



## 2024-2025

# **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, 2025 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 AP, AS, Tech, and IS 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 under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used to support district oversight of the implementation of TIA and ongoing development of resources for TIA. Should the district receive funding for a TIA designated teacher who retires from CFBISD, the teacher will receive the funding amount allocated to them prior to August 31<sup>st</sup>. ***If a TIA designated teacher leaves CFBISD for reasons other than retirement, the teacher will not receive the funding amount allocated to them.*** These TIA funds will be re-distributed to TIA designated teacher(s) at the campus where the teacher was employed.

# Carrollton-Farmers Branch ISD

## 2024-2025 New Hire Guide for Teachers, Librarians, and Nurses (RN)

Years of Experience	New Hire Salary	Daily Rate
0	\$61,000	\$326.20
1	\$61,200	\$327.27
2	\$61,400	\$328.34
3	\$61,600	\$329.41
4	\$61,800	\$330.48
5	\$62,000	\$331.55
6	\$62,200	\$332.62
7	\$62,400	\$333.69
8	\$62,711	\$335.35
9	\$63,391	\$338.99
10	\$64,171	\$343.16
11	\$64,371	\$344.23
12	\$64,571	\$345.30
13	\$64,771	\$346.37
14	\$64,992	\$347.55
15	\$65,672	\$351.19
16	\$65,872	\$352.26
17	\$66,133	\$353.65
18	\$66,513	\$355.68
19	\$66,893	\$357.72
20	\$67,574	\$361.36
21	\$67,774	\$362.43
22	\$68,034	\$363.82
23	\$68,414	\$365.85
24	\$68,795	\$367.89
25	\$69,175	\$369.92
26	\$69,555	\$371.95
27	\$69,935	\$373.98
28	\$70,315	\$376.02
29	\$70,696	\$378.05
30+	\$71,076	\$380.09

Continuing Teachers, Librarians, and Nurses (RN) will receive an increase of

The salaries listed above are based on 10-month employment for the 2024-2025 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

### General Stipend

**\$1,800 Master's Degree (Classroom Teacher Only)**

**\$3,600 Doctorate Degree Stipend (both Master's and Doctorate Conferred)**

**Carrollton-Farmers Branch ISD**  
**2024-2025 Salary Range for**  
**Teachers, Librarians, and Nurses (RN)**

<b>Hiring Salary Range</b>	
10-Month Hiring Range Minimum:	\$61,000
10-Month Hiring Range Maximum:	\$71,076

The salaries listed above are based on 10-month employment for the 2024-2025 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees. Salaries are determined individually with consideration for job-related experience and credentials.

**General Stipend**  
**\$1,800 Master's Degree (Classroom Teacher Only)**  
**\$3,600 Doctorate Degree Stipend (both Master's and Doctorate Conferred)**

**2024-2025 Administrative/Professional Pay Plan**  
 Carrollton-Farmers Branch ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>ADJ</b>			<b>Daily</b>	<b>\$216.04</b>	<b>\$271.38</b>
	Adjunct Teacher	187	<b>187 Days</b>	40,399	-
	School Psychologist - Intern	187			50,748
<b>1</b>			<b>Daily</b>	<b>\$268.61</b>	<b>\$323.28</b>
	Field Supervisor - Student Nutrition	226	<b>187 Days</b>	50,230	60,453
	Licensed Vocational Nurse	187	<b>197 Days</b>	52,916	63,686
	LSSP Intern	187	<b>215 Days</b>	57,751	69,505
	Purchasing - Contract Specialist	226	<b>226 Days</b>	60,706	73,061
	SEL/Counseling Asst	215			85,116
	Specialist - Language Services	197			
	Specialist - Position Control	226			
	Translator Curriculum Assistant	187			
<b>2</b>			<b>Daily</b>	<b>\$298.04</b>	<b>\$352.38</b>
	Attendance Officer	200	<b>187 Days</b>	55,733	65,895
	Family Support Specialist	187	<b>188 Days</b>	56,032	66,247
	Licensed Chemical Dependency Counselor	188	<b>197 Days</b>	58,714	69,419
	Parent and In-Home Trainer	187	<b>200 Days</b>	59,608	70,476
	Positive Behavior Facilitator	188	<b>220 Days</b>	65,569	77,524
	Registrar	220			89,157
	Specialist-Elementary PE & Health	187			
<b>2T</b>			<b>Daily</b>	<b>\$326.21</b>	<b>\$353.06</b>
	Academy Facilitator	212	<b>187 Days</b>	61,000	66,022
	Athletic Trainer	187	<b>188 Days</b>	61,327	66,375
	AVID Instructional Coach	202	<b>197 Days</b>	64,262	69,553
	Band - Head HS	220	<b>200 Days</b>	65,241	70,612
	Band - MS, HS Assistant	200	<b>212 Days</b>	69,155	74,849
	Behavior Resource Specialist	187	<b>220 Days</b>	71,765	77,673
	Coordinator - Campus Athletics MS	187			83,679
	Elementary Dyslexia Interventionist	187			
	Nurse	187			
	Orchestra - HS Lead	190			
	Special Education - Teacher, Homebound	187			
	Special Education - MOU, OTJ, Transition	202			
	SpEd-Support Center Specialist	187			
	Special Education - O & M, VI	188			
	Specialist - LMS Elem, MS	188			
	Specialist - LMS HS	197			
	Teacher	187			
	Teacher - ROTC	220			
			<b>Hourly</b>	<b>\$40.78</b>	<b>\$44.13</b>
					<b>\$47.55</b>

