



## **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, 2024 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 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

### 2023-2024 New Hire Guide for Teachers, Librarians, and Nurses (RN)

Years of Experience	New Hire Salary	Daily Rate
0	\$60,000	\$320.86
1	\$60,200	\$321.93
2	\$60,400	\$322.99
3	\$60,600	\$324.06
4	\$60,800	\$325.13
5	\$61,000	\$326.20
6	\$61,200	\$327.27
7	\$61,400	\$328.34
8	\$61,711	\$330.01
9	\$62,391	\$333.64
10	\$63,171	\$337.81
11	\$63,371	\$338.88
12	\$63,571	\$339.95
13	\$63,771	\$341.02
14	\$63,992	\$342.20
15	\$64,672	\$345.84
16	\$64,872	\$346.91
17	\$65,133	\$348.30
18	\$65,513	\$350.34
19	\$65,893	\$352.37
20	\$66,574	\$356.01
21	\$66,774	\$357.08
22	\$67,034	\$358.47
23	\$67,414	\$360.50
24	\$67,795	\$362.54
25	\$68,175	\$364.57
26	\$68,555	\$366.60
27	\$68,935	\$368.64
28	\$69,315	\$370.67
29	\$69,696	\$372.71
30+	\$70,076	\$374.74

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

The salaries listed above are based on 10-month employment for the 2023-2024 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)**

**2023-2024 Administrative/Professional Pay Plan**  
 Carrollton-Farmers Branch ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>ADJ</b>			<b>Daily</b>	<b>\$213.90</b>	<b>\$267.37</b>	
	Adjunct Teacher	187	187 Days	40,000	-	50,000
	Intern	187	187 Days	40,000		
<b>1</b>			<b>Daily</b>	<b>\$265.95</b>	<b>\$318.50</b>	<b>\$371.05</b>
	Culinary Technician	226	187 Days	49,733	59,560	69,386
	Licensed Vocational Nurse	187	197 Days	52,392	62,745	73,097
	Purchasing Buyer (Contract Specialist)	226	215 Days	57,179	68,478	79,776
	SEL/Counseling Asst Specialist -	215	226 Days	60,105	71,981	83,857
	Language Services Translator	197				
	Curriculum Assistant	187				
<b>2</b>			<b>Daily</b>	<b>\$295.09</b>	<b>\$347.17</b>	<b>\$399.25</b>
	Attendance Officer	200	187 Days	55,182	64,921	74,660
	Behavior Specialist	187	188 Days	55,477	65,268	75,059
	Family Support Specialist	187	197 Days	58,133	68,392	78,652
	Licensed Chemical Dependency Counselor	188	200 Days	59,018	69,434	79,850
	Positive Behavior Facilitator	188	220 Days	64,920	76,377	87,835
	Registrar	220				
	School Age Parenting Program Instructor	187				
	Specialist-Elementary PE & Health	187				
	SpEd-Behavior Interventionist	200				
<b>2T</b>			<b>Daily</b>	<b>\$320.86</b>	<b>\$347.84</b>	<b>\$374.74</b>
	Academy Facilitator	212	187 Days	60,000	65,046	70,076
	Athletic Trainer	187	188 Days	60,321	65,394	70,451
	AVID Instructional Coach	202	197 Days	63,209	68,524	73,823
	Band - Head HS	220	200 Days	64,171	69,568	74,948
	Band - MS, HS Assistant	200	212 Days	68,022	73,742	79,444
	Behavior Resource Specialist	187	220 Days	70,588	76,525	82,442
	Coordinator - Campus Athletics MS	187				
	Elementary Dyslexia Interventionist	187				
	Nurse	187				
	Orchestra - HS Lead	190				
	ARD Facilitator	197				
	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	187				
	Teacher	187				
	Teacher - ROTC	220				
			<b>Hourly</b>	<b>\$40.11</b>	<b>\$43.48</b>	<b>\$46.84</b>

<b>3</b>	
Accountant	226
ARD Facilitator	193, 197
Coordinator - Behavior and Counseling	187
CCMR Dean	212
Diagnostician	193/198
Dyslexia Specialist	197
CTE Administrative Specialist	226
CTE Funding Facilitator	226
Early Literacy Coach - ES	197
Instructional Coach	187, 197
Instructional Specialist	197, 202, 212, 226
Occupational Therapist	188
Physical Therapist	210
Special Service Coach	197
School Psychologist	193
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
SpEd - Behavior Resource Specialist	187
Speech Pathologist	187
Supervisor - Natatorium	226
Title I Instructional Dean	197

