



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 Human Resources Department.

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 CFB Staff Portal. After reviewing the information, employees should submit questions in writing to the principal/supervisor or to the Human Resources Department. The Human Resources and 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.

**Carrollton-Farmers Branch ISD
2022-2023 Teacher New Hire Schedule
187 Day Employees**

YEARS OF EXPERIENCE	Daily Rate	Annual Salary
0	\$310.16	\$58,000
1	\$311.18	\$58,190
2	\$312.19	\$58,380
3	\$313.21	\$58,570
4	\$314.23	\$58,760
5	\$315.24	\$58,950
6	\$317.28	\$59,331
7	\$319.31	\$59,711
8	\$321.34	\$60,091
9	\$323.38	\$60,471
10	\$325.41	\$60,852
11	\$327.44	\$61,232
12	\$329.48	\$61,612
13	\$331.51	\$61,992
14	\$333.54	\$62,372
15	\$335.58	\$62,753
16	\$337.61	\$63,133
17	\$339.64	\$63,513
18	\$341.68	\$63,893
19	\$343.71	\$64,274
20	\$345.74	\$64,654
21	\$347.78	\$65,034
22	\$349.81	\$65,414
23	\$351.84	\$65,795
24	\$353.88	\$66,175
25	\$355.91	\$66,555
26	\$357.94	\$66,935
27	\$359.98	\$67,315
28	\$362.01	\$67,696
29	\$364.04	\$68,076
30+	\$366.08	\$68,456

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 2022-2023 school year only. Neither past nor future salaries can be accurately calculated from this hiring schedule.

Clerical/Paraprofessional

Pay Grade	Job Title	Calendar	Non-Exempt Hourly		Minimum	Midpoint	Maximum
CT - 2					\$ 14.73	\$ 17.07	\$ 20.03
	Assistant - Behavior Title I	187	187	Days	\$ 22,036	\$ 25,537	\$ 29,965
	Assistant - Bilingual	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					\$ 16.69	\$ 19.57	\$ 22.69
	Assistant - Credit Recovery Lab	187	187	Days	\$ 24,968	\$ 29,277	\$ 33,944
	Assistant - Culinary Arts	187	190	5 hr Days	\$ 15,856	\$ 18,592	\$ 21,556
	Assistant - Parent & Community - Title I	187	190	Days	\$ 25,369	\$ 29,746	\$ 34,489
	Clerk - Attendance Middle School	195	194	Days	\$ 25,903	\$ 30,373	\$ 35,215
	Clerk - Counselor HS	198	195	Days	\$ 26,036	\$ 30,529	\$ 35,396
	Clerk - Counselor MS	195	198	Days	\$ 26,437	\$ 30,999	\$ 35,941
	Clerk - Data Entry Tech	226	202	Days	\$ 26,971	\$ 31,625	\$ 36,667
	Clerk - Diag	220	205	Days	\$ 27,372	\$ 32,095	\$ 37,212
	Clerk - Diag 198	198	220	Days	\$ 29,374	\$ 34,443	\$ 39,934
	Clerk - Elementary	190	226	Days	\$ 30,176	\$ 35,383	\$ 41,024
	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					\$ 17.83	\$ 21.33	\$ 24.25
	Assistant - ESL	187	187	Days	\$ 26,674	\$ 31,910	\$ 36,278
	Certified Medical Assistant	226	194	Days	\$ 27,672	\$ 33,104	\$ 37,636
	Clerk - After the Bell (ATB)	210	210	Days	\$ 29,954	\$ 35,834	\$ 40,740
	Clerk - Attendance High School	194	220	Days	\$ 31,381	\$ 37,541	\$ 42,680
	Clerk - CTE/Counseling/Nurses	226	226	Days	\$ 32,237	\$ 38,565	\$ 43,844
	Clerk - Fine Arts	226					
	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					
	ELL Assessment Assistant	187					
	HS Bookkeeper	210					
CT - 5					\$ 19.72	\$ 23.63	\$ 26.85
	Campus PEIMS Specialist	210	203	Days	\$ 32,025	\$ 38,375	\$ 43,604
	Clerk - Advanced Academics	226	210	Days	\$ 33,130	\$ 39,698	\$ 45,108
	Clerk - Data Entry Bilingual/ESL	226	217	Days	\$ 34,234	\$ 41,022	\$ 46,612
	Clerk - Ed Services	226	220	Days	\$ 34,707	\$ 41,589	\$ 47,256
	Clerk - SNS Meal Benefits	226	226	Days	\$ 35,654	\$ 42,723	\$ 48,545
	Clerk - SNS Personnel	226					
	Clerk - SNS Purchasing	226					

