



## ALEDO ISD BOARD MEETING TEMPLATE

**MEETING DATE:** August 31, 2015

**AGENDA ITEM:** Consider Adoption of 2015-2016 Budget

**PRESENTER:** Earl Husfeld

**ALIGNS TO BOARD GOAL(S):** Financial/Facilities – The District shall exhibit excellence in financial and facility planning, management, and stewardship.

### **BACKGROUND INFORMATION:**

- Per Section 44.002 of the Texas Education Code, “the Superintendent shall prepare, or cause to be prepared, a proposed budget covering all estimated revenue and proposed expenditures of the District for the following fiscal year”.
- The budget must be prepared according to generally accepted accounting principles, rules adopted by the State Board of Education, and adopted policies of the Board of Trustees.
- Once the budget has been prepared, the Board of Trustees must call a meeting for the purpose of adopting a budget for the succeeding fiscal year. Budgets for the General Fund, the Child Nutrition Fund, and the Debt Service Fund must be included in the official district budget and must be adopted by August 31<sup>st</sup>.

### **ADMINISTRATIVE CONSIDERATIONS:**

- The following summary of the proposed 2015-2016 budget is presented for your review and consideration.
- The proposed budget provides for the items necessary to fund the District’s instructional programs and operational costs for the 2015-2016 fiscal year.
- The proposed budget provides for a proposed tax rate of \$1.5950. The proposed tax rate is an increase of \$0.1698 from the 2014-2015 tax rate of \$1.4252. The proposed M&O component of the tax rate remains at \$1.1700. The proposed I&S component of the tax rate is increased to \$0.4250. The proposed increase of \$0.1698 in the I&S rate is attributable to the 2015 bond program (\$0.0851) and the General Fund no longer subsidizing the I&S rate (\$0.0847). This is the first proposed increase in the District’s tax rate since the 2008-2009 fiscal year, a period of seven years.

### **FISCAL NOTE:**

Adoption of the 2015-2016 Budget.

### **ADMINISTRATIVE RECOMMENDATION:**

The Administration recommends the Board of Trustees approve and adopt the 2015-2016 revenue and expenditure budgets for the General Fund, the Child Nutrition Fund, and the Debt Service Fund as presented.

## Aledo Independent School District 2015-2016 Budget Highlights

- Projected student enrollment – 5,180, an increase of 143 students (2.8%) from the Fall 2014 PEIMS submission.
- Projected average daily attendance - 4,921.
- 2015 certified taxable value of all property is \$2,893,054,230, an increase in value of \$241,781,573, or 9.12% over the 2014 certified value.
- Current year tax collections based on a projected 99.0% collection rate.
- The following additional staff positions approved during the March board meeting at a projected cost of approximately \$448,500:
  - 3 elementary school teachers
  - 1 elementary school special education teacher
  - 1 elementary school special education instructional aide
  - 1 Career Technology Education/Elective teacher for Aledo Middle School
  - 1 Career Technology Education teacher for Aledo High School
  - 1 assistant principal for Vandagriff Elementary/McAnally Intermediate
  - 1 science specialist
- The last of three staff computer lease payments of \$116,641 is included.
- Expenditures for the Transportation Department will increase approximately \$90,000 due to employee raises and increased contracted services for bus fleet.
- Increase of approximately \$102,500 for Appraisal District budget allocation due to anticipated tax levy increase.
- General pay increase of approximately \$925,000 as follows:
  - Teachers, Librarians, & RNs – minimum increase of \$1,675 (modified 4% plan)
  - 4% of midpoint for other staff whose salary is within their pay range and 2% of midpoint for staff over pay range maximum.
- Increase of approximately \$40,000 for substitute teacher work/pay incentives.
- Continued state requirement for the District to contribute 1.5% of adjusted TRS eligible salaries to TRS (approximately \$375,000).
- Tax rates:
 

	Actual <u>2014-2015</u>	Proposed <u>2015-2016</u>
General Fund (M&O)	\$ 1.1700	\$ 1.1700
Debt Service Fund (I&S)	<u>0.2552</u>	<u>0.4250</u>
Total	<u>\$ 1.4252</u>	<u>\$ 1.5950</u>
- This is the first proposed increase in the District's total tax rate since the 2008-2009 fiscal year, a period of seven years.

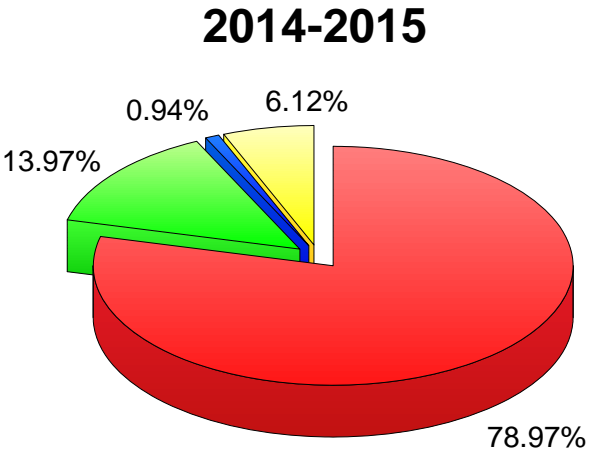
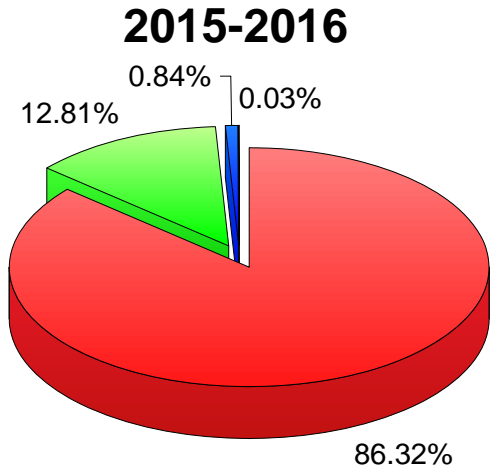
**Aledo Independent School District  
Budget Summary  
All Budgeted Funds**

