

COMPENSATION

MANUAL



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DISD Mission Statement

The mission of the Dickinson Independent School District is to equip and empower all learners with skills and experiences to achieve academic excellence and make meaningful contributions to our world.

Foreword

This compensation plan was initially adopted in August 1996 to establish a direction and procedure for equitably compensating Dickinson ISD employees. It is to be the sourcebook and guidance document for compensation policies and procedures for Dickinson ISD. Since this type of system is generally in continual development, it must be reviewed and updated each budget year.

Certification

This Personnel Compensation Manual is Dickinson Independent School District's official pay policy. It is to be utilized for all personnel compensation questions/decisions/actions. The official copy shall be maintained and updated in the office of the Executive Director for Human Resources.

Dickinson ISD Statement of Nondiscrimination

It is the policy of the DISD not to discriminate on the basis of race, color, national origin, sex or handicap for services or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

Es política del Distrito Escolar Independiente de Dickinson no discriminar en base de raza, color, nacionalidad de origen, sexo o discapacidad, por servicios o actividades como es requerido en el Título VI del Acto de los Derechos Civiles de 1964, según enmendado; el Título IX de la Enmiendas de Educación de 1972, según enmendado; y la Sección 504 del Acto de Rehabilitación de 1973, según enmendada.

It is the policy of the DISD not to discriminate on the basis of race, color, national origin, sex, handicap, or age in its employment practices as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975, as amended; and Section 504 of the Rehabilitation Act of 1973, as amended.

Es política del Distrito Escolar Independiente de Dickinson no discriminar en base de raza, color, nacionalidad de origen, sexo, discapacidad, o edad en las prácticas de empleo como es requerido por el Título VI del Acto de los Derechos Civiles de 1964, según enmendado; el Título IX de la Enmiendas

de Educación de 1972; el Acto de la Discriminación de Edades de 1975, según enmendado; y la Sección 504 del Acto de Rehabilitación de 1973, según enmendada.

For information about your rights or grievance procedures, contact the Title IX Coordinator, Robert Cobb, at 2218 East FM 517, Dickinson, TX 77539, (281) 229-6000, and/or the Section 504 Coordinator, Kimberly Rich, at 2218 East FM 517, Dickinson, TX 77539, (281) 229-6000.

Para información sobre sus derechos o procedimientos de quejas, contacte el Coordinador del Título IX, Robert Cobb, en 2218 East FM 517 Dickinson, TX 77539, (281) 229-6000, y/o el Coordinador de la Sección 504, Kimberly Rich, en 2218 East FM 517 Dickinson, TX 77539, (281) 229-6000.

Policy

All policies and procedures from the Dickinson ISD Board Policy Manual may be referenced by clicking the links below:

Employment Objectives - Equal Employment Opportunity [DAA \(LEGAL\)](#)

Compensation and Benefits - Compensation Plan [DEA \(LOCAL\) / DEA \(LEGAL\)](#)

Compensation and Benefits – Vacations and Holidays [DED \(LOCAL\)](#)

Compensation Plan – Wage and Hour Laws [DEAB \(LOCAL\) / DEAB \(LEGAL\)](#)

School Board of Trustees and Administrator Role in District Salary Administration

The School Board of Trustees' Role

- Set goals and the pay philosophy for the district.
- Establish policies to govern the pay system.
- Approve adjusted compensation plans.
- Approve the annual amount of general employee pay increases and adopt the budget.
- Balance employee needs against the fiscal control needs of the District and the community.
- Plan a compensation package for the Superintendent.

The Superintendent's Role

- Present pay plans and policies to meet the goals and philosophy of the School Board of Trustees.
- Research economic factors and develop recommendations for the annual pay increase and the payroll budget.
- Administer individual pay actions according to District policy and procedures.
- Communicate the District pay plan and policies to employees and respond to requests for information.
- Monitor and adjust the district salary structures regularly.

Compensation Plan

Definition of a Pay System

A pay system consists of all the policies, procedures and management tools that are used to define the basis for organizational pay actions.