CFB ISD Paygrades
2022-2023

Secretary - Assoc Principal HS	220
Secretary - Distribution Center	226
Secretary - District Media Ctr	226
Secretary - Facility Serv	226
Secretary - Human Resources 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
Transportation - Dispatcher - Night and Weekends	226

CT - 6

Lead - Teacher Child Development Academy	198
Positive Action Center Specialist	187
Secretary - ATB	226
Secretary - Coordinator of Human Resources	226
Secretary - Curriculum Director	226
Secretary - Director BIL/ESL	226
Secretary - Director of Human Resources	226
Secretary - Director of Program Compliance	226
Secretary - Instruction	226
Secretary - Principal High School	226
Secretary - School Safety and Security	226
Specialist - Sub Management Sys	226
Transportation - Routing Specialist	226

Non-Exempt	Hourly		\$	21.90	\$	26.24	\$	29.87
187	Days	\$	32,762	\$	39,255	\$	44,686	
198	Days	\$	34,690	\$	41,564	\$	47,314	
226	Days	\$	39,595	\$	47,442	\$	54,005	

CT - 7

Secretary - Advanced Academics	226
Secretary - Chief Operations Officer	226
Secretary - COO and Bonds	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 Facility Services	226
Secretary - Exec Dir Special Education	226
Secretary - Guidance and Community	226
Specialist - SNS Accts	226
Transportation - Safety Specialist	226

Non-Exempt	Hourly		\$	24.31	\$	29.13	\$	33.11
226	Days	\$	43,952	\$	52,667	\$	59,863	

CT - 8

Secretary - Assoc Superintendent	226
Secretary - Area Superintendent	226
Secretary - Asst Superintendent	226
Secretary - Chief Human Resource Officer	226
Secretary - Chief Tech Officer	226
Secretary - Board of Trustees	226
Specialist - Human Resource Records	226

Non-Exempt	Hourly		\$	27.01	\$	32.39	\$	36.84
226	Days	\$	48,834	\$	58,561	\$	66,607	

CT - 9

Secretary - Superintendent	226
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Non-Exempt	Hourly		\$	30.03	\$	36.00	\$	40.94
226	Days	\$	54,294	\$	65,088	\$	74,020	

