

2016-2017 Compensation Plan
BACHELOR's Schedule
Teachers, Nurses, Librarians and Other Instructional Professionals

Step	DAILY RATE	ANNUAL SALARY
0	\$272.73	51,000
1	\$279.41	52,250
2	\$287.97	53,850
3	\$294.39	55,050
4	\$297.59	55,650
5	\$300.96	56,280
6	\$302.57	56,580
7	\$303.64	56,780
8	\$304.81	57,000
9	\$305.88	57,200
10	\$306.95	57,400
11	\$308.02	57,600
12	\$309.09	57,800
13	\$310.16	58,000
14	\$311.23	58,200
15	\$312.30	58,400
16	\$313.37	58,600
17	\$316.84	59,250
18	\$318.18	59,500
19	\$320.01	59,841
20	\$323.91	60,571
21	\$326.76	61,105
22	\$331.55	62,000
23	\$332.28	62,136
24	\$335.01	62,646
25	\$340.48	63,669
26	\$344.65	64,449
27	\$352.94	66,000
28	\$354.01	66,200
29	\$357.37	66,828
30	\$361.60	67,620
31	\$366.37	68,511
32	\$370.74	69,328
33	\$374.42	70,016
34	\$379.27	70,923
35	\$384.10	71,826
36	\$389.01	72,744
37	\$392.83	73,459
38	\$394.45	73,763
39	\$395.83	74,020
40	\$396.91	74,223

2016-2017 Compensation Plan
MASTER'S Schedule
Teachers, Nurses, Librarians, and Other Instructional Professionals

Step	DAILY RATE	ANNUAL SALARY
0	\$280.75	52,500
1	\$287.43	53,750
2	\$295.99	55,350
3	\$302.41	56,550
4	\$305.74	57,174
5	\$309.91	57,954
6	\$310.99	58,155
7	\$311.66	58,280
8	\$312.83	58,500
9	\$313.90	58,700
10	\$314.97	58,900
11	\$316.04	59,100
12	\$317.11	59,300
13	\$318.18	59,500
14	\$319.25	59,700
15	\$320.32	59,900
16	\$324.06	60,600
17	\$327.54	61,250
18	\$328.88	61,500
19	\$330.70	61,841
20	\$334.60	62,571
21	\$337.46	63,105
22	\$342.25	64,000
23	\$342.97	64,136
24	\$345.70	64,646
25	\$351.17	65,669
26	\$358.02	66,949
27	\$366.31	68,500
28	\$367.38	68,700
29	\$370.74	69,328
30	\$374.97	70,120
31	\$379.74	71,011
32	\$385.18	72,028
33	\$388.86	72,716
34	\$393.71	73,623
35	\$398.53	74,526
36	\$403.44	75,444
37	\$407.27	76,159
38	\$408.89	76,463
39	\$410.27	76,720
40	\$411.35	76,923

2016-2017 Compensation Plan
DOCTORATE Schedule
Teachers, Nurses, Librarians and Other Instructional Professionals

Step	DAILY RATE	ANNUAL SALARY
0	\$291.44	54,500
1	\$298.13	55,750
2	\$306.68	57,350
3	\$313.10	58,550
4	\$316.44	59,174
5	\$320.61	59,954
6	\$321.68	60,155
7	\$322.35	60,280
8	\$323.53	60,500
9	\$324.60	60,700
10	\$325.67	60,900
11	\$326.74	61,100
12	\$327.81	61,300
13	\$328.88	61,500
14	\$329.95	61,700
15	\$331.02	61,900
16	\$334.76	62,600
17	\$338.24	63,250
18	\$339.57	63,500
19	\$341.40	63,841
20	\$345.30	64,571
21	\$348.16	65,105
22	\$352.94	66,000
23	\$353.67	66,136
24	\$356.40	66,646
25	\$361.87	67,669
26	\$368.71	68,949
27	\$377.01	70,500
28	\$378.07	70,700
29	\$381.43	71,328
30	\$385.67	72,120
31	\$390.43	73,011
32	\$395.87	74,028
33	\$399.55	74,716
34	\$404.40	75,623
35	\$409.23	76,526
36	\$414.14	77,444
37	\$417.96	78,159
38	\$419.59	78,463
39	\$420.96	78,720
40	\$422.05	78,923

2016-2017 Compensation Plan
ADMINISTRATIVE/PROFESSIONAL SALARY SCHEDULE

Pay Grade 01		Minimum	Midpoint	Maximum	Increase 4%
Daily Rate		\$208.08	253.75	\$299.43	\$10.15
200	Days	\$41,615	50,750.00	\$59,885	\$2,030
216	Days	\$44,944	54,810.00	\$64,676	\$2,192
230	Days	\$47,857	58,362.50	\$68,868	\$2,335
261	Days	\$54,308	66,228.75	\$78,150	\$2,649

Coordinator, Program and Events (230)
 Dietician (Registered) (230)
 District Textbook Manager (230)
 HIPPY EC Specialist (200)
 Operations and Events Manager (261)
 Reg Compliance/Training Coordinator (261)
 Science Center Manager (230)
 Supervisor, Food Service (230)
 Warehouse Manager (261)

Pay Grade 02		Minimum	Midpoint	Maximum	Increase 3.5%
Daily Rate		\$245.53	299.43	\$353.32	\$10.48
187	Days	\$45,914	55,992.48	\$66,071	\$1,960
198	Days	\$48,615	59,287.15	\$69,957	\$2,075
200	Days	\$49,106	59,885.00	\$70,664	\$2,096
220	Days	\$54,016	65,873.50	\$77,731	\$2,306
230	Days	\$56,472	68,867.75	\$81,264	\$2,410
261	Days	\$64,083	78,149.93	\$92,217	\$2,735

Accountant, Federal Funds (230)
 Accountant, Payroll (230)
 Assistive Technology Specialist (198)
 Certification Officer (230)
 Construction Project Manager (261)
 Coordinator, Communication (230)
 Coordinator, Graphics and Webpage (230)
 Coordinator, Homeless Education (220)
 Coordinator, Partnerships In Education (220)
 Energy Manager (261)
 Facility Planner (261)
 Human Resources Generalist (230)
 Manager, Grounds & Environmental Quality (261)
 Manager, Maintenance (261)
 Manager, Security and Transportation (261)
 Occupational Therapist Assistant (187)
 Purchasing Supervisor (230)
 Social Worker (187)
 Supervisor, Accounting (230)
 Technology Supervisor, Food Service (230)
 Translator (230)
 Video Production Specialist (230)

2016-2017 Compensation Plan
ADMINISTRATIVE/PROFESSIONAL SALARY SCHEDULE

Pay Grade 03		Minimum	Midpoint	Maximum	Increase 3.5%
Daily Rates		\$284.21	338.35	\$392.49	\$11.84
187	Days	\$53,147	63,271.50	\$73,396	\$2,215
192	Days	\$54,568	64,963.25	\$75,358	\$2,274
195	Days	\$55,421	65,978.30	\$76,536	\$2,309
198	Days	\$56,274	66,993.35	\$77,713	\$2,345
200	Days	\$56,842	67,670.05	\$78,498	\$2,368
205	Days	\$58,263	69,361.80	\$80,461	\$2,428
210	Days	\$59,684	71,053.55	\$82,423	\$2,487
220	Days	\$62,526	74,437.06	\$86,348	\$2,605
230	Days	\$65,368	77,820.56	\$90,273	\$2,724

Administrative Attendance Manager (220)

