



DISTRICT COMPENSATION PLAN

Carrollton-Farmers Branch ISD has a locally designed salary plan for all employees. Employees are paid in accordance with administrative guidelines and an established pay structure. The district's pay plans are reviewed by the administration each year and adjusted as needed. All district positions are classified as exempt or nonexempt according to federal law. Each position is assigned to a pay range based on the level of responsibility and qualifications required of the job. Pay ranges establish the minimum and maximum daily rates that will be paid for each job in the District. Job classifications are determined by the Office of Personnel Services.

Teachers new to the District are placed on the Carrollton-Farmers Branch New Hire Salary Schedule according to years of experience. The District shall pay each classroom teacher or full-time librarian not less than the state minimum monthly salary, based on the employee's level of experience. After initial employment, salary increases are determined annually by the Board of Trustees during the budget process and are based upon cost of living increases, competitive pay increases, and local budget projections. Employees hired on or after April 1, are not eligible for the Board approved raise. The District salary plan is designed to ensure that employee pay is equitable, competitive, and affordable. Pay surveys are conducted on a regular basis and salary ranges are adjusted to ensure that pay remains competitive for Carrollton-Farmers Branch ISD employees.

Each employee is required to verify their salary, experience, and workdays in September of each year. Employees can access this information in TEAMS Employee Self-Serve located in the C-FB Staff Portal. After reviewing the information, employees should submit questions in writing to the principal/supervisor or to the Office of Personnel Services. The Office of Personnel Services and the Payroll Department will not adjust compensation prior to the current fiscal year. Employees may request additional information concerning job classifications and salary ranges from the principal/supervisor.

ANNUALIZED COMPENSATION

Refer to Board Policy DEA

The district pays all employees on the PA, CT, and ST paygrades over 12 months regardless of the number of months employed during the school year. Salaried employees will be paid in equal monthly or semi-monthly payments, beginning with the first pay period of the school year. An employee who separates from service before the last day of instruction or retires under TRS, will receive in his or her final paycheck, a lump sum payment for wages actually earned from the

beginning of the school year to the date of separation. Employees that separate after the last day of instruction will continue to receive paychecks through the end of their twelve month pay cycle.

Teacher Incentive Allotment

For any funds received by CFBISD for a designated teacher under the Teacher Incentive Allotment (TIA), 70 percent will be paid to the designated teacher. The other 20 percent will be paid equally to the other teachers who meet the District's qualifications as a high-performing teacher on the designated teacher's campus. ***For campuses designated as high-need due to the percentage of economically disadvantaged students and prior low performance on state accountability testing, a distribution of 85 percent to the designated teacher and 5 percent to other teachers meeting the District's qualifications for high-performing may be used as detailed in the District's TIA Field Guide in order to further incentivize high-performing teachers to work at those campuses with highest need.*** The remaining 10 percent will be used for training and support of the system, expansion of the system, administrative expenses, and/or professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

**2021-2022 CARROLLTON-FARMERS BRANCH ISD
TEACHER NEW HIRE SALARY SCHEDULE
187 DAYS**

YEARS OF EXPERIENCE	DAILY RATE	SALARY
0	305.08	57,050
1	306.08	57,237
2	307.08	57,424
3	308.08	57,611
4	309.08	57,798
5	310.08	57,985
6	312.08	58,359
7	314.08	58,733
8	316.08	59,107
9	318.08	59,481
10	320.08	59,855
11	322.08	60,229
12	324.08	60,603
13	326.08	60,977
14	328.08	61,351
15	330.08	61,725
16	332.08	62,099
17	334.08	62,473
18	336.08	62,847
19	338.08	63,221
20	340.08	63,595
21	342.08	63,969
22	344.08	64,343
23	346.08	64,717
24	348.08	65,091
25	350.08	65,465
26	352.08	65,839
27	354.08	66,213
28	356.08	66,587
29	358.08	66,961
30+	360.08	67,335

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.