District Operations

Pay Grade	Job Title	Calendar			Minimum	Midpoint	Maximum	
MT - 1			Non-Exempt	Hourly	\$	12.50	\$ 14.84	\$ 16.86
	Cafeteria Worker (Floater) - Minimum 4 hours/day	184	184	Half Days	\$ 9,200	\$ 10,922	\$ 12,409	
	Custodian - Custodian	260	184	Full Days	\$ 18,400	\$ 21,844	\$ 24,818	
	Transportation - Bus Monitor	184	260	Days	\$ 26,000	\$ 30,867	\$ 35,069	
	Transportation - MPV Driver	184						
MT - 2			Non-Exempt	Hourly	\$	13.43	\$ 16.06	\$ 18.22
	Custodian - Flex Crew	260	189	Days	\$ 20,306	\$ 24,283	\$ 27,549	
	Day Care - Caregiver	189	260	Days	\$ 27,934	\$ 33,405	\$ 37,898	
	Gen Maint - Asst	260						
	Grounds - Groundskeeper	260						
MT - 3			Non-Exempt	Hourly	\$	15.42	\$ 18.43	\$ 20.94
	Carpentry - Painter	260	184	Half Days	\$ 11,349	\$ 13,564	\$ 15,412	
	Custodian - Head Ad/Huie	260	184	5 hour days	\$ 14,186	\$ 16,956	\$ 19,265	
	Custodian - Head Elementary School	260	184	6 hour days	\$ 17,024	\$ 20,347	\$ 23,118	
	Custodian - Lead ESDC	260	184	7.5 Hr Days	\$ 21,280	\$ 25,433	\$ 28,897	
	Custodian - Lead Middle School	260	189	Days	\$ 23,315	\$ 27,866	\$ 31,661	
	Dist Ctr - Support	260	260	Days	\$ 32,074	\$ 38,334	\$ 43,555	
	Gen Maint - IPM Tech	260						
	Grounds - Lead Crew	260						
	Head Custodian - Flex	260						
	Plumbing - Plumber Tech I	260						
	SNS - Production Assistant (4,5, or 6 hours/day)	184						
	SNS - Production Specialist (7.5 hrs/Day)	184						
	Support - Distribution Warehouse	260						
MT - 4			Non-Exempt	Hourly	\$	17.05	\$ 20.29	\$ 22.91
	Custodian - Head Middle School	260	191	Days	\$ 26,052	\$ 31,003	\$ 35,006	
	Custodian - Lead High School	260	211	Days	\$ 28,780	\$ 34,250	\$ 38,672	
	Dist Ctr - Lead Support	260	260	Days	\$ 35,464	\$ 42,203	\$ 47,653	
	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						
	SNS - Mgr Trainee	191						
MT - 5			Non-Exempt	Hourly	\$	19.07	\$ 22.67	\$ 25.62
	Carpentry - Carpenter	260	184	Days	\$ 28,071	\$ 33,370	\$ 37,713	
	Carpentry - Locksmith	260	190	Days	\$ 28,986	\$ 34,458	\$ 38,942	
	Custodian - Head High School	260	198	Days	\$ 30,207	\$ 35,909	\$ 40,582	
	Custodian - Rover	260	226	Days	\$ 34,479	\$ 40,987	\$ 46,321	
	Day Care - Teacher	190	260	Days	\$ 39,666	\$ 47,154	\$ 53,290	
	Dist Ctr - Inventory Control	260						
	Electrical - Journeyman	260						
	Energy Manager	226						
	Grounds - Technician	260						
	HVAC - Tech II	260						
	Parts Inventory Specialist	226						
	Parts Technician Specialist	226						
	Plumbing - Backflow Tech	260						
	Plumbing - Plumber Journeyman	260						
	Routing Supervisor - Transportation	226						
	Security Officer	260/226						
	Security Rover	260						
	SNS - Manager Elementary School	198						
	Stadium Complex Manager	260						
	Transportation - Bus Driver	184						
	Transportation - Sub Driver	184						
	Transportation - Tech II	226						
	Transportation - Training Lead	226						
MT - 6			Non-Exempt	Hourly	\$	21.32	\$ 25.32	\$ 28.66
	Custodian - Lead Rover	260	198	Days	\$ 33,771	\$ 40,107	\$ 45,397	
	Electrical - Fire Alarm Tech	260	260	Days	\$ 44,346	\$ 52,666	\$ 59,613	
	Electrical - Tech III	260						
	Gen Maint - IPM Coordinator	260						

CFB ISD Paygrades
2022-2023

Gen Maint - Lead	260
Grounds - Lead Equipment Technician	260
Grounds Lead Athletics Crews	260
Grounds Lead Campus Crews	260
HVAC - Tech III	260
SNS - Manager Middle School	198

MT - 7

Carpentry - Lead	260
Electrical - Lead Electrician	260
HVAC - Lead	260
Plumbing - Lead	260
Security Lead	260
SNS - Equipment Specialist	260
SNS - Manager High School	198
SNS Training and Catering Specialist	220
SNS - Zone Manager	220
Transportation - Tech Lead	226
Transportation - Tech III	226

Non-Exempt	Hourly		\$	23.83	\$	28.34	\$	32.03
198	Days	\$	37,747	\$	44,891	\$	50,736	
220	Days	\$	41,941	\$	49,878	\$	56,373	
226	Days	\$	43,085	\$	51,239	\$	57,910	
260	Days	\$	49,566	\$	58,947	\$	66,622	