Asst. Director, Food Service (230)

Asst. Principal, Early Childhood (200)

Asst. Principal, Elementary (210)

Avid Coordinator (220)

Coordinator, Parent/SS, HIPPPY & ECEd (220)

Coordinator, TAPPS/Foster Care (220)

Coordinator, Virtual Learning (230)

Counselors, Elementary/Early Childhood School (195)

Counselors, High School (205)

Counselors, Middle School (200)

Diagnostician (198)

Director, Tax Office Operations (230)

Investment/Federal Funds Mgr (230)

Licensed Spec School Psychologist (198)

Manager, AEL Grant Program (230)

Occupational Therapist (187)

Orientation and Mobility Specialist (187)

Payroll Supervisor (230)

Physical Therapist (187)

Program Evaluation Specialist (230)

Specialist, Grant Services (230)

Speech Pathologist (192)

Student Services Specialist (195)

Technical Writer (230)

Transition Specialist (198)

Pay Grade 04		Minimum	Midpoint	Maximum	Increase 3%
Daily		\$306.96	365.42	\$423.88	\$10.96
187	Days	\$57,401	68,224.00	\$79,266	\$2,050
220	Days	\$67,530	80,392.47	\$93,255	\$2,412
230	Days	\$70,600	84,046.67	\$97,493	\$2,521

Assistant Director, Communications (230)

Asst. Principal, Alternative Campus (220)

Asst. Principal, Middle School (220)

Internal Auditor (230)

2016-2017 Compensation Plan
ADMINISTRATIVE/PROFESSIONAL SALARY SCHEDULE

Pay Grade 05		Minimum	Midpoint	Maximum	Increase 3%
Daily		\$331.51	394.65	\$457.80	\$11.84
210	Days	\$69,617	82,876.50	\$96,138	\$2,486
220	Days	\$72,932	86,823.51	\$100,715	\$2,605
225	Days	\$74,590	88,796.77	\$103,004	\$2,664
230	Days	\$76,247	90,770.03	\$105,293	\$2,723

Assoc. Principal, High School (225)
 Asst. Principal, High School (220)
 Asst. Principal, Singley Academy (220)
 Coordinating Principal (220)
 Coordinator, Advanced Academics & LOTE (220)
 Coordinator, Assessment (230)
 Coordinator, At Risk Services (230)
 Coordinator, Career & Technology (220)
 Coordinator, Gifted and Talented Services (220)
 Coordinator, Human Resources (230)
 Coordinator, Instructional Technology (230)
 Coordinator, Living Labs (230)
 Coordinator, Parent Involvement (220)
 Coordinator, Physical Education (220)
 Coordinator, Special Education (220)
 Coordinator, Staff Development (220)
 Coordinator, World Languages and Migrant Services (220)
 Instructional Coordinator (220)
 Intervention Coordinator (220)
 Supervisor, Document Services and Fixed Assets (230)
 Supervisor, School For The Deaf (210)

Pay Grade 06		Minimum	Midpoint	Maximum	Increase 3%
Daily		\$358.03	426.23	\$494.43	\$12.79
220	Days	\$78,767	93,770.37	\$108,774	\$2,813
230	Days	\$82,347	98,032.66	\$113,718	\$2,941

Assistant Director, Fine Arts (230)
 Director, Language and Parent Services (230)
 Director, Clinic & Health Svcs (230)
 Director, Data Management Services and PEIMS
 Director, Purchasing & Inventory (230)
 Principal, Early Childhood (220)
 Principal, Elementary (220)
 Risk Manager (230)
 Stadium Crd/Asst Ath Dir (230)

Pay Grade 07		Minimum	Midpoint	Maximum	Increase 3%
Daily		\$386.67	460.32	\$533.97	\$13.81
225	Days	\$87,002	103,572.63	\$120,144	\$3,107
230	Days	\$88,935	105,874.24	\$122,813	\$3,176

Athletic Coordinator (230)
 Director, Facilities (230)
 Director, Guidance and Counseling (230)

**2016-2017 Compensation Plan
ADMINISTRATIVE/PROFESSIONAL SALARY SCHEDULE**

Director, Campus Operations & Attendance PK-12 (230)
 Director, Career & Tech Ed (230)
 Director, Compensation, Benefits & HRIS (230)
 Director, Digital Development and Learning Resources (230)
 Director, Fixed Assets & Records Mgmt (230)
 Director, Food Service (230)
 Director, School Safety & Security (230)
 Director, State and Federal Programs (230)
 Director, Student Assessment (230)
 Principal, Alternative Campus (225)
 Principal, Middle School (225)
 School Attorney (230)

Pay Grade 08		Minimum	Midpoint	Maximum	Increase 3%
Daily		\$417.60	497.15	\$576.69	\$14.91
225	Days	\$93,960	111,858.08	\$129,756	\$3,356
230	Days	\$96,048	114,343.81	\$132,639	\$3,430

Principal, Singley Academy (225)
 Director, Business Operations (230)
 Director, Fine Arts (230)
 Director of Special Education (230)

Pay Grade 09		Minimum	Midpoint	Maximum	Increase 3%
Daily		\$451.01	536.91	\$622.82	\$16.11
225	Days	\$101,476	120,805.81	\$140,135	\$3,624
230	Days	\$103,731	123,490.38	\$143,250	\$3,705

Director, Athletics (230)
 Director, Human Resources (230)
 Div. Director (230)
 Div. Director of Communications (230)
 Div. Director, Curriculum & Instruction (230)
 Div. Director, Facilities and School Support Services (230)
 Div. Director, K- 8 (East/West) (230)
 Div. Director, Plan/Eval/Research (230)
 Div. Director, Specialized Learning Services (230)
 Div. Director, Technology Services
 Principal, High School (225)

Pay Grade 10		Minimum	Midpoint	Maximum	Increase 3%
Daily		\$496.11	590.61	\$685.10	\$17.72
230	Days	\$114,106	135,839.89	\$157,574	\$4,075

Asst. Superintendent, School Leadership and Development (230)
 Chief Legal Counsel/Attorney (230)

Pay Grade 11		Minimum	Midpoint	Maximum	Increase 3%
Daily		\$634.90	738.26	\$841.62	\$22.15
230	Days	\$146,028	169,799.86	\$193,572	\$5,094

Assoc. Superintendent of Academic Services (230)
 Assoc. Superintendent of Human Resources (230)
 Chief Financial Officer (230)

2016-2017 Compensation Plan
PARAPROFESSIONAL PAY SCHEDULE

Pay Grade 030		Minimum	Midpoint	Maximum	Increase 9%
	Hourly Rate	\$11.59	\$14.49	\$17.40	\$1.30
176	Days	\$16,315	\$20,408	\$24,501	\$1,837
187	Days	\$17,334	\$21,683	\$26,032	\$1,951
230	Days	\$21,320	\$26,669	\$32,018	\$2,400

Aide, Bilingual (187)
 Aide, ESL (187)
 Aide, General (187)
 Aide, General - Non-Instruction (187)
 Aide, Head Start Bil Pre-K (187)
 Aide, Head Start Pre-K/ESL (187)
 Aide, In-School Suspension (187)
 Aide, Physical Education (187)
 Aide, Pre-Kindergarten/ESL (187)
 Aide, Special Ed (187)
 Aide, Special Ed Deaf (187)
 Aide, Special Ed/Bil (187)
 Clerk I, Textbook Inventory (230)
 Clerk, Library (187)
 HIPPY Home Instructor (176)
 Permanent Substitute (187)
 Receptionist, HS (187)
 SPED Speech Therapy Communication Aide (187)