Clerical/Paraprofessional

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum	
CT - 2			Non-Exempt	Hourly	\$ 14.48	\$ 16.81	\$ 19.78
	Assistant - Behavior Title I	187	187	Days	\$ 21,663	\$ 25,154	\$ 29,588
	Assistant - Bil Title I	187					
	Assistant - ESL	187					
	Assistant - Inst Bldg	187					
	Assistant - Pre-K	187					
	Assistant - Specials	187					
	Assistant - Title I	187					
	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			Non-Exempt	Hourly	\$ 16.41	\$ 19.28	\$ 22.41
	Assistant - Credit Recovery Lab	187	187	Days	\$ 24,542	\$ 28,837	\$ 33,518
	Assistant - Culinary Arts	187	190	5 hr Days	\$ 15,585	\$ 18,312	\$ 21,285
	Assistant - Parent & Community - Title I	187	190	Days	\$ 24,936	\$ 29,300	\$ 34,056
	Clerk - Attendance Middle School	195	194	Days	\$ 25,461	\$ 29,916	\$ 34,773
	Clerk - Counselor HS	198	195	Days	\$ 25,592	\$ 30,071	\$ 34,952
	Clerk - Counselor MS	195	198	Days	\$ 25,986	\$ 30,533	\$ 35,490
	Clerk - Data Entry Tech	226	202	Days	\$ 26,511	\$ 31,150	\$ 36,207
	Clerk - Diag	220	205	Days	\$ 26,904	\$ 31,613	\$ 36,745
	Clerk - Diag 198	198	220	Days	\$ 28,873	\$ 33,926	\$ 39,433
	Clerk - Elementary	190	226	Days	\$ 29,660	\$ 34,851	\$ 40,509
	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			Non-Exempt	Hourly	\$ 17.52	\$ 21.02	\$ 23.93
	Certified Medical Assistant	226	187	Days	\$ 26,205	\$ 31,443	\$ 35,800
	Clerk - After the Bell (ATB)	210	194	Days	\$ 27,186	\$ 32,620	\$ 37,140
	Clerk - Attendance High School	194	210	Days	\$ 29,429	\$ 35,310	\$ 40,203
	Clerk - CTE/Counseling/Nurses	226	220	Days	\$ 30,830	\$ 36,992	\$ 42,117
	Clerk - Fine Arts	226	226	Days	\$ 31,671	\$ 38,001	\$ 43,266
	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
2021-2022
Clerical/Paraprofessional

CT - 5		Non-Exempt	Hourly	\$	19.37	\$	23.28	\$	26.50
Campus PEIMS Specialist	210	203	Days	\$	31,453	\$	37,809	\$	43,042
Clerk - Advanced Academics	226	210	Days	\$	32,537	\$	39,113	\$	44,526
Clerk - Data Entry Bilingual/ESL	226	217	Days	\$	33,622	\$	40,417	\$	46,010
Clerk - Ed Services	226	220	Days	\$	34,087	\$	40,975	\$	46,646
Clerk - SNS Meal Benefits	226	226	Days	\$	35,016	\$	42,093	\$	47,919
Clerk - SNS Personnel	226								
Clerk - SNS Purchasing	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	217								
Secretary - Principal Grimes	210								
Secretary - Principal Middle School	220								
Secretary - Sp Ed Coordinators	226								
Secretary - Transportation Director	226								
Secretary - Transportation Payroll	226								
Transportation - Dispatcher	226								
Transportation - Dispatcher - Field Trips	226								
CT - 6		Non-Exempt	Hourly	\$	21.51	\$	25.85	\$	29.48
Secretary - ATB	226	226	Days	\$	38,890	\$	46,732	\$	53,305
Secretary - Coordinator of Personnel	226	198	Days	\$	34,072	\$	40,942	\$	46,701
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								
Lead - Teacher Child Development Academy	198								
Specialist - Sub Management Sys	226								
Transportation - Routing Specialist	226								
CT - 7		Non-Exempt	Hourly	\$	23.88	\$	28.70	\$	32.68
Secretary - Advanced Academics	226	226	Days	\$	43,179	\$	51,881	\$	59,088
Secretary - Chief Operations 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								
Specialist - SNS Accts	226								
Transportation - Safety Specialist	226								
CT - 8		Non-Exempt	Hourly	\$	26.53	\$	31.91	\$	36.36
Secretary - Area Superintendent	226	226	Days	\$	47,961	\$	57,689	\$	65,737
Secretary - Assoc Superintendent	226								
Secretary - Asst Superintendent	226								
Secretary - Board of Trustees	226								
Secretary - Chief of Staff	226								
Secretary - Chief Tech Officer	226								
Specialist - Personnel Records	226								
CT - 9		Non-Exempt	Hourly	\$	29.50	\$	35.46	\$	40.41
Secretary - Superintendent	226	226	Days	\$	53,328	\$	64,120	\$	73,064