MTG - Salaried

Carpentry - Dept Head	260
Construction Coordinator	260
Custodian - Dept Head	260
Dept Head - School Safety and Security	260
Electrical - Dept Head	260
Exteriors - Dept Head	260
Facilities Rental Coordinator	260
Grounds - Dept Head	260
General Main - Dept Head	260
Interiors and Finishes - Dept Head	260
Mechanical - 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		\$	215.14	\$	253.52	\$	286.80
226	Days	\$	48,622	\$	57,296	\$	64,817	
260	Days	\$	55,936	\$	65,915	\$	74,568	

Professional/Administrative

Pay Grade	Job Title	Calendar			Minimum	Midpoint	Maximum
PA - 1			Exempt	Daily	\$ 246.54	\$ 317.89	\$ 365.44
	Certified Occupational Therapy Assistant	187	187	Days	\$ 46,103	\$ 59,445	\$ 68,337
	Culinary Assistant	202	188	Days	\$ 46,350	\$ 59,763	\$ 68,703
	Director of Child Development Center	215	197	Days	\$ 48,568	\$ 62,624	\$ 71,992
	Environmental Technician	226	202	Days	\$ 49,801	\$ 64,214	\$ 73,819
	LSSP Intern	187	215	Days	\$ 53,006	\$ 68,346	\$ 78,570
	Nurse LVN - High School	187	220	Days	\$ 54,239	\$ 69,936	\$ 80,397
	Professional Cataloger	226	226	Days	\$ 55,718	\$ 71,843	\$ 82,589
	SEL/Counseling Assistant	220					
	Spanish Curriculum Writer Assistant - Title III	187					
	Specialist - Instructional Materials	226					
	Specialist - Language Services	197					
	SpEd - Physical Therapist Assistant	188					
	SpEd - Speech Pathologist Assistant	187					
	Supervisor - Warehouse	226					
	Translator Curriculum Assistant	187					
	Transportation - Supervisor	226					
PA - 2			Exempt	Daily	\$ 297.94	\$ 342.60	\$ 404.23
	Attendance Officer	200	187	Days	\$ 55,715	\$ 64,066	\$ 75,591
	Behavior Specialist	187	188	Days	\$ 56,013	\$ 64,409	\$ 75,995
	High School Registrar	220	197	Days	\$ 58,694	\$ 67,492	\$ 79,633
	Licensed Chemical Dependency Counselor	188	200	Days	\$ 59,588	\$ 68,520	\$ 80,846
	Parent In Home Trainer	187	202	Days	\$ 60,184	\$ 69,205	\$ 81,654
	Positive Behavior Facilitator	188	220	Days	\$ 65,547	\$ 75,372	\$ 88,931
	Registrar	220					
	School Age Parenting Program Instructor	187					
	Specialist - Elementary PE & Health	187					
	SpEd - Behavior Interventionist	200					
	Title I - Instructional Dean	197					
PA - 2A			Exempt	Daily	\$ 310.16	\$ 361.34	\$ 412.53
	Athletic Trainer	187	187	Days	\$ 58,000	\$ 67,571	\$ 77,143
	AVID Instructional Coach	202	188	Days	\$ 58,310	\$ 67,932	\$ 77,556
	Band - Head HS	220	190	Days	\$ 58,930	\$ 68,655	\$ 78,381
	Band - MS, HS Assistant	200	197	Days	\$ 61,102	\$ 71,184	\$ 81,268
	Behavior Resource Specialist	187	200	Days	\$ 62,032	\$ 72,268	\$ 82,506
	Coach-Swim	187	202	Days	\$ 62,652	\$ 72,991	\$ 83,331
	Coordinator - Campus Athletics	187	212	Days	\$ 65,754	\$ 76,604	\$ 87,456
	Coordinator - International BACC - Elem, MS	187	220	Days	\$ 68,235	\$ 79,495	\$ 90,757
	Coordinator - International BACC - High School	212					
	Elementary Dyslexia Interventionist	187					
	HS Academy Facilitator/Director	212					
	Instructional Coach - Literacy HS	187					
	Instructional Facilitator	187					
	Nurse	187					
	Orchestra - HS Head	190					
	Outdoor Learning Teacher	187					
	Special Education - Homebound	187					
	Special Education - Moving On Up 202 Days	202					
	Special Education - On Job Training/Trans	202					
	Special Education - Orientation and Mobility	188					
	Special Education - Teacher	187					
	Special Education - Visually Impaired	188					
	Specialist - Instructional Tech	187					
	Specialist - Library Media Elem, MS	188					
	Specialist - Library Media HS	197					
	SpEd-Transition Specialist/OJT/VAC	202					
	Teacher	187					
	Teacher - 202 Days	202					
	Teacher - Academy Facilitator	212					
	Teacher - ROTC - High School	220					
	Teacher/Coach	187					
PA - 3			Exempt	Daily	\$ 319.55	\$ 370.07	\$ 425.25
	Behavior and Counseling Coordinator	187	187	Days	\$ 59,756	\$ 69,203	\$ 79,522
	CCMR Dean	212	188	Days	\$ 60,075	\$ 69,573	\$ 79,947
	College and Career Readiness for At-Risk Specialist	202	193	Days	\$ 61,673	\$ 71,424	\$ 82,073
	Coordinator - Communications	226	197	Days	\$ 62,951	\$ 72,904	\$ 83,774
	Counselor - Career Tech - Crisis Counselor	188	198	Days	\$ 63,271	\$ 73,274	\$ 84,200
	CTE Administrative Specialist	226	200	Days	\$ 63,910	\$ 74,014	\$ 85,050
	Dyslexia Specialist	197	202	Days	\$ 64,549	\$ 74,754	\$ 85,901
	Early Literacy Coach	187	205	Days	\$ 65,508	\$ 75,864	\$ 87,176
	Graduation Coach	202	207	Days	\$ 66,147	\$ 76,604	\$ 88,027