Pay Grade 035		Minimum	Midpoint	Maximum	Increase 9%
	Hourly Rate	\$12.62	\$15.67	\$18.72	\$1.41
187	Days	\$18,876	\$23,438	\$28,001	\$2,109
195	Days	\$19,683	\$24,441	\$29,199	\$2,200
198	Days	\$19,986	\$24,817	\$29,648	\$2,234
200	Days	\$20,188	\$25,068	\$29,947	\$2,256
230	Days	\$23,216	\$28,828	\$34,439	\$2,594

Clerk II, Requisition/Acct (230)
 Clerk II, Circulation Dept (230)
 Clerk, Language Assessment/Data (198)
 Clerk, Homeless-Intake (200)
 Clerk, Library Processing (230)
 Clerk, Records - Elem/EC (185)
 Clerk, Special Education (187)
 Comp Ed. Parent Liaison (187)
 Migrant Ed Program Recruiter (200)
 Receptionist, Admin Bldg (230)
 Receptionist, Food Service (200)
 SHARS Clerk/Annex Receptionist (230)
 Title I Parent Liaison (187)

2016-2017 Compensation Plan
PARAPROFESSIONAL PAY SCHEDULE

Pay Grade 040		Minimum	Midpoint	Maximum	Increase 9%
	Hourly Rate	\$13.10	\$16.78	\$20.46	\$1.51
187	Days	\$19,593	\$25,101	\$30,610	\$2,259
188	Days	\$19,698	\$25,236	\$30,774	\$2,271
193	Days	\$20,221	\$25,907	\$31,592	\$2,332
195	Days	\$20,431	\$26,175	\$31,919	\$2,356
200	Days	\$20,955	\$26,846	\$32,738	\$2,416
210	Days	\$22,003	\$28,189	\$34,375	\$2,537
213	Days	\$22,317	\$28,591	\$34,866	\$2,573
230	Days	\$24,098	\$30,873	\$37,649	\$2,779

Interpreter for the Deaf 0 (187)
 AEL Data Clerk (213)
 AEL Program Secretary (230)
 Attendance Clerk - EC, Elem, SRC (195)
 Attendance Clerk - BCCPC (193)
 Attendance Clerk - MS (195)
 Attendance Clerk - HS (188)
 Bilingual/ESL Testing Facilitator (210)
 Clerk, Data Processing/Counselor (213)
 Clerk, F&NS Meal Application (200)
 Comp Ed Attendance Facilitator (200)
 Secy, Counselor (200)
 Secy, HS Assistant Principal (200)
 Special Ed SEMS & PEIMS (230)

Pay Grade 050		Minimum	Midpoint	Maximum	Increase 9%
	Hourly Rate	\$14.15	\$18.11	\$22.06	\$1.63
193	Days	\$21,844	\$27,954	\$34,065	\$2,516
197	Days	\$22,296	\$28,533	\$34,771	\$2,568
210	Days	\$23,768	\$30,416	\$37,065	\$2,737
213	Days	\$24,107	\$30,851	\$37,595	\$2,777
215	Days	\$24,334	\$31,141	\$37,948	\$2,803
220	Days	\$24,899	\$31,865	\$38,830	\$2,868
225	Days	\$25,465	\$32,589	\$39,713	\$2,933
230	Days	\$26,031	\$33,313	\$40,595	\$2,998

Attendance Clerk, Head (193)
 Academic Services Clerk (230)
 Cashier (193)
 Clerk, Accounts Payable (230)
 Clerk, Accounts Payable- FS (193)
 Clerk, Athletic Office (213)
 Clerk, Automation (230)
 Clerk, Data Processing (225)
 Clerk Data Processing/Counselor – BCCP (225)
 Clerk, Nutrition/Purchasing -FS (210)
 Clerk, Spec Ed Records Mgmt (213)
 Compulsory Attendance Officer (215)

2016-2017 Compensation Plan
PARAPROFESSIONAL PAY SCHEDULE

Registrar, HS (225)
 Secy, Compulsory Attd (230)
 Secy, EC Campus (210)
 Service Desk Advisor (230)
 Special Ed Acct/Transportation (220)

Pay Grade 060		Minimum	Midpoint	Maximum	Increase 9%
	Hourly Rate	\$15.33	\$19.58	\$23.84	\$1.76
185	Days	\$22,689	\$28,984	\$35,279	\$2,609
187	Days	\$22,935	\$29,298	\$35,661	\$2,637
210	Days	\$25,755	\$32,901	\$40,047	\$2,961
225	Days	\$27,595	\$35,251	\$42,907	\$3,173
230	Days	\$28,208	\$36,035	\$43,861	\$3,243

Administrative Assistant, Irving Schools Foundation (230)

Aide, SCE Bilingual Intervention (187)

Aide, Title I Bilingual Intervention (187)

Assistant, Staffing Human Resources (230)

Clerk, Cashier & Accounting (230)

Clerk, Risk Management (230)

Clerk, Nutrition & Purchasing (210)

Clerk, Payroll (230)

Clerk, Tax Office II (230)

Clinic Assistant (187)

Clinic Assistant - LVN (187)

Compulsory Attendance Lead (220)

Delinquent Tax Collector (230)

Document/Inventory Control Specialist (230)

Internal Auditor Assistant (230)

Office Manager, Food Service (187)

Professional Learning & Records Specialist (230)

Quality Assur Coord/Int Audit, FS (230)

Scheduling Advisor (230)

Secy,-Business Services (230)

Secy, Bilingual/ESL/Migrant (230)

Secy, Campus Operations (230)

Secy, CTE (230)

Secy, Division Director (230)

Secy, Elem Campus (210)

Secy, Elem Teaching & Learning (230)

Secy, Facilities (230)

Secy, Fine Arts & Enrichment (230)

Secy, Food Service (230)

Secy, Gifted and Advanced Academic Svcs (230)

Secy, HS/MS Campus (225)

Secy, Human Resources (230)

Secy, Instructional Technology (230)

Secy, Learning Resources (230)

2016-2017 Compensation Plan
PARAPROFESSIONAL PAY SCHEDULE

Secy, Parent/Student Svcs (230)
 Secy, Planning/Eval/Research (230)
 Secy, Public Information (230)
 Secy, Purchasing (230)
 Secy, Security Operations
 Secy, Special Education (230)
 Secy, Staff Development (230)
 Secy, Technical Services (230)
 Technical Service Desk (230)

Pay Grade 065		Minimum	Midpoint	Maximum	Increase 9%
	Hourly Rate	\$16.87	\$21.50	\$26.12	\$1.94
187	Days	\$25,239	\$32,166	\$39,079	\$2,895
230	Days	\$31,042	\$39,563	\$48,065	\$3,561

Deputy Tax Collector (230)
 Interpreter for the Deaf I (187)
 Office Manager, Athletics (230)
 Office Manager, Communications (230)
 Records Management & Student Records Specialist (230)
 Risk Management Specialist (230)
 Supervisor, Accounts Payable (230)

Pay Grade 070		Minimum	Midpoint	Maximum	Increase 9%
	Hourly Rate	\$19.43	\$24.75	\$30.06	\$2.23
187	Days	\$29,067	\$37,026	\$44,970	\$3,332
230	Days	\$35,751	\$45,540	\$55,310	\$4,098

