | |
| Clerk - Student Services Middle School | 195 | | | | | |
| SP - Receptionist | 205 | | | | | |
| SP Aide - FSW | 187 | | | | | |
| SP Assistant - AA | 187 | | | | | |
| SP Assistant - Academic Bridging Class (ABC) | 187 | | | | | |
| SP Assistant - Autism | 187 | | | | | |
| SP Assistant - Behavior Bridging Class | 187 | | | | | |
| SP Assistant - Communications | 187 | | | | | |
| SP Assistant - Developmental Center | 187 | | | | | |
| SP Assistant - Inclusion | 187 | | | | | |
| SP Assistant - MAC | 187 | | | | | |
| SP Assistant - PAS | 187 | | | | | |
| SP Assistant - Support Center | 187 | | | | | |
| SP Assistant - VAC | 187 | | | | | |
| SP Asst - Visually Impaired | 187 | | | | | |
| CT - 4 | | Calendar Days | Hourly | Minimum | Control Point | Maximum |
| | | | | \$ 17.31 | \$ 20.81 | \$ 23.72 |
| Clerk - After the Bell (ATB) | 210 | 187 Days | \$ 25,894 | \$ 31,132 | \$ 35,489 | |
| Clerk - Attendance High School | 194 | 194 Days | \$ 26,863 | \$ 32,297 | \$ 36,817 | |
| Clerk - CTE/Counseling/Nurses | 226 | 210 Days | \$ 29,079 | \$ 34,961 | \$ 39,853 | |
| Clerk - Fine Arts | 226 | 220 Days | \$ 30,464 | \$ 36,625 | \$ 41,751 | |
| Clerk - Itinerant | 226 | 226 Days | \$ 31,294 | \$ 37,624 | \$ 42,890 | |
| Clerk - LPAC - BIL - ESL | 187 | | | | | |
| Clerk - Media | 220 | | | | | |
| Clerk - Receptionist Admin Bldg | 226 | | | | | |
| Clerk - Records 193 | 194 | | | | | |
| Clerk - Records 210 | 210 | | | | | |
| Clerk - Records 220 | 220 | | | | | |
| Clerk - Records 226 | 226 | | | | | |
| Clerk - SP Purchasing | 226 | | | | | |
| Clerk - SP Records | 226 | | | | | |
| Clerk - Transportation | 226 | | | | | |
| HS Bookkeeper | 210 | | | | | |

CFB ISD Paygrades
2020-2021

| CT - 5 | | CT - 5 | Minimum | Control Point | Maximum |
|---|---------------|----------|-----------|---------------|-----------|
| | Calendar Days | Hourly | \$ | \$ | \$ |
| Clerk - Accounting | 226 | 203 Days | \$ 31,078 | \$ 37,435 | \$ 42,668 |
| Clerk - Advanced Academics | 226 | 210 Days | \$ 32,150 | \$ 38,726 | \$ 44,139 |
| Clerk - Data Entry Bilingual/ESL | 226 | 220 Days | \$ 33,681 | \$ 40,570 | \$ 46,241 |
| Clerk - Ed Services | 226 | 226 Days | \$ 34,599 | \$ 41,676 | \$ 47,502 |
| Clerk - Payroll | 226 | | | | |
| Clerk - SNS Meal Benefits | 226 | | | | |
| Clerk - SNS Personnel | 226 | | | | |
| Clerk - SNS Purchasing | 226 | | | | |
| Clerk - Tax Office | 226 | | | | |
| Secretary - Assoc Principal HS | 220 | | | | |
| Secretary - Distribution Center | 226 | | | | |
| Secretary - District Media Ctr | 226 | | | | |
| Secretary - Facility Serv | 226 | | | | |
| Secretary - Personnel Appl | 226 | | | | |
| Secretary - Principal Alternative School | 210 | | | | |
| Secretary - Principal Elementary | 203 | | | | |
| Secretary - Principal Grimes | 210 | | | | |
| Secretary - Principal Middle School | 220 | | | | |
| Secretary - Purchasing | 226 | | | | |
| Secretary - Sp Ed Coordinators | 226 | | | | |
| Secretary - Transportation Director | 226 | | | | |
| Secretary - Transportation Payroll | 226 | | | | |
| CT - 6 | | CT - 6 | Minimum | Control Point | Maximum |
| | Calendar Days | Hourly | \$ | \$ | \$ |
| Secretary - ATB | 226 | 226 Days | \$ 38,427 | \$ 46,270 | \$ 52,842 |
| Secretary - Coordinator of Personnel | 226 | | | | |
| Secretary - Curriculum Director | 226 | | | | |
| Secretary - Director BIL/ESL | 226 | | | | |
| Secretary - Director of Personnel | 226 | | | | |
| Secretary - Instruction | 226 | | | | |
| Secretary - Principal High School | 226 | | | | |
| Secretary - School Safety and Security | 226 | | | | |
| CT - 7 | | CT - 7 | Minimum | Control Point | Maximum |
| | Calendar Days | Hourly | \$ | \$ | \$ |
| Secretary - Advanced Academics | 226 | 226 Days | \$ 42,666 | \$ 51,367 | \$ 58,574 |
| Secretary - Chief Operations Officer | 226 | | | | |
| Secretary - Chief Tech Officer | 226 | | | | |
| Secretary - Dir Athletics | 226 | | | | |
| Secretary - Director of Assessment | 226 | | | | |
| Secretary - Director of Fine Arts | 226 | | | | |
| Secretary - Director of Student Services | 226 | | | | |
| Secretary - Exec Dir College/Career Readiness | 226 | | | | |
| Secretary - Exec Dir Special Education | 226 | | | | |
| Secretary - Guidance and Community | 226 | | | | |
| CT - 8 | | CT - 8 | Minimum | Control Point | Maximum |
| | Calendar Days | Hourly | \$ | \$ | \$ |
| Secretary - Assoc Superintendent | 226 | 230 Days | \$ 48,229 | \$ 58,129 | \$ 66,319 |
| Secretary - Area Superintendent | 226 | | | | |
| Secretary - Asst Superintendent | 226 | | | | |
| Secretary - Chief of Staff | 226 | | | | |
| Secretary - Board of Trustees | 226 | | | | |
| CT - 9 | | CT - 9 | Minimum | Control Point | Maximum |
| | Calendar Days | Hourly | \$ | \$ | \$ |
| Secretary - Superintendent | 226 | 230 Days | \$ 53,625 | \$ 64,609 | \$ 73,711 |