3	
Accountant	226
ARD Facilitator	198
Coordinator - Behavior and Counseling	187
Coordinator - Chef SNS	226
CTE Administrative Specialist	226
CTE Funding Facilitator	226
Diagnostician	198
Dyslexia Specialist	197
Early Literacy Coach - ES	197
Emotional Behavioral Support Specialist	187
Instructional Coach	187, 197
Instructional Specialist	197, 202, 212, 226
Occupational Therapist	188
Physical Therapist	210
School Psychologist	193
Special Service Coach	197
Specialist - Advanced Academics	215
Specialist - College/Career Readiness For At-Risk	205
Specialist - Communications	226
Specialist - CTE/Counseling	205, 226
Specialist - Prog Compliance	202
Specialist - Special Education	202
Specialist - Student Asst 202	202
Specialist - Title I Social Studies Instructional	226
Speech Pathologist	187
Supervisor - Natatorium	226
Title I Instructional Dean	197

Daily	\$331.28	\$389.37	\$445.83
<b>178 Days</b>	58,968	69,308	79,358
<b>185 Days</b>	61,287	72,033	82,479
<b>187 Days</b>	61,949	72,812	83,370
<b>193 Days</b>	63,937	75,148	86,045
<b>196 Days</b>	64,931	76,317	87,383
<b>197 Days</b>	65,262	76,706	87,829
<b>198 Days</b>	65,593	77,095	88,274
<b>202 Days</b>	66,919	78,653	90,058
<b>205 Days</b>	67,912	79,821	91,395
<b>210 Days</b>	69,569	81,768	93,624
<b>212 Days</b>	70,231	82,546	94,516
<b>215 Days</b>	71,225	83,715	95,853
<b>226 Days</b>	74,869	87,998	100,758

Hourly	\$41.41	\$48.67	\$55.73
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4	
Asst Principal - ES	210
Behavioral Resource Specialist - Lead	210
CCMR Dean	212
Counselor - Crisis	205
Counselor - ES	188
Counselor - HS	205, 207
Counselor - Lead HS	212
Counselor - MS	200
Diagnostician - Lead	220
Employee Assistance Specialist	200
Occupational Therapist - Lead	210
School Psychologist - Lead	210
Specialist - Workers Compensation	226
Speech Pathologist - Lead	210

Daily	\$354.46	\$410.47	\$469.99
<b>187 Days</b>	66,284	76,758	87,888
<b>188 Days</b>	66,638	77,168	88,358
<b>193 Days</b>	68,411	79,221	90,708
<b>198 Days</b>	70,183	81,273	93,058
<b>200 Days</b>	70,892	82,094	93,998
<b>205 Days</b>	72,664	84,146	96,348
<b>207 Days</b>	73,373	84,967	97,288
<b>210 Days</b>	74,437	86,199	98,698
<b>212 Days</b>	75,146	87,020	99,638
<b>220 Days</b>	77,981	90,303	103,398
<b>226 Days</b>	80,108	92,766	106,218

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Asst Director - Payroll	226
Asst Director - Student Nutrition	226
Asst Director - Transportation	226
Asst Principal - MS	210
Coordinator - Assessment and Compliance	226
Coordinator - Digital Media	226
Coordinator - Early Learning	226
Coordinator - Student Performance	226
Coordinator - Student Testing	226
Coordinator - World Languages	226

Daily	\$379.28	\$445.79	\$510.42
<b>187 Days</b>	70,925	83,363	95,449
<b>210 Days</b>	79,649	93,616	107,188
<b>226 Days</b>	85,717	100,749	115,355

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Accountant - Senior	226
Asst Principal - HS	212
Coordinator - CCMR	226
Coordinator - CTE	226
Coordinator - Community Partnerships	226
Coordinator - Dual Credit	226
Coordinator - Emp Benefits/Risk Management	226
Coordinator - Federal Funds and Professional Development	226
Coordinator - Fine Arts	226
Coordinator - School Counseling & Avid	226
Director - Bilingual/ESL Elementary	226
Director - Child Development Center	226
Director - Dyslexia/504	226
Director - English/Lang Arts	226
Director - Math	226
Director - Mental Health and Behavior	226
Director - Science Pre-K-12	226
Director - Social Studies Pre-K-12	226
Director - The Education Foundation	226
Purchasing Supervisor	226
Supervisor - District Records	226
Tax Assessor	226

Daily	\$405.82	\$476.99	\$546.15
<b>212 Days</b>	86,034	101,122	115,784
<b>215 Days</b>	87,251	102,553	117,422
<b>226 Days</b>	91,715	107,800	123,430

7	
Assoc Principal - HS	220
Asst Director - Athletics	226
Asst Director - Finance	226
Coordinator - Campus Athletics - HS	226
Director - Health Services	226

Daily	\$436.26	\$512.77	\$587.12
<b>220 Days</b>	95,977	112,809	129,166
<b>226 Days</b>	98,595	115,886	132,689

<b>8</b>	
Director - After School Program	226
Director - Assessment & Accountability	226
Director - Facility Services	226
Director - Federal Funds and Professional Development	226
Director - Fine Arts	226
Director - Payroll	226
Director - Planning & Facility Project Manager	226
Director - Purchasing	226
Director - School Improvement	226
Director - School Safety & Security	226
Director - Student Nutrition	226
Director - Student Services	226
Director - Transportation	226
Principal - AEP	226
Principal - ES	217

<b>Daily</b>	<b>\$471.17</b>	<b>\$553.79</b>	<b>\$634.09</b>
<b>217 Days</b>	102,244	120,172	137,598
<b>226 Days</b>	106,484	125,157	143,304