District Operations

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum	
MT - 1			Non-Exempt	Hourly	\$ 11.71	\$ 14.05	\$ 16.08
	Cafeteria Worker (Floater) - Minimum 4 hours/day	184	184	Half Days	\$ 8,620	\$ 10,341	\$ 11,832
	Custodian - Custodian	260	184	Full Days	\$ 16,865	\$ 20,233	\$ 23,149
	Transportation - Bus Monitor	184	260	Days	\$ 24,361	\$ 29,226	\$ 33,438
	Transportation - MPV Driver	184					
MT - 2			Non-Exempt	Hourly	\$ 13.19	\$ 15.82	\$ 17.98
	Custodian - Flex Crew	260	184	Half Days	\$ 9,708	\$ 11,646	\$ 13,235
	Day Care - Caregiver	189	184	5 hour days	\$ 12,135	\$ 14,558	\$ 19,852
	Gen Maint - Asst	260	184	6 hour days	\$ 14,562	\$ 17,469	\$ 26,469
	Grounds - Groundskeeper	260	189	Days	\$ 19,943	\$ 23,925	\$ 27,189
	SNS - Production Assistant (4,5, or 6 hours/day)	184	260	Days	\$ 27,435	\$ 32,913	\$ 37,402
MT - 3			Non-Exempt	Hourly	\$ 15.14	\$ 18.16	\$ 20.67
	Carpentry - Painter	260	184	7.5 Hr Days	\$ 20,899	\$ 21,836	\$ 28,524
	Custodian - Head Ad/Huie	260	189	Days	\$ 22,898	\$ 27,458	\$ 31,252
	Custodian - Head Elementary School	260	260	Days	\$ 31,500	\$ 37,773	\$ 42,993
	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 - Mgr Trainee	189					
	SNS - Production Specialist (7.5 hrs/Day)	184					
	Support - Distribution Warehouse	260					
MT - 4			Non-Exempt	Hourly	\$ 16.75	\$ 19.99	\$ 22.61
	Custodian - Head Middle School	260	198	Days	\$ 26,537	\$ 31,657	\$ 35,812
	Custodian - Lead High School	260	211	Days	\$ 28,279	\$ 33,735	\$ 38,163
	Dist Ctr - Lead Support	260	260	Days	\$ 34,846	\$ 41,570	\$ 47,026
	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					
	SNS - Manager Elementary School	198					
MT - 5			Non-Exempt	Hourly	\$ 18.74	\$ 22.33	\$ 25.29
	Carpentry - Carpenter	260	184	Days	\$ 27,583	\$ 32,873	\$ 37,221
	Carpentry - Locksmith	260	198	Days	\$ 29,681	\$ 35,374	\$ 40,053
	Custodian - Head High School	260	189	Days	\$ 28,332	\$ 33,766	\$ 38,232
	Custodian - Rover	260	226	Days	\$ 33,879	\$ 40,377	\$ 45,717
	Day Care - Teacher	189	260	Days	\$ 38,976	\$ 46,451	\$ 52,595
	Dist Ctr - Inventory Control	260					
	Electrical - Journeyman	260					
	Grounds - Technician	260					
	Plumbing - Backflow Tech	260					
	Plumbing - Plumber Journeyman	260					
	SNS - Manager Middle School	198					
	Stadium Complex Manager	260					
	Transportation - Bus Driver	184					
	Transportation - Sub Driver	184					
	Transportation - Tech II	226					