Daily	\$328.00	\$383.62	\$439.24
<b>94 Days</b>	30,832	36,060	41,289
<b>178 Days</b>	58,384	68,284	78,185
<b>185 Days</b>	60,680	70,970	81,259
<b>187 Days</b>	61,336	71,737	82,138
<b>193 Days</b>	63,304	74,039	84,773
<b>196 Days</b>	64,288	75,190	86,091
<b>197 Days</b>	64,616	75,573	86,530
<b>198 Days</b>	64,944	75,957	86,970
<b>202 Days</b>	66,256	77,491	88,726
<b>205 Days</b>	67,240	78,642	90,044
<b>210 Days</b>	68,880	80,560	92,240
<b>212 Days</b>	69,536	81,327	93,119
<b>215 Days</b>	70,520	82,478	94,437
<b>226 Days</b>	74,128	86,698	99,268

Hourly	\$41.00	\$47.95	\$54.91
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<b>4</b>	
Asst Principal - ES	210
Behavioral Resource Specialist - Lead	210
Coordinator - Student Nutrition	226
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
Purchasing Buyer - Senior	226
School Psychologist - Lead	210
Specialist - Workers Compensation	226
Speech Pathologist - Lead	210

Daily	\$350.95	\$410.47	\$469.99
<b>107 Days</b>	37,552	43,920	50,289
<b>187 Days</b>	65,628	76,758	87,888
<b>188 Days</b>	65,979	77,168	88,358
<b>193 Days</b>	67,733	79,221	90,708
<b>198 Days</b>	69,488	81,273	93,058
<b>200 Days</b>	70,190	82,094	93,998
<b>205 Days</b>	71,945	84,146	96,348
<b>207 Days</b>	72,647	84,967	97,288
<b>210 Days</b>	73,700	86,199	98,698
<b>212 Days</b>	74,401	87,020	99,638
<b>220 Days</b>	77,209	90,303	103,398
<b>226 Days</b>	79,315	92,766	106,218

5	
Asst Director - Payroll	226
Asst Director - Transportation	226
Asst Principal - MS	210
Coordinator - Digital Media	226
Coordinator - Early Learning	226
Coordinator - Recruiting & Retention	226
Coordinator - Student Performance	226
Coordinator - Student Testing	226
Coordinator - World Languages	226
Project Manager - Construction	226
Specialist - Community Relations	226

Daily	\$375.52	\$439.20	\$502.88
<b>187 Days</b>	70,222	82,130	94,039
<b>210 Days</b>	78,859	92,232	105,605
<b>226 Days</b>	84,868	99,259	113,651

6	
Accountant - Senior	226
Asst Principal - HS	212
Coordinator - Campus Athletics - HS	226
Coordinator - CCMR	226
Coordinator - CTE	226
Coordinator - Dual Credit	226
Coordinator - Emp Benefits/Risk Management	226
Coordinator - Federal Funds	226
Coordinator - Fine Arts	226
Coordinator - Marketing	226
Coordinator - School Counseling & Avid	226
Director - Assessment/Special Services	226
Director - Behavior and MTSS	226
Director - Bilingual/ESL Elementary	226
Director - Centralized Services	226
Director - Child Development Center	215
Director - Dyslexia/504	226
Director - English/Lang Arts	226
Director - Instructional Support and Inclusion	226
Director - Math	226
Director - Mental Health and Behavior	226
Director - Science Pre-K-12	226
Director - Social Studies Pre-K-12	226
Director - Special Services	226
Director - The Education Foundation	226
Purchasing Supervisor	226
Supervisor - District Records	226
Tax Assessor	226

Daily	\$401.80	\$469.94	\$538.08
<b>212 Days</b>	85,182	99,627	114,073
<b>215 Days</b>	86,387	101,037	115,687
<b>226 Days</b>	90,807	106,206	121,606

7	
Assoc Principal - HS	220
Asst Director - Athletics	226
Asst Director - Budget	226
Asst Director - Finance	226
Director - Health Services	226
Director - Personnel	226