CFB ISD Paygrades
2020-2021

| MT - 1 | | MT - 1 | Minimum | Control Point | Maximum |
|--|---------|-----------------|-----------|---------------|-----------|
| Calendar Days | Hourly | \$ | \$ | \$ | \$ |
| Cafeteria Worker (Floater) - Minimum 4 hours/day | 180 | 180 Half Days | \$ 8,332 | \$ 10,016 | \$ 11,474 |
| Custodian - Custodian | 260 | 180 Full Days | \$ 16,665 | \$ 20,033 | \$ 22,949 |
| Transportation - Bus Monitor | 180 | 260 Days | \$ 24,072 | \$ 28,936 | \$ 33,148 |
| Transportation - MPV Driver | 180 | | | | |
| MT - 2 | | MT - 2 | Minimum | Control Point | Maximum |
| Calendar Days | Hourly | \$ | \$ | \$ | \$ |
| Custodian - Flex Crew | 260 | 180 Half Days | \$ 9,384 | \$ 11,280 | \$ 12,834 |
| Day Care - Caregiver | 189 | 180 5 hour days | \$ 11,730 | \$ 14,100 | \$ 19,251 |
| Gen Maint - Asst | 260 | 180 6 hour days | \$ 14,076 | \$ 16,920 | \$ 25,668 |
| SNS - Production Assistant (4,5, or 6 hours/day) | 180 | 187 Days | \$ 19,498 | \$ 23,438 | \$ 26,667 |
| Grounds - Groundskeeper | 260 | 189 Days | \$ 19,706 | \$ 23,688 | \$ 26,952 |
| | | 260 Days | \$ 27,109 | \$ 32,587 | \$ 37,077 |
| MT - 3 | | MT - 3 | Minimum | Control Point | Maximum |
| Calendar Days | Hourly | \$ | \$ | \$ | \$ |
| Carpentry - Painter | 260 | 180 7.5 Hr Days | \$ 20,202 | \$ 21,150 | \$ 27,661 |
| Custodian - Head Ad/Huie | 260 | 260 Days | \$ 31,126 | \$ 37,399 | \$ 42,619 |
| Custodian - Head Elementary School | 260 | | | | |
| Custodian - Lead ESDC | 260 | | | | |
| Custodian - Lead Middle School | 260 | | | | |
| Dist Ctr - Support | 260 | | | | |
| Gen Maint - IPM Tech | 260 | | | | |
| Grounds - Lead Crew | 260 | | | | |
| Head Custodian - Flex | 260 | | | | |
| Plumbing - Plumber Tech I | 260 | | | | |
| SNS - Production Specialist (7.5 hrs/Day) | 180 | | | | |
| Support - Distribution Warehouse | 260 | | | | |
| MT - 4 | | MT - 4 | Minimum | Control Point | Maximum |
| Calendar Days | Hourly | \$ | \$ | \$ | \$ |
| Custodian - Head Middle School | 260 | 180 Days | \$ 23,839 | \$ 28,494 | \$ 32,271 |
| Custodian - Lead High School | 260 | 211 Days | \$ 27,945 | \$ 33,401 | \$ 37,829 |
| Dist Ctr - Lead Support | 260 | 260 Days | \$ 34,434 | \$ 41,158 | \$ 46,614 |
| Dist Ctr - Receiving | 260 | | | | |
| Electrical - Assistant Fire Alarm Tech | 260 | | | | |
| Electrical - Tech II | 260 | | | | |
| Gen Maint - Floater | 260 | | | | |
| Gen Maint - Roofer | 260 | | | | |
| Gen Maint - Worker | 260 | | | | |
| Grounds - Equipment Operator | 260 | | | | |
| Grounds - Irrigator | 260 | | | | |
| Grounds - Lead Athletics | 260 | | | | |
| HVAC - Tech I | 260 | | | | |
| Security Officer | 260/211 | | | | |
| MT - 5 | | MT - 5 | Minimum | Control Point | Maximum |
| Calendar Days | Hourly | \$ | \$ | \$ | \$ |
| Carpentry - Carpenter | 260 | 189 Days | \$ 27,998 | \$ 33,432 | \$ 37,898 |
| Carpentry - Locksmith | 260 | 226 Days | \$ 33,479 | \$ 39,977 | \$ 45,317 |
| Custodian - Head High School | 260 | 260 Days | \$ 38,516 | \$ 45,991 | \$ 52,135 |
| Custodian - Rover | 260 | | | | |
| Day Care - Teacher | 189 | | | | |
| Dist Ctr - Inventory Control | 260 | | | | |
| Electrical - Journeyman | 260 | | | | |
| Grounds - Technician | 260 | | | | |
| Plumbing - Backflow Tech | 260 | | | | |
| Plumbing - Plumber Journeyman | 260 | | | | |
| Stadium Complex Manager | 260 | | | | |
| Transportation - Tech II | 226 | | | | |
| Transportation - Bus Driver | 180 | | | | |
| Transportation - Sub Driver | 180 | | | | |
| MT - 6 | | MT - 6 | Minimum | Control Point | Maximum |
| Calendar Days | Hourly | \$ | \$ | \$ | \$ |
| Custodian - Lead Rover | 260 | 260 Days | \$ 43,048 | \$ 51,383 | \$ 58,321 |
| Electrical - Fire Alarm Tech | 260 | | | | |
| Electrical - Tech III | 260 | | | | |
| Gen Maint - IPM Coordinator | 260 | | | | |
| Gen Maint - Lead | 260 | | | | |
| Grounds - Lead Equipment Technician | 260 | | | | |
| Grounds Lead Athletics Crews | 260 | | | | |
| Grounds Lead Campus Crews | 260 | | | | |

CFB ISD Paygrades
2020-2021

| MT - 7 | | MT - 7 | Minimum | Control Point | Maximum |
|--|----------------------|---------------|----------------|----------------------|----------------|
| | Calendar Days | Hourly | \$ | \$ | \$ |
| Carpentry - Lead | 260 | 226 Days | \$ 41,826 | \$ 49,985 | \$ 56,651 |
| Electrical - Lead Electrician | 260 | 260 Days | \$ 48,118 | \$ 57,505 | \$ 65,174 |
| HVAC - Lead | 260 | | | | |
| Transportation - Tech III | 226 | | | | |
| MTB | | MTB | Minimum | Control Point | Maximum |
| | Calendar Days | Hourly | \$ | \$ | \$ |
| SNS - Mgr Trainee | 186 | 186 Days | \$ 23,681 | \$ 26,939 | \$ 30,704 |
| MTC | | MTC | Minimum | Control Point | Maximum |
| | Calendar Days | Hourly | \$ | \$ | \$ |
| SNS - Manager Elementary School | 186 | 186 Days | \$ 26,524 | \$ 29,628 | \$ 33,562 |
| MTD | | MTD | Minimum | Control Point | Maximum |
| | Calendar Days | Hourly | \$ | \$ | \$ |
| SNS - Manager Middle School | 186 | 186 Days | \$ 29,490 | \$ 33,101 | \$ 37,619 |
| MTE | | MTE | Minimum | Control Point | Maximum |
| | Calendar Days | Hourly | \$ | \$ | \$ |
| SNS - Manager High School | 186 | 186 Days | \$ 32,302 | \$ 36,974 | \$ 41,907 |
| MFT | | MTF | Minimum | Control Point | Maximum |
| | Calendar Days | Hourly | \$ | \$ | \$ |
| SNS - Equipment Specialist | 260 | 198 Days | \$ 37,936 | \$ 44,250 | \$ 50,172 |
| SNS Training and Catering Specialist | 220 | 220 Days | \$ 42,151 | \$ 49,167 | \$ 55,747 |
| SNS - Zone Manager | 198 | 226 Days | \$ 43,301 | \$ 50,508 | \$ 57,267 |
| Transportation - Tech Lead | 226 | 260 Days | \$ 49,815 | \$ 58,107 | \$ 65,883 |
| MTG - Salaried | | MTG | Minimum | Control Point | Maximum |
| | Calendar Days | Daily | \$ | \$ | \$ |
| Custodian - Dept Head | 260 | 226 Days | \$ 47,217 | \$ 55,890 | \$ 63,411 |
| Electrical - Dept Head | 260 | 260 Days | \$ 54,321 | \$ 64,299 | \$ 72,950 |
| Exteriors - Dept Head | 260 | | | | |
| Interiors and Finishes - Dept Head | 260 | | | | |
| Plumbing - Dept Head | 260 | | | | |
| School Safety and Security - Dept Head | 260 | | | | |
| School Safety and Security Technology - Supervisor | 260 | | | | |
| Transportation - Shop Foreman | 226 | | | | |

CFB ISD Paygrades
2020-2021

| PA - 1 | | PA - 1 | Minimum | Control Point | Maximum |
|---|-------|----------|-----------|---------------|-----------|
| Calendar Days | Daily | | \$ | \$ | \$ |
| Academic Advisor for At-Risk Students | 220 | 187 Days | \$ 44,645 | \$ 57,987 | \$ 66,879 |
| Accountant | 226 | 188 Days | \$ 44,883 | \$ 58,298 | \$ 67,237 |
| Certified Occupational Therapy Assistant | 187 | 197 Days | \$ 47,032 | \$ 61,088 | \$ 70,455 |
| Director of Child Development Center | 215 | 215 Days | \$ 51,329 | \$ 66,670 | \$ 76,893 |
| Coordinator - Facility Rentals | 226 | 220 Days | \$ 52,523 | \$ 68,221 | \$ 78,681 |
| Nurse LVN - High School | 187 | 226 Days | \$ 53,955 | \$ 70,081 | \$ 80,827 |
| Personnel - Certification Officer | 226 | | | | |
| Professional Cataloger | 226 | | | | |
| Spanish Curriculum Writer Assistant - Title III | 187 | | | | |
| Specialist - Language Services | 197 | | | | |
| SpEd - Physical Therapist Assistant | 188 | | | | |
| SpEd - Speech Pathologist Assistant | 187 | | | | |
| Supervisor - Warehouse | 226 | | | | |
| Transportation - Supervisor | 226 | | | | |
| PA - 2 | | PA - 2 | Minimum | Control Point | Maximum |
| Calendar Days | Daily | | \$ | \$ | \$ |
| Attendance Officer | 200 | 187 Days | \$ 54,142 | \$ 62,495 | \$ 74,019 |
| Behavior Specialist | 187 | 197 Days | \$ 57,038 | \$ 65,837 | \$ 77,977 |
| Digital Learning Specialist | 197 | 200 Days | \$ 57,906 | \$ 66,840 | \$ 79,164 |
| High School Registrar | 220 | 202 Days | \$ 58,485 | \$ 67,508 | \$ 79,956 |
| Positive Behavior Facilitator | 187 | 220 Days | \$ 63,697 | \$ 73,524 | \$ 87,081 |
| School Age Parenting Program Instructor | 187 | | | | |
| Specialist - Elementary PE & Health | 187 | | | | |
| Specialist - Instructional Tech | 187 | | | | |
| SpEd - Behavior Interventionist | 200 | | | | |
| Title I - Campus At-Risk Coordinator | 187 | | | | |
| PA - 2A | | PA - 2 | Minimum | Control Point | Maximum |
| Calendar Days | Daily | | \$ | \$ | \$ |
| Athletic Trainer | 187 | 187 Days | \$ 56,450 | \$ 66,020 | \$ 75,592 |
| Band - Head HS | 220 | 188 Days | \$ 56,752 | \$ 66,373 | \$ 75,996 |
| Band - MS, HS Assistant | 200 | 190 Days | \$ 57,355 | \$ 67,079 | \$ 76,805 |
| Behavior Resource Specialist | 187 | 197 Days | \$ 59,468 | \$ 69,550 | \$ 79,634 |
| Coach-Swim | 187 | 200 Days | \$ 60,374 | \$ 70,610 | \$ 80,847 |
| Coordinator - International BACC - Elem, MS | 187 | 202 Days | \$ 60,978 | \$ 71,316 | \$ 81,656 |
| Coordinator - International BACC - High School | 212 | 212 Days | \$ 63,996 | \$ 74,846 | \$ 85,698 |
| HS Academy Facilitator/Director | 212 | 220 Days | \$ 66,411 | \$ 77,670 | \$ 88,932 |
| Instructional Coach - Literacy HS | 187 | | | | |
| Instructional Facilitator | 187 | | | | |
| Nurse | 187 | | | | |
| Orchestra - HS Head | 190 | | | | |
| Outdoor Learning Teacher | 187 | | | | |
| Special Education - Moving On Up 202 Days | 202 | | | | |
| Special Education - On Job Training/Trans | 202 | | | | |
| Special Education - Orientation and Mobility | 188 | | | | |
| Special Education - Visually Impaired | 188 | | | | |
| Specialist - Library Media Elem, MS | 188 | | | | |
| Specialist - Library Media HS | 197 | | | | |
| SpEd-Transition Specialist/OJT/VAC | 202 | | | | |
| Teacher | 187 | | | | |
| Teacher - 202 Days | 202 | | | | |
| Teacher - ROTC - High School | 220 | | | | |
| Teacher/Coach | 187 | | | | |

