

2016–17 Administrative/Professional Pay Plan

Carroll ISD

Pay Grade	Curr PG	Job Title	Calendars	Minimum	Midpoint	Maximum	
000A				Daily	\$195.41	\$229.90	\$264.38
000A		Facilities Coordinator	226	226 Days	44,163	51,957	59,751
000A		Communications Specialist	226				
000B				Daily	\$218.47	\$257.03	\$295.59
000B		Vacant					
001				Daily	\$284.02	\$334.14	\$384.26
001		Behavior Specialist	197	187 Days	53,112	62,485	71,857
001		Counselor, Elementary	197	197 Days	55,952	65,826	75,700
001		Counselor, HS	197, 207	203 Days	57,656	67,831	78,006
001		Counselor, Intermediate	197	207 Days	58,792	69,167	79,543
001		Counselor, MS	203	217 Days	61,632	72,509	83,385
001		Counselor, Sr. HS	207, 226	226 Days	64,188	75,516	86,844
001		Diagnostician/LSSP	197, 217				
001		Occupational Therapist	187				
001		Physical Therapist	187				
001		Speech Pathologist	187				
001		Speech Therapist	187				
002				Daily	\$301.06	\$354.20	\$407.33
002		Asst Director Finance	226	207 Days	62,320	73,318	84,317
002		Asst. Director of Communications	226	226 Days	68,040	80,048	92,056
002		Asst. Director of Marketing	226				
002		Asst. Director of Personnel Services	226				
002		Asst. Principal, Elementary	207				
002		Asst. Principal, Intermediate	207				
003				Daily	\$325.16	\$382.53	\$439.91
003		Aquatic Manager	226	217 Days	70,559	83,009	95,460
003		Asst, Principal, HS	217	226 Days	73,485	86,452	99,419
003		Asst, Principal, Sr. HS	217				
003		Asst. Principal, MS	217				
003		Coordinator, 7-12 ELA, SS, K-12 PE	226				
003		Coordinator, 7-12 Math- Science - Fine Arts	226				
003		Coordinator, Accountability and Assessment	226				
003		Coordinator, K-6 ELA,Reading, Social Studies	226				
003		Coordinator, K-6 Math-Science	226				

004		
004	Director, Child Nutrition	226
004	Director, Facilities	226
004	Director, Transportation	226
004	Principal, Elementary	217
004	Principal, Intermediate	217

Daily	\$373.92	\$439.91	\$505.89
217 Days	81,141	95,460	109,778
226 Days	84,506	99,419	114,331

005		
005	Director, Budget & Finance	226
005	Director, Personnel	226
005	Principal, Middle School	217

Daily	\$407.58	\$479.50	\$551.43
217 Days	88,445	104,052	119,661
226 Days	92,113	108,367	124,624

006		
006	Executive Director, Athletics	226
006	Executive Director, Curriculum and Instruction	226
006	Executive Director, Special Programs	226
006	Executive Director, Technology	226
006	Principal, High School	226
006	Principal, Senior High School	226

Daily	\$448.33	\$527.45	\$606.57
226 Days	101,323	119,204	137,086

007		
007	Asst. Superintendent Administrative Services	226
007	Asst. Superintendent Board & Community Relations	226
007	Asst. Superintendent Financial Services	226
007	Asst. Superintendent Student Services	226

Daily	\$538.00	\$632.94	\$727.88
226 Days	121,588	143,045	164,501

**Teacher, Nurse, and Librarian Hiring Schedule
2016-2017**

187 Day Schedule

Years	Annual Salary
0	\$50,600
1	\$50,882
2	\$51,135
3	\$51,358
4	\$51,723
5	\$51,950
6	\$52,178
7	\$52,571
8	\$52,970
9	\$53,547
10	\$53,912
11	\$54,265
12	\$54,631
13	\$54,997
14	\$55,362
15	\$55,726
16	\$56,092
17	\$56,458
18	\$56,823
19	\$57,188
20	\$57,553
21	\$57,920
22	\$58,285
23	\$58,655
24	\$59,905
25	\$60,765
26	\$61,129
27	\$62,245
28	\$63,832
29	\$65,142
30	\$66,159
31	\$66,700
32	\$67,065
33	\$67,430
34	\$67,795
35	\$68,161

For Master's Degree add \$1,000
For Doctoral Degree add \$2,000

The degree differentials do not apply to those positions that require an advanced degree.

