

Red Oak

Independent School District



2016-2017

SALARY SCHEDULES

RED OAK INDEPENDENT SCHOOL DISTRICT

2016-17

Professional Salary Schedule

Experience Level	Bachelor's Degree
0	\$44,000.00
1	\$44,100.00
2	\$44,200.00
3	\$44,400.00
4	\$44,900.00
5	\$45,300.00
6	\$45,725.00
7	\$45,950.00
8	\$46,025.00
9	\$46,125.00
10	\$46,750.00
11	\$47,400.00
12	\$48,075.00
13	\$48,775.00
14	\$49,475.00
15	\$50,225.00
16	\$51,025.00
17	\$51,825.00
18	\$52,575.00
19	\$53,325.00
20	\$54,100.00
21	\$54,800.00
22	\$55,400.00
23	\$55,900.00
24	\$56,400.00
25	\$56,850.00
26	\$57,300.00
27	\$57,750.00
28	\$58,200.00
29	\$58,650.00
30+	\$59,100.00

Master's Degree Stipend Changes Effective July 1, 2014:

All staff currently receiving a Master's degree stipend will continue to do so with no change in the amount.

Effective July 1, 2014, a \$2,000.00 Master's degree stipend will be issued to a teacher who is assigned to teach a subject area that correlates to his/her Master's degree.

**ADMINISTRATIVE/PROFESSIONAL
2016-2017**

Pay Grade 1

Months	Minimum	Midpoint	Maximum
10	\$35,841	\$44,855	\$57,386
11	\$39,425	\$49,339	\$61,870
12	\$43,009	\$53,824	\$66,355
Asst. Director - Education Foundation Campus Supervisor - Student Nutrition Comm. & Marketing Specialist-Extra Curr. Coordinator - High School Scholarships		Coordinator - PEIMS Technology Coordinator - Student & Family Services Webmaster	

Pay Grade 2

Months	Minimum	Midpoint	Maximum
10	\$44,516	\$56,758	\$67,350
11	\$49,991	\$63,739	\$77,226
12	\$53,800	\$68,596	\$79,187
Counselor - Elementary Counselor - Middle School Librarian Nurse (RN) SPED - Autism/Special Needs Specialist		SPED - Behavior Specialist SPED - Educational Diagnostician SPED - Speech Diagnostician SPED - Speech Language Pathology Asst. SPED - Speech Therapist (TEA Cert.)	

Pay Grade 3

Months	Minimum	Midpoint	Maximum
10	\$44,397	\$52,001	\$62,593
11	\$49,857	\$58,397	\$70,291
12	\$53,656	\$62,846	\$75,647
Coordinator - Dashboard HR Benefits Specialist HR Support Staff Specialist		Payroll Manager SPED - Licensed Specialist School Psychology	

**ADMINISTRATIVE/PROFESSIONAL
2016-2017**

Pay Grade 4

Months	Minimum	Midpoint	Maximum
10	\$44,124	\$56,260	\$68,177
11	\$48,536	\$61,886	\$74,994
12	\$52,949	\$67,513	\$81,812
Assistant Director - Support Services		Graphics & Multimedia Specialist	
Assistant Director - Childcare Services		Purchasing Agent	
Assistant Principal - Elementary		SPED - Occupational Therapist/Physical Therapist	
Coordinator - Curriculum		SPED - Speech Language Pathologist - ASHA	
Coordinator - Digital Services		Supervisor - Transportation	
Coordinator - Finance		Technology - Network Analyst	
Coordinator - Instructional Technology		Technology - Systems Analyst/AVL Specialist	
Counselor - High School		Testing Coordinator - High School	
Executive Director - Education Found/Volunteer Coord.			

Pay Grade 5

Months	Minimum	Midpoint	Maximum
10	\$64,911	\$77,029	\$91,490
11	\$68,988	\$81,866	\$97,236
12	\$70,869	\$84,099	\$99,887
Assistant Director - Special Education		Director - Childcare	
Assistant Principal - High School		Director - Health Services	
Assistant Principal - Middle School/6GC		Technology - Operations Manager	
DAEP Administrator		Truancy Administrator	

Pay Grade 6

Months	Minimum	Midpoint	Maximum
12	\$71,115	\$85,171	\$106,362.00
Associate Principal		Director - PEIMS	
Dean of Instruction		Director - Special Education	
Director - Accounting		Director - State/Federal Programs	
Director - Athletics		Director - Student Nutrition	
Director - CTE		Director - Virtual Education	
Director - Curriculum & Instruction		House Principal - 6GC	
Director - Fine Arts		Principal - Elementary	
Director - Human Resources			

**ADMINISTRATIVE/PROFESSIONAL
2016-2017**

Pay Grade 7

Months	Minimum	Midpoint	Maximum
12	\$95,879	\$112,790	\$130,990
Chief of Police		Executive Director - Support Services	
Executive Director - Communications		Executive Director - Technology	
Executive Director - Instructional Leadership		Principal - Middle School	

Pay Grade 8

Months	Minimum	Midpoint	Maximum
12	\$103,200	\$113,519	\$131,848
Principal - High School			

\$18,322

Pay Grade 9

Months	Minimum	Midpoint	Maximum
12	\$105,608	\$117,308	\$136,242
Assistant Superintendent of Campus Operations			
Assistant Superintendent of Human Resources			
Chief Financial Officer			