A pay system should include:

- Job titles and job descriptions
- Defined pay ranges for each job
- Policies and administrative procedures
- Plan for communicating with employees
- Process for maintaining the system

Basic Objectives of a Pay System

Pay systems should be designed strategically to control and facilitate the following basic objectives:

Objective:	Pay for Job Responsibility
Strategy:	Set and maintain the proper pay differential between jobs that require different levels of skill, effort, and responsibility.
Objective:	Pay Competitively
Strategy:	Keep trained employees paid within a proper range of the competitive job market.
Objective:	Provide Continued Pay Advancement
Strategy:	Prevent employees from topping out of pay scales too soon, or becoming overpaid for the job's worth.
Objective:	Recruit Good Applicants
Strategy:	Keep starting salaries attractive by allowing inflationary adjustments to be made easily and within budget.
Objective:	Keep Payroll Costs Affordable
Strategy:	Keep payroll cost increases flexible to allow annual planning in response to revenue and market changes.
Objective:	Keep Good Employees
Strategy:	Pay trained employees fair salaries for the worth of their jobs in an appropriate period of time.

Pay Equity

Definition

Fair compensation for the value of work performance to the organization.

Internal Equity

The value of a job to an organization is determined by its content, including skills, responsibilities, and required effort. To ensure internal equity, the system must assess the relative value of all jobs based on a consistent set of compensable factors, commonly referred to as job worth.

External Equity

The external job market, particularly competitive pay rates, determines a job's value to an organization. The system must evaluate the relative worth of jobs within the competitive marketplace to achieve external equity.

Compensable Factors Definition

Any factor used to assess job value in a job evaluation process is considered a job characteristic. The most commonly used compensable factors include skill, effort, responsibility, and, where applicable, working conditions.

Skill

- Knowledge and abilities required to perform the job successfully.
- Education or specialized knowledge acquired through formal training or lower-level training.
- Work experience beyond education or specialized training needed to perform the job.

Effort

- Difficulty of the work performed in terms of physical or mental energy.
- Working conditions refer to adverse circumstances, such as physical hazards, stress, or excessive hours, that arise during the performance of regular job duties.
- Complexity refers to the difficulty of tasks and the mental focus required to complete them.
- Judgment refers to the frequency and significance of independent decisions needed to perform the job.

Responsibility

- Effects of proper or improper action on the products or services of the entire organization.
- Scope of authority refers to the extent of influence exerted over school operations and the range of impact the position has on the district.
- Supervision of others entails accountability and responsibility for the work performed by other employees.

Staffing Guidelines

Purpose

This compensation plan booklet guides the administration of salaries and wages for classroom teachers, administrative educational programs, business operations, administrative support, instructional support, and auxiliary employees of the Dickinson Independent School District. The practices described are intended to implement local Board policy, comply with Board-approved compensation plans, and adhere to state and federal regulations.

New Hire Placement Guides

The employment, assignment, and salary placement align with the job requirements specified in the job description. For all employees, the District will consider only actual years of experience, not purchased years of experience, for TRS purposes. The District does not compensate for teaching experience unless verified with an official Teacher Service Record (TSR). Out-of-state or private school experience must also be confirmed on a TSR. Work experience at a college or university requires verification through a service record and the College Verification Form.

Where job requirements include transcripts, certificates, or licenses, these must be official and on file with Human Resource Services. Official transcripts become the property of the Dickinson Independent School District as long as an employee remains with the District. All college degrees obtained, or semester hours earned to qualify for employment or to receive graduate or undergraduate pay, are accepted only if they are from institutions accredited by nationally recognized accrediting agencies. Audits of official documents are conducted annually.

The Dickinson ISD Human Resources Department will determine hiring rates based on job-related qualifications, salary history, and the salaries of similarly positioned employees. Hiring rates will generally not exceed the wages of other employees with equal or greater experience in the same position or pay grade. The Executive Director of Human Resources is responsible for setting hiring rates. Salaries are determined individually, taking into account each person's credited years of experience, the current staffing needs of the District, and credentials related to instructional leadership or methodology.

Breaks in continuous service for any reason necessitate the application of new hire placement guidelines. Transitioning from one pay group to another (e.g., from teacher to administrative professional or from instructional support to administrative support) will result in the application of new hire salary placement guidelines. The rate of pay may not exceed the maximum or fall below the minimum of the pay grade without the Superintendent's approval.