Daily	\$431.94	\$505.19	\$578.44
<b>220 Days</b>	95,027	111,142	127,257
<b>226 Days</b>	97,618	114,173	130,727

<b>8</b>		<b>Daily</b>	<b>\$466.50</b>	<b>\$545.61</b>	<b>\$624.72</b>
Director - After School Program	226	<b>217 Days</b>	101,231	118,397	135,564
Director - Assessment & Accountability	226	<b>226 Days</b>	105,429	123,308	141,187
Director - Bilingual/ESL	226				
Director - Facility Services	226				
Director - Federal Funds	226				
Director - Finance Reporting	226				
Director - Fine Arts	226				
Director - Payroll	226				
Director - Planning & Facility Project Manager	226				
Director - Purchasing	226				
Director - School Safety & Security	226				
Director - Student Nutrition	226				
Director - Student Services	226				
Director - Transportation	226				
Principal - AEP	226				
Principal - ES	217				

<b>9</b>		<b>Daily</b>	<b>\$518.49</b>	<b>\$602.90</b>	<b>\$687.31</b>
Director - Athletics	226	<b>226 Days</b>	117,179	136,255	155,332
Director - Finance	226				
Director - Human Resources	226				
Exec Director - Advanced Academic & World Languages	226				
Exec Director - Budget & Financial Services	226				
Exec Director - School Safety & Security	226				
Principal - ECHS	226				
Principal - MS	226				

<b>10</b>		<b>Daily</b>	<b>\$554.79</b>	<b>\$645.10</b>	<b>\$735.41</b>
Chief Communications Officer	226	<b>226 Days</b>	125,383	145,793	166,203
Chief School Leadership Officer	226				
Chief SEL & Postsecondary Readiness Officer	226				
Chief Strategic Initiatives Officer	226				
Principal - HS	226				

<b>11</b>		<b>Daily</b>	<b>\$660.20</b>	<b>\$767.67</b>	<b>\$875.14</b>
Asst Superintendent	226	<b>226 Days</b>	149,205	173,493	197,782
Chief Data & Technology Officer	226				
Executive Construction Officer	226				

<b>12</b>		<b>Daily</b>	<b>\$779.03</b>	<b>\$905.85</b>	<b>\$1,032.67</b>
Chief Financial Officer	226	<b>226 Days</b>	176,061	204,722	233,383
Deputy Superintendent	226				

**2023-2024 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 \$17.00</b>	<b>\$20.25</b>	<b>\$23.50</b>
	Campus Office Clerk - MS	195	<b>188 Days</b>	25,568	30,456
	Clerk - Diagnostician	194, 198, 220	<b>190 Days</b>	25,840	30,780
	Clerk - Receptionist	188, 194	<b>194 Days</b>	26,384	31,428
	SP - Receptionist	205	<b>195 Days</b>	26,520	31,590
			<b>198 Days</b>	26,928	32,076
			<b>205 Days</b>	27,880	33,210
			<b>220 Days</b>	29,920	35,640
					41,360
<b>2</b>					
	Clerk - Attendance MS	195	<b>Hourly \$17.95</b>	<b>\$21.37</b>	<b>\$24.79</b>
	Clerk - Counselor HS	198	<b>195 Days</b>	28,002	33,337
	Clerk - Counselor MS	195	<b>198 Days</b>	28,433	33,850
	Clerk - Special Education	202	<b>202 Days</b>	29,007	34,534
	Clerk - Student Services MS	195			40,061
<b>3</b>					
	Clerk - Attendance HS	194	<b>Hourly \$18.95</b>	<b>\$22.56</b>	<b>\$26.17</b>
	Clerk - Records	194, 210, 220, 226	<b>194 Days</b>	29,410	35,013
	Clerk - SP Records	226	<b>210 Days</b>	31,836	37,901
			<b>220 Days</b>	33,352	39,706
			<b>226 Days</b>	34,262	40,788
					47,315
<b>4</b>					
	Clerk - Bookkeeper	210	<b>Hourly \$20.00</b>	<b>\$23.81</b>	<b>\$27.62</b>
	Clerk - Career Tech	226	<b>187 Days</b>	29,920	35,620
	Clerk - ESL Student Testing	226	<b>209 Days</b>	33,440	39,810
	Clerk - Fine Arts	226	<b>210 Days</b>	33,600	40,001
	Clerk - Itinerant	226	<b>220 Days</b>	35,200	41,906
	Clerk - LPAC/Bil/ESL	187	<b>226 Days</b>	36,160	43,048
	Clerk - Media	220			49,937
	Clerk - NWTEC	226			
	Clerk - Records Mgmt	226			
	Clerk - Transportation	226			
	Specialist - Campus PEIMS	209, 210			