CFB ISD Paygrades
2020-2021

| PA - 3 | | PA - 3 | Minimum | Control Point | Maximum |
|---|-------|----------|-----------|---------------|------------|
| Calendar Days | Daily | | \$ | \$ | \$ |
| Behavior and Counseling Coordinator | 187 | 187 Days | \$ 58,059 | \$ 67,505 | \$ 77,823 |
| CCMR Dean | 212 | 188 Days | \$ 58,369 | \$ 67,866 | \$ 78,239 |
| College and Career Readiness for At-Risk Specialist | 202 | 193 Days | \$ 59,922 | \$ 69,671 | \$ 80,320 |
| Coordinator - Communications | 226 | 197 Days | \$ 61,164 | \$ 71,115 | \$ 81,985 |
| Early Literacy Coach | 187 | 198 Days | \$ 61,474 | \$ 71,476 | \$ 82,401 |
| Graduation Coach | 202 | 200 Days | \$ 62,095 | \$ 72,197 | \$ 83,233 |
| Instructional Coach - Elementary | 187 | 202 Days | \$ 62,716 | \$ 72,919 | \$ 84,066 |
| Instructional Specialist - 187 | 187 | 205 Days | \$ 63,648 | \$ 74,002 | \$ 85,314 |
| Instructional Specialist - 197 | 197 | 207 Days | \$ 64,268 | \$ 74,724 | \$ 86,147 |
| Instructional Specialist - Elementary | 187 | 210 Days | \$ 65,200 | \$ 75,807 | \$ 87,395 |
| Instructional Specialist - Secondary | 187 | 212 Days | \$ 65,821 | \$ 76,529 | \$ 88,227 |
| Lead Behavior Resource Specialist | 193 | 215 Days | \$ 66,752 | \$ 77,612 | \$ 89,476 |
| Lead Speech Language Pathologist | 205 | 220 Days | \$ 68,305 | \$ 79,417 | \$ 91,557 |
| Special Education - Audiologist | 187 | 226 Days | \$ 70,167 | \$ 81,583 | \$ 94,054 |
| Special Education - Autism Specialist | 200 | | | | |
| Special Education - Diagnostician - Elementary School | 193 | | | | |
| Special Education - Diagnostician - High School | 198 | | | | |
| Special Education - Diagnostician - Middle School | 198 | | | | |
| Special Education - Diagnostician Lead | 220 | | | | |
| Special Education - Occupational Therapy | 188 | | | | |
| Special Education - Physical Therapy | 210 | | | | |
| Special Education - Speech Pathologist | 187 | | | | |
| Specialist - Advanced Academics | 215 | | | | |
| Specialist - Multimedia Communications | 226 | | | | |
| Specialist - Prog Compliance | 202 | | | | |
| Specialist - Special Project Manager | 226 | | | | |
| Specialist - Title I Social Studies Instructional | 226 | | | | |
| SpEd - Licensed Specialist in School Psychology | 193 | | | | |
| SpEd - Licensed Specialist in School Psychology Lead | 198 | | | | |
| SpEd - Occupational Therapy Lead | 210 | | | | |
| Supervisor - Natatorium | 226 | | | | |
| Technology Specialist - Resource Acquisition | 226 | | | | |
| PA - 3A | | PA - 3 | Minimum | Control Point | Maximum |
| Calendar Days | Daily | | \$ | \$ | \$ |
| Counselor - ECHS | 207 | 188 Days | \$ 60,558 | \$ 69,975 | \$ 79,391 |
| Counselor - Elementary | 188 | 200 Days | \$ 64,423 | \$ 74,441 | \$ 84,459 |
| Counselor - HS | 205 | 205 Days | \$ 66,034 | \$ 76,302 | \$ 86,570 |
| Counselor - Lead HS | 212 | 207 Days | \$ 66,678 | \$ 77,046 | \$ 87,415 |
| Counselor - Middle School | 200 | 212 Days | \$ 68,289 | \$ 78,907 | \$ 89,526 |
| PA - 4 | | PA - 4 | Minimum | Control Point | Maximum |
| Calendar Days | Daily | | \$ | \$ | \$ |
| Assistant Principal - Elementary | 210 | 210 Days | \$ 70,138 | \$ 79,618 | \$ 89,963 |
| Coordinator - PEIMS | 226 | 226 Days | \$ 75,482 | \$ 85,684 | \$ 96,817 |
| Coordinator - Student Nutrition | 226 | | | | |
| Head Football Coach - HS Athletic Coordinator | 226 | | | | |
| PA - 5 | | PA - 5 | Minimum | Control Point | Maximum |
| Calendar Days | Daily | | \$ | \$ | \$ |
| Accountant - Special Projects | 226 | 210 Days | \$ 75,491 | \$ 84,936 | \$ 94,114 |
| Assistant Director - Student Info | 226 | 215 Days | \$ 77,288 | \$ 86,958 | \$ 96,355 |
| Assistant Principal - Middle School | 210 | 226 Days | \$ 81,242 | \$ 91,407 | \$ 101,285 |
| Coordinator - Assessment Internal | 215 | | | | |
| Coordinator - Community Relations | 226 | | | | |
| Coordinator - District Testing | 226 | | | | |
| Coordinator - Early Learning | 226 | | | | |
| Coordinator - Emp Benefits/Risk Management | 226 | | | | |
| Coordinator - Fine Arts | 226 | | | | |
| Coordinator - Special Education | 226 | | | | |
| Digital Media Coordinator | 226 | | | | |
| Director - Communications | 226 | | | | |
| Director - Health Services | 226 | | | | |
| Director of Library Media | 226 | | | | |
| Personnel Coordinator | 226 | | | | |
| Supervisor - Accounting | 226 | | | | |
| Supervisor - Construction | 226 | | | | |
| Supervisor - Maintenance | 226 | | | | |
| Supervisor - Purchasing | 226 | | | | |
| Tax Assessor | 226 | | | | |