CFB ISD Paygrades
2021-2022
District Operations

MT - 6	
Custodian - Lead Rover	260
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
SNS - Manager High School	198

Non-Exempt	Hourly	\$	20.94	\$	24.95	\$	28.29
198	Days	\$	33,174	\$	39,521	\$	44,805
260	Days	\$	43,562	\$	51,897	\$	58,835

MT - 7	
Carpentry - Lead	260
Electrical - Lead Electrician	260
HVAC - Lead	260
Transportation - Tech III	226
SNS - Equipment Specialist	260
SNS Training and Catering Specialist	220
SNS - Zone Manager	198
Transportation - Tech Lead	226

Non-Exempt	Hourly	\$	23.41	\$	27.92	\$	31.61
198	Days	\$	37,082	\$	44,230	\$	50,070
220	Days	\$	41,202	\$	49,145	\$	55,634
226	Days	\$	42,325	\$	50,485	\$	57,151
260	Days	\$	48,693	\$	58,080	\$	65,749

MTG - Salaried	
Custodian - Dept Head	260
Electrical - Dept Head	260
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
SNS Supervisor	226
Transportation - Shop Foreman	226

Exempt	Daily	\$	211.40	\$	249.78	\$	283.05
226	Days	\$	47,776	\$	56,449	\$	63,969
260	Days	\$	54,964	\$	64,942	\$	73,593

Professional/Administrative

Pay Grade	Job Title	Calendar					
PA - 1			Exempt	Daily	Minimum	Midpoint	Maximum
	Academic Advisor for At-Risk Students	220	187	Days	\$ 241.84	\$ 313.19	\$ 360.74
	Certified Occupational Therapy Assistant	187	188	Days	\$ 45,224	\$ 58,567	\$ 67,459
	Coordinator - Facility Rentals	226	197	Days	\$ 45,466	\$ 58,881	\$ 67,820
	Director of Child Development Center	215	197	Days	\$ 47,643	\$ 61,699	\$ 71,066
	Environmental Technician	226	215	Days	\$ 51,996	\$ 67,337	\$ 77,560
	Nurse LVN - High School	187	220	Days	\$ 53,205	\$ 68,903	\$ 79,363
	Personnel - Certification Officer	226	226	Days	\$ 54,656	\$ 70,782	\$ 81,528
	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			Exempt	Daily	\$ 292.87	\$ 337.54	\$ 399.16
	Attendance Officer	200	187	Days	\$ 54,767	\$ 63,120	\$ 74,644
	Behavior Specialist	187	197	Days	\$ 57,696	\$ 66,495	\$ 78,635
	High School Registrar	220	200	Days	\$ 58,575	\$ 67,508	\$ 79,833
	Positive Behavior Facilitator	187	202	Days	\$ 59,160	\$ 68,183	\$ 80,631
	School Age Parenting Program Instructor	187	220	Days	\$ 64,432	\$ 74,259	\$ 87,816
	Specialist - Elementary PE & Health	187					
	SpEd - Behavior Interventionist	200					
	Title I - Campus At-Risk Coordinator	187					
PA - 2A			Exempt	Daily	\$ 305.08	\$ 356.27	\$ 407.77
	Athletic Trainer	187	187	Days	\$ 57,050	\$ 66,622	\$ 76,252
	Band - Head HS	220	188	Days	\$ 57,355	\$ 66,979	\$ 76,660
	Band - MS, HS Assistant	200	190	Days	\$ 57,965	\$ 67,691	\$ 77,476
	Behavior Resource Specialist	187	197	Days	\$ 60,101	\$ 70,185	\$ 80,330
	Coach-Swim	187	200	Days	\$ 61,016	\$ 71,254	\$ 81,553
	Coordinator - International BACC - Elem, MS	187	202	Days	\$ 61,626	\$ 71,967	\$ 82,369
	Coordinator - International BACC - High School	212	212	Days	\$ 64,677	\$ 75,529	\$ 86,446
	HS Academy Facilitator/Director	212	220	Days	\$ 67,118	\$ 78,379	\$ 89,708
	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
2021-2022
Professional/Administrative