This Hiring Salary Schedule is for the 2016-2017 school year only. Salary increases are not automatically granted each year. Neither past nor future salaries can be calculated, assumed or predicted on the basis of the schedule.

2016–17 Clerical/Paraprofessional Pay Plan

Carroll ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Curr PG	Job Title	Calendars	Minimum	Midpoint	Maximum	
OP1				Hourly	\$12.14	\$14.28	\$16.42
OP1		Crossing Guard	177	177 Days	16,113	18,957	21,800
OP1		Parking Attendant	177	183 Days	16,659	19,599	22,539
OP1		PE Aide	183				
OP1		Sped Aide, Resource	183				
OP1		ESL Aide	183				
OP2				Hourly	\$13.35	\$15.71	\$18.06
OP2		Campus Secretary - ES	198	183 Days	18,325	21,559	24,793
OP2		Campus Secretary - HS	198	193 Days	19,327	22,737	26,148
OP2		Campus Secretary - IS	198	198 Days	19,827	23,326	26,825
OP2		Campus Secretary - MS	198	202 Days	20,228	23,798	27,367
OP2		Technology Aide	193				
OP2		Counselor Receptionist	202				
OP2		Sped Aide Early Childhood	183				
OP2		Sped Aide CM2	183				
OP2		Sped Aide Life Skills	183				
OP3				Hourly	\$14.70	\$17.28	\$19.86
OP3		Counselor Secretary	202	197 Days	21,717	25,529	29,342
OP3		Registrar	226	202 Days	22,268	26,177	30,087
OP3		Secretary Business Office	226	212 Days	23,370	27,473	31,576
OP3		Secretary Data Process	212	226 Days	24,913	29,288	33,662
OP3		Secretary Diagnosticians	197				
OP4				Hourly	\$17.64	\$20.74	\$23.84
OP4		Accounts Payable	226	212 Days	28,041	32,971	37,901
OP4		Principal Secretary - ES	212	221 Days	29,231	34,371	39,510
OP4		Principal Secretary - HS	226	224 Days	29,628	34,837	40,047
OP4		Principal Secretary - IS	212	226 Days	29,893	35,149	40,404
OP4		Principal Secretary - MS	212				
OP4		PT Aquatic Secretary	226				
OP4		PT Athletics Secretary	226				
OP4		Router/Dispatch	224				
OP4		Secretary Dir Personnel	226				
OP4		Secretary Maintenance	226				
OP4		Secretary Nutrition	226				
OP4		Secretary Transportation	224				

OP5		
OP5	General Ledger Accountant	226
OP5	Payroll/Benefits Asst	226
OP5	Secretary Dir Athletics	226
OP5	Secretary Exec Dir Special Services	226
OP5	Secretary Exec Dir Technology	226
OP5	Secretary Exec Dir C&I Coordinators	226
OP5	Transportation Coordinator	224

Hourly	\$19.38	\$22.81	\$26.23
224 Days	32,558	38,316	44,074
226 Days	32,849	38,658	44,467

OP6		
OP6	Certification Specialist	226
OP6	Lead, Payroll/Benefits Asst	226
OP6	Purchasing Supervisor	226
OP6	Secretary Asst Supt Adm Serv	226
OP6	Secretary Asst Supt Board & Comm	226
OP6	Secretary Asst Supt Financial Svcs	226
OP6	Secretary Asst Supt Student Services	226

Hourly	\$22.30	\$26.22	\$30.15
226 Days	37,794	44,450	51,106

OP7		
OP7	Admin Asst Supt/Board	226
OP7	District PEIMS Specialist	226
OP7	Payroll/Benefits Supervisor	226