Pay Grade 10

Months	Minimum	Midpoint	Maximum
12	\$108,918	\$122,997	\$142,849
Deputy Superintendent - Chief Academic Officer			

**CLERICAL/PARAPROFESSIONAL
2016-2017**

Pay Grade 1

Minimum	Midpoint	Maximum
\$10.06	\$15.02	\$20.22
Aide, DAEP		Aide, Title 1, Facilitator
Aide, Head Start		Aide, Title 1, Instructional
Aide, Instructional		Aide, Title 1, Translator
Aide, ISS		Support Services Assistant
Aide, Library		

Pay Grade 2

Minimum	Midpoint	Maximum
\$11.22	\$16.18	\$21.38
Aide, Bilingual/ESL		Aide, PPCD
Aide, Computer Lab		Aide, SPED Behavior Unit
Aide, FLA/CBI - SPED		Aide, TLC - Autism
Aide, Nurse		

Pay Grade 3

Minimum	Midpoint	Maximum
\$12.46	\$17.42	\$22.62
Aide, Quest		Secretary, Assistant Principals at ROHS
Attendance Clerk		Secretary, Counselor
Receptionist, Admin		Secretary, Dean of Instruction
Receptionist, Campus		Secretary, Diagnostician/Assessment
Records Clerk, SPED		Secretary, Little Hawks Learning Center

Pay Grade 4

Minimum	Midpoint	Maximum
\$13.95	\$18.91	\$24.11
Coordinator - After the Bell		LVN
Coordinator - Dispatch/Truancy		PEIMS Clerk
Coordinator - Substitute/Instructional Materials		Registrar
Coordinator - Support Services		Secretary, Principal - Elementary
Digital Services Aide		Secretary, SPED Director
Events Specialist		Secretary, Technology Director

**CLERICAL/PARAPROFESSIONAL
2016-2017**

Pay Grade 5

Minimum	Midpoint	Maximum
\$15.39	\$20.35	\$26.99
Accounts Payable Specialist Credit Recovery Aide		Secretary, Principal - Middle School

Pay Grade 6

Minimum	Midpoint	Maximum
\$17.94	\$21.79	\$28.43
Assistant to the Athletic Director Assistant to the Director of CTE Assistant to the Exec. Director of Comm. Assistant to the Police Department		Assistant Director of Childcare Services Instructional Support Technician Secretary, Principal - High School Student Nutrition - Accounts Payable Mgr.

Pay Grade 7

Minimum	Midpoint	Maximum
\$20.91	\$24.70	\$29.02
Accounting Assistant Accounts Payable Manager Asst. to the Asst. Supt. of Campus Operations Asst. to the Asst. Supt. of Human Resources		Assistant to the Chief Financial Officer Assistant to the Deputy Superintendent Payroll Assistant

Pay Grade 8

Minimum	Midpoint	Maximum
\$23.78	\$27.91	\$43.18
Assistant to the Superintendent		

**MANUAL TRADES
2016-2017**

Pay Grade 1

Minimum	Midpoint	Maximum
\$8.67	\$11.86	\$15.21
Student Nutrition - Monitor	Transportation - Monitor	

Pay Grade 2

Minimum	Midpoint	Maximum
\$9.18	\$15.47	\$21.75
Student Nutrition - Cafeteria		

Pay Grade 3

Minimum	Midpoint	Maximum
\$9.44	\$17.20	\$24.19
Custodian ESC Delivery & Custodial Support	Groundskeeper Transportation - Dispatcher	

Pay Grade 4

Minimum	Midpoint	Maximum
\$10.50	\$18.13	\$25.75
Custodian Supervisor	Student Nutrition - Manager, Elem	

Pay Grade 5

Minimum	Midpoint	Maximum
\$11.68	\$19.37	\$27.51
Maintenance I	Transportation - Bus Driver	

Pay Grade 6

Minimum	Midpoint	Maximum
\$12.99	\$21.54	\$30.59
Student Nutrition - Manager, MS/HS Transportation - Mechanic		

Pay Grade 7

Minimum	Midpoint	Maximum
\$14.45	\$23.96	\$34.02
Maintenance II Student Nutrition - Supervisor Technology - Desktop Support Technician	Technology - Help Desk Technician Transportation - Assistant to the Supervisor	

Pay Grade 8

Minimum	Midpoint	Maximum
\$16.03	\$26.59	\$37.76
Grounds Supervisor Maintenance III	Maintenance Supervisor Transportation - Shop Foreman	

**CHILDCARE
2016-2017**

Pay Grade 1

Minimum	Midpoint	Maximum
\$8.67	\$11.86	\$15.21
After the Bell		Child Caregiver I

Pay Grade 2

Minimum	Midpoint	Maximum
\$11.73	\$16.16	\$20.58
Child Caregiver II		Site Supervisor - After the Bell

Certifications - Little Hawks:

CDA	\$0.50
ECMI/Degree	\$1.84

Certifications - After the Bell:

Associates	\$0.75
Bachelors	\$1.35

**POLICE OFFICERS
2016-2017**

Pay Grade 1

Minimum	Midpoint	Maximum
\$12.21	\$15.00	\$17.85
Security Guard		

Pay Grade 2

Minimum	Midpoint	Maximum
\$19.88	\$25.56	\$33.23
Officers		

Rank:

Corporal	\$4,000.00
Sergeant	\$9,500.00
Chief	District Pay Scale