PA - 3			Exempt	Daily	\$ 314.09	\$ 364.60	\$ 419.78
Behavior and Counseling Coordinator	187	187	Days	\$ 58,734	\$ 68,180	\$ 78,498	
CCMR Dean	212	188	Days	\$ 59,048	\$ 68,544	\$ 78,918	
College and Career Readiness for At-Risk Specialist	202	193	Days	\$ 60,619	\$ 70,367	\$ 81,017	
Coordinator - Communications	226	197	Days	\$ 61,875	\$ 71,826	\$ 82,696	
Early Literacy Coach	187	198	Days	\$ 62,189	\$ 72,190	\$ 83,116	
Graduation Coach	202	200	Days	\$ 62,817	\$ 72,919	\$ 83,955	
Instructional Coach - Elementary	187	202	Days	\$ 63,445	\$ 73,649	\$ 84,795	
Instructional Specialist - 187	187	205	Days	\$ 64,388	\$ 74,742	\$ 86,054	
Instructional Specialist - 197	197	207	Days	\$ 65,016	\$ 75,472	\$ 86,894	
Instructional Specialist - Elementary	187	210	Days	\$ 65,958	\$ 76,565	\$ 88,153	
Instructional Specialist - Secondary	187	212	Days	\$ 66,586	\$ 77,295	\$ 88,993	
Lead Behavior Resource Specialist	193	215	Days	\$ 67,528	\$ 78,388	\$ 90,252	
Lead Speech Language Pathologist	205	220	Days	\$ 69,099	\$ 80,211	\$ 92,351	
Special Education - Audiologist	187	226	Days	\$ 70,983	\$ 82,399	\$ 94,870	
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 - Prog Compliance	202						
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						
PA - 3A			Exempt	Daily	\$ 325.84	\$ 375.93	\$ 426.02
Counselor - ECHS	207	188	Days	\$ 61,258	\$ 70,674	\$ 80,091	
Counselor - Elementary	188	200	Days	\$ 65,168	\$ 75,185	\$ 85,203	
Counselor - HS	205	205	Days	\$ 66,797	\$ 77,065	\$ 87,333	
Counselor - Lead HS	212	207	Days	\$ 67,449	\$ 77,817	\$ 88,185	
Counselor - Middle School	200	212	Days	\$ 69,078	\$ 79,697	\$ 90,315	
PA - 4			Exempt	Daily	\$ 337.78	\$ 382.92	\$ 432.19
Assistant Principal - Elementary	210	210	Days	\$ 70,934	\$ 80,414	\$ 90,759	
Coordinator - Student Nutrition	226	226	Days	\$ 76,339	\$ 86,541	\$ 97,674	
Head Football Coach - HS Athletic Coordinator	226						
PA - 5			Exempt	Daily	\$ 363.52	\$ 408.50	\$ 452.21
Assistant Director - Student Info	226	210	Days	\$ 76,340	\$ 85,785	\$ 94,963	
Assistant Principal - Middle School	210	215	Days	\$ 78,158	\$ 87,828	\$ 97,224	
Coordinator - Assessment Internal	215	226	Days	\$ 82,156	\$ 92,321	\$ 102,199	
Coordinator - Community Relations	226						
Coordinator - District Testing	226						
Coordinator - Early Learning	226						
Coordinator - Fine Arts	226						
Coordinator - Special Education	226						
Coordinator of Recruiting/Retention	226						
Digital Media Coordinator	226						
Director - Communications	226						
Director - Health Services	226						
Director of Library Media	226						
Personnel Coordinator	226						
Supervisor - Construction	226						
Supervisor - Maintenance	226						