5	
Clerk - Data Entry Bilingual	226
Clerk - SNS Meal Benefits	226
Clerk - SNS Personnel/Payroll	226
Clerk - SNS Purchasing	226
Clerk - SP Purchasing	226
Clerk - Receptionist/HR Admin Bldg	226
Secretary - Advanced Academics	226
Secretary - Assoc Principal	220
Secretary - Distribution Center	226
Secretary - Facility Svc	226
Secretary - Principal Alt	210
Secretary - Principal ES	217
Secretary - Principal MS	220
Secretary - SP Supervisor	226
Secretary - Transportation Payroll	226

Hourly	\$21.10	\$25.12	\$29.14
<b>210 Days</b>	35,448	42,202	48,955
<b>217 Days</b>	36,630	43,608	50,587
<b>220 Days</b>	37,136	44,211	51,286
<b>226 Days</b>	38,149	45,417	52,685

6	
Secretary - ATB	226
Secretary - Athletics Director	226
Secretary - Director	175, 187, 219, 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	\$22.47	\$26.75	\$31.03
<b>175 Days</b>	31,458	37,450	43,442
<b>187 Days</b>	33,615	40,018	46,421
<b>219 Days</b>	39,367	46,866	54,365
<b>226 Days</b>	40,626	48,364	56,102

7	
Clerk - Payroll	226
Clerk - Tax Office	226
Secretary - COO and Bonds	226
Secretary - Exec Director	226
Specialist II- Accounts Payable	226
Specialist - SNS Accounts	226
Specialist II - Substitute Mgmt	226

Hourly	\$24.72	\$29.43	\$34.14
<b>226 Days</b>	44,694	53,209	61,725

8	
Public Records Specialist	226
Purchasing Agent	226
Secretary - Chief	226
Secretary - Asst Supt	226
Specialist - Emp Benefits	226

Hourly	\$28.18	\$33.55	\$38.92
<b>226 Days</b>	50,949	60,658	70,367

Specialist II - Payroll	226
Specialist - Personnel Records	226
Specialist - Personnel Records AUX	226
Specialist - Records Management	226
Specialist - Student Testing Asst	226

<b>9</b>
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Internal Accounting Specialist	226
Payroll Specialist III	226

<b>Hourly</b>	<b>\$32.41</b>	<b>\$37.63</b>	<b>\$43.15</b>
<b>226 Days</b>	58,597	68,035	78,015

<b>10</b>
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Secretary - Board of Trustees	226
Secretary - Superintendent	226

<b>Hourly</b>	<b>\$35.94</b>	<b>\$42.78</b>	<b>\$49.62</b>
<b>226 Days</b>	64,980	77,346	89,713

**2023-2024 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>\$14.50</b>	<b>\$16.75</b>	<b>\$19.00</b>
			<b>190 Days</b>	22,040	25,460	28,880
<b>2</b>	Assistant - Behavior Title I	187	<b>Hourly</b>	<b>\$15.00</b>	<b>\$17.76</b>	<b>\$20.52</b>
	Assistant - Bilingual	187	<b>187 Days</b>	22,440	26,569	30,698
	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>\$15.75</b>	<b>\$18.65</b>	<b>\$21.55</b>
	Assistant - Clinic Floater	187	<b>187 Days</b>	23,562	27,900	32,239
	SP Assistant - Bilingual Speech	187				
	SP Assistant - CM	187				
	SP Assistant - CM Resource	187				
	SP Assistant - ECSE	187				
	SP Assistant - MOU	187				
	SP Assistant - STEP	187				
<b>4</b>	Assistant - Clinic HS (licensed CMA/CNA)	187	<b>Hourly</b>	<b>\$17.00</b>	<b>\$20.05</b>	<b>\$23.10</b>
	Assistant - Computer Lab HS	187	<b>187 Days</b>	25,432	29,995	34,558
	Assistant - Parent & Community - Title I	187				
	SP Assistant - AA	187				
	SP Assistant - Academic Bridging Class (ABC)	187				
	SP Assistant - Autism / Communications	187				
	SP Assistant - Developmental Ctr	187				
	SP Assistant - Fundamentals	187				
	SP Assistant - Inclusion	187				
	SP Assistant - Instructional Recovery	187				
	SP Assistant - Job Coach	187				
	SP Assistant - MAC	187				
	SP Assistant - PAS	187				
	SP Assistant - Support Center	187				
	SP Assistant - VAC	187				
	SP Assistant - Visually Impaired	187				