Additional Notes

The Superintendent is authorized to adjust staffing guidelines as needed to meet budget constraints. Budget managers will monitor staffing levels. Any increase beyond approved levels will necessitate prior approval from the Superintendent. Any increase beyond approved levels that requires additional budget allocation must receive prior approval from the School Board. The Superintendent will determine Maintenance and Transportation staffing annually during budget planning and as conditions warrant throughout the budget year.

Elementary (PK-3) & Middle (4-5) School Instruction		
<i>Teachers</i>		
Classroom Teacher	Each increment of 23-25 students	1 Full-Time person per classroom
Special Education/ Special Programs Teacher	To be determined by Special Programs Department approved by the Superintendent	
Special Assignment Teachers	Varies by program/campus design	As required to provide instruction and appropriate group sizes as approved by the Superintendent
Campus Compliance Facilitator	Each campus	1 Full-Time person (or as approved by the Superintendent)
Dyslexia Specialist	Varies by program/campus design	As required to provide instruction and appropriate group sizes as approved by the Superintendent
Bilingual/ESL Specialist	Varies by program/campus design	As required to provide instruction and appropriate group sizes as approved by the Superintendent
<i>Paraprofessionals (Instructional Paraprofessionals)</i>		
Special Education/Special Programs Paraprofessional	To be determined by the Special Programs Department and approved by the Superintendent	Additional staff based on student need as determined by Special Programs Department and approved by the Superintendent
Instructional Intervention Paraprofessional	Each campus	1 Full-Time person
Bilingual Instructional Intervention Paraprofessional	K-5 based on campus needs	As required to provide instruction and appropriate group sizes as approved by the Superintendent
Computer Lab Monitor	Each campus	1 Full-Time person
PE Paraprofessional	Each campus	1 Full-Time person

Pre-K (Regular/Bilingual)	For each class over 11 students	1 Full-Time person
SEL Para	Each campus	1 Full-Time person
<i>Library/Media Services</i>		
Librarian/Media Specialist	Each campus	1 Full-Time person
Library Paraprofessional	Varies by campus design	Additional staff based on campus need
<i>Counseling Services</i>		
Counselor	250 to 750 students	1 Full-Time person
	700 to 1000 students	additional 1/2-Time person (as Counselor or Social Worker)
	900 to 1250 students	additional 1/2-Time person
<i>Health Services</i>		
Registered Nurse	Each campus	1 Full-Time person
<i>Administration</i>		
Principal	Each campus	1 Full-Time person
Assistant Principal	Up to 800 students	1 Full-Time person
<i>Secretarial/Clerical</i>		
Secretary	Each campus	1 Full-Time person
Receptionist/Clerical	500 to 800 students	1 Full-Time person
	For each additional increment of 250 students	additional 1/2-Time person
Attendance/Data Entry Clerk	Each campus	Staff based on need
Campus Compliance Date Clerk	Each campus	Staff based on need

Junior High Instruction (6-8)		
<i>Teachers</i>		
Classroom Teacher	25-32 students per classroom - not to exceed 150 total students without Superintendent approval	1 Full-Time person per classroom
Special Education/ Special Programs Teacher	To be determined by Special Programs Department and approved by the Superintendent	
Special Assignment Teachers	Varies by program/campus design	As required to provide instruction and appropriate group sizes as approved by the Superintendent
Campus Compliance Facilitator	Each campus	1 Full-Time person (or as approved by the Superintendent)
Dyslexia Specialist	Varies by program/campus design	As required to provide instruction and appropriate group sizes as approved by the Superintendent
<i>Paraprofessionals (Instructional Paraprofessionals)</i>		
Special Education/ Special Programs Paraprofessional	To be determined by the Special Programs Department and approved by the Superintendent	Additional staffing as recommended by the Executive Director of Special Programs and approved by the Superintendent
Instructional Intervention Paraprofessional	Up to 600 students	1 Full-Time person
	For every increment of 400 students	1 additional person
ESL Instructional Intervention Paraprofessional	Each campus of 1000+ students	Staff based on need
Computer Lab Monitor	Each campus	1 Full-Time person
ISS Paraprofessional	Each campus	1 Full-Time person
PE Paraprofessional	Each campus	Staff based on need