CFB ISD Paygrades
2021-2022
Professional/Administrative

PA - 6		Exempt	Daily	\$	\$	\$
Assistant Principal - High School	212	212	Days	\$ 83,128	\$ 93,320	\$ 103,295
Assistant Director - Athletics	226	226	Days	\$ 88,618	\$ 99,483	\$ 110,117
Coordinator - Federal Funds	226					
Coordinator - CTE	226					
Director - Elementary ELA	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 ELA	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		Exempt	Daily	\$	\$	\$
Associate Principal - High School	220	220	Days	\$ 92,951	\$ 104,343	\$ 115,504
Dir - Bilingual/ESL	226	226	Days	\$ 95,486	\$ 107,189	\$ 118,654
Director - Assessment and Accountability	226					
Director of Athletics	226					
Director of Fine Arts	226					
Director of Maintenance/Plant Operations	226					
Director of Planning & Facility Project Manager	226					
Director of Student Nutrition	226					
PA - 8		Exempt	Daily	\$	\$	\$
Director of After School Program	226	217	Days	\$ 98,788	\$ 110,892	\$ 122,754
Principal - Alternative Education Program K-12	226	226	Days	\$ 102,886	\$ 115,492	\$ 127,845
Principal - Elementary	217					
PA - 9		Exempt	Daily	\$	\$	\$
Director of Personnel	226	226	Days	\$ 110,866	\$ 124,452	\$ 137,758
Director of School Safety & Security	226					
Executive Director Advanced Academics & World Languages	226					
Executive Director of College and Career Readiness	226					
Executive Director of Special Education	226					
Principal - ECHS	226					
Principal - Middle School	226					
PA - 10		Exempt	Daily	\$	\$	\$
Chief Communications Officer	226	226	Days	\$ 122,861	\$ 134,176	\$ 145,174
Chief Operations Officer	226					
Chief of School Leadership	226					
Principal - High School	226					
PA - 11		Exempt	Daily	\$	\$	\$
Assistant Superintendents	226	226	Days	\$ 132,381	\$ 144,574	\$ 156,424
Chief of Staff	226					
PA - 12		Exempt	Daily	\$	\$	\$
Associate Superintendents	226	226	Days	\$ 172,890	\$ 186,283	\$ 198,812

Technology Services

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum	
ST - 2			Non-Exempt	Hourly	\$ 21.69	\$ 25.86	\$ 29.44
	Specialist - Computer Help Desk	226	226	Days	\$ 39,208	\$ 46,751	\$ 53,230
	Specialist - IT Warehouse	226					
ST - 3			Non-Exempt	Hourly	\$ 24.08	\$ 28.71	\$ 32.69
	Data Base Manager	226	226	Days	\$ 43,534	\$ 51,900	\$ 59,107
ST - 4			Non-Exempt	Hourly	\$ 26.78	\$ 31.92	\$ 36.38
	Specialist - Cabling Tech	226	226	Days	\$ 48,409	\$ 57,708	\$ 65,774
	Specialist - Computer Tech	226					
ST - 6			Exempt	Daily	\$ 259.08	\$ 309.40	\$ 352.07
	Specialist - Student Data	226	226	Days	\$ 58,553	\$ 69,924	\$ 79,568
	Technology Special Projects Manager	226					
ST - 7			Exempt	Daily	\$ 282.38	\$ 337.89	\$ 401.75
	Information Analyst	226	187	Days	\$ 52,806	\$ 63,186	\$ 75,127
	Network Engineer	226	226	Days	\$ 63,819	\$ 76,364	\$ 90,795
	District Registrar	226					
	Specialist - Telecom and Finance	226					
	Technology - Student Information Systems Analyst	226					
	Web Analyst	226					
	Specialist - Instructional Tech	187					
ST - 8			Exempt	Daily	\$ 314.09	\$ 364.60	\$ 419.78
	Digital Learning Specialist	197	197	Days	\$ 61,875	\$ 71,826	\$ 82,696
	Specialist - Multimedia Communications	226					
ST - 9			Exempt	Daily	\$ 334.57	\$ 399.32	\$ 454.98
	Assistant Director - Student Information	226	226	Days	\$ 75,612	\$ 90,247	\$ 102,825
	Coordinator - PEIMS	226					
	Senior Network Engineer	226					
	Technology Specialist - Resource Acquisition	226					
ST - 10			Exempt	Daily	\$ 422.51	\$ 474.29	\$ 525.02
	Director of Enterprise Systems	226	226	Days	\$ 95,486	\$ 107,189	\$ 118,654
	Director of Tech Services	226					
	Senior Director of Digital Learning	226					
ST - 11			Exempt	Daily	\$ 585.76	\$ 639.71	\$ 692.14
	Chief Technology Officer	226	226	Days	\$ 132,381	\$ 144,574	\$ 156,424