	<u>General Fund</u>	<u>Debt Service Fund</u>	<u>Child Nutrition Fund</u>	<u>2015-2016 Total</u>	<u>2014-2015 Total</u>	<u>Difference</u>	<u>% of Change</u>
<b>Projected Fund Balance, September 1</b>	<b><u>13,294,627</u></b>	<b><u>578,571</u></b>	<b><u>351,530</u></b>	<b><u>14,224,728</u></b>	<b><u>17,944,755</u></b>		
<b><u>Revenues</u></b>							
Local Revenues	33,639,825	11,721,815	1,616,500	46,978,140	39,567,265	7,410,875	18.73
State Revenues	6,908,345	0	62,164	6,970,509	7,000,574	(30,065)	(0.43)
Federal Revenues	0	0	458,500	458,500	469,000	(10,500)	(2.24)
Transfers In/Other Resources	<u>16,400</u>	<u>0</u>	<u>0</u>	<u>16,400</u>	<u>3,067,425</u>	<u>(3,051,025)</u>	<u>(99.47)</u>
<b>Total Revenues &amp; Other Resources</b>	<b><u>40,564,570</u></b>	<b><u>11,721,815</u></b>	<b><u>2,137,164</u></b>	<b><u>54,423,549</u></b>	<b><u>50,104,264</u></b>	<b><u>4,319,285</u></b>	<b><u>8.62</u></b>
<b><u>Appropriations</u></b>							
Payroll Costs	28,608,449	0	931,302	29,539,751	27,444,614	2,095,137	7.63
Professional & Contracted Services	6,586,627	0	41,750	6,628,377	6,466,086	162,291	2.51
Supplies & Materials	1,629,200	0	1,428,060	3,057,260	3,163,158	(105,898)	(3.35)
Other Operating Expense	4,244,880	0	10,150	4,255,030	4,127,444	127,586	3.09
Debt Service	0	11,721,815	0	11,721,815	9,512,464	2,209,351	23.23
Capital Outlay	140,000	0	0	140,000	75,000	65,000	86.67
Transfers Out/Other Uses	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>3,035,525</u>	<u>(3,035,525)</u>	<u>(100.00)</u>
<b>Total Appropriations</b>	<b><u>41,209,156</u></b>	<b><u>11,721,815</u></b>	<b><u>2,411,262</u></b>	<b><u>55,342,233</u></b>	<b><u>53,824,291</u></b>	<b><u>1,517,942</u></b>	<b><u>2.82</u></b>
<b>Projected Fund Balance, August 31</b>	<b><u>12,650,041</u></b>	<b><u>578,571</u></b>	<b><u>77,432</u></b>	<b><u>13,306,044</u></b>	<b><u>14,224,728</u></b>		
<b>Fund Balance as a % of Appropriations</b>	<b><u>30.70</u></b>	<b><u>4.94</u></b>	<b><u>3.21</u></b>	<b><u>24.04</u></b>	<b><u>26.43</u></b>		

# Aledo ISD

## Total Revenues by Source

### All Budgeted Funds



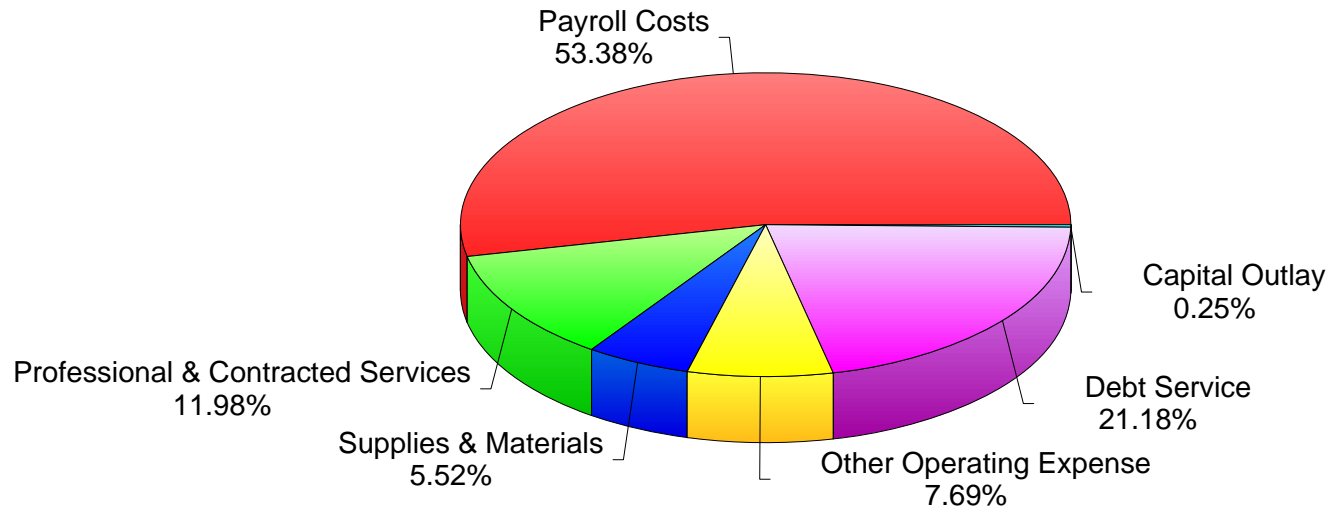
**Aledo Independent School District  
Appropriation Summary by Function & Object  
All Budgeted Funds**