<b>9</b>	
Director - Athletics	226
Director - Budget	226
Director - Finance	226
Director - Human Resources	226
Exec Director - Advanced Academic & World Languages	226
Exec Director - School Safety & Security	226
Exec Director - Student Services	226
Principal - ECHS	226
Principal - MS	226

<b>Daily</b>	<b>\$523.67</b>	<b>\$611.94</b>	<b>\$697.62</b>
<b>226 Days</b>	118,349	138,298	157,662

<b>10</b>	
Area Director of School Leadership	226
Chief Communications Officer	226
Executive Director - Multilingual and Academics	226
Principal - HS	226

<b>Daily</b>	<b>\$560.34</b>	<b>\$654.78</b>	<b>\$746.44</b>
<b>226 Days</b>	126,637	147,980	168,695

<b>11</b>	
Assistant Superintendent	226
Chief Data & Technology Officer	226
Executive Construction Officer	226
Executive Director Student Services	226

<b>Daily</b>	<b>\$666.80</b>	<b>\$779.19</b>	<b>\$888.27</b>
<b>226 Days</b>	150,697	176,097	200,749

<b>12</b>	
Chief Financial Officer	226
Deputy Superintendent	226

<b>Daily</b>	<b>\$786.82</b>	<b>\$919.44</b>	<b>\$1,048.16</b>
<b>226 Days</b>	177,821	207,793	236,884



**2024-2025 Administrative Support Pay Plan**  
 Carrollton-Farmers Branch ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>						
	Campus Office Clerk - ES	190	<b>Hourly</b>	<b>\$17.26</b>	<b>\$20.55</b>	<b>\$23.85</b>
	Campus Office Clerk - MS	195	<b>190 Days</b>	26,235	31,236	36,252
	Clerk - Diagnostician	194, 198, 220	<b>194 Days</b>	26,788	31,894	37,015
	Clerk - Receptionist	194	<b>195 Days</b>	26,926	32,058	37,206
	SP - Receptionist	205	<b>198 Days</b>	27,340	32,551	37,778
			<b>205 Days</b>	28,306	33,702	39,114
			<b>220 Days</b>	30,378	36,168	41,976
<b>2</b>						
	Clerk - Attendance MS	195	<b>Hourly</b>	<b>\$18.13</b>	<b>\$21.69</b>	<b>\$25.16</b>
	Clerk - Counselor HS	198	<b>195 Days</b>	28,283	33,836	39,250
	Clerk - Counselor MS	195	<b>198 Days</b>	28,718	34,357	39,853
	Clerk - Special Education	202	<b>202 Days</b>	29,298	35,051	40,659
	Clerk - Student Services MS	195				
<b>3</b>						
	Clerk - Attendance HS	194	<b>Hourly</b>	<b>\$19.14</b>	<b>\$22.90</b>	<b>\$26.56</b>
	Clerk - Records	194, 210, 220, 226	<b>194 Days</b>	29,705	35,541	41,221
	Clerk - SP Records	226	<b>210 Days</b>	32,155	38,472	44,621
			<b>220 Days</b>	33,686	40,304	46,746
			<b>226 Days</b>	34,605	41,403	48,020
<b>4</b>						
	Clerk - Bookkeeper	210	<b>Hourly</b>	<b>\$20.20</b>	<b>\$24.17</b>	<b>\$28.03</b>
	Clerk - Career Tech	226	<b>187 Days</b>	30,219	36,158	41,933
	Clerk - Data Entry Tech	226	<b>210 Days</b>	33,936	40,606	47,090
	Clerk - ESL Student Testing	226	<b>220 Days</b>	35,552	42,539	49,333
	Clerk - Fine Arts	226	<b>226 Days</b>	36,522	43,699	50,678
	Clerk - Itinerant	226				
	Clerk - LPAC/Bil/ESL	187				
	Clerk - Media	220				
	Clerk - NWTEC	226				
	Clerk - Records Mgmt	226				
	Clerk - Transportation	226				
	Specialist - Campus PEIMS	210				

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Clerk - Data Entry Bilingual	226
Clerk - SNS Purchasing	226
Clerk - Receptionist/HR Admin Bldg	226
Secretary - Advanced Academics	226
Secretary - Assoc Principal	220
Secretary - Facility Svc	226
Secretary - Principal Alt	210
Secretary - Principal ES	217
Secretary - Principal MS	220
Secretary - Transportation Payroll	226

Hourly	\$21.31	\$25.50	\$29.58
<b>210 Days</b>	35,801	42,840	49,694
<b>217 Days</b>	36,994	44,268	51,351
<b>220 Days</b>	37,506	44,880	52,061
<b>226 Days</b>	38,528	46,104	53,481

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Clerk - SNS Meal Benefits	226
Clerk - SNS Personnel/Payroll	226
Secretary - ATB	226
Secretary - Athletics Director	226
Secretary - Director	226
Secretary - Guidance and Community	226
Secretary - HR Specialist I	226
Secretary - Instruction	226
Secretary - Principal HS	226
Secretary - Purchasing	226
Secretary - Student Svcs Director	226
Secretary - Transportation	226

Hourly	\$22.69	\$27.15	\$31.50
<b>226 Days</b>	41,024	49,087	56,952

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Clerk - Payroll	226
Clerk - Special Education	226
Clerk - Tax Office	226
Secretary - ECO and Bonds	226
Secretary - Distribution Center	226
Secretary - Exec Director	226
Specialist II- Accounts Payable	226
Specialist II - Substitute Mgmt	226