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

<b>Hourly</b>	<b>\$18.81</b>	<b>\$22.26</b>	<b>\$25.71</b>
<b>187 Days</b>	28,140	33,301	38,462

<b>6</b>		
Day Care - Teacher		190
Specialist - Positive Action Center		186, 187

<b>Hourly</b>	<b>\$21.57</b>	<b>\$25.38</b>	<b>\$29.19</b>
<b>186 Days</b>	32,096	37,765	43,435
<b>187 Days</b>	32,269	37,968	43,668
<b>190 Days</b>	32,786	38,578	44,369

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

<b>Hourly</b>	<b>\$26.97</b>	<b>\$31.73</b>	<b>\$36.49</b>
<b>198 Days</b>	42,720	50,260	57,800

<b>8</b>		
Certified Occupational Therapy Asst		187
Physical Therapist Asst		188

<b>Daily</b>	<b>\$270.80</b>	<b>\$318.56</b>	<b>\$366.32</b>
<b>187 Days</b>	50,640	59,571	68,502
<b>188 Days</b>	50,910	59,889	68,868

**2023-2024 Technology Pay Plan**  
 Carrollton-Farmers Branch ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$25.00</b>	<b>\$30.00</b>	<b>\$35.00</b>
	Specialist - Computer Help Desk	226	<b>226 Days</b>	45,200	54,240	63,280
	Specialist - IT Warehouse	226				
<b>3</b>			<b>Hourly</b>	<b>\$28.15</b>	<b>\$33.71</b>	<b>\$39.27</b>
	Database Manager	226	<b>226 Days</b>	50,895	60,948	71,000
<b>4</b>			<b>Hourly</b>	<b>\$29.83</b>	<b>\$35.73</b>	<b>\$41.63</b>
	Specialist - Cabling Tech	226	<b>226 Days</b>	53,933	64,600	75,267
	Specialist - Computer Tech III	226				
<b>5</b>			<b>Daily</b>	<b>\$263.73</b>	<b>\$315.85</b>	<b>\$367.97</b>
	Specialist - Student Data	226	<b>226 Days</b>	59,603	71,382	83,161
	Specialist - AV Systems Transportation	226				
	Specialist - Digital and Social Media	226				
	Specialist - Instructional Materials	226				
	Professional Cataloger	226				
<b>6</b>			<b>Daily</b>	<b>\$290.11</b>	<b>\$347.44</b>	<b>\$404.77</b>
	AV Systems Administrator	187	<b>187 Days</b>	54,251	64,971	75,692
	Computer Systems Administrator	206	<b>190 Days</b>	55,121	66,014	76,906
	District Registrar	226	<b>206 Days</b>	59,763	71,573	83,383
	Security Systems Engineer	226	<b>226 Days</b>	65,565	78,521	91,478
	SNS - Technology Engineer	226				
	Specialist - Stream	190				
	Specialist - Instructional Technology	187				
<b>7</b>			<b>Daily</b>	<b>\$307.52</b>	<b>\$368.29</b>	<b>\$429.06</b>
	Lead Computer Systems Administrator	226	<b>226 Days</b>	69,500	83,234	96,968
	Specialist - Asst Network Systems	226				
	Specialist - Telecom & Finance	226				
	Student Info Systems Analyst	226				
	Web Analyst	226				
<b>8</b>			<b>Daily</b>	<b>\$325.98</b>	<b>\$390.39</b>	<b>\$454.80</b>
	Specialist - Digital Learning	202, 226	<b>197 Days</b>	64,218	76,906	89,595
	Specialist - Instructional Technology	197	<b>202 Days</b>	65,848	78,859	91,870
	Technology Specialist - Resource Acquisition	226	<b>226 Days</b>	73,671	88,228	102,785