<u>Function</u>	<u>Payroll Costs</u>	<u>Professional &amp; Contracted Services</u>	<u>Supplies &amp; Materials</u>	<u>Other Operating Expenses</u>	<u>Debt Service</u>	<u>Capital Outlay</u>	<u>2015-2016 Total</u>	<u>% of Total</u>
Function 11 - Classroom Instruction	20,124,321	539,723	591,090	247,500	0	0	21,502,634	38.86
Function 12 - Instructional Resources/Media Services	434,758	21,604	54,750	2,600	0	0	513,712	0.93
Function 13 - Curriculum/Instructional Staff Development	190,305	35,850	15,650	60,200	0	0	302,005	0.55
Function 21 - Instructional Leadership	438,015	4,400	30,350	14,525	0	0	487,290	0.88
Function 23 - School Leadership	2,461,368	25,000	54,540	32,015	0	0	2,572,923	4.65
Function 31 - Guidance & Counseling Services	1,095,556	55,000	38,070	21,680	0	0	1,210,306	2.19
Function 33 - Health Services	422,015	1,480	11,150	360	0	0	435,005	0.79
Function 34 - Student (Pupil) Transportation	0	0	0	2,218,210	0	80,000	2,298,210	4.15
Function 35 - Food Services	931,302	41,750	1,428,060	13,150	0	0	2,414,262	4.36
Function 36 - Cocurricular & Extracurricular Activities	1,032,330	269,450	333,550	485,590	0	20,000	2,140,920	3.87
Function 41 - General Administration	1,224,291	345,600	27,250	154,250	0	0	1,751,391	3.16
Function 51 - Facilities Maintenance & Operations	770,630	3,469,500	357,500	396,500	0	0	4,994,130	9.02
Function 52 - Security & Monitoring Services	370,457	50,373	36,300	1,500	0	40,000	498,630	0.90
Function 53 - Data Processing Services	44,403	288,647	79,000	606,950	0	0	1,019,000	1.84
Function 71 - Debt Service	0	0	0	0	11,721,815	0	11,721,815	21.18
Function 91 - Chapter 41 Recapture	0	880,000	0	0	0	0	880,000	1.59
Function 93 - Payments for Shared Service Arrangements	0	0	0	0	0	0	0	0.00
Function 99 - Other Intergovernmental Charges	0	600,000	0	0	0	0	600,000	1.08
Function 00 - Transfers Out/Other Uses	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0.00</u>
<b>Total Appropriations</b>	<b>29,539,751</b>	<b>6,628,377</b>	<b>3,057,260</b>	<b>4,255,030</b>	<b>11,721,815</b>	<b>140,000</b>	<b>55,342,233</b>	<b>100.00</b>
<b>% of Total</b>	<b>53.38</b>	<b>11.98</b>	<b>5.52</b>	<b>7.69</b>	<b>21.18</b>	<b>0.25</b>	<b>100.00</b>	
<b><u>Summary</u></b>								
Instruction & Related (10's)	20,749,384	597,177	661,490	310,300	0	0	22,318,351	40.33
Instruction/Campus Leadership (20's)	2,899,383	29,400	84,890	46,540	0	0	3,060,213	5.53
Student Support Services (30's)	3,481,203	367,680	1,810,830	2,738,990	0	100,000	8,498,703	15.36
General Administration (40's)	1,224,291	345,600	27,250	154,250	0	0	1,751,391	3.16
Support Services (50's)	1,185,490	3,808,520	472,800	1,004,950	0	40,000	6,511,760	11.77
Debt Service (70's)	0	0	0	0	11,721,815	0	11,721,815	21.18
Intergovernmental Charges (90's & 00's)	<u>0</u>	<u>1,480,000</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,480,000</u>	<u>2.67</u>
<b>Total Appropriations</b>	<b>29,539,751</b>	<b>6,628,377</b>	<b>3,057,260</b>	<b>4,255,030</b>	<b>11,721,815</b>	<b>140,000</b>	<b>55,342,233</b>	<b>100.00</b>