Hourly	\$24.97	\$29.87	\$34.65
<b>226 Days</b>	45,146	54,005	62,647

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Buyer - Purchasing	226
Public Records Specialist	226
Purchasing Agent	226
Secretary - Chief	226
Secretary - Asst Supt	226
Specialist II - Payroll	226

Hourly	\$28.46	\$34.05	\$39.50
<b>226 Days</b>	51,456	61,562	71,416

Specialist - Personnel Records	226
Specialist - Personnel Records AUX	226
Specialist - Records Management	226
Specialist - SNS Accounts	226
Specialist - Student Testing Asst	226
Specialist - Workers Comp/Benefits	226

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Internal Accounting Specialist	226
Payroll Specialist III	226
Specialist - Certification	226

<b>Hourly</b>	<b>\$32.73</b>	<b>\$38.19</b>	<b>\$43.80</b>
<b>226 Days</b>	59,176	69,048	79,190

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Secretary - Board of Trustees	226
Secretary - Superintendent	226

<b>Hourly</b>	<b>\$36.30</b>	<b>\$43.42</b>	<b>\$50.36</b>
<b>226 Days</b>	65,630	78,503	91,051

**2024-2025 Instructional Support Pay Plan**  
 Carrollton-Farmers Branch ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>	Day Care - Caregiver	190	<b>Hourly</b>	<b>\$14.65</b>	<b>\$17.00</b>	<b>\$19.29</b>
			<b>190 Days</b>	22,268	25,840	29,321
<b>2</b>	Assistant - Behavior Title I	187	<b>Hourly</b>	<b>\$15.15</b>	<b>\$18.03</b>	<b>\$20.83</b>
	Assistant - Bilingual	187	<b>187 Days</b>	22,664	26,973	31,162
	Assistant - Inst Bldg	187				
	Assistant - Pre-K	187				
	Assistant - Pre-K - Bil	187				
	Assistant - Specials	187				
	Assistant - Title I	187				
<b>3</b>	Assistant - Clinic	187	<b>Hourly</b>	<b>\$15.91</b>	<b>\$18.93</b>	<b>\$21.87</b>
	Assistant - Clinic Floater	187	<b>187 Days</b>	23,801	28,319	32,718
	SP Assistant - CM	187				
	SP Assistant - CM Resource	187				
	SP Assistant - MOU	187				
<b>4</b>	Assistant - Clinic HS (licensed CMA/CNA)	187	<b>Hourly</b>	<b>\$17.17</b>	<b>\$20.35</b>	<b>\$23.45</b>
	Assistant - Computer Lab HS	187	<b>187 Days</b>	25,686	30,444	35,081
	Assistant - Parent & Community - Title I	187				
	SP Assistant - ALC	187				
	SP Assistant - ELC	187				
	SP Assistant - FSLC	187				

<b>5</b>		
Assistant - ELL Assessment		187
Assistant - ESL MS, HS		187

<b>Hourly</b>	<b>\$19.00</b>	<b>\$22.59</b>	<b>\$26.10</b>
<b>187 Days</b>	28,424	33,795	39,046

<b>6</b>		
Day Care - Teacher		190
Specialist - Positive Action Center		187

<b>Hourly</b>	<b>\$21.79</b>	<b>\$25.76</b>	<b>\$29.63</b>
<b>187 Days</b>	32,598	38,537	44,326
<b>190 Days</b>	33,121	39,155	45,038

<b>7</b>		
Supervisor - Child Development Academy		198

<b>Hourly</b>	<b>\$27.24</b>	<b>\$32.21</b>	<b>\$37.04</b>
<b>198 Days</b>	43,148	51,021	58,671

<b>8</b>		
Certified Occupational Therapy Asst		187
Physical Therapist Asst		187

<b>Daily</b>	<b>\$273.21</b>	<b>\$323.34</b>	<b>\$371.81</b>
<b>187 Days</b>	51,090	60,465	69,528

**2024-2025 Technology Pay Plan**  
 Carrollton-Farmers Branch ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$25.25</b>	<b>\$30.45</b>	<b>\$35.53</b>
	Specialist - Computer Help Desk	226	<b>226 Days</b>	45,652	55,054	64,238
	Specialist - IT Warehouse	226				
<b>3</b>			<b>Hourly</b>	<b>\$28.43</b>	<b>\$34.22</b>	<b>\$39.86</b>
	Database Manager	226	<b>226 Days</b>	51,401	61,870	72,067
<b>4</b>			<b>Hourly</b>	<b>\$30.13</b>	<b>\$36.27</b>	<b>\$42.25</b>
	Specialist - Cabling Tech	226	<b>226 Days</b>	54,475	65,576	76,388
	Specialist - Computer Tech III	226				
<b>5</b>			<b>Daily</b>	<b>\$266.37</b>	<b>\$320.59</b>	<b>\$373.49</b>
	Professional Cataloger	226	<b>226 Days</b>	60,200	72,453	84,409
	Specialist - AV Systems Transportation	226				
	Specialist - Digital and Social Media	226				
	Specialist - Instructional Materials	226				
	Specialist - Special Project Manager	226				
	Specialist - TIA Data Manager	226				
<b>6</b>			<b>Daily</b>	<b>\$293.01</b>	<b>\$352.65</b>	<b>\$410.84</b>
	AV Systems Administrator	187	<b>187 Days</b>	54,793	65,946	76,827
	Computer Systems Administrator	206	<b>190 Days</b>	55,672	67,004	78,060
	District Registrar	226	<b>206 Days</b>	60,360	72,646	84,633
	Security Systems Engineer	226	<b>226 Days</b>	66,220	79,699	92,850
	SNS - Technology Engineer	226				
	Specialist - Stream	190				
<b>7</b>			<b>Daily</b>	<b>\$310.60</b>	<b>\$373.81</b>	<b>\$435.50</b>
	Specialist - Asst Network Systems	226	<b>226 Days</b>	70,196	84,481	98,423
	Specialist - Telecom & Finance	226				
	Student Info Systems Analyst	226				
Web Analyst	226					
<b>8</b>			<b>Daily</b>	<b>\$329.24</b>	<b>\$396.25</b>	<b>\$461.62</b>
	Senior Security Systems Engineer	226	<b>197 Days</b>	\$64,860	78,061	90,939
	Specialist - Digital Learning	202	<b>202 Days</b>	\$66,506	80,043	93,247
	Specialist - Instructional Technology	197	<b>226 Days</b>	\$74,408	89,553	104,326
Technology Specialist - Resource Acquisition	226					