Business Services

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
BA - 1						
	Clerk - Payroll	226	Hourly	\$ 19.37	\$ 23.28	\$ 26.50
	Clerk - Tax Office	226	226 Days	\$ 35,022	\$ 42,091	\$ 47,913
	Secretary - Purchasing	226				
BA - 2						
	Buyer - Purchasing	226	Hourly	\$ 24.08	\$ 28.71	\$ 32.69
	Purchasing - Agent	226	226 Days	\$ 43,534	\$ 51,900	\$ 59,107
	Specialist - Accounting	226				
	Specialist - Payroll	226				
	Specialist - Purchasing Technology	226				
BA - 3						
	Specialist - Assist Payroll Director	226	Hourly	\$ 26.78	\$ 31.92	\$ 36.38
	Specialist - Employee Benefits Assistant	226	226 Days	\$ 48,409	\$ 57,708	\$ 65,774
	Specialist - Workers Comp/Benefit	226				
BA - 4						
	Specialist - Workers Compensation	226	Exempt Daily	\$ 225.24	\$ 277.98	\$ 317.32
			226 Days	\$ 50,904	\$ 62,824	\$ 71,714
BA - 5						
	Accountant	226	Exempt Daily	\$ 241.84	\$ 313.19	\$ 360.74
	Special Projects Manager - Purchasing	226	226 Days	\$ 54,656	\$ 70,781	\$ 81,527
BA - 6						
	Senior Buyer	226	Exempt Daily	\$ 337.78	\$ 382.92	\$ 432.19
			226 Days	\$ 76,339	\$ 86,541	\$ 97,674
BA - 7						
	Coordinator - Emp Benefits/Risk Management	226	Exempt Daily	\$ 363.52	\$ 408.50	\$ 452.21
	Supervisor - District Records	226	226 Days	\$ 82,156	\$ 92,321	\$ 102,199
	Senior Accountant	226				
	Supervisor - Purchasing	226				
	Tax Assessor	226				
BA - 8						
	Assistant Director of Budget	226	Exempt Daily	\$ 392.11	\$ 440.19	\$ 487.24
	Assistant Director of Finance	226	226 Days	\$ 88,618	\$ 99,483	\$ 110,117
	Assistant Director of Payroll	226				
BA - 9						
	Director of Special Revenue	226	Exempt Daily	\$ 432.51	\$ 484.29	\$ 535.02
	Director of Payroll and Benefits	226	226 Days	\$ 97,747	\$ 109,450	\$ 120,915
BA - 10						
	Director of Finance	226	Exempt Daily	\$ 490.56	\$ 550.67	\$ 609.55
	Director - Budget	226	226 Days	\$ 110,866	\$ 124,452	\$ 137,758
	Director of Purchasing	226				
BA - 11						
	Chief Financial Officer	226	Exempt Daily	\$ 543.63	\$ 593.70	\$ 642.36
			226 Days	\$ 122,861	\$ 134,176	\$ 145,174

District administration is responsible for classifying each job title within the compensation plan based on the qualifications, duties, and market value of the position.