# Aledo ISD

## Total Appropriations by Object

### All Budgeted Funds

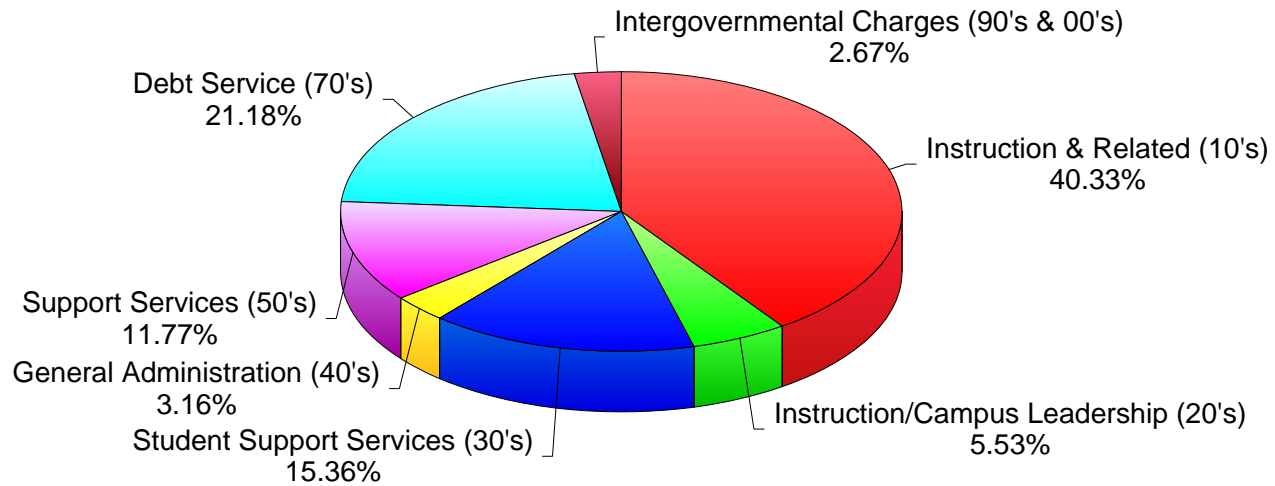


2015-2016

# Aledo ISD

## Total Appropriations by Function

### All Budgeted Funds



2015-2016

**Aledo Independent School District  
Revenue Summary by Source  
General Fund**

	<u>2014-2015 Final Budget</u>	<u>2015-2016 Proposed</u>	<u>Difference</u>	<u>% of Change</u>
<b><u>Local Revenues</u></b>				
Local Taxes - Current Year	30,364,076	32,593,050	2,228,974	7.34
Local Taxes - Prior Years	325,000	330,000	5,000	1.54
Penalties & Interest	180,000	175,000	(5,000)	(2.78)
Interest from Investments - Bank	2,000	2,000	0	0.00
Interest from Investments - TexPool	6,500	7,500	1,000	15.38
Facility Use/Rent	35,000	50,000	15,000	42.86
Facility Use/Rent, Athletic Fees, & Parking	47,500	53,500	6,000	12.63
Miscellaneous Revenues	33,250	42,775	9,525	28.65
Athletic Receipts & Concessions - Stadium	<u>377,000</u>	<u>386,000</u>	<u>9,000</u>	<u>2.39</u>
<b>Total Local Revenues</b>	<b><u>31,370,326</u></b>	<b><u>33,639,825</u></b>	<b><u>2,269,499</u></b>	<b><u>7.23</u></b>
<b><u>State Revenues</u></b>				
Per Capita & Foundation School Program	5,316,700	5,272,450	(44,250)	(0.83)
TRS On-Behalf Benefit	<u>1,622,195</u>	<u>1,635,895</u>	<u>13,700</u>	<u>0.84</u>
<b>Total State Revenues</b>	<b><u>6,938,895</u></b>	<b><u>6,908,345</u></b>	<b><u>(30,550)</u></b>	<b><u>(0.44)</u></b>



**Aledo Independent School District  
Revenue Summary by Source  
General Fund**

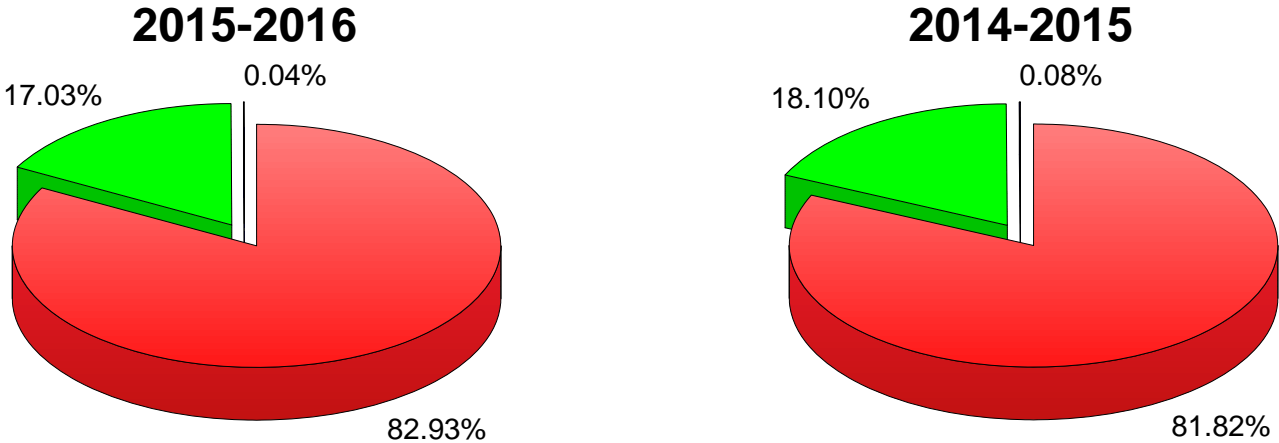
	<u>2014-2015 Final Budget</u>	<u>2015-2016 Proposed</u>	<u>Difference</u>	<u>% of Change</u>
<b><u>Federal Revenues &amp; Other Resources</u></b>				
Sale of Personal Property	500	500	0	0.00
Gas Lease & Land Lease Receipts	<u>31,400</u>	<u>15,900</u>	<u>(15,500)</u>	<u>(49.36)</u>
<b>Total Federal Revenues &amp; Other Resources</b>	<b><u>31,900</u></b>	<b><u>16,400</u></b>	<b><u>(15,500)</u></b>	<b><u>(48.59)</u></b>
<b>Total Revenues &amp; Other Resources</b>	<b><u>38,341,121</u></b>	<b><u>40,564,570</u></b>	<b><u>2,223,449</u></b>	<b><u>5.80</u></b>

	<u>2014-2015 Budget</u>	<u>% of Total</u>	<u>2015-2016 Proposed</u>	<u>% of Total</u>
<b><u>Summary</u></b>				
Local Revenues	31,370,326	81.82	33,639,825	82.93
State Revenues	6,938,895	18.10	6,908,345	17.03
Federal Revenues & Other Resources	<u>31,900</u>	<u>0.08</u>	<u>16,400</u>	<u>0.04</u>
<b>Total Revenues &amp; Other Resources</b>	<b><u>38,341,121</u></b>	<b><u>100.00</u></b>	<b><u>40,564,570</u></b>	<b><u>100.00</u></b>