Buyer (230)
 Administrative Assistant I - Asst Supt
 -Administration & Human Resources (230)
 -Support Services (230)
 Interpreter for the Deaf II (187)

Pay Grade 075		Minimum	Midpoint	Maximum	Increase 9%
	Hourly Rate	\$22.21	\$27.52	\$32.83	\$2.48
230	Days	\$40,858	\$50,636	\$60,414	\$4,557

Administrative Assistant II Superintendents (230)
 -Associate Superintendent (230)
 -Chief Financial Officer (230)
 Paralegal (230)

Pay Grade 080		Minimum	Midpoint	Maximum	Increase 9%
	Hourly Rate	\$25.81	\$32.96	\$40.11	\$2.97
230	Days	\$47,490	\$60,646	\$73,802	\$5,458

Executive Assistant to the Superintendent and Board of Trustees (230)

**2016-2017 Compensation Plan
TECHNICAL PAY SCHEDULE**

Pay Grade 01		Minimum	Midpoint	Maximum	Increase 6%
Hourly Rate		\$17.95	\$22.44	\$26.93	\$1.35
192	Days	\$27,571	\$34,468	\$41,364	\$2,068
200	Days	\$28,720	\$35,904	\$43,088	\$2,154
230	Days	\$33,028	\$41,290	\$49,551	\$2,477

Campus Technician- High School (230)

Campus Technician-Elem/EC (192)

Campus Technician-Middle School (192)

Service Desk Analyst I (230)

Pay Grade 02		Minimum	Midpoint	Maximum	Increase 4%
Hourly Rate		\$25.09	\$30.60	\$36.11	\$1.22
230	Days	\$46,166	\$56,304	\$66,442	\$2,252
261	Days	\$52,388	\$63,893	\$75,398	\$2,556

Computer Technician, District (230)

Network Technician I (230)

Report Writer (230)

Service Desk Analyst II (230)

Pay Grade 03		Minimum	Midpoint	Maximum	Increase 4%
Hourly Rate		\$28.27	\$33.66	\$39.05	\$1.35
230	Days	\$52,017	\$61,934	\$71,852	\$2,477

Network Technician II

Security Administrator (230)

Telecommunications Technician II (230)

Webmaster/Web Server Support (230)

Pay Grade 04		Minimum	Midpoint	Maximum	Increase 3%
Daily Rates		\$255.78	\$304.50	\$353.22	\$9.14
230	Days	\$58,829	\$70,035	\$81,241	\$2,101

Computer Programmer/Analyst 1 (230)

Data Facilitator - Sp Prog. (230)

Pay Grade 05		Minimum	Midpoint	Maximum	Increase 3%
Daily Rates		\$276.24	\$328.86	\$381.48	\$9.87
230	Days	\$63,536	\$75,638	\$87,740	\$2,269

Systems Administrator (230)

Network Administrator (230)

Programmer (230)

Pay Grade 06		Minimum	Midpoint	Maximum	Increase 3%
Daily Rates		\$298.34	\$355.17	\$412.00	\$10.66
230	Days	\$68,618	\$81,689	\$94,760	\$2,451

Sr. Programmer (230)

**2016-2017 Compensation Plan
TECHNICAL PAY SCHEDULE**

Pay Grade 07	Minimum	Midpoint	Maximum	Increase 3%
Daily Rates	\$343.09	\$408.45	\$473.80	\$12.25
230 Days	\$78,910	\$93,942	\$108,974	\$2,818

Director, Information Systems (230)

Director, Technical Services (230)

**2016-2017 Compensation Plan
FACILITIES PAY SCHEDULES**

Pay Grade 01		Minimum	Midpoint	Maximum	Increase 9%
	Hourly Rate	\$9.87	\$12.34	\$14.81	\$1.11
261	Days	\$20,609	\$25,766	\$30,923	\$2,319

Grounds Person (261)
Custodian (261)
Delivery Helper (261)
Science Center Stock Handler (261)
Preventive Maintenance Helper (261)

Pay Grade 02		Minimum	Midpoint	Maximum	Increase 9%
	Hourly Rate	\$10.86	\$13.58	\$16.29	\$1.22
261	Days	\$22,676	\$28,355	\$34,014	\$2,551

Admin Operations/Delivery Person (261)
Building Manager, Small Campus (261)
Custodian, Elem Night Lead (261)
Elem Night Lead Custodian (261)
Floor Careteam Leader (261)
Night Lead Custodian/Small Campus (261)
Science Ctr Clerk/Replenisher (261)
Stadium Grounds (261)

Pay Grade 03		Minimum	Midpoint	Maximum	Increase 9%
	Hourly Rate	\$11.62	\$14.52	\$17.43	\$1.31
261	Days	\$24,263	\$30,318	\$36,394	\$2,730

Building Manager, Elem (261)
Custodian, MS Night Lead (261)
Delivery Driver (261)
Food Service Warehouse Person (261)
Food Service Warehouse Driver (261)
Grounds Lead (261)
Grounds Utility Lead (261)
Maintenance Clerk (261)
Maintenance Expeditor (261)
Preventive Maintenance Tech (261)
Print Shop Specialist (261)
Warehouse/Records Person (261)

Pay Grade 04		Minimum	Midpoint	Maximum	Increase 9%
	Hourly Rate	\$12.43	\$15.54	\$18.66	\$1.40
178	Days	\$17,700	\$22,129	\$26,572	\$1,992
261	Days	\$25,954	\$32,448	\$38,962	\$2,921

Appliance Tech (261)
Building Manager, MS (261)

**2016-2017 Compensation Plan
FACILITIES PAY SCHEDULES**

Campus Auxil Officer Admn Building (261)
 Campus Auxiliary Officer (178)
 Custodian, HS Night Lead (261)
 Delivery Lead(261)
 Emergency Response Technician (261)
 Food Service Warehouse Clerk (261)
 Mailroom Clerk (261)
 Mechanic-Small Motors (261)
 Parts/Inventory Clerk (261)
 Plumber Tech (261)
 Preventive Maintenance Lead (261)
 Security Dispatcher (261)
 Security Patrol (261)
 Stock Handler (261)
 Warehouse Clerk(261)

Pay Grade 05		Minimum	Midpoint	Maximum	Increase 9%
	Hourly Rate	\$14.18	\$17.72	\$21.26	\$1.59
261	Days	\$29,608	\$36,999	\$44,391	\$3,329

Asst Science Center Manager (261)
 Building Manger, High School (261)
 Carpenter (261)
 Campus Auxillary Officer Lead (261)
 Dispatch/Patrol Lead (261)
 Irrigation Tech (261)
 Lead Print Specialist (261)
 Locksmith (261)
 Painter (261)
 Security Systems Specialist (261)
 Security Systems Technician (261)
 Small Campus Coordinator/App/Lead Tech (261)
 Specialist/Lead (261)
 Utility/Equipment Operator (261)
 Warehouse Lead (261)

Pay Grade 06		Minimum	Midpoint	Maximum	Increase 9%
	Hourly Rate	\$15.87	\$19.84	\$23.81	\$1.79
261	Days	\$33,137	\$41,426	\$49,715	\$3,728

Carpenter Lead (261)
 Electronics A/V Technician (261)
 Energy Mgmt Systems Specialist (261)
 Irrigation Chem Appl Lead (261)
 Mechanic-Vehicle (261)
 Operations and Events Clerk (261)

**2016-2017 Compensation Plan
FACILITIES PAY SCHEDULES**

Painter Lead (261)
Security Lead (261)
Warehouse Coordinator (261)