CFB ISD Paygrades
2020-2021

| PA - 6 | Calendar Days | PA - 6 Daily | Minimum | Control Point | Maximum |
|--|---------------|------------------|------------|---------------|------------|
| Assistant Principal - High School | 212 | 212 Days | \$ 387.76 | \$ 435.83 | \$ 482.88 |
| Assistant Director - Athletics | 226 | 226 Days | \$ 82,204 | \$ 92,396 | \$ 102,371 |
| Coordinator - Federal Funds | 226 | | \$ 87,633 | \$ 98,498 | \$ 109,132 |
| Coordinator - CTE | 226 | | | | |
| Director - Elementary Language Arts for Curriculum & Instruction | 226 | | | | |
| Director - Elementary Mathematics | 226 | | | | |
| Director - English/Language Arts K-12 | 226 | | | | |
| Director - Math 9-12 | 226 | | | | |
| Director - Science Pre-K-12 | 226 | | | | |
| Director - Social Studies Pre-K-12 | 226 | | | | |
| Director of Bilingual/ESL Programs- Elementary | 226 | | | | |
| Director of Secondary Language Arts: Curriculum & Instruction | 226 | | | | |
| Director of Strategic Initiatives | 226 | | | | |
| Director of Student Services - Elementary | 226 | | | | |
| Director of Student Services - Secondary | 226 | | | | |
| Coordinator - CCMR | 226 | | | | |
| Coordinator - Mental Health and Behavior | 226 | | | | |
| Coordinator - School Counseling and AVID | 226 | | | | |
| Director of Transportation | 226 | | | | |
| PA - 7 | Calendar Days | PA - 7 Daily | Minimum | Control Point | Maximum |
| Associate Principal - High School | 220 | 220 Days | \$ 417.81 | \$ 469.59 | \$ 520.32 |
| Dir - Bilingual/ESL | 226 | 226 Days | \$ 91,918 | \$ 103,310 | \$ 114,470 |
| Director - Assessment and Accountability | 226 | | \$ 94,425 | \$ 106,128 | \$ 117,592 |
| Director of Accounting | 226 | | | | |
| Director of Athletics | 226 | | | | |
| Director of Enterprise Systems | 226 | | | | |
| Director of Finance | 226 | | | | |
| Director of Financial Reporting | 226 | | | | |
| Director of Fine Arts | 226 | | | | |
| Director of Maintenance/Plant Operations | 226 | | | | |
| Director of Payroll and Benefits | 226 | | | | |
| Director of Planning & Facility Project Manager | 226 | | | | |
| Director of Student Nutrition | 226 | | | | |
| Director of Tech Services | 226 | | | | |
| Senior Director of Digital Learning | 226 | | | | |
| PA - 8 | Calendar Days | PA - 8 Daily | Minimum | Control Point | Maximum |
| Director of After School Program | 226 | 217 Days | \$ 450.19 | \$ 505.96 | \$ 560.63 |
| Director of Purchasing | 226 | 226 Days | \$ 97,690 | \$ 109,794 | \$ 121,656 |
| Principal - Alternative Education Program K-12 | 226 | | \$ 101,742 | \$ 114,348 | \$ 126,702 |
| Principal - Elementary | 217 | | | | |
| PA - 9 | Calendar Days | PA - 9 Daily | Minimum | Control Point | Maximum |
| Director Advanced Academic Services & World Languages | 226 | 226 Days | \$ 485.10 | \$ 545.22 | \$ 604.10 |
| Director - Budget | 226 | | \$ 109,633 | \$ 123,220 | \$ 136,526 |
| Director of Personnel | 226 | | | | |
| Director of School Safety & Security | 226 | | | | |
| Executive Director - Finance | 226 | | | | |
| Executive Director of College and Career Readiness | 226 | | | | |
| Executive Director of Special Education | 226 | | | | |
| Principal - ECHS | 226 | | | | |
| Principal - Middle School | 226 | | | | |
| PA - 10 | Calendar Days | PA - 10 Daily | Minimum | Control Point | Maximum |
| Chief Financial Officer | 226 | 226 Days | \$ 537.75 | \$ 587.82 | \$ 636.48 |
| Chief Communications Officer | 226 | | \$ 121,532 | \$ 132,847 | \$ 143,845 |
| Chief Operations Officer | 226 | | | | |
| Chief of School Leadership | 226 | | | | |
| Principal - High School | 226 | | | | |
| PA - 11 | Calendar Days | PA - 11 Daily | Minimum | Control Point | Maximum |
| Assistant Superintendents | 226 | 226 Days | \$ 579.42 | \$ 633.38 | \$ 685.81 |
| Chief Technology Officer | 226 | | \$ 130,950 | \$ 143,143 | \$ 154,993 |
| Chief of Staff | 226 | | | | |
| PA - 12 | Calendar Days | PA - 12 Daily | Minimum | Control Point | Maximum |
| Area Superintendents | 226 | 226 Days | \$ 756.84 | \$ 816.10 | \$ 871.54 |
| Associate Superintendents | 226 | | \$ 171,046 | \$ 184,439 | \$ 196,968 |

CFB ISD Paygrades
2020-2021

| ST - 1 (NON-EXEMPT) | | ST - 1 | Minimum | Control Point | Maximum |
|--|---------------|----------|-----------|---------------|------------|
| | | Hourly | \$ 19.29 | \$ 23.06 | \$ 26.28 |
| Transportation - Dispatcher | 226 | 226 Days | \$ 34,880 | \$ 41,695 | \$ 47,521 |
| Transportation - Dispatcher - Field Trips | 226 | | | | |
| ST - 2 (NON-EXEMPT) | | ST - 2 | Minimum | Control Point | Maximum |
| | Calendar Days | Hourly | \$ 21.43 | \$ 25.60 | \$ 29.19 |
| Lead - Teacher Child Development Academy | 198 | 198 Days | \$ 33,944 | \$ 40,553 | \$ 46,230 |
| Specialist - Computer Help Desk | 226 | 226 Days | \$ 38,745 | \$ 46,288 | \$ 52,767 |
| Specialist - IT Warehouse | 226 | | | | |
| Specialist - Sub Management Sys | 226 | | | | |
| Transportation - Routing Specialist | 226 | | | | |
| ST - 3 (NON-EXEMPT) | | ST - 3 | Minimum | Control Point | Maximum |
| | Calendar Days | Hourly | \$ 23.79 | \$ 28.42 | \$ 32.41 |
| Buyer - Purchasing | 226 | 226 Days | \$ 43,021 | \$ 51,386 | \$ 58,593 |
| Data Base Manager | 226 | | | | |
| Purchasing - Agent | 226 | | | | |
| Specialist - Accounting | 226 | | | | |
| Specialist - Aux Personnel Records | 226 | | | | |
| Specialist - Payroll | 226 | | | | |
| Specialist - Purchasing Technology | 226 | | | | |
| Specialist - SNS Accts | 226 | | | | |
| Transportation - Safety Specialist | 226 | | | | |
| ST - 4 (NON-EXEMPT) | | ST - 4 | Minimum | Control Point | Maximum |
| | Calendar Days | Hourly | \$ 26.46 | \$ 31.60 | \$ 36.06 |
| Specialist - Assist Payroll Director | 226 | 226 Days | \$ 47,838 | \$ 57,137 | \$ 65,203 |
| Specialist - Cabling Tech | 226 | | | | |
| Specialist - Computer Tech | 226 | | | | |
| Specialist - Employee Benefits Assistant | 226 | | | | |
| Specialist - Personnel Records | 226 | | | | |
| Specialist - Workers Comp/Benefit | 226 | | | | |
| ST - 5 (EXEMPT) | | ST - 5 | Minimum | Control Point | Maximum |
| | Calendar Days | Daily | \$ 222.49 | \$ 275.23 | \$ 314.57 |
| Environmental Technician | 226 | 226 Days | \$ 50,282 | \$ 62,201 | \$ 71,092 |
| SNS Supervisor | 226 | | | | |
| Specialist - Workers Compensation | 226 | | | | |
| ST - 6 (EXEMPT) | | ST - 6 | Minimum | Control Point | Maximum |
| | Calendar Days | Daily | \$ 256.02 | \$ 306.33 | \$ 349.01 |
| Records Management Officer | 226 | 226 Days | \$ 57,860 | \$ 69,232 | \$ 78,876 |
| Specialist - Student Data | 226 | | | | |
| ST - 7 (EXEMPT) | | ST - 7 | Minimum | Control Point | Maximum |
| | Calendar Days | Daily | \$ 279.04 | \$ 334.55 | \$ 398.40 |
| Information Analyst | 226 | 226 Days | \$ 63,063 | \$ 75,608 | \$ 90,039 |
| Specialist - Asst Network Systems | 226 | | | | |
| Specialist - Payroll System | 226 | | | | |
| Specialist - Telecom and Finance | 226 | | | | |
| Technology - Student Information Systems Analyst | 226 | | | | |
| Web Analyst | 226 | | | | |
| ST - 9 (EXEMPT) | | ST - 9 | Minimum | Control Point | Maximum |
| | Calendar Days | Daily | \$ 330.61 | \$ 395.37 | \$ 451.02 |
| Specialist - Network Systems Mgr | 226 | 226 Days | \$ 74,719 | \$ 89,353 | \$ 101,931 |