<i>Library/Media Services</i>		
Librarian/Media Specialist	Up to 1200 students	1 Full-Time person
	1200 to 2000+	1 Full-Time Person
Library Paraprofessional	250 to 1200	1 Full-Time person
	1201 to 2000+	1 Full-Time person
<i>Counseling Services</i>		
Counselor	Up to 600 students	1 Full-Time person
	For every increment of 400 students	1 additional person
<i>Health Services</i>		
Registered Nurse	Each campus	1 Full-Time person
<i>Administration</i>		
Principal	Each campus	1 Full-Time person
Assistant Principal	Up to 650 students	1 Full-Time person
	651 to 1100 students	1 additional person
	1101 to 1300 students	1 additional person
	1300+ students	1 additional person
<i>Secretarial/Clerical</i>		
Secretary	Each campus	1 Full-Time person
Receptionist/Clerical	Each campus	1 Full-Time person
	If more than 600 students	1 additional person
Attendance/Data Entry Clerk	Each campus	1 Full-Time person
Assistant Principal Secretary	Each campus	2 Full-Time persons
Registrar/Counselor Secretary	Each campus	1 Full-Time person

High School Instruction (9-12)		
Teachers		
Classroom Teacher	25-35 students per classroom - not to exceed 150 total students without Superintendent approval	1 Full-Time person per classroom
Special Education/ Special Programs Teacher	To be determined by the Special Programs Department, approved by the Superintendent	
Special Assignment Teachers	Varies by program/campus design	As required to provide instruction and in appropriate group sizes as approved by Superintendent
Campus Compliance Facilitator	Each campus	4 Full-Time personnel
Dyslexia Specialist	Varies by program/campus design	As required to provide instruction and appropriate group sizes as approved by the Superintendent
ESL Teacher	Varies by program/campus design	1 Full-Time person (based on student needs)
Paraprofessionals (Instructional Paraprofessionals)		
Special Education/Special Programs Paraprofessional	To be determined by the Special Programs Department and approved by the Superintendent	Additional staffing as recommended by the Executive Director of Special Programs and approved by the Superintendent
Instructional Intervention Paraprofessional	Up to 1000 students	1 Full-Time person
	For every increment of 500 students	1 additional person
ESL Instructional Intervention Paraprofessional	Each campus of 1500+ students	1 Full-Time person
Computer Lab Monitor	Varies by program/campus design	1 Full-Time person
Library/Media Services		
Librarian/Media Specialist	Each campus	1 Full-Time person
Library Paraprofessional	Each campus	1 Full-Time person

<i>Counseling Services</i>		
Counselor	Up to 449 students	1 Full-Time person
	450 to 899 students	1 additional person
	900 to 1349 students	1 additional person
	1350 to 1799 students	1 additional person
	1800 to 2249 students	1 additional person
	2250 to 2699 students	1 additional person
	2700 to 3149 students	1 additional person
College Career Counselor	HS campus	1 Full-Time person
Special Education	Up to 450 students	1 Full-Time person
<i>Health Services</i>		
Registered Nurse	HS campus	1 Full-Time person
	1600+ students	1 additional person
Clinic Paraprofessional (LVN or PCT)	HS campus	1 Full-Time person
<i>Administration</i>		
Principal	Each campus	1 Full-Time person
Associate Principal	HS Curriculum & Instruction	1 Full-Time person
Associate Principal	HS/NGC and Support Services	1 Full-Time person
Associate Principal	HS Safety/Operations	1 Full-Time person
Assistant Principal	HS CTE Center	1 Full-Time person
Assistant Principal	Up to 499 students	1 Full-Time person
	500 to 999 students	1 additional person
	1000 to 1499 students	1 additional person
	1500 to 1999 students	1 additional person
	2000 to 2499 students	1 additional person
	2500 to 2999 students	1 additional person
	3000 to 3499 students	1 additional person
	3500+ students	1 additional person
<i>Secretarial/Clerical</i>		
Secretary	Each administrator	1 Full-Time person
Registrar	HS campus	1 Full-Time person
Registrar Clerk	Ninth Grade Center	1 Full-Time person
Attendance Clerk	Each campus	3 Full-Time persons
Receptionist/Clerical	HS campus	1 Full-Time person
	Ninth Grade Center	1 Full-Time person
Secretary/Receptionist	HS CTE Center	1 Full-Time person
Accounting Clerk/ Bookkeeper	HS campus	2 Full-Time persons
Publication Clerk	Each campus	1 Full-Time person
Counseling/Data Clerk	HS campus	1 Full-Time person
Sub Scheduling Clerk	Each campus	1 Full-Time person