Pay Grade 07		Minimum	Midpoint	Maximum	Increase 9%
	Hourly Rate	\$17.77	\$22.22	\$26.66	\$2.00
261	Days	\$37,104	\$46,395	\$55,666	\$4,175

Custodian Coordinator (261)
Electrician, Journeyman (261)
Electronics Audio/Visual Lead (261)
Energy Management Technician (261)
Food Service Refrig Technician (261)
HVAC Technician (261)
Plumber, Journeyman (261)

Pay Grade 08		Minimum	Midpoint	Maximum	Increase 9%
	Hourly Rate	\$21.15	\$26.44	\$31.72	\$2.38
261	Days	\$44,161	\$55,207	\$66,231	\$4,968

Electrician, Master (261)
HVAC Lead (261)
Operations Trainer (261)
Plumber, Master (261)

Pay Grade 09		Minimum	Midpoint	Maximum	Increase 9%
	Hourly Rate	\$23.27	\$29.08	\$34.89	\$2.62
261	Days	\$48,588	\$60,719	\$72,850	\$5,465

Foreman, Grounds (261)
Foreman, Structural (261)
Foreman, Utilities (261)

**2016-2017 Compensation Plan
FOOD SERVICE PAY SCHEDULE**

Pay Grade 01	Minimum	Midpoint	Maximum	Increase 3%
Hourly Rate	\$9.84	\$11.74	\$13.64	\$0.35

Food Service Assistant, Early Childhood/Elementary (177)

Food Service Assistant, Middle/High School (177)

Food Service Catering Tech (200)

Food Service Tech, Elementary/Early Childhood School (177)

Food Service Technician, Middle/High School (177)

Food Service Vending Employee (200)

Pay Grade 02	Minimum	Midpoint	Maximum	Increase 3%
Hourly Rate	\$11.32	\$13.50	\$15.69	\$0.41

Food Service Manager Trainee, Early Childhood/Elementary (183)

Food Service Manager Trainee, Middle/High School (183)

Pay Grade 03	Minimum	Midpoint	Maximum	Increase 3%
Hourly Rate	\$13.03	\$15.53	\$18.04	\$0.47

Food Service Mgr - Small Campus (183)

Catering Food Service Mgr (210)

Pay Grade 04	Minimum	Midpoint	Maximum	Increase 3%
Hourly Rate	\$14.50	\$17.39	\$20.28	\$0.52

Food Service Manager - ELEM (183)

Vending FS Manager (210)

Pay Grade 05	Minimum	Midpoint	Maximum	Increase 3%
Hourly Rate	\$16.34	\$19.29	\$22.23	\$0.58

Food Service Manager - MS (183)

Pay Grade 06	Minimum	Midpoint	Maximum	Increase 3%
Hourly Rate	\$18.82	\$22.19	\$25.55	\$0.67

Food Service Manager - HS (183)

2016-2017 Compensation Plan

SUPPLEMENTAL DUTY

AND STIPEND SCHEDULES

All stipends are reported annually unless otherwise noted.

Academic Decathlon	District Coordinator	\$1,000
Academic Decathlon	Head Coach	\$4,750
Academic Decathlon	Assistant Coach	\$4,250
Academic Decathlon	Other Coaches; max of \$2,000 per person; these funds shall not be designated or allocated to the Head Coach or Asst. Coach	\$4,000
Academic Decathlon National Meet	Head Coach	\$2,000
Academic Decathlon National Meet	Assistant Coach	\$1,500
Academic Decathlon National Meet	Other Coaches; max of \$1,000 per person; these funds shall not be designated or allocated to the Head Coach or Asst. Coach	\$2,000
Academic Decathlon State Meet	Head Coach	\$2,250
Academic Decathlon State Meet	Assistant Coach	\$1,750
Academic Decathlon State Meet	Other Coaches; max of \$1,200 per person; these funds shall not be designated or allocated to the Head Coach or Asst. Coach	\$2,400
Advanced Placement Teacher (.5 credit)	per preparation/course title	\$750
Advanced Placement Teacher (1 credit)	per preparation/course title	\$1,500
All City Event		\$200
Assessment Writing Project	per project	\$450
Assigned Class During Required Planning & Preparation Period 6 period day	Must be voluntary and approved by Academic Services and HR	1/6 of salary
Assigned Class During Required Planning & Preparation Period 7 period day	Must be voluntary and approved by Academic Services and HR	1/7 of salary
Assigned Class During Required Planning & Preparation Period 8 period day	Must be voluntary and approved by Academic Services and HR	1/8 of salary
AVID Summer Conference	per day	\$100
Best plus Testers	per hour	\$15
Bilingual Interventionist	Bilingual Certification or Intermediate High on TOPT or BTLPT	\$1,750
Bilingual Teacher (hired after 2012-2013 school year)	Certified in Bilingual Classroom or Dual Language (Spanish) Assignment	\$3,000
Bilingual Teacher (hired before 2012-2013 school year)	Certified in Bilingual Classroom or Dual Language (Spanish) Assignment	\$4,000
Bilingual Testers	per hour	\$15
Campus Technicians 1:1 Programs	Certification must remain current or stipend will stop	\$2,000
Campus Technicians A+, MCP or equivalent certification	Certification must remain current or stipend will stop; Current employees who have the lifetime A+ certification are grandfathered. New employees must obtain the renewable certification.)	\$2,000
Career & Technology Competition Sponsor	paid in May	\$350
Clinical Fellowship Year (CFY) Supervision	per semester & per SLP	\$1,000
Clinical Year (CY) Supervisor	per semester & per LSSP	\$1,000
Coach Bus Driving Stipend (after 15 trips)	Stipend awarded after completing 15 bus trips; A maximum of \$1,400 may be awarded per coach per school year	\$400
Coach Bus Driving Stipend (after 10 trips)	Stipend awarded after completing 10 bus trips; A maximum of \$1,400 may be awarded per coach per school year	\$400
Coach Bus Driving Stipend (after 5 trips)	Stipend awarded after completing 5 bus trips; A maximum of \$1,400 may be awarded per coach per school year	\$400
Coach Bus Driving Stipend (qualified status)	Qualified status to drive bus to athletic events; A maximum of \$1,400 may be awarded per coach per school year	\$200
Color Guard		\$3,000
Counselors (hired after 2012-2013 school year)	Bilingual Certification or advanced/high advanced on TOPT or equivalent on BTLPT)	\$2,500
Counselors (hired before 2012-2013 school year)	Bilingual Certification or advanced/high advanced on TOPT or equivalent on BTLPT)	\$3,500
Credit by Exam Proctor	per hour	\$20
CTE Assignment - Agriculture, Food, & Natural Resources (Practicum/Lab/Summer Program)	Assigned by CTE department; additional duty days of	33
CTE Assignment -Architecture & Construction (Practicum/Lab/Summer Camps/Orientation/Signature Program)	Assigned by CTE department; additional duty days of	13
CTE Assignment -Arts, Audio Visual & Communications (Practicum/Lab)	Assigned by CTE department; additional duty days of	13
CTE Assignment -Arts, AV Technology & Communications (Lab)	Assigned by CTE department; additional duty days of	5
CTE Assignment -Automotive (Practicum/Lab)	Assigned by CTE department; additional duty days of	13
CTE Assignment -Business Management and Administration (Lab)	Assigned by CTE department; additional duty days of	5
CTE Assignment -Business Management and Administration (Practicum/Lab)	Assigned by CTE department; additional duty days of	13
CTE Assignment -Cosmetology (Practicum/Lab)	Assigned by CTE department; additional duty days of	13
CTE Assignment -Education and Training (Practicum/Lab)	Assigned by CTE department; additional duty days of	13
CTE Assignment -Engineering (Lab)	Assigned by CTE department; additional duty days of	5
CTE Assignment -Health Science (Practicum/Lab/Med Camp/Student Orientation)	Assigned by CTE department; additional duty days of	13
CTE Assignment -Hospitality and Tourism (Practicum/Lab)	Assigned by CTE department; additional duty days of	13
CTE Assignment -Hospitality and Tourism (Practicum/Lab/Catering)	Assigned by CTE department; additional duty days of	15
CTE Assignment -Human Services (Practicum/Lab)	Assigned by CTE department; additional duty days of	13
CTE Assignment -Information Technology (Lab)	Assigned by CTE department; additional duty days of	5
CTE Assignment -Law, Public Safety, Security (Practicum/Lab)	Assigned by CTE department; additional duty days of	13
CTE Assignment -Marketing and Sales (Lab)	Assigned by CTE department; additional duty days of	5
CTE Assignment -Marketing and Sales (Practicum/Lab/Summer Camp)	Assigned by CTE department; additional duty days of	13