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

<b>Daily</b>	<b>\$358.57</b>	<b>\$429.43</b>	<b>\$500.29</b>
<b>226 Days</b>	81,037	97,051	113,066

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

<b>Daily</b>	<b>\$430.29</b>	<b>\$515.32</b>	<b>\$600.35</b>
<b>226 Days</b>	97,246	116,462	135,679

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

<b>Daily</b>	<b>\$518.49</b>	<b>\$602.90</b>	<b>\$687.31</b>
<b>226 Days</b>	117,178	136,255	155,332

## 2023-2024 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>\$14.50</b>	<b>\$17.00</b>	<b>\$19.50</b>
	Custodian	260, 261	<b>180 Days</b>	20,880	24,480	28,080
	MPV Driver I	180	<b>260 Days</b>	30,160	35,360	40,560
	Transportation - Driver Trainee	180, 261	<b>261 Days</b>	30,276	35,496	40,716
<b>2</b>						
	Custodian - Flex Crew	261	<b>Hourly</b>	<b>\$15.25</b>	<b>\$18.28</b>	<b>\$21.31</b>
	General Maint Assistant	261	<b>261 Days</b>	31,842	38,169	44,495
	Groundskeeper	261				
<b>3</b>						
	Custodian - Head Admin Bldg	261	<b>Hourly</b>	<b>\$16.41</b>	<b>\$19.65</b>	<b>\$22.89</b>
	Custodian - Head ES	261	<b>181 Days</b>	23,762	28,453	33,145
	Custodian - Head Flex Crew	261	<b>191 Days</b>	25,074	30,025	34,976
	Custodian - Head Kelly PreK	261	<b>261 Days</b>	34,264	41,029	47,794
	Custodian - Lead CLC Bldg	261				
	Custodian - Lead MS	261				
	Grounds - Crew Leader	261				
	Plumber Apprentice	261				
	Plumber Tech I	261				
	SNS - Production Asst	181				
	SNS - Transportation Lead	191				
<b>4</b>						
	Custodian - Head MS	261	<b>Hourly</b>	<b>\$18.05</b>	<b>\$21.62</b>	<b>\$25.19</b>
	Custodian - Lead HS	195, 261	<b>191 Days</b>	27,580	33,035	38,490
	Electrical Tech II	261	<b>195 Days</b>	28,158	33,727	39,296
	General Maint Worker	261	<b>226 Days</b>	32,634	39,089	45,544
	Grounds - Equipment Operator	261	<b>261 Days</b>	37,688	45,143	52,597
	Grounds - Irrigator	261				
	Grounds - Lead Athletics	261				
	HVAC Tech I	261				
	Lead Support - Distribution Center	261				
	Maintenance - Floater	261				

Painter	261
SNS - Manager Trainee	191
Support - Distribution Warehouse	261
Transportation Safety Specialist	226
Transportation Sub Driver	184

<b>5</b>
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Custodian - Head HS	261
Custodian - Rover	261
Distribution Center - Inventory Control	261
Grounds - Equipment Operator	261
Grounds - Technician	261
IPM Tech II	261
MPV Driver II	180
Parts Inventory Specialist	226
Roofer	261
Security Specialist II	226, 261
Security Specialist II - Rover	261
SNS - Equipment Specialist	261
SNS - Manager ES	186
Transportation - Tech II	226

Hourly	\$19.75	\$23.68	\$27.61
<b>180 Days</b>	28,440	34,099	39,758
<b>186 Days</b>	29,388	35,236	41,084
<b>191 Days</b>	30,178	36,183	42,188
<b>226 Days</b>	35,708	42,813	49,919
<b>261 Days</b>	41,238	49,444	57,650

<b>6</b>
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Bus Driver	180
Carpenter	261
Custodian - Lead Rover	189, 261
General Maint - Lead	261
Grounds - Equip Tech Lead	261
HVAC - Tech II	261
Locksmith	261
Routing Specialist - Transportation	226
SNS - Manager MS	186
Transportation - Training Lead	226
Transportation Dispatcher	226