CFB ISD Paygrades
2022-2023

Instructional Coach - Elementary	187	210	Days	\$ 67,106	\$ 77,715	\$ 89,303
Instructional Specialist - 187	187	212	Days	\$ 67,745	\$ 78,455	\$ 90,153
Instructional Specialist - 197	197	215	Days	\$ 68,703	\$ 79,565	\$ 91,429
Instructional Specialist - Elementary	187	220	Days	\$ 70,301	\$ 81,415	\$ 93,555
Instructional Specialist - Secondary	187	226	Days	\$ 72,218	\$ 83,636	\$ 96,107
Lead Behavior Resource Specialist	193					
Lead Speech Language Pathologist	205					
Secondary Bilingual ESL Specialist	187					
Special Education - Audiologist	187					
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 - CTE/Counseling	226					
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		Exempt	Daily	\$	331.48	\$	381.57	\$	431.65
Counselor - ECHS	207	188	Days	\$ 62,318	\$ 71,735	\$ 81,150			
Counselor - Elementary	188	200	Days	\$ 66,296	\$ 76,314	\$ 86,330			
Counselor - HS	205	205	Days	\$ 67,953	\$ 78,222	\$ 88,488			
Counselor - Lead HS	212	207	Days	\$ 68,616	\$ 78,985	\$ 89,352			
Counselor - Middle School	200	212	Days	\$ 70,274	\$ 80,893	\$ 91,510			
Employee Assistance Specialist	200								

PA - 4		Exempt	Daily	\$	343.53	\$	388.67	\$	437.93
Assistant Principal - Elementary	210	210	Days	\$ 72,141	\$ 81,621	\$ 91,965			
Coordinator - Student Nutrition	226	226	Days	\$ 77,638	\$ 87,839	\$ 98,972			
Head Football Coach - HS Athletic Coordinator	226								
Student Services Coordinator	226								

PA - 5		Exempt	Daily	\$	369.65	\$	414.63	\$	458.33
Assistant Director - Transportation	226	210	Days	\$ 77,627	\$ 87,072	\$ 96,249			
Assistant Principal - Middle School	210	215	Days	\$ 79,475	\$ 89,145	\$ 98,541			
Coordinator - Assessment Internal	215	226	Days	\$ 83,541	\$ 93,706	\$ 103,583			
Coordinator - Community Relations	226								
Coordinator - District Testing	226								
Coordinator - Early Learning	226								
Coordinator - Emergency Management	226								
Coordinator - Fine Arts	226								
Coordinator - K12 Coding Program	226								
Coordinator - Special Education	226								
Coordinator of Recruiting/Retention	226								
Coordinator of Student Performance	226								
Coordinator of Student Testing	226								
Coordinator of World Languages	226								
Digital Media Coordinator	226								
Director - Communications	226								
Director - Health Services	226								
Director of Library Media	226								
Human Resources Coordinator	226								
Project Manager - Construction	226								
Supervisor - Maintenance	226								