CTE Assignment - Science, Technology, Engineering, & Math (Practicum/Lab/Orientation/Signature Program)	Assigned by CTE department; additional duty days of	13
CTE Career Cluster Advisory Board Chair (4 meeting annual)	(4 meetings annual) max per person; communicated and confirmed by CTE department	\$800
CTE Career Cluster Advisory Board Chair (meeting)	Meeting; communicated and confirmed by CTE department	\$100
CTE Career Cluster Advisory Board Chair (prep for meeting)	prep for meeting; communicated and confirmed by CTE department	\$100
CTE Tournament Coordinators	Sponsored by District Administration; per hour	\$25
Curriculum Writing Project	per project	\$450
Deaf Education Teacher - critical needs	certified in that assignment	\$2,500
Destination Imagination District Coordinator		\$1,000
Destination Imagination Team Manager	paid in May	\$350
Detention/Saturday School	per hour	\$25
Diagnosticians	Bilingual Certification or Intermediate High on TOPT or BTLPT	\$1,750
Diagnosticians (hired after 2012-2013 school year)	Bilingual Certification or advanced/high advanced on TOPT or equivalent on BTLPT	\$2,500
Diagnosticians (hired before 2012-2013 school year)	Bilingual Certification or advanced/high advanced on TOPT or equivalent on BTLPT	\$3,500
District Network Administrator CCNA or equivalent	Certification must remain current or stipend will stop	\$2,000
District Network Administrator CCNP or equivalent	Certification must remain current or stipend will stop	\$3,000
District Network Technicians CCNA or equivalent	Certification must remain current or stipend will stop	\$2,000
District Network Technicians CCNP or equivalent	Certification must remain current or stipend will stop	\$3,000
District Server Technicians MCSA	Certification must remain current or stipend will stop	\$2,000
District Server Technicians MCSE	Certification must remain current or stipend will stop	\$3,000
District Textbook Committee		\$500
Drill Team Assistant		\$2,000
Dance and Drill Team Director	10 additional duty days plus	\$4,000
Dual Enrollment Teacher (.5 credit)	per preparation/course title	\$750
Dual Enrollment Teacher (1 credit)	per preparation/course title	\$1,500
Early Childhood Bilingual Lead Teacher	1 per campus (may be combined with ESL Lead)	\$600
Early Childhood ESL Lead Teacher	1 per campus (may be combined with Bilingual Lead)	\$600
Early Childhood Special Education Lead Teacher	Must lead at least 3 teachers; limited to 1 per campus	\$1,000
Early Childhood Team Leaders	Limited to 5 per campus	\$800
Elementary Bilingual Lead Teacher	1 per campus (may be combined with ESL Lead)	\$600
Elementary ESL Lead Teacher	1 per campus (may be combined with Bilingual Lead)	\$600
Elementary National Honor Society	1 per campus	\$250
Elementary School Grade Level Chair	K-5, including Enrichment Classes with at least 3 teachers	\$1,000
Elementary School Special Education Lead Teacher	Must lead at least 3 teachers; limited to 1 per campus	\$1,000
ESL Level I & II	Teacher of Record	\$1,000
Facilitator for Major Staff Development Event	per day	\$50
Facilitator of District Approved Events	Executive Level Approval Required; per day	\$30
Fine Arts Accompanist Concert Rate	per hour	\$100
Fine Arts Event Coordinator/Facilitator	per event	\$100
Fine Arts Lead Teacher (6-12 Choral)	Assigned by Fine Arts Department	\$1,000
Fine Arts Lead Teacher (6-12 Orchestra)	Assigned by Fine Arts Department	\$1,000
Fine Arts Lead Teacher (6-12 Theatre Arts)	Assigned by Fine Arts Department	\$1,000
Fine Arts Lead Teacher (9-12 Visual Arts)	Assigned by Fine Arts Department	\$1,500
Fine Arts Lead Teacher (PK-5 Music)	Assigned by Fine Arts Department	\$1,500
Fine Arts Lead Teacher (PK-5 Visual Arts)	Assigned by Fine Arts Department	\$1,500
Fine Arts Pre-UIL Clinic	per choir	\$100
Fine Arts UIL Performance	per choir	\$100
Fine Arts Texas State Solo and Ensemble Contest (TSSEC) - Accompanist	minimum/maximum	\$200/\$500
Food Service Special Events	Identified by Food Service Department Director	Overtime rate of employee
Future Educator Organization Sponsor (TAFE)		\$1,000
GED (will be shared if more than one teacher)		\$3,000
High School 9th	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$3,400
High School After-School Only Assignment	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$800
High School Assistant Athletic Trainer	Assigned by Athletics Department; includes additional duty days and/or monetary supplement	\$5,800
High School Assistant Band Director	13 additional duty days plus	\$6,000
High School Assistant Basketball	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$3,400
High School Assistant Choir Director		\$2,500
High School Assistant Cross Country	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$3,400
High School Assistant exam Tennis	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$3,400
High School Assistant Soccer	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$3,400
High School Assistant Softball	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$3,400
High School Assistant Tennis (Spring)	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$3,400
High School Assistant Track	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$3,400
High School Associate Band Director	13 additional duty days plus	\$7,500
High School Athletic Coordinator - Girls'	Assigned by Athletics Department; 16 additional duty days	\$0