<b>9</b>	
Asst Director - Student Information	226
Asst Director - Student Information - PEIMS/TSDS	226
Coordinator - K12 Coding Program	226
Information Analyst - Senior	226
Network Engineer - Senior	226

<b>Daily</b>	<b>\$362.16</b>	<b>\$435.87</b>	<b>\$507.79</b>
<b>226 Days</b>	81,848	98,507	114,761

<b>10</b>	
Director - Digital Learning	226
Director - Enterprise Systems	226
Director - IT Project Manager	226
Director - Library Media	226
Director - Tech Client Services	226

<b>Daily</b>	<b>\$434.59</b>	<b>\$523.05</b>	<b>\$609.36</b>
<b>226 Days</b>	98,217	118,209	137,715

<b>11</b>	
Executive Director - Technical Services	226

<b>Daily</b>	<b>\$523.67</b>	<b>\$611.94</b>	<b>\$697.12</b>
<b>226 Days</b>	118,349	138,298	157,549

## 2024-2025 District Operations Pay Plan

### Carrollton-Farmers Branch ISD

*\*For hourly grades, annual amounts are based on 8 hours per day.*

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>						
	Bus Monitor	180	<b>Hourly</b>	<b>\$14.65</b>	<b>\$17.26</b>	<b>\$19.79</b>
	Custodian	260, 261	<b>180 Days</b>	21,096	24,854	28,498
	MPV Driver I	180	<b>260 Days</b>	30,472	35,901	41,163
	Transportation - Driver Trainee	180	<b>261 Days</b>	30,589	36,039	41,322
<b>2</b>						
	Custodian - Flex Crew	261	<b>Hourly</b>	<b>\$15.40</b>	<b>\$18.55</b>	<b>\$21.63</b>
	General Maint Assistant	261	<b>191 Days</b>	23,531	28,344	33,050
	Groundskeeper	261	<b>261 Days</b>	32,155	38,732	45,163
<b>3</b>						
	Custodian - Head Admin Bldg	261	<b>Hourly</b>	<b>\$16.57</b>	<b>\$19.94</b>	<b>\$23.23</b>
	Custodian - Head ES	261	<b>181 Days</b>	23,993	28,873	33,637
	Custodian - Head Flex Crew	261	<b>191 Days</b>	25,319	30,468	35,495
	Custodian - Head Kelly PreK	261	<b>261 Days</b>	34,598	41,635	48,504
	Custodian - Lead CLC Bldg	261				
	Custodian - Lead MS	261				
	Grounds - Crew Leader	261				
	Plumber Apprentice	261				
	Plumber Tech I	261				
	SNS - Production Technician	182				
<b>4</b>						
	Custodian - Head MS	261	<b>Hourly</b>	<b>\$18.23</b>	<b>\$21.94</b>	<b>\$25.57</b>
	Custodian - Lead HS	261	<b>180 Days</b>	26,251	31,593	36,820
	Electrical Tech II	261	<b>191 Days</b>	27,855	33,524	39,071
	General Maint Worker	261	<b>226 Days</b>	32,960	39,668	46,231
	Grounds - Equipment Operator	261	<b>261 Days</b>	38,064	45,811	53,390
	Grounds - Irrigator	261				
	Grounds - Lead Athletics	261				
	HVAC Tech I	261				
	Lead Support - Distribution Center	261				
	Maintenance - Floater	261				
	Painter	261				



Parts Technician Specialist	226
SNS - Manager Trainee	191
SNS - Transport Lead	191
Support - Distribution Warehouse	261
Transportation Safety Specialist	226
Transportation Sub Driver	180

<b>5</b>
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Custodian - Head HS	261
Custodian - Rover	261
Distribution Center - Inventory Control	261
Grounds - Technician	261
IPM Tech II	261
Roofer	261
Security Specialist II	226, 261
Security Specialist II - Rover	261
SNS - Assistant Manager	187
SNS - Manager ES	187
Transportation - Tech II	226

Hourly	\$19.95	\$24.04	\$28.02
<b>180 Days</b>	28,728	34,618	40,349
<b>186 Days</b>	29,686	35,772	41,694
<b>191 Days</b>	30,484	36,733	42,815
<b>226 Days</b>	36,070	43,464	50,660
<b>261 Days</b>	41,656	50,196	58,506

<b>6</b>
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Bus Driver	180
Carpenter	261
Custodian - Lead Rover	261
General Maint - Lead	261
Grounds - Equip Tech Lead	261
HVAC - Tech II	261
Locksmith	261
Routing Specialist - Transportation	226
SNS - Manager MS	187
Transportation Dispatcher	226

Hourly	\$21.72	\$26.32	\$30.82
<b>180 Days</b>	31,277	37,901	44,381
<b>186 Days</b>	32,319	39,164	45,860
<b>226 Days</b>	39,270	47,587	55,723
<b>261 Days</b>	45,351	54,956	64,352