PA - 6		Exempt	Daily	\$	398.72	\$	446.79	\$	493.84
Assistant Director - Athletics	226	212	Days	\$ 84,529	\$ 94,719	\$ 104,694			
Assistant Principal - High School	212	226	Days	\$ 90,111	\$ 100,975	\$ 111,608			
Coordinator - CCMR	226								
Coordinator - CTE	226								
Coordinator - Federal Funds	226								
Coordinator - Mental Health and Behavior	226								
Coordinator - School Counseling and AVID	226								
Director - Elementary ELA	226								
Director - Elementary Mathematics	226								
Director - English/Language Arts K-12	226								
Director - Math 9-12	226								

CFB ISD Paygrades
2022-2023

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
Director of the Education Foundation	226
Director of Transportation	226
Marketing Coordinator	226

PA - 7		Exempt	Daily	\$	429.62	\$	481.40	\$	532.13
Associate Principal - High School	220	220	Days	\$	94,516	\$	105,908	\$	117,069
Dir - Bilingual/ESL	226	226	Days	\$	97,094	\$	108,796	\$	120,261
Director - Assessment and Accountability	226								
Director of Athletics	226								
Director of Digital Learning	226								
Director of Facility Services	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	\$	462.91	\$	518.69	\$	573.35
Director of After School Program	226	217	Days	\$	100,451	\$	112,556	\$	124,417
Principal - Alternative Education Program K-12	226	226	Days	\$	104,618	\$	117,224	\$	129,577
Principal - Elementary	217								
Director of School Safety & Security	226								

PA - 9		Exempt	Daily	\$	498.82	\$	558.93	\$	617.81
Director of Human Resources	226	226	Days	\$	112,733	\$	126,318	\$	139,625
Executive 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	\$	552.54	\$	602.60	\$	651.27
Chief Communications Officer	226	226	Days	\$	124,874	\$	136,188	\$	147,187
Chief of School Leadership	226								
Chief of SEL and Postsecondary Readiness	226								
Chief of Strategic Initiatives	226								
Chief Operations Officer	226								
Principal - High School	226								

PA - 11		Exempt	Daily	\$	649.73	\$	703.68	\$	756.11
Assistant Superintendents	226	226	Days	\$	146,839	\$	159,032	\$	170,881
Chief Human Resource Officer	226								
Chief Officer of Data and Technology	226								

PA - 12		Exempt	Daily	\$	777.37	\$	836.62	\$	892.06
Associate Superintendents	226	226	Days	\$	175,686	\$	189,076	\$	201,606
Chief Financial Officer	226								