High School Athletic Trainer	Assigned by Athletics Department; includes additional duty days and/or monetary supplement	\$6,800
High School Band Director	31 additional duty days plus	\$15,000
High School Baseball	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$3,400
High School Baseball Field Maintenance Supplement	Assigned by Athletics Department; 1 per HS Campus	\$4,500
High School Chairperson	CTE (2- Irving, 2-MacArthur, 2-Nimitz, 3-Academy, 1-BCCPC)	\$2,000
High School Chairperson	Core Subjects, Special Education	\$2,000
High School Chairperson -Academy Only	District designated Specializations, Special Education	\$2,000
High School Chairperson(Other Subjects)	Must lead 5 or more teachers	\$800
High School Choir Director	4 additional duty days plus	\$5,000
High School Competition Speech		\$2,000
High School Competition Theatre - Assistant		\$3,000
High School Competition Theatre - Lead		\$4,500
High School ESL Lead Teacher	1 per campus	\$1,200
High School Football Defensive Coordinator	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$4,800
High School Football Offensive Coordinator	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$4,800
High School Freshman Cheerleader Sponsor	4 additional duty days plus	\$2,000
High School Head Coach Baseball	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$5,500
High School Head Coach Basketball	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$7,700
High School Head Coach Cross Country	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$3,700
High School Head Coach Golf	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$3,700
High School Head Coach Gymnastics	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$3,700
High School Head Coach Soccer	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$3,700
High School Head Coach Softball	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$5,500
High School Head Coach Swimming	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$3,700
High School Head Coach Team Tennis	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$3,700
High School Head Coach Tennis (Spring)	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$3,700
High School Head Coach Track	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$3,700
High School Head Coach Volleyball	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$3,700
High School Head Coach Wrestling	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$3,700
High School Health Science - CTE	Assigned extra days plus for critical	\$2,500
High School Jr Varsity Cheerleader Sponsor	8 additional duty days plus	\$2,000
High School JV	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$3,400
High School Newspaper		\$1,500
High School Orchestra Director	4 additional duty days plus	\$4,500
High School Off-Season	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$0
High School Other Varsity	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$4,200
High School Power Lift	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$0
High School Signature Program Assistant Coordinator	1 per campus	\$2,000
High School Signature Program Coordinator	1 per campus	\$4,000
High School Spirit Squad	1 per campus	\$1,000
High School Student Council		\$1,500
High School UIL Contest Sponsor	paid in May	\$550
High School Varsity Cheerleader Sponsor	8 additional duty days plus	\$4,000
High School Yearbook	4 additional duty days plus	\$1,500
Irving Children's Chorus Accompanist		\$750
Irving Children's Chorus Assistant Director		\$1,750
Irving Children's Chorus Director		\$2,000
Irving ISD Graduate - First Year Teaching	must be in an Acute Shortage area (\$1000 per semester in year 1 and year 2)	\$4,000
Jr Honor Society - Middle School	1 per campus	\$250
JROTC	30 additional duty days plus	\$3,000
Librarians (hired after 2012-2013 school year)	Bilingual Certification or advanced/high advanced on TOPT or equivalent on BTLPT	\$2,500
Librarians (hired before 2012-2013 school year)	Bilingual Certification or advanced/high advanced on TOPT or equivalent on BTLPT	\$3,500
Mathematics - Secondary Only	Certified Math: must teach 4/6 classes per day	\$2,000
Mathematics Improvement - Secondary Only	must teach 4/6 classes per day	\$2,000
Middle School After-School Only Assignment	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$800
Middle School Assistant Band Director	7 additional duty days plus	\$3,000
Middle School Assistant Choir Director		\$1,500

Middle School Asst. Coach with Football	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$4,200
Middle School Assistant Orchestra Director		\$1,500
Middle School Band Director	13 additional duty days plus	\$6,500
Middle School Chairpersons	Core Subjects, Special Education	\$1,500
Middle School Chairpersons (Other subjects)	Must lead 4 or more teachers	\$800
Middle School Cheerleader Sponsor	8 additional duty days plus	\$1,500
Middle School Choir Director		\$3,000
Middle School ESL Lead Teacher	1 per campus	\$1,200
Middle School Head Coach/Athletic Coordinator	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$5,200
Middle School Other Assistant Coach	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$4,200
Middle School Orchestra Director		\$3,500
Middle School Soccer Only	Assigned by Athletics Department; includes additional duty days and/or monetary supplement; may be adjusted for 2nd sport	\$1,200
Middle School Student Council		\$750
Middle School UIL Contest Sponsor	paid in May	\$450
Middle School Yearbook/Newspaper	2 additional duty days plus	\$1,500
Mock Trail	Co-Coaches (max of two; stipend noted per person)	\$2,000
Mock Trail	Others	\$1,000
Mock Trail National Meet	Co-Coaches (max of two; stipend noted per person)	\$1,000
Mock Trail State Meet	Co-Coaches (max of two; stipend noted per person)	\$1,000
Mock Trail State Meet	Others	\$1,000
National Honor Society		\$750
Occupational Therapist Supervision		\$250
Orientation & Mobility Specialist	Bilingual Certification or Intermediate High on TOPT or BTLPT	\$1,750
Physical Therapist - Critical Needs	Licensed	\$2,500
Physical Therapist Supervision		\$500
Planning for Major Staff Development Event	per hour	\$15
Pre-UIL Facilitator		\$100
Required Training for Others	per day; approved by Executive Level Academic Services	\$30
Required Training for Professionals	per day; approved by Executive Level Academic Services	\$75
Safety Patrol Sponsor	Shall not be a paraprofessional	\$1,200
Science - Secondary Only	Certified science; must teach 4/6 classes per day	\$2,000
Science, Technology, Engineering, & Math (Lab)	Assigned by CTE department; additional duty days of	5
Score Board Operators	per hour	\$25
Sign Language Interpreter - Special Events	per hour	\$35
Sign Language Interpreters - Certified	Level 1	\$2,500
Sign Language Interpreters - Certified	Beginner	\$3,000
Sign Language Interpreters - Certified	Level 3	\$3,500
Sign Language Interpreters - Certified	Intermediate	\$4,500
Softball Field Maintenance Supplement	Assigned by Athletics Department; 1 per HS Campus	\$2,500
Solo & Ensemble Contest Coordinator		\$350
Special Olympics	Head of Delegation	\$1,000
Special Olympics	Coaches per sport sponsored	\$300
Speech Therapist	Bilingual Certification or Intermediate High on TOPT or BTLPT	\$1,750
Speech Therapist (hired after 2012-2013 school year)	Bilingual Certification or advanced/high advanced on TOPT or equivalent on BTLPT)	\$2,500
Speech Therapist (hired before 2012-2013 school year)	Bilingual Certification or advanced/high advanced on TOPT or equivalent on BTLPT)	\$3,500
Speech Language Pathologist - Critical Needs	Licensed	\$2,500
Staff Development Preparation		Rate of presentation for up to 50% of presentation time
Staff Development Presentation	lesser of	Hourly rate or \$25 per hour
Student Council Barbara Cardwell Preparatory		\$750
Student Teacher Mentor	8-12 week internship	\$500
Student Teacher Mentor	less than 8 weeks	\$250
Summer Athletic Camp - Head Coach	per hour (pending available funding)	\$35
Summer Athletic Camp - Assistant Coach	per hour (pending available funding)	\$25
Summer School Aide	per hour	\$15
Summer School Assistant Principal	non-contract days, extra duty day) per hour	\$45
Summer School Campus Technician	non-contract days, extra duty day) per hour	\$15
Summer School Principal	non-contract days, extra duty day) per hour	\$50
Summer School Secretary, Cashier	Performs both duties, no-duty days; per hour	\$15
Summer School Support Professional Positions	Counselors, Diagnosticians, Nurses, Therapist, Librarians, etc.; non-contract-extra duty pay); per hour	\$30
Summer School Teacher	(Credit Recovery Lab, programs not assessed through state assessments); per hour	\$25
Summer School Teacher	STAAR/EOC/ESY for Special Education; per hour	\$35
Teacher substituting during conference or planning time	per hour	\$25
Technology Director Project Management Certificate	Certification must remain current or stipend will stop	\$3,000
Translation	per word	\$0.20
Translation Services - Special Events	per hour	\$25.00
Tutor - Certified Teacher	per hour	\$25
Tutor - Non-certified (including Certified paraprofessionals)	per hour	\$15
Vision Impaired Teacher	certified in that assignment	\$3,000

PART-TIME AND/OR TEMPORARY POSITIONS

A. Part-Time and/or Temporary Positions

Paraprofessionals

Part-time/Temporary Positions: Pay rates are aligned by the approved paraprofessional pay schedule, pay grades 030-075. Pay rate is based upon experience within the corresponding pay grade.