# Aledo ISD

## Total Revenues by Source

### General Fund



Local Revenues State Revenues Federal Revenues & Other Resources

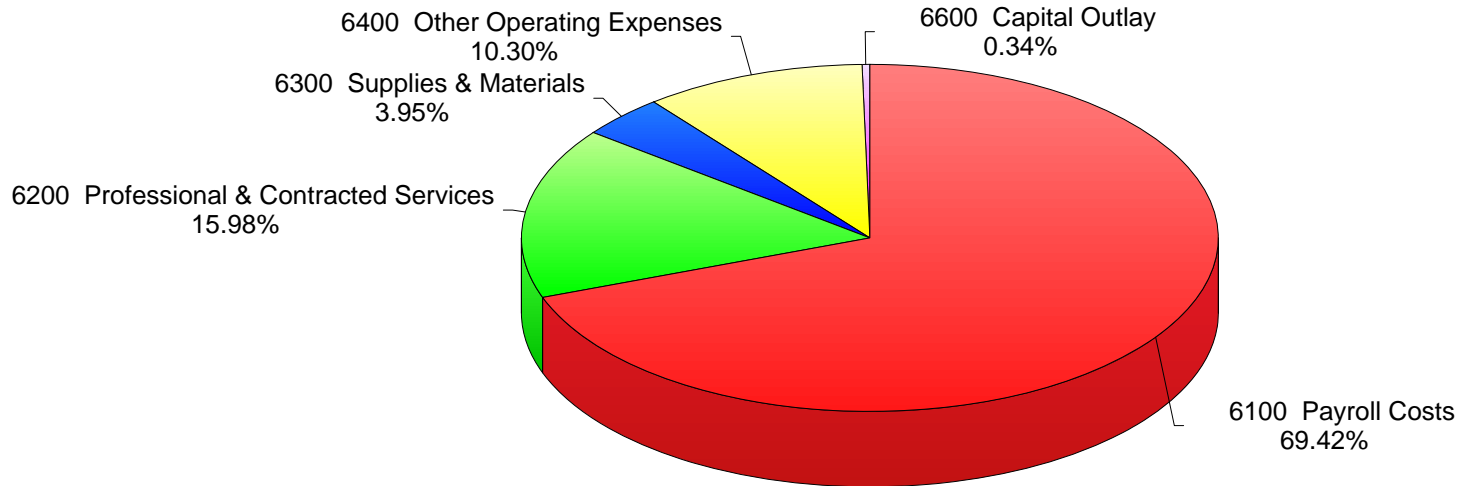
**Aledo Independent School District  
Appropriation Summary by Function & Object  
General Fund**

	<b><u>2014-2015</u></b>	<b><u>% of</u></b>	<b><u>2015-2016</u></b>	<b><u>% of</u></b>
	<b><u>Budget</u></b>	<b><u>Total</u></b>	<b><u>Proposed</u></b>	<b><u>Total</u></b>
<b><u>Summary by Function</u></b>				
Function 11 - Classroom Instruction	19,807,838	47.28	21,502,634	52.18
Function 12 - Instructional Resources & Media Services	541,546	1.29	513,712	1.25
Function 13 - Curriculum/Instructional Staff Development	278,771	0.67	302,005	0.73
Function 21 - Instructional Leadership	424,724	1.01	487,290	1.18
Function 23 - School Leadership	2,390,576	5.71	2,572,923	6.24
Function 31 - Guidance & Counseling Services	1,170,885	2.79	1,210,306	2.94
Function 33 - Health Services	420,692	1.00	435,005	1.06
Function 34 - Student (Pupil) Transportation	0	0.00	2,298,210	5.58
Function 35 - Food Services	3,000	0.01	3,000	0.01
Function 36 - Cocurricular & Extracurricular Activities	2,068,064	4.94	2,140,920	5.20
Function 41 - General Administration	1,598,319	3.81	1,751,391	4.25
Function 51 - Facilities Maintenance & Operations	5,042,062	12.03	4,994,130	12.12
Function 52 - Security & Monitoring Services	545,948	1.30	498,630	1.21
Function 53 - Data Processing Services	412,481	0.98	1,019,000	2.47
Function 91 - Chapter 41 Recapture	825,000	1.97	880,000	2.14
Function 93 - Payments for Shared Service Arrangements	2,813,748	6.72	0	0.00
Function 99 - Other Intergovernmental Charges	518,000	1.24	600,000	1.46
Function 00 - Other Uses	<u>3,035,525</u>	<u>7.25</u>	<u>0</u>	<u>0.00</u>
<b>Total Appropriations</b>	<b><u>41,897,179</u></b>	<b><u>100.00</u></b>	<b><u>41,209,156</u></b>	<b><u>100.00</u></b>

**Summary by Object**

6100 Payroll Costs	26,518,476	63.29	28,608,449	69.42
6200 Professional & Contracted Services	6,404,186	15.29	6,586,627	15.98
6300 Supplies & Materials	1,746,698	4.17	1,629,200	3.95
6400 Other Operating Expenses	4,117,294	9.83	4,244,880	10.30
6600 Capital Outlay	75,000	0.18	140,000	0.34
8900 Transfers Out	<u>3,035,525</u>	<u>7.25</u>	<u>0</u>	<u>0.00</u>
<b>Total Appropriations</b>	<b><u>41,897,179</u></b>	<b><u>100.00</u></b>	<b><u>41,209,156</u></b>	<b><u>100.00</u></b>