<b>7</b>
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Electrical Fire Alarm Tech	261
Electrical Tech III	261
HVAC Tech III	261
Parts Inventory Supervisor	226
Plumber Journeyman	261
Plumbing - Backflow Tech	261
Recruiting Specialist - Transportation	226
Routing Supervisor - Transportation	226
SNS - Manager HS	187
Transportation - Tech III	226

Hourly	\$24.49	\$29.48	\$34.34
<b>186 Days</b>	36,441	43,866	51,098
<b>226 Days</b>	44,278	53,300	62,087
<b>261 Days</b>	51,135	61,554	71,702

<b>8</b>	
Carpentry - Lead	261
Electrical - Lead	261
HVAC - Lead	261
Plumbing - Lead	261
Security Specialist III	226/261
SNS - Equipment Specialist	261
SNS - Training & Catering Specialist	226
SNS - Zone Manager	220
Transportation - Tech Lead	226

Hourly	\$27.42	\$33.01	\$38.46
<b>220 Days</b>	48,259	58,098	67,690
<b>226 Days</b>	49,575	59,682	69,536
<b>261 Days</b>	57,253	68,925	80,304

<b>9</b>	
Carpentry - Dept Head	261
Construction Coordinator	261
Custodian - Dept Head	261
Electrical - Dept Head	261
Energy Manager	226
Environmental Technician	226
Facilities Rental Coordinator	261
General Maint - Dept Head	261
Grounds - Dept Head	261
Mechanical - Dept Head	261
Plumbing - Dept Head	261
Supervisor - School Safety & Security Technology	261
Supervisor - Warehouse	226
Transportation - Routing Supervisor	226
Transportation - Shop Foreman	226

Daily	\$263.29	\$316.87	\$369.16
<b>195 Days</b>	51,342	61,790	71,986
<b>226 Days</b>	59,504	71,613	83,430
<b>261 Days</b>	68,719	82,703	96,351

<b>9A</b>	
Lead Security Specialist	261

Hourly	\$32.59	\$39.02	\$45.46
<b>261 Days</b>	58,914	70,555	82,196



CARROLLTON-FARMERS BRANCH ISD

## 2024-2025 STIPENDS

<b>HIGH SCHOOL STIPENDS</b>	<b>STIPEND</b>
Academic Decathlon – Head	\$4750
Academic Decathlon - Assistant	\$2375
Academy Facilitator	\$2100
Art	\$1000
Band – Head Director	\$16,500
Band – Assistant	\$9750
Campus Website Manager	\$750
Choir – Head	\$7500
Choir – Assistant	\$5000
Dance	\$7500
Department Manager	\$2100
Dept Mgr PE/Health	\$720
Drill Team	\$7500
ECHS Dept Mgr English, Math, Social Studies	\$750
Gifted/Talented Liaison	\$225
Hospitality and Tourism Teacher/Facility Manager	\$6000
Instructional Facilitator	\$2075
International Baccalaureate Campus Facilitator	\$2600
Journalism	\$4800
JNROTC	\$3500
Orchestra – Head	\$7250
Orchestra – Assistant	\$5500
Pre-Employment Lab - Vocational	\$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
Registrar Testing Coordinator	\$3600
Speech/Debate	\$4500
Student Council Sponsor	\$1600
Technical Theater	\$6000
Theater	\$6000
Certified Nursing Assistant HST Instructor	\$4000
<b>HIGH SCHOOL ATHLETIC STIPENDS</b>	<b>STIPEND</b>
Athletic Coordinator – Boys	\$5000
Athletic Coordinator – Girls	\$5000
Athletic Trainer – Head	\$11,000
Athletic Trainer - Assistant	\$9500
Baseball – Head	\$9000
Baseball – Assistant	\$5500
Basketball – Head	\$10,000
Basketball - JV	\$5500
Basketball – 9 <sup>th</sup> Grade	\$5500
Cheerleader Sponsor - Head	\$6500
Cheerleader Sponsor – Assistant	\$3250
Cheerleader Sponsor – 9 <sup>th</sup> Grade	\$2500
Cross Country – Head	\$8000
Cross Country – Assistant	\$3500
Football Coordinator	\$2000

Football - Varsity	\$7800
Football – Sub-Varsity	\$6000
Golf - Head	\$4500 Per Sem
Golf – Assistant	\$4500
Natatorium - Dive	\$8000
Natatorium - Swim	\$8000
Power Lifting	\$5500
Power Lifting - Assistant	\$3000
Soccer – Head	\$8000
Soccer – Assistant	\$5500
Softball – Head	\$9000
Softball - Assistant	\$5500
Stadium Audio and Video Technician	\$6000
Tennis - Head	\$4250 Per Sem
Tennis – Assistant	\$5000
Track – Head	\$7500
Track - Assistant	\$4500
Video	\$350
Video Coordinator	\$5500
Volleyball – Head	\$9500
Volleyball – Assistant	\$5500
Volleyball – 9 <sup>th</sup> Grade	\$5500
Wrestling – Head	\$8000
Wrestling - Assistant	\$3500