Pay Grade	Minimum	Maximum	Pay Grade	Minimum	Maximum
030	11.59/hr	14.49/hr	035	12.62/hr	15.67/hr
040	13.10/hr	16.78/hr	050	14.15/hr	18.11/hr
060	15.33/hr	19.58/hr	065	16.87/hr	21.50/hr
070	19.43/hr	24.75/hr	075	22.21/hr	27.52/hr

HIPPY Home Instructors \$11.00 per hour

AVID Instructors \$15.00 per hour

Job Coach \$13.00 per hour

Tutorials

Certified Teacher \$25.00 per hour

Non-certified Teacher (includes Certified Aide) \$15.00 per hour

Grad Lab Tutors \$20.00 per hour

Professional Part-Time

Pay Grade	Minimum	Maximum	Pay Grade	Minimum	Maximum
1	\$208.08	\$253.75	6	\$358.03	\$426.23
2	\$245.33	\$299.43	7	\$386.67	\$460.32
3	\$284.21	\$338.35	8	\$417.60	\$497.15
4	\$306.96	\$365.42	9	\$451.01	\$536.91
5	\$331.51	\$394.65	10	\$496.11	\$590.61
			11	\$634.90	\$738.26

Technology Professional Part-Time \$15.00-\$25.00 per hour

P/T Planetarium Instructor/Manager

Certified Educator Hourly Based on Teacher Pay Schedule

Non-certified \$25.00 per hour

Student Workers

Minimum Wage

B. Fine Arts Accompanists - Secondary

Concerts
 Tutoring/Lessons \$20 per hour
 Concert \$25 per hour

UIL
 Pre UIL Clinic \$100
 UIL - per choir \$100

Texas State Solo & Ensemble

TSSEC Fee + Travel Expenses \$200

**2016-2017 Compensation Plan
PROPOSED GUEST EDUCATOR COMPENSATION SCHEDULE**

A. Professional

BS Degree, Valid Teaching Certificate, & Former IISD Teacher (<u>includes former IISD RN</u>)	*\$95 per day
BS Degree & Valid Teaching Certificate (includes clinic guest educators w/Nursing degree/RN License)	*\$90 per day
BS Degree & No Teaching Certificate (includes clinic guest educators w/non-Nursing degree)	*\$85 per day
No BS Degree (includes clinic guest educators w/no degree)	*\$80 per day

*Includes incentive for completing guest educator Staff Development training

B. Paraprofessional (regardless of education or certification)

ALL paraprofessional vacancies/absences	*\$80 per day
Administration Building Receptionist (training required)*	\$90 per day

C. Incentives - Applies to Guest Educator for Teachers, Paraprofessionals and Clinic

Monday or Friday (Full Day Assignment)	+ \$10 per day
<u>Consecutive Days of Service</u>	
11th day in the same assignment	+ \$10 per day
21st day in the same assignment	+ \$5 per day

<u>Cumulative Days Worked in 2015-2016 School Year Bonus:</u>	90-139 days =	\$500
	140+ days =	\$1,000

(Paid in June 2016 Paycheck)

In certain long-term assignments*, a negotiated compensation rate not to exceed \$150 per day may be authorized by the Human Resources Department.

If approved, guest educator must be present 93% of assignment timeframe.

*The following guest educator assignments are NOT eligible to receive the Monday/Friday incentives:

- ° Guest Educator covering an administrative office position
- ° Long-term Guest Educators who are approved for the \$150/ day rate

A Full-Day Assignment = 4.5 + hours

A Half-Day Assignment = up to and including 4.5 hours

Please note: All Guest Educators, with the exception of classroom teacher Guest Educators, are non-exempt employees

as defined by the United States Department of Labor. All Guest Educator rates are based on an 8 hour day.

Any time worked in excess of 40 hours in a work week must be compensated at a rate equivalent to time and a half, and any overtime worked by Guest Educators must be approved in advance by the Human Resources Department.

D. Classified

Food Service

Regular/Retired	\$10.51
Retired Manager	\$12.09
Retired Supervisor	\$16.36

Facilities Services

Beginning rate - student	Minimum wage
IISD Experienced rate	\$8.84 per hour
Maximum rate	\$9.53 per hour
Substitute Custodians	\$8.37 per hour

A. District Incentives

IISD Graduates Teaching in IISD, and meet the following conditions:

\$4,000*

^Must be first year of creditable teaching experience

^Teacher in designated IISD Acute Shortage Area (identified by Texas Education Agency)

\$1,000 at the completion of each semester (December and March)-Year One

\$1,000 at the completion of each semester (December and March)-Year Two

B. College Coursework Reimbursements

Irving ISD does not have a reimbursement program to receive a master's. However, there are certain college/university courses, graduate and undergraduate, that are reimbursable under the conditions listed below.

Employees who earn at least 3 semester hours at a college or university in a course leading towards certification in a field where there is critical shortage of certified teachers may be reimbursed \$300 per course. For 2015-2016, those fields of critical shortage are elementary bilingual, special education, foreign language, speech and language pathology, mathematics, science and computer science.

Employees who earn at least 3 hours for a course completed after September 1, 2002 beyond their Master's degrees in any specific teaching field in which high school dual enrollment credit is given may be reimbursed \$300 per course. The purpose of this reimbursement program is to increase the number of qualified teachers to teach dual enrollment courses at the high school level. Teachers of dual enrollment courses must have a Master's Degree plus at least 18 hours in the subject area taught.

C. Grant Funding

Compensation resulting from grants awarded after the adoption of salary schedules will be subject to compensation review and approval from Superintendent or designee and Human Resources.

D. Reimbursement of Local Leave Upon Retirement

The following leave provisions shall apply to local leave earned beginning on the original effective date of this program.

An employee who separates from employment with the District for the purpose of retirement, shall be eligible for reimbursement of local leave and/or Exemplary Attendance Days under the following conditions:

1. The employee is retiring voluntarily and is not being discharged or non-renewed.
2. The employee provides advance written notice of intent to separate from employment to the human resources department by **March 1**.
3. The employee seeking reimbursement for local sick leave must have a balance of at least 15 **state** personal days.
4. All Exemplary Attendance Days are eligible for buy back upon retirement.

The employees shall be reimbursed for each day of local leave at a rate of \$100 per day up to a maximum of 60 days; and Exemplary Attendance days may be sold in addition to local days, at the same rate. Payment shall be made in the employee's final paycheck. The employee's balance of local leave shall be reduced to zero upon payment.

The rate established by the Board shall be in effect until the Board adopts a new rate. Any changes to the rate shall apply beginning with the school year following the adoption rate change.

EXCEPTIONS

After **March 1**, requests for reimbursement of leave upon retirement shall be considered by the Superintendent or designee only for reasons due to extenuating circumstances.

If the death of an employee occurs after the employee becomes eligible for participation in this plan, payment shall be made to the beneficiary listed on the employee's life insurance policy provided by the District. If a beneficiary is not named, payment shall be made to the designated representative of the employee's estate.