CARROLLTON-FARMERS BRANCH ISD

2021-2022 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> <i>Amount depends on years of experience and periods taught.</i>	\$1000 - \$3000
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 Per Sem
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 Per Sem
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)	\$6000
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> <i>Amount depends on years of experience and periods taught.</i>	\$1000 - \$3000
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	\$6000 <i>(fully certified by Sept. of each school year)</i> \$3000 <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)	\$6000 <i>(if fully certified, and work with Bilingual assessment 75% to 100% of time)</i> \$3000 <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>
Volunteer Liaison	\$250
Doctorate Degree (Both Masters and Doctorate conferred)	\$3600
Master's Degree (Classroom Teachers Only)	\$1800

SUPPLEMENTAL PAY AMOUNTS (INFREQUENT DUTIES)		
2021-2022		
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	\$26.00 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
	Reading Academy	\$500.00 per semester
	Reading Academy Cohort Leaders	\$3500.00 per semester
	Specialist - World Language	\$26.00 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/Program Support	\$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/Para	\$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
	Campus Videographer	\$16.00 per hour
	Campus Yearbook/Journalism	\$26.00 per hour
	Choreography - Show Choir/Dance Guard/	\$100.00 per day
	Family Literacy - Teacher	\$26.00 per hour
	Grade Level Chair (paid by campus)	\$375.00 per semester
	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
	Registration - Extra Clerks/Techs	per base pay
	Registration - Extra Clerks/Techs	\$16.00 per hour
	Registration - Extra Professionals	\$26.00 per hour
	Registration - Nurse	\$31.00 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
	Summer Plato Lab - Administrator	\$31.00 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
Fine Arts	Mentor Fine Arts Teacher	\$26.00 per hour
	Orchestra/Band Assistant and Consult	\$26.00 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
	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
After the Bell (ATB)	ATB - Aide	\$11.25 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
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 Extra/Sub	\$60.00 per hour
	LSSP Sub (PA3)	Midpoint of PA3

	Occupational Therapist Sub (PA3)	Midpoint of PA3
	Speech Pathologist	\$26.00 per hour
	Speech Pathologist, PA3 min	\$37.58 per hour
	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
	Drill Team Sub	\$26.00 per hour
	Elementary School Principal - retiree (PA8)	Midpoint of PA8
	Elementary School Asst Principal - retiree (PA4)	Midpoint of PA4
	Middle School Principal - retiree (PA9)	Midpoint of PA9
	Middle School Asst Principal - retiree (PA5)	Midpoint of PA5
	High School Asst Principal - retiree (PA6)	Midpoint of PA6
	PA2 Long Term Sub	\$35.04 per day
	PA7 Admin Help	Midpoint of PA7
Student Nutrition	Board Dinners	per base pay
	Special Functions	per base pay
	Student Nutrition Srv - Production Asst	\$15.57 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
	Communications Professional Extra	\$26.00 per hour
	Interpreter for School Board Events	\$36.00 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	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 Coordinator	\$31.00 per hour
	EOC Test Administrator	\$26.00 per hour
	EOC Tutor - daily worker	\$195.00 per day
	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
Summer School Cont.	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
	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
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
	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
	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
	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
	Announcer - 6 games	\$180.00 per session
	On-site Manager/Worker - 1 game	\$40.00 per session
	On-site Manager/Worker - 2 games	\$80.00 per session
	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	\$200.00 per session
	On-site Manager/Worker - 6 games	240.00 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 Conditioning - 1 Hour	\$26.00 flat rate
	Summer Conditioning - 3 Hour	\$78.00 flat rate
	Summer Conditioning - 5 Hour	\$130.00 flat rate
	Summer Conditioning - 6 Hour	\$156.00 flat rate
Athletics	Asst Stadium Mgr/Athletic Events	\$30.00 per hour
	Professional Health Protocol Manager	\$130.00 per day
	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 Curricular Competition Judge	\$26.00 per hour
	Extra/Grounds keeper (summer help by prof)	MT2 Midpoint
	Security Officer for Atheltic Events	Per base pay
	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
Unforeseen Circumstances (Approved by Associate Superintendent)	TBD	