CC Data Clerk	Each campus	2 Full-Time persons
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Dickinson Continuation Center / DALC		
Teachers		
Classroom Teacher	Based on ADA up to 40 students	2 Full-Time persons per classroom
	41 to 65 students	1 additional person
	66 to 80 students	1 additional person
	81 to 95 students	1 additional person
	For every increment of 15 students	1 additional person
Counseling Services		
Counselor/Social Worker	DCC/DALC campus	1 Full-Time person
Administration		
Principal/Alt. School Director	DCC/DALC campus	1 Full-Time person
Program Manager/Site Coordinator	DCC/DALC/Esmond	1 Full-Time person
Secretarial/Clerical		
Secretary	DCC campus	1 Full-Time person
Secretary	DALC campus	1 Full-Time person
Receptionist/Clerical	DCC campus	1 Full-Time person

Gator Academy		
Administration		
Director of Employee Child Care Facility	Gator Academy	1 Full-Time person
Instructional Services		
Infants	6 weeks - 12 months	2 Full-Time persons
First Steps	12 - 18 months	2 Full-Time persons
Toddlers	18 -24 months	2 Full-Time persons
Early Pre-School	2-3 years of age	2 Full-Time persons
Pre-School	3-4 years of age	1 Full-Time person
		1 Part-Time person (6 hr)
Pre-K	4-5 years of age	1 Full-Time person
		1 Part-Time persons (6 hr)
Floater	Varies by need	1 Full-Time persons
Kitchen Manager		1 Full-Time persons
<i>Additional staff as required by the Department of Family and Protective Services</i>		

District-Wide Services		
Curriculum/Technology Specialists	As approved by the Superintendent	As assigned
Lead Nurse	The district's Lead Nurse must be an RN with 5 years of school nursing experience, properly trained to supervise other school health personnel.	As assigned
SP/OT/PT/SLP/SLPA/ Diagnostician	As approved by the Superintendent	As assigned
<i>Food & Nutrition Services</i>		
FNS Manager	Each campus	1 Full-Time person
FNS Worker	As determined by the Director of FNS	As assigned
<i>Full-time workers may work less than eight (8) hours.</i>		
<i>Maintenance/Facilities/Custodial</i>		
Custodian	For each 24,000 sq. ft. or as determined by the supervisor and approved by the Superintendent	1 Full-Time person

Hiring Procedures

"New" Positions

Any personnel decision that impacts budget expenditures (excluding discretionary substitutes) will require the Superintendent's approval. Budget managers will indirectly oversee personnel expenditure decisions through the recommendation process.

Requests for additional personnel expenditures, new positions, stipends, or extra workdays must be submitted in writing to the Superintendent. If approved, the Superintendent will sign the request and forward copies to the requesting budget manager, the Business Department, and the Human Resources Department.

"New" and "Replacement" Positions

- Copy of the approval to the Executive Director for Human Resources (for all "new" positions).
- Complete the Request for Posting, if necessary. (Posting is required unless prior approval by the Superintendent is obtained.)
- Postings for positions that require a certificate or license shall be placed on the district website (DC Legal) no later than the tenth day before a position is filled.
- Follow interview procedures.
- The Hiring Manager will complete and submit the employee recommendation form online.
- Human Resources will complete a Personnel Action form and submit to the Business Department
- Human Resources will forward the salary notification to the employee.

Additional Pay for Degrees/Certifications

Payment for additional degrees (e.g., Master's and Doctorate), professional certifications (e.g., LSSP), and auxiliary certifications (e.g., Texas CDL, TDA Applicator's License, ASE, and lead differentials) will be credited once HR is notified. The deadline to notify HR is August 15th or January 15th. Certifications must be maintained and kept current to continue receiving the certification pay.