Hourly	\$27.87	\$32.78	\$37.70
226 Days	47,234	55,567	63,900

2016–17 Technology Pay Plan

Carroll ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Curr PG	Job Title	Calendars	Minimum	Midpoint	Maximum	
OT1				Hourly	\$19.96	\$23.46	\$26.96
OT1		Support Service Technician	226	226 Days	33,835	39,765	45,695
OT2				Hourly	\$21.96	\$25.81	\$29.65
OT2		Audio Visual Technician	226	226 Days	37,223	43,741	50,259
OT2		Information Systems Specialist	226				
OT2		Technology Workflow Specialist	226				
OT3				Hourly	\$27.46	\$32.26	\$37.07
OT3		System Analyst	226	226 Days	46,542	54,685	62,828
OT3		Technical Support Specialist	226				
OT4				Hourly	\$32.95	\$38.72	\$44.49
		Vacant					
OT5				Hourly	\$39.54	\$46.46	\$53.39
OT5		Technology Services Coordinator	226	226 Days	67,012	78,751	90,491
OT5		Security Systems Specialist	226				
OT6				Hourly	\$49.43	\$58.08	\$66.73
OT6		Senior Network Engineer	226	226 Days	83,782	98,444	113,105
OT6		Senior Systems Engineer	226				
OT6		Technical Projects Manager	226				

2016–17 Auxiliary/Manual Trades Pay Plan

Carroll ISD

Pay Grade	Curr PG	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
0A1				Hourly	\$10.39	\$12.24	\$14.09
0A1		Aquatic Substitute	260	179 Days	14,884	17,528	20,171
0A1		Aquatics Clerk	260	258 Days	21,453	25,263	29,074
0A1		Bus Aide	179	260 Days	21,619	25,459	29,299
0A1		Food Service Floater	179				
0A1		Food Service Sub	179				
0A1		Food Service Worker	179				
0A1		Housekeeping	260				
0A1		Lifeguard	260				
0A1		Mechanic Clerk	258				
0A2				Hourly	\$12.05	\$14.69	\$17.33
0A2		Asst Swim Age Coach	260	180 Days	17,347	21,151	24,955
0A2		Food Service Asst Manager	180	260 Days	25,056	30,551	36,046
0A2		Grounds	260				
0A2		Head Lifeguard	260				
0A2		Lead Housekeeping	260				
0A2		Maintenance I	260				
0A2		Swim Lesson Instructor	260				
0A2		Water Aerobics Instructor	260				
0A3				Hourly	\$14.70	\$17.92	\$21.14
0A3		Asst Age Group Coord/Water Polo Coord	260	179 Days	21,048	25,663	30,279
0A3		Bus Driver	179	180 Days	21,165	25,807	30,448
0A3		Facilities Support Specialist	260	260 Days	30,572	37,277	43,981
0A3		Floating Food Manager	180				
0A3		Food Service Manager	180				
0A3		Lead Grounds	260				
0A3		Maintenance II	260				
0A3		Maintenance II/Warehouse	260				
0A3		Sr Coach/Comm Coor For Ntn	260				
0A3		Swim Sch Asst Coor/Instructor	260				
0A4				Hourly	\$18.37	\$22.40	\$26.43
0A4		Asst Custodial Nght Supervisor	260	258 Days	37,916	46,232	54,548
0A4		Facilities Irrigation Specialist	260	260 Days	38,210	46,590	54,971
0A4		Fleet Maint II	258				
0A4		Maintenance III	260				

2016–17 Auxiliary/Manual Trades Pay Plan

Carroll ISD

Pay Grade	Curr PG	Job Title	Calendars	Minimum	Midpoint	Maximum
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0A5			Hourly	\$21.12	\$25.76	\$30.40	
0A5		Fleet Maint Supervisor	258	258 Days	43,600	53,158	62,737
0A5		Head Age Group SW Coach	260	260 Days	43,938	53,570	63,224
0A5		Housekeeping Supervisor	260				
0A5		Maintenance IV	260				

0A6			Hourly	\$24.29	\$29.62	\$34.96	
0A6		Aquatics Operations Manager	226	226 Days	43,909	53,554	63,199
0A6		Custodial Manager	260	260 Days	50,515	61,611	72,707
0A6		Grounds Manager	260				
0A6		Maintenance Manager	260				

The standard year of 260 days may deviate based on the calendar.
Annual Salaries are based on an 8 hour day.