CFB ISD Paygrades
2022-2023

Technology Services

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum	
ST - 2			Non-Exempt	Hourly	\$ 22.07	\$ 26.25	\$ 29.83
	Specialist - Computer Help Desk	226	226	Days	\$ 39,903	\$ 47,460	\$ 53,933
	Specialist - IT Warehouse	226					
ST - 3			Non-Exempt	Hourly	\$ 24.51	\$ 29.14	\$ 33.12
	Data Base Manager	226	226	Days	\$ 44,314	\$ 52,685	\$ 59,881
ST - 4			Non-Exempt	Hourly	\$ 27.25	\$ 32.40	\$ 36.86
	Security System Engineer	226	226	Days	\$ 49,268	\$ 58,579	\$ 66,643
	Specialist - Cabling Tech	226					
	Specialist - Computer Tech III	226					
ST - 6			Exempt	Daily	\$ 263.72	\$ 314.04	\$ 356.71
	Specialist - Student Data	226	226	Days	\$ 59,601	\$ 70,973	\$ 80,616
	Specialist - Special Project Manger	226					
ST - 7			Exempt	Daily	\$ 287.45	\$ 342.96	\$ 406.82
	Information Analyst	226	187	Days	\$ 53,753	\$ 64,134	\$ 76,075
	Network Engineer	226	197	Days	\$ 56,628	\$ 67,563	\$ 80,144
	Senior Security System Engineer	226	226	Days	\$ 64,964	\$ 77,509	\$ 91,941
	Specialist - Asst Network Systems	226					
	Specialist - Instructional Tech	187					
	Specialist - Telecom and Finance	226					
	Technology - Student Information Systems Analyst	226					
	Web Analyst	226					
ST - 8			Exempt	Daily	\$ 319.56	\$ 370.07	\$ 425.25
	Digital Learning Specialist	202	202	Days	\$ 64,551	\$ 74,754	\$ 85,901
ST - 9			Exempt	Daily	\$ 340.56	\$ 405.31	\$ 460.97
	Assistant Director - Student Information	226	226	Days	\$ 76,967	\$ 91,600	\$ 104,179
	Coordinator - PEIMS	226					
	Senior Network Engineer	226					
	Technology Specialist - Resource Acquisition	226					
ST - 10			Exempt	Daily	\$ 429.62	\$ 481.40	\$ 532.13
	Director of Enterprise Systems	226	226	Days	\$ 97,094	\$ 108,796	\$ 120,261
	Director of Tech Services	226					
	Senior Director of Digital Learning	226					
ST - 11			Exempt	Daily	\$ 595.35	\$ 649.30	\$ 701.74
			226	Days	\$ 134,549	\$ 146,742	\$ 158,593

Business Services

Pay Grade	Job Title	Calendar		Minimum	Midpoint	Maximum
BA - 1			Hourly	\$ 19.72	\$ 23.63	\$ 26.85
	Clerk - Payroll	226	226 Days	\$ 35,654	\$ 42,723	\$ 48,545
	Clerk - Tax Office	226				
	Secretary - Purchasing	226				
BA - 2			Hourly	\$ 24.51	\$ 29.14	\$ 33.12
	Buyer - Purchasing	226	226 Days	\$ 44,314	\$ 52,685	\$ 59,881
	Purchasing - Agent	226				
	Specialist - Accounting	226				
	Specialist - Payroll	226				
	Specialist - Purchasing Technology	226				
BA - 3			Hourly	\$ 27.21	\$ 32.35	\$ 36.81
	Specialist - Assist Payroll Director	226	226 Days	\$ 49,196	\$ 58,489	\$ 66,552
	Specialist - Employee Benefits Assistant	226				
	Specialist - Workers Comp/Benefit	226				
BA - 4			Exempt Daily	\$ 225.72	\$ 278.46	\$ 317.80
	Specialist - Workers Compensation	226	226 Days	\$ 51,013	\$ 62,932	\$ 71,823
BA - 5			Exempt Daily	\$ 246.01	\$ 317.36	\$ 364.91
	Accountant	226	226 Days	\$ 55,598	\$ 71,723	\$ 82,470
BA - 6			Exempt Daily	\$ 342.48	\$ 387.62	\$ 436.89
	Senior Buyer	226	226 Days	\$ 77,400	\$ 87,602	\$ 98,737
BA - 7			Exempt Daily	\$ 369.27	\$ 414.24	\$ 457.95
	Coordinator - Emp Benefits/Risk Management	226	226 Days	\$ 83,455	\$ 93,618	\$ 103,497
	Supervisor - District Records	226				
	Senior Accountant	226				
	Supervisor - Purchasing	226				
	Tax Assessor	226				
BA - 8			Exempt Daily	\$ 398.24	\$ 414.63	\$ 458.33
	Assistant Director of Budget	226	226 Days	\$ 90,002	\$ 93,706	\$ 103,583
	Assistant Director of Finance	226				
	Assistant Director of Payroll	226				
BA - 9			Exempt Daily	\$ 439.77	\$ 491.55	\$ 542.28
	Director of Special Revenue	226	226 Days	\$ 99,388	\$ 111,090	\$ 122,555
	Director of Payroll and Benefits	226				
BA - 10			Exempt Daily	\$ 498.82	\$ 558.93	\$ 617.81
	Director of Finance	226	226 Days	\$ 112,733	\$ 126,318	\$ 139,625
	Director - Budget	226				
	Director of Purchasing	226				
BA - 11			Exempt Daily	\$ 552.54	\$ 602.60	\$ 651.27
	Executive Director - Budget and Financial Services	226	226 Days	\$ 124,874	\$ 136,188	\$ 147,187