Administrative/Professional Pay Range

	-20%		+20%	
Pay Grade	Minimum	Midpoint	Maximum	Range %
AP1	\$257.93	\$322.41	\$386.89	33.33 %
AP2	\$291.55	\$364.44	\$437.33	33.33 %
AP3	\$319.00	\$398.74	\$478.49	33.33 %
AP4	\$349.88	\$437.34	\$524.81	33.33 %
AP5	\$397.89	\$497.36	\$596.84	33.33 %
AP6	\$445.93	\$557.41	\$668.89	33.33 %
AP7	\$483.66	\$604.58	\$725.49	33.33 %
AP8	\$536.83	\$671.04	\$805.25	33.33 %
AP9	\$565.99	\$707.48	\$848.98	33.33 %
AP10	\$617.43	\$771.79	\$926.15	33.33 %

Administrative / Professional Pay Grades

AP1	Minimum	Midpoint	Maximum
Calendars	\$257.93	\$322.41	\$386.89
180	\$46,427	\$58,034	\$69,640
181	\$46,485	\$58,356	\$70,027
198	\$51,069	\$63,837	\$76,604
221	\$57,002	\$71,252	\$85,503
Position			Assigned Calendar
Accounting Specialist			221
Benefits Specialist			221
Communications Specialist			221
DHS Lead Security Monitor			
FNS Manager (Elementary, Middle School, and Junior High)			181
FNS Office Coordinator			198
Payroll Systems Specialist			221
Technology Office Manager			221
Transportation Office Manager			221
Transportation Route Coordinator			221
Transportation Shop Office Manager			230

AP2	Minimum	Midpoint	Maximum
Calendars	\$291.55	\$364.44	\$437.33
181	\$52,771	\$65,964	\$79,157
202	\$58,894	\$73,617	\$88,341
221	\$64,433	\$80,542	\$96,650
230	\$67,057	\$83,822	\$100,586
Position			Assigned Calendar
Assistant Stadium Manager/Purchasing			230
Director of Employee Child Care Center (Gator Academy)			202
FNS Manager (High School)			181
FNS Training Manager			181
Payroll Systems Analyst			221
PC Support Technician			221
Transportation Supervisor			221

AP3	Minimum	Midpoint	Maximum
Calendars	\$319.00	\$398.74	\$478.49
198	\$63,161	\$78,951	\$94,742
200	\$63,799	\$79,749	\$95,699
211	\$67,308	\$84,135	\$100,962
221	\$70,498	\$88,123	\$105,747
Position			Assigned Calendar
Accountant (Business Services/FNS)			221
Assistant Director of Energy Management/Stadium Manager			221
College & Career Readiness Specialist			205
Coordinator of Benefits / Risk Management			221
FNS Compliance & Personnel Supervisor			221
FNS Site Supervisor			221
Purchasing Accountant			221
Therapist Assistant (COTA/LPTA)			200 (Max)
Therapist Trainee (OT/PT)			200 (Max)

AP4	Minimum	Midpoint	Maximum
Calendars	\$349.88	\$437.34	\$524.81
187	\$65,427	\$81,783	\$98,140
190	\$66,476	\$83,095	\$99,714
193	\$67,526	\$84,407	\$101,289
200	\$69,975	\$87,469	\$104,963
205	\$71,724	\$89,655	\$107,587
221	\$77,322	\$96,653	\$115,984
Position			Assigned Calendar
Assistant Principal, Elementary (Grades PK-3) and Middle School (Grades 4-5)			205
Campus Discipline Facilitator			193
Community Liaison, Gator Wellness Center			110
Coordinator Community Engagement (Public Relations)			221
Coordinator Community Outreach & Strategic Partnerships (DEF)			221
Coordinator Student Attendance & Truancy			221
Counselor, Elementary (Grades PK-3) and Middle (Grades 4-5) Schools			193
DHS Instructional Coach			205
DHS Testing Coordinator and Instructional Materials Manager			211
Diagnostician Trainee			200
FNS Nutrition Coordinator/Dietician			221
Lead Support Technician			221
Licensed Professional Counselor (LPC)			190
LSSP (Intern)			200
Network Specialist			221
Program Support Specialist (BIL/EL)			221
Senior Accountant			221
Specialist (Curriculum & Instruction - ELAR, Math, Sci, SS, STEAM, EL PK-5)			221
Specialist (DHS Curriculum Specialist)			205
Specialist (ECSE/LifeSkills)			198
Speech Language Pathologist (SLP) Assistant			187
Technology Systems Specialist			221
Therapist, Certified Occupational (OT)/Physical (PT)			200 (max)