<b>MIDDLE SCHOOL STIPENDS</b>	<b>STIPEND</b>
Art	\$750
Athletic Coordinator	\$7000
Athletic Trainer	\$7500
Athletic Boys' Coach – 3 sports	\$6000
Athletic Girls' Coach – 3 sports	\$6000
Band – Head	\$9000
Band – Assistant	\$6500
Bilingual Teacher – Middle School (Prorated based on Course Load)	\$6000
Campus Website Manager	\$750
Cheerleading	\$2000
Choir – Head	\$5500
Choir – Assistant	\$4500
Dance -- Head	\$2000
Dance – Head Split on 2 Campuses	\$3500
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
Drama/Theatre	\$3000
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
Soccer	\$1800
Team Leader – 6 <sup>th</sup> grade	\$1340
<b>ELEMENTARY STIPENDS</b>	<b>STIPEND</b>
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
Dyslexia Interventionist	\$1200
Dyslexia Intervention – Bilingual	\$7200
Fine Arts Performance/Ensemble Stipend	\$1500
Gifted/Talented Liaison	\$225
Grade Level Chairperson	\$800
Instructional Facilitator	\$1200
Music Academies	\$1500
Music Teacher	\$1250

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>
Outdoor Learning Center	\$2060
Theatre Academies	\$1500

<b>ALL LEVEL STIPENDS</b>	<b>STIPEND</b>
Adjunct – Coach	\$2000
AEP HS/MS Pod	\$1350
AEP SPED Pod	\$1100
District Language Services Train	\$8000
Dual Campus Principal	\$3000
Social Media	\$750
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
Unforeseen Circumstances – (Approved by Deputy Superintendent)	TBD



<b>SUPPLEMENTAL PAY AMOUNTS (INFREQUENT DUTIES)</b>		
<b>2024-2025</b>		
Advanced Academics (AA)	AA UIL Support	\$28.00 per hour
	AA Staff Development	\$33.00 per hour
	ACT/SAT Prep Teacher	\$28.00 per hour
	AP Lead - Content Areas	\$250 per year
	AP Prep Sessions/Presenter	\$28.00 per hour
	AP Proctor	\$28.00 per hour
	AP Test Clerical	\$18.00 per hour
	AP Test Coordinator	\$33.00 per hour
	AP Test Proctor Meeting	\$28.00 per hour
	AP Extra Help/Online Registration	\$100.00 per day
	Calculus III Facilitator	\$500.00 per semester
	Destination Imagination Coordinator	\$28.00 per hour
	DI Coordinator - Para	\$18.00 per hour
	GT - Liaison	\$350.00 per year
	GT - Liaison - 1/2 time	\$175.00 per year
	GT - Temporary Specialist	\$28.00 per hour
	GT - Testing	\$28.00 per hour
	JR Great Books Facilitator	\$28.00 per hour
	Ed. Diagnosticians Advanced Academics Testing	\$41.00 per hour
	Maker Space Support	\$33.00 per hour
	Reading Academy	\$500.00 per semester
	Reading Academy Cohort Leaders	\$3500.00 per semester
	Specialist - World Language	\$28.00 per hour
	Academic UIL Campus Coordinator - Middle School	\$300.00 flat rate
Assessment & Accountability	CBE Test Administrator	\$28.00 per hour
	District Test Asst.	\$18.00 per hour
	District Test Asst/Retiree	Midpoint of AS4
	SS Test Administrator & Assts	\$28.00 per hour
	SS Test Coordinator/Program Support	\$33.00 per hour
Curriculum Writing	Professional Staff	\$28.00 per hour
	Team Leader	\$33.00 per hour
	Curriculum Translating	\$28.00 per hour
Bilingual	Tester - Professional/Para	\$28.00 per hour
	Training/Title III	\$33.00 per hour
	Bilingual Certification	\$750.00 flat rate
	ESL University Intern	\$18.00 per hour
	ESL Certification	\$350.00 flat rate
	Literacy Night - Presenter	\$28.00 per hour
	LPAC Professional	\$28.00 per hour
	Prof - Extra Duty	\$28.00 per hour
Campus/Dept - Other	Child Care Provider	\$13.00 per hour
	Campus Club Activity	\$28.00 per hour
	Campus Office Extra (Professional)	\$28.00 per hour
	Campus Support Extra (behavior modification)	\$125.00 per day
	Campus Videographer	\$18.00 per hour
	Campus Yearbook/Journalism	\$28.00 per hour

	Choreography - Show Choir/Dance Guard/	\$100.00 per day
	Family Literacy - Teacher	\$28.00 per hour
	Grade Level Chair (paid by campus)	\$375.00 per semester
	Honors Choir - Directing	\$1,500.00 Flat Rate
	Latino Family Project Teacher	\$28.00 per hour
	Para Extra Hours - Title 1	per base pay
	Parent Academy/Involvement - Professionals	\$28.00 per hour
	Parent/Family Involvement - Para	\$18.00 per hour
	Parent Workshop/Involvement/Family Night - Para's	\$18.00 per hour
	Parent Workshop Training	\$28.00 per hour
	Prof. Childcare Parent Night	\$13.00 per hour
	Part-time Instructional Facilitator	\$28.00 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	\$18.00 per hour
	Registration - Extra Professionals	\$28.00 per hour
	Registration - Nurse	\$33.00 per hour
	Saturday School - Teacher	\$28.00 per hour
	Saturday School - Administrator	\$33.00 per hour
	Small Group Teacher/Sub	\$28.00 per hour
	Summer Bridge Program	\$30.00 per hour
	Summer Plato Lab - Para	\$18.00 per hour
	Summer Plato Lab - Professional	\$28.00 per hour
	Summer Plato Lab - Administrator	\$33.00 per hour
	TEA Literacy Stipend	\$350.00 per year
	Testing	\$28.00 per hour
	Teacher Incentive Allotment - TIA	per TEA approved Teacher designation
Career and Technology Education	CCC Liaison	\$20.00 per hour
	CCC Counselors	\$33.00 per hour
	Temp Counseling Support	\$28.00 per hour
	CCMR/CTE Special Program Asst	\$33.00 per hour
Fine Arts	Mentor Fine Arts Teacher	\$28.00 per hour
	Orchestra/Band Assistant and Consult	\$28.00 per hour
Tutoring	Tutor - Non-Certified	\$18.00 per hour
	Tutor - Para-Professional	\$18.00 per hour
	Tutor - Professional	\$28.00 per hour
	Tutorial Planning	\$28.00 per hour
SPED	Private School Speech	\$50.00 per hour
	Private School SLP	\$50.00 per hour
	Homebound - Aide	\$18.00 per hour
	Homebound -Teacher	\$28.00 per hour
	SP In Home Trainer - Para-Professional	\$18.00 per hour
	SP In Home Trainer - Professional	\$28.00 per hour
	Special Olympics Asst	\$28.00 per hour
	Summer - Behavior Boot Camp	\$28.00 per hour
	Summer Testing	\$28.00 per hour
Translator/Interpreter	Translator/Interpreter	\$36.00 per hour
	Interpreter Message Call	\$6.50 flat rate
Detention/Absence Make-up	Para-Detention/Absence Makeup	\$18.00 per hour
	Prof-Detention/Absence Makeup/Supervision	\$28.00 per hour