CARROLLTON-FARMERS BRANCH ISD

2020-2021 STIPENDS

| HIGH SCHOOL STIPENDS | STIPEND |
|--|-----------------|
| Academic Decathlon – Head | \$3180 |
| Academic Decathlon - Assistant | \$1590 |
| Academy Facilitator | \$2100 |
| Art | \$1000 |
| Band – Head Director | \$11,000 |
| Band – Assistant | \$6000 |
| Choir – Head | \$7000 |
| Choir – Assistant | \$5000 |
| Campus Website Manager | \$1000 |
| Dance | \$4000 |
| Department Manager | \$2100 |
| ECHS Dept Mgr English, Math, Social Studies | \$720 |
| Dept Mgr PE/Health | \$720 |
| Drill Team | \$4500 |
| Gifted/Talented Liaison | \$225 |
| Instructional Facilitator | \$2075 |
| International Baccalaureate Campus Facilitator | \$2600 |
| Journalism | \$4800 |
| Orchestra – Head | \$7000 |
| Orchestra – Assistant | \$5000 |
| Pre-Employment Lab | \$3850 |
| Math and Science Teachers <i>Only paid to Math and Science teachers hired during or before 2011-12.</i> | \$1000 - \$3000 |

| | |
|---|----------------|
| <i>Amount depends on years of experience and periods taught.</i> | |
| Speech/Debate | \$4500 |
| Student Council Sponsor | \$1500 |
| Technical Theater | \$5500 |
| Theater | \$5500 |
| Vocational Pre-Employment Lab | \$3820 |
| Certified Nursing Assistant HST Instructor | \$4000 |
| JNROTC | \$3000 |
| HIGH SCHOOL ATHLETIC STIPENDS | STIPEND |
| Athletic Coordinator – Girls' | \$4000 |
| Athletic Trainer – Head | \$11,000 |
| Athletic Trainer - Assistant | \$9500 |
| Baseball – Head | \$8000 |
| Baseball – Assistant | \$5500 |
| Basketball – Head | \$8000 |
| Basketball - JV | \$5500 |
| Basketball – 9 th Grade | \$5500 |
| Cheerleader Sponsor - Head | \$4000 |
| Cheerleader Sponsor – Assistant | \$2500 |
| Cheerleader Sponsor – 9 th Grade | \$2000 |
| Cross Country – Head | \$6000 |
| Cross Country – Assistant | \$3500 |
| Natatorium - Dive | \$6000 |
| Natatorium - Swim | \$6000 |
| Football Coordinator | \$2000 |
| Football - Varsity | \$7800 |

| | |
|------------------------------------|--|
| Football – Sub-Varsity | \$6000 |
| Golf - Head | \$4000 fall semester \$4000 spring semester |
| Golf – Assistant | \$3500 |
| Power Lifting | \$3500 |
| Power Lifting - Assistant | \$2500 |
| Soccer – Head | \$8000 |
| Soccer – Assistant | \$5500 |
| Softball – Head | \$8000 |
| Softball - Assistant | \$5500 |
| Stadium Audio and Video Technician | \$6000 |
| Tennis - Head | \$4000 fall semester \$4000 spring semester |
| Tennis – Assistant | \$3500 |
| Track – Head | \$6000 |
| Track - Assistant | \$3500 |
| Video | \$350 |
| Video Coordinator | \$5500 |
| Volleyball – Head | \$8000 |
| Volleyball – Assistant | \$5500 |
| Volleyball – 9 th Grade | \$5500 |
| Wrestling – Head | \$6000 |
| Wrestling - Assistant | \$3500 |
| | |

| MIDDLE SCHOOL STIPENDS | STIPEND |
|---|-----------------|
| Art | \$750 |
| Athletic Coordinator | \$7000 |
| Athletic Trainer | \$7500 |
| Band – Head | \$6000 |
| Band – Assistant | \$5000 |
| MS Bilingual Teacher (Prorated based on Course Load) | \$4000 |
| Campus Website Manager | \$1000 |
| Choir – Head | \$5500 |
| Choir – Assistant | \$4500 |
| Dance -- Head | \$2000 |
| Dance – Head Split on 2 Campuses | \$3000 |
| Boys’ Coach – 3 sports | \$5500 |
| Girls’ Coach – 3 sports | \$5500 |
| Soccer | \$1800 |
| Department Chair (2 in dept.) | \$550 |
| Department Chair (3 in dept.) | \$825 |
| Department Chair (4 in dept.) | \$1080 |
| Department Chair (5 to 9 in dept.) | \$1350 |
| Department Chair (10 or more in dept.) | \$2600 |
| Fine Arts Split MS Campus | \$1000 |
| Gifted/Talented Liaison | \$225 |
| Instructional Facilitator | \$1550 |
| Instructional Specialist | \$2060 |
| Math and Science Teachers <i>Only paid to Math and Science teachers hired during or before 2011-12.</i> | \$1000 - \$3000 |

| | |
|---|--|
| <i>Amount depends on years of experience and periods taught.</i> | |
| Orchestra – Head | \$5500 |
| Orchestra – Assistant | \$4500 |
| Drama/Theatre | \$2750 |
| Cheerleading | \$1200 |
| Team Leader – 6 th grade | \$1340 |
| ELEMENTARY STIPENDS | STIPEND |
| Bilingual Teachers, Bilingual Instructional Specialists, Bilingual Instructional Facilitators | \$4000 <i>(fully certified by Sept. of each school year)</i> \$2000 <i>(not fully certified full year)</i> |
| Art Academies | \$1500 |
| Art | \$500 |
| Campus Website Manager | \$750 |
| Dance Academies | \$1500 |
| Theatre Academies | \$1500 |
| Music Academies | \$1500 |
| Instructional Facilitator | \$1,200 |
| Bilingual Assessment Team (PK or K-12) (Diagnostician, Speech Pathologist) | \$4000 <i>(if fully certified, and work with Bilingual assessment 75% to 100% of time)</i> \$2000 <i>(if fully certified, and work with Bilingual assessment less than 75%)</i> |
| Gifted/Talented Liaison | \$225 |
| Grade Level Chairperson | \$750 |
| Music Teacher | \$1250 |
| Fine Arts Performance/Ensemble Stipend | \$1500 |
| Outdoor Learning Center | \$2060 |

| ALL LEVEL STIPENDS | STIPEND |
|--|---|
| AEP HS/MS Pod | \$1350 |
| AEP SPED Pod | \$1100 |
| District Language Services Train | \$8000 |
| Dual Campus Principal | \$3000 |
| Special Ed – Adaptive PE | \$1050 |
| Special Ed - Visually Impaired Teacher | \$1545 <i>(not fully certified full year)</i> \$3085 <i>(fully certified by Sept.. of each year)</i> |
| Doctorate Degree (Both Masters and Doctorate conferred) | \$3600 |
| Master's Degree (Classroom Teachers Only) | \$1800 |

Carrollton-Farmers Branch Independent School District

SUPPLEMENTAL PAY AMOUNTS (INFREQUENT DUTIES)

2020-2021

Curriculum and Professional Development

| Area of Responsibility | Duties Performed | Rate of Pay |
|-----------------------------|---|-----------------------|
| Advanced Academics (AA) | AA UIL Support | \$26.00 per hour |
| | AA Staff Development | \$31.00 per hour |
| | ACT/SAT Prep Teacher | \$26.00 per hour |
| | AP Lead - Content Areas | \$250 per year |
| | AP Prep Sessions/Presenter | \$26.00 per hour |
| | AP Proctor - Certified | \$26.00 per hour |
| | AP Proctor - Non Certified | \$16.00 per hour |
| | AP Test Clerical | \$16.00 per hour |
| | AP Test Coordinator | \$31.00 per hour |
| | AP Test Proctor Meeting | \$26.00 per day |
| | AP Extra Help/Online Registration | \$100.00 per day |
| | Calculus III Facilitator | \$500.00 per semester |
| | Destination Imagination Coordinator | \$26.00 per hour |
| | DI Coordinator - Para | \$16.00 per hour |
| | DUKE Tip Prep 1 hours + 2 prep hours | \$78.00 per day |
| | DUKE Tip Prep 2 hours + 2 prep hours | \$104.00 per day |
| | DUKE Tip Prep 3 hours + 2 prep hours | \$130.00 per day |
| | DUKE Tip Prep 4 hours + 2 prep hours | \$156.00 per day |
| | DUKE Tip Prep 5 hours + 2 prep hours | \$182.00 per day |
| | GT - Liaison | \$350.00 per year |
| | GT - Liaison - 1/2 time | \$175.00 per year |
| | GT - Temporary Specialist | \$26.00 per hour |
| | GT - Testing | \$26.00 per hour |
| | JR Great Books Facilitator | \$26.00 per hour |
| | Ed. Diagnosticians Advanced Academics Testing | \$41.00 per hour |
| | Maker Space Support | \$31.00 per hour |
| Assessment & Accountability | CBE Test Administrator | \$26.00 per hour |
| | District Test Asst. | \$16.00 per hour |
| | District Test Asst/Retiree | \$18.23 per hour |
| | SS Test Administrator & Assts | \$26.00 per hour |
| | SS Test Coordinator | \$31.00 per hour |
| Curriculum Writing | Professional Staff | \$26.00 per hour |
| | Team Leader | \$31.00 per hour |
| | Curriculum Translating | \$26.00 per hour |
| Bilingual | Tester - Professional | \$26.00 per hour |
| | Training/Title III | \$31.00 per hour |
| | ESL University Intern | \$16.00 per hour |
| | Literacy Night - Presenter | \$26.00 per hour |
| | LPAC Professional | \$26.00 per hour |
| | Prof - Extra Duty | \$26.00 per hour |
| Campus/Dept - Other | Child Care Provider | \$11.00 per hour |
| | Campus Club Activity | \$26.00 per hour |
| | Campus Office Extra (Professional) | \$26.00 per hour |
| | Campus Support Extra (behavior modification) | \$125.00 per day |
| | Choreography - Show Choir/Dance Guard/ | \$100.00 per day |