Hourly	\$21.50	\$25.93	\$30.36
<b>180 Days</b>	30,960	37,339	43,718
<b>186 Days</b>	31,992	38,584	45,176
<b>189 Days</b>	32,508	39,206	45,904
<b>226 Days</b>	38,872	46,881	54,891
<b>261 Days</b>	44,892	54,142	63,392

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Electrical Fire Alarm Tech	261
Electrical Tech III	261
HVAC Tech III	261
Plumber Journeyman	261
Plumbing - Backflow Tech	261
Recruiting Specialist - Transportation	226
Routing Supervisor - Transportation	226
SNS - Manager HS	186
Transportation - Tech III	226

Hourly	\$24.25	\$29.04	\$33.83
<b>186 Days</b>	36,084	43,212	50,339
<b>226 Days</b>	43,844	52,504	61,165
<b>261 Days</b>	50,634	60,636	70,637



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

<b>Hourly</b>	<b>\$27.15</b>	<b>\$32.52</b>	<b>\$37.89</b>
<b>220 Days</b>	47,784	57,235	66,686
<b>226 Days</b>	49,087	58,796	68,505
<b>261 Days</b>	56,689	67,902	79,114

<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
Lead Security Specialist	261
Mechanical - Dept Head	261
Plumbing - Dept Head	261
School Safety & Security - Dept head	261
SNS - Supervisor I	226
Supervisor - School Safety & Security Technology	261
Supervisor - Warehouse	226
Transportation - Shop Foreman	226

<b>Daily</b>	<b>\$260.68</b>	<b>\$312.19</b>	<b>\$363.70</b>
<b>195 Days</b>	50,833	60,877	70,922
<b>226 Days</b>	58,914	70,555	82,196
<b>261 Days</b>	68,037	81,482	94,926



CARROLLTON-FARMERS BRANCH ISD

## 2023-2024 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	\$1000
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 – 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	\$1000
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 (if fully certified, and work with Bilingual assessment 75% to 100% of time) \$3000 (if fully certified, and work with Bilingual assessment less than 75%)
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	\$350
Special Ed – Adaptive PE	\$1050
Special Ed - Visually Impaired Teacher	\$1545 (not fully certified full year) \$3085 (fully certified by Sept. of each year)
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 Associate Superintendent)	TBD

<b>SUPPLEMENTAL PAY AMOUNTS (INFREQUENT DUTIES)</b>		
<b>2023-2024</b>		
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
	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
	Academic UIL Campus Coordinator - Middle School	\$300.00 flat rate
Assessment & Accountability	CBE Test Administrator	\$26.00 per hour
	District Test Asst.	\$16.00 per hour
	District Test Asst/Retiree	Midpoint of CT4
	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
	Bilingual Certification	\$750.00 flat rate
	ESL University Intern	\$16.00 per hour
	ESL Certification	\$350.00 flat rate
	Literacy Night - Presenter	\$26.00 per hour
	LPAC Professional	\$26.00 per hour
	Prof - Extra Duty	\$26.00 per hour
Campus/Dept - Other	Child Care Provider	\$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	\$13.00 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
	Saturday School - Teacher	\$26.00 per hour
	Saturday School - Administrator	\$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	\$36.00 per hour
	Interpreter Message Call	\$6.50 flat rate
Detention/Absence Make-up	Para-Detention/Absence Makeup	\$16.00 per hour
	Prof-Detention/Absence Makeup/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
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	Midpoint of CT4
	Clerical Help - Temp	\$16.00 per hour
	Clinic Aide - Sub	\$16.00 per hour
	Custodial Extra Support	Midpoint of MT1
	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,	Minimum of PA3
	Security Substitute	Midpoint of MT5
	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 minimum
	Library - Extra	\$16.00 per hour
	Aide Substitute	\$115.00 per day

	Aide - Long Term (16+ days)	\$120.00 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	\$16.00 per hour
	Retention Incentive	Not to exceed 1.5 million
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	\$16.00 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	Minimum of MT3
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	\$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	\$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	\$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	MT5 Midpoint
	Service Center Holiday Help	\$12.50 per hour
Unforeseen Circumstances (Approved by Deputy Superintendent)		TBD