# Aledo ISD Total Appropriations by Object General Fund



2015-2016

**Aledo Independent School District  
Budget Summary  
Child Nutrition Fund**

	<u>2014-2015 Budget</u>	<u>2015-2016 Proposed</u>	<u>Difference</u>	<u>% of Change</u>
<b><u>Local Revenues</u></b>				
Food Service Sales	<u>1,520,000</u>	<u>1,616,500</u>	<u>96,500</u>	<u>6.35</u>
<b><u>State Revenues</u></b>				
Food Service State Matching/TRS On-Behalf Benefit	<u>61,679</u>	<u>62,164</u>	<u>485</u>	<u>0.79</u>
<b><u>Federal Revenues &amp; Other Resources</u></b>				
Child Nutrition Programs	370,000	378,500	8,500	2.30
USDA Donated Commodities	99,000	80,000	(19,000)	(19.19)
Transfer from General Fund	<u>200,000</u>	<u>0</u>	<u>(200,000)</u>	<u>(100.00)</u>
<b>Total Federal Revenues &amp; Other Resources</b>	<b><u>669,000</u></b>	<b><u>458,500</u></b>	<b><u>(210,500)</u></b>	<b><u>(31.46)</u></b>
<b>Total Revenues &amp; Other Resources</b>	<b><u>2,250,679</u></b>	<b><u>2,137,164</u></b>	<b><u>(113,515)</u></b>	<b><u>(5.04)</u></b>
<b><u>Function 35 - Food Services</u></b>				
6100 Payroll Costs	926,138	931,302	5,164	0.56
6200 Professional & Contracted Services	61,900	41,750	(20,150)	(32.55)
6300 Supplies & Materials	1,416,460	1,428,060	11,600	0.82
6400 Other Operating Expenses	10,150	10,150	0	0.00
6600 Capital Outlay	<u>0</u>	<u>0</u>	<u>0</u>	<u>0.00</u>
<b>Total Appropriations</b>	<b><u>2,414,648</u></b>	<b><u>2,411,262</u></b>	<b><u>(3,386)</u></b>	<b><u>(0.14)</u></b>

**Aledo Independent School District  
Budget Summary  
Debt Service Fund**

	<u>2014-2015 Budget</u>	<u>2015-2016 Proposed</u>	<u>Difference</u>	<u>% of Change</u>
<b><u>Local Revenues</u></b>				
Local Taxes - Current Year	6,556,439	11,601,315	5,044,876	76.95
Local Taxes - Prior Years	77,500	82,500	5,000	6.45
Penalties & Interest	42,500	37,500	(5,000)	(11.76)
Interest from Investments - Bank	250	185	(65)	(26.00)
Interest from Investments - TexPool	<u>250</u>	<u>315</u>	<u>65</u>	<u>26.00</u>
<b>Total Local Revenues</b>	<b><u>6,676,939</u></b>	<b><u>11,721,815</u></b>	<b><u>5,044,876</u></b>	<b><u>75.56</u></b>
<b><u>Other Resources</u></b>				
Transfer from General Fund	<u>2,835,525</u>	<u>0</u>	<u>(2,835,525)</u>	<u>(100.00)</u>
<b>Total Revenues &amp; Other Resources</b>	<b><u>9,512,464</u></b>	<b><u>11,721,815</u></b>	<b><u>2,209,351</u></b>	<b><u>23.23</u></b>
<b><u>Function 71 - Debt Service</u></b>				
6500 Bond Principal	5,545,517	3,060,000	(2,485,517)	(44.82)
6500 Bond Interest	3,816,947	8,511,815	4,694,868	123.00
6500 Paying Agent Fees	<u>150,000</u>	<u>150,000</u>	<u>0</u>	<u>0.00</u>
<b>Total Function 71</b>	<b><u>9,512,464</u></b>	<b><u>11,721,815</u></b>	<b><u>2,209,351</u></b>	<b><u>23.23</u></b>
<b>Total Appropriations</b>	<b><u>9,512,464</u></b>	<b><u>11,721,815</u></b>	<b><u>2,209,351</u></b>	<b><u>23.23</u></b>

**Aledo Independent School District  
Teachers, Librarians, and Nurses (RNs)  
2015-2016 Hiring Schedule**

<b>Completed Years Experience</b>	<b>New Hire Salary</b>
0	\$48,950
1	\$49,150
2	\$49,350
3	\$49,550
4	\$49,750
5	\$49,950
6	\$50,150
7	\$50,435
8	\$50,885
9	\$51,085
10	\$51,285
11	\$51,485
12	\$51,685
13	\$51,885
14	\$52,085
15	\$52,286
16	\$52,494
17	\$52,702
18	\$53,268
19	\$53,942
20	\$54,616
21	\$55,437
22	\$56,262
23	\$57,080
24	\$57,902
25	\$58,724
26	\$59,315
27	\$59,907
28	\$60,499
29	\$61,091
30	\$61,682
31	\$62,200
32	\$62,718
33	\$63,236
34	\$63,754
35	\$64,792

Salaries listed above are based on 10-month employment.

This salary plan is for the 2015-2016 school year only.

It does not represent salaries for future years.



**Aledo Independent School District  
Administrative/Professional Pay Structure  
2015-2016**

**Pay Grade 1**

<b>Months/Monthly</b>	<b><u>Minimum</u> \$4,307</b>	<b><u>Midpoint</u> \$5,253</b>	<b><u>Maximum</u> \$6,199</b>
10	\$43,070	\$52,530	\$61,990
11	\$47,377	\$57,783	\$68,189
11.5	\$49,531	\$60,410	\$71,289
12	\$51,684	\$63,036	\$74,388
Business Manager In-Home Parent Trainer		Police Chief Specialist, Communications	

**Pay Grade 2**

<b>Months/Monthly</b>	<b><u>Minimum</u> \$4,953</b>	<b><u>Midpoint</u> \$6,041</b>	<b><u>Maximum</u> \$7,129</b>
10	\$49,530	\$60,410	\$71,290
11	\$54,483	\$66,451	\$78,419
11.5	\$56,960	\$69,472	\$81,984
12	\$59,436	\$72,492	\$85,548
Assistant Principal, Elementary Assistant Principal, Intermediate Counselor Diagnostician Director, Child Nutrition		Occupational Therapist Specialist, Behavior Intervention Specialist, Instructional Technology Specialist, Math, Science Speech Therapist	