| Area of Responsibility | Duties Performed | Rate of Pay |
|---------------------------------|---|----------------------|
| | Family Literacy - Teacher | \$26.00 per hour |
| | Honors Choir - Directing | \$1,500.00 Flat Rate |
| | Latino Family Project Teacher | \$26.00 per hour |
| | Para Extra Hours - Title 1 | per base pay |
| | Parent Academy/Involvement - Professionals | \$26.00 per hour |
| | Parent/Family Involvement - Para | \$16.00 per hour |
| | Parent Workshop/Involvement/Family Night - Para's | \$16.00 per hour |
| | Parent Workshop Training | \$26.00 per hour |
| | Prof. Childcare Parent Night | \$11.00 per hour |
| | Part-time Instructional Facilitator | \$26.00 per hour |
| | PBL – Training/Consulting and PA9 positions and above | \$50.00 per hour |
| | Small Group Teacher/Sub | \$26.00 per hour |
| | Summer Bridge Program | \$30.00 per hour |
| | Summer Plato Lab - Para | \$16.00 per hour |
| | Summer Plato Lab - Professional | \$26.00 per hour |
| | TEA Literacy Stipend | \$350.00 per year |
| | Testing | \$26.00 per hour |
| Career and Technology Education | CCC Liasion | \$20.00 per hour |
| | CCC Counselors | \$31.00 per hour |
| | Temp Counseling Support | \$26.00 per hour |
| | CCMR/CTE Special Program Asst | \$31.00 per hour |
| Tutoring | Tutor - Non-Certified | \$16.00 per hour |
| | Tutor - Para-Professional | \$16.00 per hour |
| | Tutor - Professional | \$26.00 per hour |
| | Tutorial Planning | \$26.00 per hour |
| SPED | Private School Speech | \$50.00 per hour |
| | Private School SLP | \$50.00 per hour |
| | Homebound - Aide | \$16.00 per hour |
| | Homebound -Teacher | \$26.00 per hour |
| | SP In Home Trainer - Para-Professional | \$16.00 per hour |
| | SP In Home Trainer - Professional | \$26.00 per hour |
| | Special Olympics Asst | \$26.00 per hour |
| | Summer - Behavior Boot Camp | \$26.00 per hour |
| | Summer Testing | default hourly rate |
| Translator/Interpreter | Translator/Interpreter Para-Professional | \$24.00 per hour |
| | Translator/Interpreter Professional | \$36.00 per hour |
| | Translator/Interpreter Temporary | \$36.00 per hour |
| | Interpreter Message Call - Para- Professional | \$5.00 flat rate |
| | Interpreter Message Call - Professional | \$6.50 flat rate |
| | Interpreter Message Call - Temp | \$6.50 flat rate |
| Detention/Absence Make-up | Para-Detention/Absence Makeup | \$16.00 per hour |
| | Para-Detention/Absence Makeup/A.M. Supervision | \$26.00 per hour |
| AVID | AVID Meeting - Tutor | \$16.00 per hour |
| | AVID Tutor | \$16.00 per hour |
| Night School (NS) | NS Administration | \$31.00 per hour |
| | NS Para-Professional | \$16.00 per hour |
| | NS Teacher | \$104.00 per day |
| | NS Teacher - Hourly | \$26.00 per hour |
| UIL | UIL Head Coordinator | \$400.00 flat rate |

| Area of Responsibility | Duties Performed | Rate of Pay |
|-------------------------------|--|-------------------------|
| | UIL Asst. Coordinator | \$300.00 flat rate |
| ESDC | Campus Acceleration Meeting | \$26.00 per hour |
| | Campus Coaching (campus acc., coaching principals) | (90% of PA8 control pt) |
| | Career Guidance Asst | \$31.00 per hour |
| | Instructional Support Coach | \$31.00 per hour |
| | Literacy Coach | \$26.00 per hour |
| | Science Resource Ctr Management | \$31.00 per hour |
| | Special Populations Facilitator | \$28.00 per hour |
| | Special Programs Assistant | \$31.00 per hour |
| | Staff Development Liason | \$31.00 per hour |
| | Summer School EOC Tutors | \$16.00 per hour |
| | UIL Prep | \$26.00 per hour |
| LMAM | LMAM-Para Training/Classes | \$16.00 per hour |
| | LMAM Childcare | per base pay |
| | AA/Food Service Mgr (LMAM) | \$15.00 per hour |
| | LMAM Presenter | \$31.00 per hour |
| | LMAM Nurse | \$31.00 per hour |
| | LMAM Student Helpers | \$16.00 per hour |
| CHILD CARE | | |
| Area of Responsibility | Duties Performed | Rate of Pay |
| After the Bell (ATB) | ATB - Aide | \$11.00 per hour |
| | ATB - On Call Nurse | \$15.00 per day |
| | ATB - On Call Nurse - holidays and Summer School | \$50.00 per day |
| | ATB - Teachers | \$20.00 per hour |
| | ATB - Teachers - Para-Professional | \$20.00 per hour |
| | ATB Site Director 1-25 students | \$26.50 per hour |
| | ATB Site Director 26-32 students | \$73.40 per day |
| | ATB Site Director 33-49 students | \$84.00 per day |
| | ATB Site Director 50-65 students | \$94.40 per day |
| | ATB Site Director 66-82 students | \$97.00 per day |
| | ATB Site Director 83+ students | \$100.00 per day |
| | ATB Director - Extra Duty | \$26.50 per hour |
| | ATB - CPR Training | \$150.00 per day |
| | ATB - CPR Lead Instructor | \$250.00 per day |
| CDA | CDA Extra Help/Temp | \$11.00 per hour |
| | CDA Substitute | \$11.00 per hour |
| TEMPORARY REPLACEMENTS | | |
| Area of Responsibility | Duties Performed | Rate of Pay |
| Campus Substitutes/Extra's | Clerical Help - Retiree | \$18.23 per hour |
| | Clerical Help - Temp | \$16.00 per hour |
| | Clinic Aide - Sub | \$16.00 per hour |
| | Nurse Aide/LVN - Extra | \$16.00 per hour |
| | Counselor | \$26.00 per hour |
| | Diagnostician - retiree (PA3) | Control point of PA3 |
| | Diagnostician Extra/Sub | \$41.00 per hour |
| | LSSP Sub (PA3) | Control point of PA3 |
| | Occupational Therapist Sub (PA3) | Control point of PA3 |
| | Speech Pathologist | \$26.00 per hour |
| | Speech Pathologist, PA3 min | \$37.58 per hour |