CARROLLTON-FARMERS BRANCH ISD

2022-2023 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
Hospitality and Tourism Teacher/Facility Manager	\$6000
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>
Special Ed – Certified Special Education Teacher of Record	\$2000
Doctorate Degree (Both Masters and Doctorate conferred)	\$3600
Master's Degree (Classroom Teachers Only)	\$1800

SUPPLEMENTAL PAY AMOUNTS (INFREQUENT DUTIES)**2022-2023**

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
	ESL Sign on Bonus	\$400.00 one time payment
Campus/Dept - Other	Child Care Provider	\$13.00 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
	Teacher Incentive Allotment - TIA	per TEA approved Teacher designation
Career and Technology Education	CCC Liaison	\$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	\$26.00 per hour
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 Liaison	\$31.00 per hour
	Summer School EOC Tutors	\$16.00 per hour
	UIL Prep	\$26.00 per hour
After the Bell (ATB)	ATB - Aide	\$13.00 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
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	\$130.00 per day
	Teacher - Permanent Sub (16+ days)	\$160.00 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	Midpoint of PA
	PA7 Admin Help	Midpoint of PA 2
Student Nutrition	Board Dinners	per base pay
	Special Functions	per base pay
	Food Service 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	\$15.00 per hour
Building Rentals	Gym Supervisor	\$26.00 per hour
	Security Officer	per base pay
	Stage Manager	\$45.00 per hour
Maintenance	Paint Crew - Extra Workers	15.25 per hour
Summer School	Aide	\$19.28 per hour
	AVID Tutor - Certified	\$21.00 per hour
	AVID Tutor - Non Certified	\$19.28 per hour
	Child Development Academy - Teachers/Caregivers	\$19.28 per hour
	CDA Director	\$30.00 per hour
	EOC Coordinator	\$36.00 per hour
	EOC Test Administrator	\$31.00 per hour
	EOC Tutor - hourly worker	\$30.00 per hour
	ESY Speech Pathologist	\$40.00 per hour
	ESY Clerk	\$19.28 per hour
	ESY In Home Trainer Aide	\$19.28 per hour
	ESY OT/PT/AT	\$40.00 per hour
	ESY Self Contained Teacher	\$40.00 per hour
	Behavior Support Camp Teacher/BRS	\$40.00 per hour
	HS Counselor	\$308.82 per day
	HS Inst. Tech Specialist	\$40.00 per hour
	Librarian	\$40.00 per hour
	Learn The Language Nurse (LTL)	\$40.00 per hour
	Nurse - Elem/MS/HS	\$40.00 per hour
	On Call Nurse	\$50.00 per day
	Reading Teacher	\$40.00 per hour
	Positive Action Center Specialist	\$25.00 per hour

	Secretary	\$19.28 per hour
	Teacher	\$40.00 per hour
	Behavior Support Camp Director	\$210.90 per day
	ESY Director	\$243.80 per day
	Exploration Academy Principal	\$437.65 per day
	Exploration Academy Dean	\$341.18 per day
	Elementary & Middle School Principal	\$372.00 per day
	Elementary & Middle School Dean	\$231.76 per day
	Learning The Language Principal (LTL)	\$465.00 per day
	Learning The Language Dean (LTL)	\$341.18 per day
	High School Principal	\$540.48 per day
	High School Asst. Principal	\$406.82 per day
	High School Dean	\$354.41 per day
	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
	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
	Summer Conditioning - 7 Hour	\$182.00 flat rate
	Summer Conditioning - 8 Hour	\$208.00 flat rate
	Summer Conditioning - 9 Hour	\$234.00 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 Athletic Events	Per base pay
Transportation		
	Bus Driver	Per base pay
	Coach Bus Driver	\$40.00 per trip
	New Bus Driver - Training	\$11.71 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
	Service Center Holiday Help	\$12.50 per hour
Unforeseen Circumstances (Approved by Associate Superintendent)	TBD	