**Pay Grade 3**

<b>Months/Monthly</b>	<b><u>Minimum</u> \$5,350</b>	<b><u>Midpoint</u> \$6,525</b>	<b><u>Maximum</u> \$7,699</b>
11	\$58,850	\$71,775	\$84,689
11.5	\$61,525	\$75,038	\$88,539
12	\$64,200	\$78,300	\$92,388
Assistant Principal, Middle School Assistant Principal, Ninth Grade Campus		Coordinator, Career & Technology Education Director, Band	





**Aledo Independent School District  
Administrative/Professional Pay Structure  
2015-2016**

**Pay Grade 4**

<b>Months/Monthly</b>	<b><u>Minimum</u></b> <b>\$5,778</b>	<b><u>Midpoint</u></b> <b>\$7,046</b>	<b><u>Maximum</u></b> <b>\$8,314</b>
11	\$63,558	\$77,506	\$91,454
11.5	\$66,447	\$81,029	\$95,611
12	\$69,336	\$84,552	\$99,768
Assistant Principal, High School Principal, Alternative School		Principal, Elementary Principal, Intermediate	

**Pay Grade 5**

<b>Months/Monthly</b>	<b><u>Minimum</u></b> <b>\$6,241</b>	<b><u>Midpoint</u></b> <b>\$7,611</b>	<b><u>Maximum</u></b> <b>\$8,980</b>
11	\$68,651	\$83,721	\$98,780
11.5	\$71,772	\$87,527	\$103,270
12	\$74,892	\$91,332	\$107,760
Director, Maintenance Principal, Middle School		Principal, Ninth Grade Campus	

**Pay Grade 6**

<b>Months/Monthly</b>	<b><u>Minimum</u></b> <b>\$6,903</b>	<b><u>Midpoint</u></b> <b>\$8,218</b>	<b><u>Maximum</u></b> <b>\$9,533</b>
11	\$75,933	\$90,398	\$104,863
11.5	\$79,385	\$94,507	\$109,630
12	\$82,836	\$98,616	\$114,396
Director, Athletics Director, Human Resources		Director, Special Programs Director, Student Services and Safety	

**Pay Grade 7**

<b>Months/Monthly</b>	<b><u>Minimum</u></b> <b>\$7,456</b>	<b><u>Midpoint</u></b> <b>\$8,876</b>	<b><u>Maximum</u></b> <b>\$10,296</b>
11	\$82,016	\$97,636	\$113,256
11.5	\$85,744	\$102,074	\$118,404
12	\$89,472	\$106,512	\$123,552
Chief Financial Officer Deputy Superintendent Executive Director, Curriculum		Executive Director, Professional Development/Accountability Principal, High School	



**Aledo Independent School District  
Clerical/Paraprofessional Pay Structure  
2015-2016**

**Pay Grade 1**

<b>Hourly</b>	<b><u>Minimum</u></b> <b>\$10.34</b>	<b><u>Midpoint</u></b> <b>\$12.61</b>	<b><u>Maximum</u></b> <b>\$14.87</b>
Aide, PE Aide, Special Education		Aide, Teacher	

**Pay Grade 2**

<b>Hourly</b>	<b><u>Minimum</u></b> <b>\$11.37</b>	<b><u>Midpoint</u></b> <b>\$13.87</b>	<b><u>Maximum</u></b> <b>\$16.37</b>
Aide, ISS Aide, Library Aide, Special Education , Special Needs Choral Accompanist		Receptionist, High School Receptionist, Intermediate School Receptionist, Middle School	

**Pay Grade 3**

<b>Hourly</b>	<b><u>Minimum</u></b> <b>\$13.08</b>	<b><u>Midpoint</u></b> <b>\$15.95</b>	<b><u>Maximum</u></b> <b>\$18.82</b>
Attendance Clerk, High School Bearcat Store/Events Clerk Distance Learning Aide, High School Receptionist, Central Office Registrar/PEIMS Clerk, Elementary School		Registrar/PEIMS Clerk, Intermediate School Registrar/PEIMS Clerk, Middle School Registrar/PEIMS Clerk, Ninth Grade Campus Secretary, Counselor, High School Specialist, Special Education Data	

**Pay Grade 4**

<b>Hourly</b>	<b><u>Minimum</u></b> <b>\$14.65</b>	<b><u>Midpoint</u></b> <b>\$17.86</b>	<b><u>Maximum</u></b> <b>\$21.07</b>
Registrar/PEIMS Clerk, High School Secretary, Alternative School Principal Secretary, Elementary School Principal		Secretary, Intermediate School Principal Secretary, Middle School Principal Secretary, Ninth Grade Principal	



**Aledo Independent School District  
Clerical/Paraprofessional Pay Structure  
2015-2016**

**Pay Grade 5**

<b>Hourly</b>	<b><u>Minimum</u></b> <b>\$16.40</b>	<b><u>Midpoint</u></b> <b>\$20.01</b>	<b><u>Maximum</u></b> <b>\$23.61</b>
Accounts Payable Clerk LVN Secretary, Athletic Director Secretary, Child Nutrition		Secretary, High School Principal Secretary, Maintenance Secretary, Security/Technology Specialist, Human Resources	

**Pay Grade 6**

<b>Hourly</b>	<b><u>Minimum</u></b> <b>\$20.40</b>	<b><u>Midpoint</u></b> <b>\$24.01</b>	<b><u>Maximum</u></b> <b>\$27.61</b>
Secretary, Business Office Secretary, Executive Director		Specialist, Certification	