| Area of Responsibility | Duties Performed | Rate of Pay |
|--------------------------------|--|----------------------|
| | Teacher | \$100.00 per day |
| | Teacher - Long Term (16+ days) | \$125.00 per day |
| | Nurse/RN-Sub | \$200.00 per day |
| | Nurse/RN-Extra | \$25.00 per hour |
| | PA2 Sub/Long Term (PA2 min) | PA2 minimum |
| | Library - Extra | \$16.00 per hour |
| | Aide | \$70.00 per day |
| | Aide - Long Term (16+ days) | \$90.00 per day |
| | Elementary School Principal - retiree (PA8) | Control point of PA8 |
| | Elementary School Asst Principal - retiree (PA4) | Control point of PA4 |
| | Middle School Principal - retiree (PA9) | Control point of PA9 |
| | Middle School Asst Principal - retiree (PA5) | Control point of PA5 |
| | High School Asst Principal - retiree (PA6) | Control point of PA6 |
| | PA2 Long Term Sub | \$35.04 per day |
| | PA7 Admin Help | Control point of PA7 |
| Student Nutrition | Board Dinners | per base pay |
| | Special Functions | per base pay |
| | Student Nutrition Srv - Production Asst | \$11.00 per hour |
| | AA/Food Service Mgr | \$15.00 per hour |
| | AA/Food Service Asst | \$12.00 per hour |
| | Food Srv Off Schedule Hours | per base pay |
| Bus. Office/Benefits/Personnel | Accounting Intern | \$9.30 per hour |
| Communications | Communications Intern | \$16.00 per hour |
| Tax Office | Part-time Clerical Help | \$18.53 per hour |
| Technology | Library Media Trainer | \$20.00 per hour |
| | Technology Interns | \$11.00 per hour |
| Building Rentals | On site Supervisor | \$25.00 per hour |
| | Security Officer | per base pay |
| Maintenance | Paint Crew - Extra Workers | 15.25 per hour |
| SUMMER SCHOOL | | |
| Area of Responsibility | Duties Performed | Rate of Pay |
| Summer School | Aide | \$16.00 per hour |
| | AVID Tutor - Certified | \$21.00 per hour |
| | AVID Tutor - Non Certified | \$16.00 per hour |
| | Elem/MS Nurse | \$150.00 per day |
| | EOC Tutor - daily worker | \$195.00 per day |
| Summer School Cont. | EOC Tutor - hourly worker | \$30.00 per hour |
| | ESY Sec Speech Pathologist | \$195.00 per day |
| | ESY Clerk | \$16.00 per hour |
| | ESY Elem Speech Pathologist | \$150.00 per day |
| | ESY In Home Trainer Aide | \$16.00 per hour |
| | ESY OT/PT/AT | \$30.00 per hour |
| | ESY Self Contained Teacher | \$195.00 per day |
| | Behavior Support Camp Teacher/BRS | \$150.00 per day |
| | HS Counselor | \$232.50 per day |
| | HS Inst. Tech Specialist | \$225.00 per day |
| | HS Librarian | \$225.00 per day |
| | HS Nurse | \$195.00 per day |
| | HS Teacher - Enrichment | \$195.00 per day |

| Area of Responsibility | Duties Performed | Rate of Pay |
|-----------------------------------|---|----------------------|
| | HS Teacher - ESL | \$195.00 per day |
| | HS Teacher - Remediation | \$195.00 per day |
| | Librarian | \$30.00 per hour |
| | Learn The Language Nurse (LTL) | \$210.00 per day |
| | Learn The Language Teacher (LTL) | \$210.00 per day |
| | On Call Nurse | \$50.00 per day |
| | Reading Teacher | \$30.00 per hour |
| | Secretary | \$16.00 per hour |
| | Teacher | \$150.00 per day |
| | Teacher - ESL | \$195.00 per day |
| | Exploration Academy Principal | \$7,440.00 flat rate |
| | Exploration Academy Dean | \$5,800.00 flat rate |
| | Elementary & Middle School Principal | \$6,324.00 flat rate |
| | Elementary & Middle School Asst. Principal | \$4,760.00 flat rate |
| | Elementary & Middle School Dean | \$2925.00 flat rate |
| | Learning The Language Principal (LTL) | \$7440.00 flat rate |
| | Learning The Language Dean (LTL) | \$5800.00 flat rate |
| | High School Principal | \$9,188.00 flat rate |
| | High School Asst. Principal | \$6,916.00 flat rate |
| | High School Dean | \$6025.00 flat rate |
| | Summer School Bus Monitors (Summer School Teachers) | \$30 per day |
| Student Nutrition - Summer School | Food Service Assistant | per base pay |
| | Food Service Manager | per base pay |
| ATHLETICS | | |
| Area of Responsibility | Duties Performed | Rate of Pay |
| 7th & 8th Grade Basketball | On-site Stadium Manager - 1 game | \$20.00 per session |
| | On-site Stadium Manager - 2 games | \$35.00 per session |
| | On-site Stadium Manager - 3 games | \$50.00 per session |
| | On-site Stadium Manager - 4 games | \$65.00 per session |
| | Score Table (2 per gym) - 1 game | \$16.00 per session |
| | Score Table (2 per gym) - 2 games | \$30.00 per session |
| | Score Table (2 per gym) - 3 games | \$45.00 per session |
| | Score Table (2 per gym) - 4 games | \$60.00 per session |
| | Stadium Manager & Worker - 1 game | \$25.00 per session |
| | Stadium Manager & Worker - 2 games | \$40.00 per session |
| | Stadium Manager & Worker - 3 games | \$55.00 per session |
| | Stadium Manager & Worker - 4 games | \$70.00 per session |
| | Ticket Seller - 1 game | \$16.00 per session |
| | Ticket Seller - 2 games | \$30.00 per session |
| | Ticket Seller - 3 games | \$45.00 per session |
| | Ticket Seller - 4 games | \$60.00 per session |
| HS Sub Varsity Basketball | Score Table (2 per gym) - 1 game | \$20.00 per session |
| | Score Table (2 per gym) - 2 games | \$40.00 per session |
| | Score Table (2 per gym) - 3 games | \$60.00 per session |
| | Score Table (2 per gym) - 4 games | \$75.00 per session |
| | On-site Stadium Manager - 1 game | \$25.00 per session |
| | On-site Stadium Manager - 2 games | \$45.00 per session |
| | On-site Stadium Manager - 3 games | \$65.00 per session |
| | On-site Stadium Manager - 4 games | \$80.00 per session |

| Area of Responsibility | Duties Performed | Rate of Pay |
|--------------------------|------------------------------------|----------------------|
| | Stadium Manager & Worker - 1 game | \$30.00 per session |
| | Stadium Manager & Worker - 2 games | \$50.00 per session |
| | Stadium Manager & Worker - 3 games | \$70.00 per session |
| | Stadium Manager & Worker - 4 games | \$85.00 per session |
| | Ticket Seller - 1 game | \$20.00 per session |
| | Ticket Seller - 2 games | \$40.00 per session |
| | Ticket Seller - 3 games | \$60.00 per session |
| | Ticket Seller - 4 games | \$75.00 per session |
| Varsity Basketball | Ticket Seller - 1 game | \$25.00 per session |
| | Ticket Seller - 2 games | \$50.00 per session |
| | Ticket Seller - 3 games | \$75.00 per session |
| | Ticket Seller - 4 games | \$95.00 per session |
| | Announcer - 1 game | \$20.00 per session |
| | Announcer - 2 games | \$40.00 per session |
| | Announcer - 3 games | \$60.00 per session |
| | Announcer - 4 games | \$80.00 per session |
| | On-site Stadium Manager - 1 game | \$30.00 per session |
| | On-site Stadium Manager - 2 games | \$45.00 per session |
| | On-site Stadium Manager - 3 games | \$65.00 per session |
| | On-site Stadium Manager - 4 games | \$85.00 per session |
| | Score Table (2 per gym) - 1 game | \$25.00 per session |
| | Score Table (2 per gym) - 2 games | \$50.00 per session |
| | Score Table (2 per gym) - 3 games | \$75.00 per session |
| | Score Table (2 per gym) - 4 games | \$95.00 per session |
| | Stadium Manager & Worker - 1 game | \$35.00 per session |
| | Stadium Manager & Worker - 2 games | \$60.00 per session |
| | Stadium Manager & Worker - 3 games | \$85.00 per session |
| | Stadium Manager & Worker - 4 games | \$105.00 per session |
| 7th & 8th Grade Football | Ticket Seller - 1 game | \$25.00 per session |
| | Ticket Seller - 2 games | \$45.00 per session |
| | Clock Operator - 1 game | \$25.00 per session |
| | Clock Operator - 2 games | \$45.00 per session |
| | On-site Stadium Manager - 1 game | \$35.00 per session |
| | On-site Stadium Manager - 2 games | \$55.00 per session |
| | Stadium Manager & Worker - 1 game | \$40.00 per session |
| | Stadium Manager & Worker - 2 games | \$60.00 per session |
| HS Sub Varsity Football | Stadium Manager & Worker - 1 game | \$45.00 per session |
| | Stadium Manager & Worker - 2 games | \$65.00 per session |
| | Stadium Manager & Worker - 3 games | \$85.00 per session |
| | Ticket Seller - 1 game | \$30.00 per session |
| | Ticket Seller - 2 games | \$50.00 per session |
| | Ticket Seller - 3 games | \$70.00 per session |
| | Clock Operator - 1 game | \$30.00 per session |
| | Clock Operator - 2 games | \$50.00 per session |
| | Clock Operator - 3 games | \$70.00 per session |
| | On-site Stadium Manager - 1 game | \$40.00 per session |
| | On-site Stadium Manager - 2 games | \$60.00 per session |
| | On-site Stadium Manager - 3 games | \$80.00 per session |
| Varsity Football | (Early) North Pass Gate | \$75.00 per game |