AVID	AVID Meeting - Tutor	\$18.00 per hour
	AVID Tutor	\$18.00 per hour
Night School (NS)	NS Administration	\$33.00 per hour
	NS Para-Professional	\$18.00 per hour
	NS Teacher	\$104.00 per day
	NS Teacher - Hourly	\$28.00 per hour
ESDC	Campus Acceleration Meeting	\$28.00 per hour
	Career Guidance Asst	\$33.00 per hour
	Instructional Support Coach	\$33.00 per hour
	Literacy Coach	\$28.00 per hour
	Science Resource Ctr Management	\$33.00 per hour
	Special Populations Facilitator	\$28.00 per hour
	Special Programs Assistant	\$33.00 per hour
	Staff Development Liaison	\$33.00 per hour
	Summer School EOC Tutors	\$18.00 per hour
	UIL Prep	\$28.00 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
	Clerical Help - Temp	\$18.00 per hour
	Clinic Aide - Sub	\$18.00 per hour
	Custodial Extra Support	Midpoint of DO1
	Nurse Aide/LVN - Extra	\$18.00 per hour
	Counselor	\$28.00 per hour
	Diagnostician Extra/Sub	\$60.00 per hour
	LSSP Sub (AP3)	Midpoint of AP3
	Occupational Therapist Sub (AP3)	Midpoint of AP3
	Physical Therapist	Midpoint of AP3
	Speech Pathologist	Minimum of AP3
	Security Substitute	Midpoint of DO5
	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
	Library - Extra	\$18.00 per hour
	Aide Substitute	\$115.00 per day
	Aide - Long Term (16+ days)	\$120.00 per day
	Drill Team Sub	\$28.00 per hour

	Elementary School Principal - retiree (AP8)	Midpoint of AP8
	Elementary School Asst Principal - retiree (AP4)	Midpoint of AP4
	Middle School Principal - retiree (AP9)	Midpoint of AP9
	Middle School Asst Principal - retiree (AP5)	Midpoint of AP5
	High School Asst Principal - retiree (AP6)	Midpoint of AP6
	AP7 Admin Help	Midpoint of AP7
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	\$18.00 per hour
Communications	Communications Intern	\$18.00 per hour
	Communications Professional Extra	\$28.00 per hour
	Interpreter for School Board Events	\$36.00 per hour
Tax Office	Part-time Clerical Help	\$18.00 per hour
Technology	Library Media Trainer	\$20.00 per hour
	Technology Interns	\$15.00 per hour
Building Rentals	Gym Supervisor	\$28.00 per hour
	Security Officer	per base pay
	Stage Manager	\$45.00 per hour
Maintenance	Paint Crew - Extra Workers	Minimum of DO4
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
	EOC Coordinator	\$36.00 per hour
	EOC Test Administrator	\$33.00 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	\$30.00 per hour
	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	\$44.00 per hour
	ESY Director	\$43.00 per hour
	Exploration Academy Principal	\$62.00 per hour
	Exploration Academy Dean	\$45.00 per hour
	Elementary & Middle School Principal	\$62.00 per hour
	Elementary & Middle School Dean	\$45.00 per hour
	Learning The Language Principal (LTL)	\$62.00 per hour

	Learning The Language Dean (LTL)	\$60.00 per hour
	High School BRS	\$50.00 per hour
	High School Principal	\$62.00 per hour
	High School Asst. Principal	\$58.00 per hour
	High School Dean	\$50.00 per hour
	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	\$40.00 flat rate
	Summer Conditioning - 3 Hour	\$120.00 flat rate
	Summer Conditioning - 5 Hour	\$200.00 flat rate
	Summer Conditioning - 6 Hour	\$240.00 flat rate
	Summer Conditioning - 7 Hour	\$280.00 flat rate
	Summer Conditioning - 8 Hour	\$320.00 flat rate
	Summer Conditioning - 9 Hour	\$360.00 flat rate
Athletics	Asst Stadium Mgr/Athletic Events	\$30.00 per hour
	Part-time Lifeguard	\$15.00 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	\$28.00 per hour
	Extra/Grounds keeper (summer help by prof)	DO2 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	\$14.65 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	DO6 Midpoint
	Service Center Holiday Help	\$14.50 per hour
Unforeseen Circumstances (Approved by Deputy Superintendent)		TBD