**Pay Grade 7**

<b>Hourly</b>	<b><u>Minimum</u></b> <b>\$24.49</b>	<b><u>Midpoint</u></b> <b>\$28.81</b>	<b><u>Maximum</u></b> <b>\$33.12</b>
Coordinator, District PEIMS		Coordinator, Payroll and Benefits	

**Pay Grade 8**

<b>Hourly</b>	<b><u>Minimum</u></b> <b>\$26.93</b>	<b><u>Midpoint</u></b> <b>\$31.68</b>	<b><u>Maximum</u></b> <b>\$36.43</b>
Secretary, Superintendent			



**Aledo Independent School District  
Auxiliary Pay Structure  
2015-2016**

**Pay Grade 1**

Hourly	<u>Minimum</u> \$9.27	<u>Midpoint</u> \$11.30	<u>Maximum</u> \$13.33
Child Nutrition Worker		Child Nutrition Asst Manager, High School	

**Pay Grade 2**

Hourly	<u>Minimum</u> \$12.04	<u>Midpoint</u> \$14.69	<u>Maximum</u> \$17.33
Child Nutrition Manager, Elementary School		General Maintenance Worker	
Child Nutrition Manager, Intermediate School		Warehouse Clerk, Shipping & Receiving	

**Pay Grade 3**

Hourly	<u>Minimum</u> \$14.46	<u>Midpoint</u> \$17.64	<u>Maximum</u> \$20.81
Child Nutrition Manager, High School		Child Nutrition Manager, Ninth Grade Campus	
Child Nutrition Manager, Middle School		Electrician/Plumber, Apprentice	

**Pay Grade 4**

Hourly	<u>Minimum</u> \$16.48	<u>Midpoint</u> \$20.10	<u>Maximum</u> \$23.71
Carpenter/Locksmith		Locksmith/IPM/Non-Comm Applicator	

**Pay Grade 5**

Hourly	<u>Minimum</u> \$18.95	<u>Midpoint</u> \$23.11	<u>Maximum</u> \$27.27
Electrician, Journeyman		Plumber, Master	
HVAC Technician		Police Officer	
Plumber, Journeyman			

**Pay Grade 6**

Hourly	<u>Minimum</u> \$22.37	<u>Midpoint</u> \$27.28	<u>Maximum</u> \$32.18
General Foreman			

Hourly	\$8.49
Lunch Room Monitor	



**Aledo Independent School District  
Extra Duty Stipends  
2015-2016**

<b>Athletics:</b>	
<b>Sport/Assignment</b>	<b>Amount</b>
Baseball, Assistant	\$5,000
Baseball, Head	\$8,500
Basketball, Assistant	\$5,000
Basketball, Head	\$8,500
Basketball, Middle School	\$3,000
Coordinator, High School	\$2,000
Coordinator, Middle School	\$2,000
Cross Country, Assistant	\$4,500
Cross Country, Head	\$6,500
Cross Country, Middle School	\$2,500
Football, Assistant, Freshman	\$6,500
Football, Assistant, Jr. Varsity	\$7,000
Football, Assistant, Varsity	\$7,500
Football, Coordinator	\$1,000
Football, Co-Coordinator	\$500
Football, Equipment Manager	\$1,000
Football, Middle School	\$5,500
Golf, Assistant	\$4,500
Golf, Head	\$7,500
Intramurals, Middle School	\$500
Powerlifting, Assistant	\$4,500
Powerlifting, Head	\$6,500
Soccer, Assistant	\$5,000
Soccer, Head	\$8,500
Softball, Assistant	\$5,000
Softball, Head	\$8,500
Swimming, Head	\$7,500
Tennis, Assistant	\$4,500
Tennis, Head	\$7,500
Tennis, Middle School	\$2,500
Track, Assistant	\$5,000
Track, Head	\$8,500
Track, Middle School	\$3,000
Trainer, Assistant	\$15,000
Trainer, Head	\$16,500
Volleyball, Assistant	\$5,000
Volleyball, Head	\$8,500
Volleyball, Middle School	\$3,000



**Aledo Independent School District  
Extra Duty Stipends  
2015-2016**

<b>Academics:</b>	
<b>Activity/Assignment</b>	<b>Amount</b>
Academic Decathlon	\$2,000
Department Chair, High School	\$1,200
Department Chair, Middle School	\$1,000
Department Chair, Ninth Grade Campus	\$1,000
Future Business Leaders	\$500
Future Farmers of America/Vocational Agriculture	\$11,000
Gifted & Talented Specialist, Middle School	\$500
Lead Counselor, High School	\$1,000
Lead Diagnostician	\$2,000
Lead Nurse	\$2,000
Lead Speech Language Pathologist	\$2,000
National Honor Society	\$1,000
National Junior Honor Society	\$1,500
Newspaper, High School	\$1,300
Newspaper, Middle School	\$500
Spelling Bee, Middle School	\$500
Student Council, High School	\$1,300
Student Council, Middle School	\$1,500
Student Council, Ninth Grade Campus	\$500
UIL Coordinator, Middle School	\$1,200
Web	\$500
Whiz Quiz	\$500
Yearbook, Elementary School	\$1,000
Yearbook, High School	\$2,000
Yearbook, Intermediate School	\$1,000
Yearbook, Middle School	\$1,850

<b>Performing Arts:</b>	
<b>Activity/Assignment</b>	<b>Amount</b>
Band, High School Assistant	\$8,000
Band, Middle School	\$7,000
Cheerleader, High School	\$5,000
Cheerleader, High School Assistant	\$2,500
Cheerleader, Middle School	\$2,500
Cheerleader, Ninth Grade Campus	\$3,500
Choir, High School	\$5,000
Drill Team, High School	\$2,000
One Act Play/Musical	\$4,000
Theater Arts, High School Assistant	\$2,000
Theater Arts, Middle School	\$1,000