| Area of Responsibility | Duties Performed | Rate of Pay |
|---------------------------------|------------------------------------|----------------------|
| | Announcer | \$55.00 per game |
| | Chain Crew | \$60.00 per game |
| | Clock Operator | \$55.00 per game |
| | East Band Gate | \$50.00 per game |
| | Elevator Operator | \$70.00 per game |
| | Press Box Hostess | \$60.00 per game |
| | Press Box Monitor | \$65.00 per game |
| | Scoreboard Operator | \$55.00 per game |
| | Spotter | \$55.00 per game |
| | Ticket Seller | \$50.00 per game |
| | Ticket Taker | \$50.00 per game |
| | West Side Pass Gate | \$50.00 per game |
| 7th & 8th Grade Soccer | Clock Operator - 1 game | \$25.00 per session |
| | Clock Operator - 2 games | \$45.00 per session |
| | On-site Manager & Worker - 1 game | \$35.00 per session |
| | On-site Manager & Worker - 2 games | \$55.00 per session |
| | Ticket Seller - 1 game | \$25.00 per session |
| | Ticket Seller - 2 games | \$45.00 per session |
| High School Soccer & Tournament | On-site Manager & Worker - 1 game | \$40.00 per session |
| | On-site Manager & Worker - 2 games | \$60.00 per session |
| | On-site Manager & Worker - 3 games | \$80.00 per session |
| | On-site Game Coordinator - 1 game | \$20.00 per session |
| | On-site Game Coordinator- 2 games | \$40.00 per session |
| | On-site Game Coordinator - 3 games | \$60.00 per session |
| | Game Worker | \$42.00 per session |
| | Game Worker | \$100.00 per session |
| | Game Worker | \$110.00 per session |
| | Ticket Seller - 1 game | \$30.00 per session |
| | Ticket Seller - 2 games | \$50.00 per session |
| | Ticket Seller - 3 games | \$70.00 per session |
| | Clock Operator - 1 game | \$30.00 per session |
| | Clock Operator - 2 games | \$50.00 per session |
| | Clock Operator - 3 games | \$70.00 per session |
| 7th & 8th Grade Volleyball | Libero Tracker - 1 game | \$16.00 per session |
| | Libero Tracker - 2 games | \$32.00 per session |
| | Libero Tracker - 3 games | \$48.00 per session |
| | On-site Manager - 1 game | \$20.00 per session |
| | On-site Manager - 2 games | \$40.00 per session |
| | On-site Manager - 3 games | \$60.00 per session |
| | On-site Manager & Worker - 1 game | \$25.00 per session |
| | On-site Manager & Worker - 2 games | \$45.00 per session |
| | On-site Manager & Worker - 3 games | \$65.00 per session |
| | Score Keeper - 1 game | \$16.00 per session |
| | Score Keeper - 2 games | \$32.00 per session |
| | Score Keeper - 3 games | \$48.00 per session |
| | Ticket Seller - 1 game | \$16.00 per session |
| | Ticket Seller - 2 games | \$32.00 per session |
| | Ticket Seller - 3 games | \$48.00 per session |
| Sub Varsity Volleyball 2 of 3 | On-site Manager - 1 game | \$25.00 per session |

| Area of Responsibility | Duties Performed | Rate of Pay |
|-------------------------------|------------------------------------|----------------------|
| | On-site Manager - 2 games | \$45.00 per session |
| | On-site Manager - 3 games | \$65.00 per session |
| | On-site Manager & Worker - 1 game | \$30.00 per session |
| | On-site Manager & Worker - 2 games | \$50.00 per session |
| | On-site Manager & Worker - 3 games | \$70.00 per session |
| | Score Table (2 per gym) - 1 game | \$20.00 per session |
| | Score Table (2 per gym) - 2 games | \$40.00 per session |
| | Score Table (2 per gym) - 3 games | \$60.00 per session |
| | Ticket Seller - 1 game | \$20.00 per session |
| | Ticket Seller - 2 games | \$40.00 per session |
| | Ticket Seller - 3 games | \$60.00 per session |
| Sub Varsity Volleyball 3 of 5 | On-site Manager - 1 game | \$30.00 per session |
| | On-site Manager - 2 games | \$55.00 per session |
| | On-site Manager - 3 games | \$80.00 per session |
| | On-site Manager & Worker - 1 game | \$35.00 per session |
| | On-site Manager & Worker - 2 games | \$60.00 per session |
| | On-site Manager & Worker - 3 games | \$85.00 per session |
| | Score Table (3 per gym) - 1 game | \$25.00 per session |
| | Score Table (3 per gym) - 2 games | \$50.00 per session |
| | Score Table (3 per gym) - 3 games | \$75.00 per session |
| | Ticket Seller - 1 game | \$25.00 per session |
| | Ticket Seller - 2 games | \$50.00 per session |
| | Ticket Seller - 3 games | \$75.00 per session |
| | Linesperson - 1 games | \$25.00 per session |
| | Linesperson - 2 games | \$50.00 per session |
| | Linesperson - 3 games | \$75.00 per session |
| Varsity Volleyball | Linesperson - 1 game | \$25.00 per session |
| | Linesperson - 2 games | \$50.00 per session |
| | Linesperson - 3 games | \$75.00 per session |
| | On-site Manager - 1 game | \$30.00 per session |
| | On-site Manager - 2 games | \$55.00 per session |
| | On-site Manager - 3 games | \$80.00 per session |
| | On-site Manager & Worker - 1 game | \$35.00 per session |
| | On-site Manager & Worker - 2 games | \$60.00 per session |
| | On-site Manager & Worker - 3 games | \$85.00 per session |
| | Score Table (3 per gym) - 1 game | \$25.00 per session |
| | Score Table (3 per gym) - 2 games | \$50.00 per session |
| | Score Table (3 per gym) - 3 games | \$75.00 per session |
| Varsity Volleyball Cont. | Ticket Seller - 1 game | \$25.00 per session |
| | Ticket Seller - 2 games | \$50.00 per session |
| | Ticket Seller - 3 games | \$75.00 per session |
| Baseball/Softball | Game Deposit Worker | \$10.00 per session |
| | Announcer - 1 game | \$30.00 per session |
| | Announcer - 2 games | \$60.00 per session |
| | Announcer - 3 games | \$90.00 per session |
| | Announcer - 4 games | \$120.00 per session |
| | Announcer - 5 games | \$150.00 per session |
| | On-site Manager/Worker - 1 game | \$40.00 per session |
| | On-site Manager/Worker - 2 games | \$80.00 per session |

| Area of Responsibility | Duties Performed | Rate of Pay |
|--|--|----------------------|
| | On-site Manager/Worker - 3 games | \$120.00 per session |
| | On-site Manager/Worker - 4 games | \$160.00 per session |
| | On-site Manager/Worker - 5 games | \$200 per session |
| | Ticket Seller - 1 game | \$30.00 per session |
| | Ticket Seller - 2 games | \$60.00 per session |
| | Ticket Seller - 3 games | \$90.00 per session |
| | Ticket Seller - 4 games | \$120.00 per session |
| | Ticket Seller - 5 games | \$150.00 per session |
| | Game Worker | \$100.00 per session |
| | Game Worker | \$110.00 per session |
| | Scorekeeper - 1 game | \$30.00 per session |
| | Scorekeeper - 2 games | \$60.00 per session |
| | Scorekeeper - 3 games | \$90.00 per session |
| | Scorekeeper - 4 games | \$120.00 per session |
| | Scorekeeper - 5 games | \$150.00 per session |
| | Pitch Counter - 1 game | \$30.00 per session |
| | Pitch Counter - 2 game | \$60.00 per session |
| | Pitch Counter - 3 game | \$90.00 per session |
| | Pitch Counter - 4 game | \$120.00 per session |
| | Pitch Counter - 5 game | \$150.00 per session |
| Summer Strength & Conditioning | Summer Weight Room - 1 Unit | \$40.00 per day |
| | Summer Weight Room - 2 Units | \$80.00 per day |
| Athletics | Asst Stadium Mgr/Athletic Events | \$30.00 per hour |
| | Temp-M.S. Athletic Trainer | \$30.00 per hour |
| | Off Campus PE Supervisor | \$35.00 per visit |
| | Secretary District Executive Committee | \$21.00 per hour |
| | Extra/Grounds keeper (summer help by prof) | MT2 control point |
| | Security Officer for Athletic Events | Per base pay |
| TRANSPORTATION | | |
| | Bus Driver | Per base pay |
| | Coach Bus Driver | \$40.00 per trip |
| | New Bus Driver - Training | \$10.50 per hour |
| | Training - Certification Classes | Per base pay |
| | Full-Time Bus Driver Certification Training | \$18.29 per hour |
| | Bus Monitor | Per base pay |
| | Bus Driver - Summer School | Per base pay |
| | Bus Monitor - Summer School | Per base pay |
| | Seat Cover Crew | \$15.25 per hour |
| | Extra Bus Driver (Fulltime Non Transportation Emp) Athletics | MT4 midpoint |
| Area of Responsibility | | |
| Duties Performed | | |
| Unforeseen Circumstances (Approved by Associate Superintendent) | TBD | |