AP5	Minimum	Midpoint	Maximum
Calendars	\$397.89	\$497.36	\$596.84
198	\$78,783	\$98,478	\$118,174
200	\$79,578	\$99,473	\$119,367
202	\$80,374	\$100,468	\$120,561
205	\$81,568	\$101,960	\$122,352
211	\$83,955	\$104,944	\$125,933
221	\$87,934	\$109,918	\$131,901
Position			Assigned Calendar
Assistant Principal, Alternative Programs			211
Assessment Specialist, Special Programs			202
Coordinator of Purchasing			221
Counselor (DHS/DCC and DALC)			205
Counselor, Junior High (Grades 6-8)			198
Diagnostician			200
FNS Operations Supervisor			221
FNS Supervisor of Personnel & Purchasing			221
School Psychologist			200
Speech Language Pathologist (SLP)			190
Speech Language Pathologist (SLP), Lead			200
Systems Coordinator			221

AP6	Minimum	Midpoint	Maximum
Calendars	\$445.93	\$557.41	\$668.89
211	\$94,090	\$117,613	\$141,135
221	\$98,549	\$123,187	\$147,824
Position			Assigned Calendar
Assistant Principal, Junior High (Grades 6-8) and High School (Grades 9-12)			211
Assistant Principal, Junior High (Curriculum)			221
Coordinator, Athletics			211
Coordinator, Compliance, Special Programs			221
Coordinator, Data Quality and SIS			221
Coordinator, Elementary Counseling			221
Coordinator, Evaluation and Related Services, Special Programs			221
Coordinator, Literacy			221
Coordinator, Mathematics K-8			221
Coordinator, Technology Integration			221
District Security & Access Control Manager			221
Network Manager			221
Principal, Coastal Alternative Program (CAP)			211
Technology Services & Applications Manager			221

AP7	Minimum	Midpoint	Maximum
Calendars	\$483.66	\$604.58	\$725.49
221	\$106,889	\$133,612	\$160,334
230	\$111,242	\$139,053	\$166,864
Position			Assigned Calendar
DHS Associate Principal			221
Director, Academic Excellence & Advanced Programs			221
Director, Alternative Education/Principal			221
Director, Career Technical Education			221
Director, Custodial Services			230
Director, Data Quality & SIS			221
Director, DISD Education Foundation			221
Director, Early Learning, Literacy, & Professional Development			221
Director, Emergent Bilingual			221
Director, Energy Management			221
Director, Federal Programs			221
Director, Fine Arts			221
Director, Food and Nutrition Services			221
Director, Human Resources			221
Director, Maintenance			230
Director, Mental Health & Counseling			221
Director, Purchasing			221
Director, Research & Accountability			221
Director, Secondary Counseling & Academics			221
Director, Technology			221
Director, Transportation			221
Principal, Elementary (Grades PK-3) and Middle School (Grades 4-5)			221

AP8	Minimum	Midpoint	Maximum
Calendars	\$536.83	\$671.04	\$805.25
221	\$118,640	\$148,300	\$177,960
Position		Assigned Calendar	
Director, Athletics/Head Football Coach		221	
Executive Director, Business Operations		221	
Executive Director, Facility Planning & Construction		TBD	
Executive Director, Human Resources		221	
Executive Director, Operations		221	
Executive Director, Payroll		221	
Executive Director, Public Relations		221	
Executive Director, School Leadership		221	
Executive Director, Special Programs		221	
Executive Director, Student Support Services		221	
Executive Director, Teaching & Learning		221	
Principal, Junior High School (Grades 6-8)		221	

AP10	Minimum	Midpoint	Maximum
Calendars	\$617.43	\$771.79	\$926.15
221	\$136,453	\$170,566	\$204,679
Position		Assigned Calendar	
Chief, Finance & Operations Officer		221	
Principal, High School (Grades 9-12)		221	

Professional Job Classification / Hiring Schedule

COUNSELOR SALARY SCHEDULE		
Director, Elementary Counseling & Mental Health	AP7	221
Director, Secondary Counseling & Academic Planning	AP7	221
Coordinator, Elementary Counseling	AP6	221
DHS/DCC/DALC Counselor, Junior High (Grades 6-8)	AP5	205
Counselor, Elementary (Grades PK-3) and Middle (Grade 4-5) Schools	AP4	193

PROFESSIONAL SUPPORT STAFF HIRING SCHEDULE		
Position	Paygrade	Assigned Calendar
Assessment Specialist	AP5	202
Campus Compliance Facilitator	Teacher	192
Diagnostician	AP5	200
Diagnostician Trainee	AP4	200
Licensed Professional Counselor (LPC)	AP4	190
School Psychologist	AP5	200
School Psychologist Intern	AP4	200
OT/PT Therapist Trainee	AP3	(Maximum) 200
Speech Language Pathologist (SLP), Lead	AP5	200
Speech Language Pathologist (SLP) Assistant	AP4	187
Speech Language Pathologist (SLP)	AP5	190
Student Support Specialist	AP4	200
Therapist, Certified Occupational/Physical (as needed)	AP4	200
Therapist Assistant (COTA/LPTA)	AP3	(Maximum) 200

SCHOOL HEALTH PERSONNEL		
Qualifications / Position	Starting Rate	Assigned Calendar
Lead Nurse	Teacher Salary Schedule	202
Licensed Vocational Nurse (LVN)	Teacher Salary Schedule (70%)	187
Registered Nurse	Teacher Salary Schedule	187

LIBRARIAN HIRING SCHEDULE		
Position	Starting Rate	Assigned Calendar
Librarian, Elementary (Grades PK-12)	Teacher Salary Schedule	187
Library Paraprofessional	Paraprofessional Salary	184

	Schedule	
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TEACHER SALARY SCHEDULE		
Step/Local Experience	DISD Compensation Rate	DISD Daily Rate
0	\$63,500.00	\$339.57
1	\$64,170.00	\$343.16
2	\$65,170.00	\$348.50
3	\$65,530.00	\$350.43
4	\$66,259.00	\$354.33
5	\$66,853.00	\$357.50
6	\$69,146.00	\$369.76
7	\$69,268.00	\$370.42
8	\$69,996.00	\$374.31
9	\$70,152.00	\$375.14
10	\$70,308.00	\$375.98
11	\$71,088.00	\$380.15
12	\$72,079.00	\$385.45
13	\$72,195.00	\$386.07
14	\$72,311.00	\$386.69
15	\$72,538.00	\$387.90
16	\$72,765.00	\$389.12
17	\$73,049.00	\$390.64
18	\$73,334.00	\$392.16
19	\$73,730.00	\$394.28
20	\$74,141.00	\$396.48
21	\$74,542.00	\$398.62
22	\$75,133.00	\$401.78
23	\$75,756.00	\$405.11
24	\$76,373.00	\$408.41
25	\$76,985.00	\$411.68
26	\$77,602.00	\$414.98
27	\$78,340.00	\$418.93
28	\$79,068.00	\$422.82
29	\$79,791.00	\$426.69
30	\$80,524.00	\$430.61
31	\$81,252.00	\$434.50
32	\$81,864.00	\$437.78
33	\$82,481.00	\$441.07
34	\$83,088.00	\$444.32
35	\$83,710.00	\$447.65
36	\$84,327.00	\$450.95
37	\$84,945.00	\$454.25
38	\$85,451.00	\$456.96
39	\$85,957.00	\$459.66
40	\$86,464.00	\$462.37
Teacher is defined as a classroom teacher, a librarian, and a registered nurse. DISD Teacher Salary Schedule is based on a bachelor's degree. Master's Degree: Add \$1,000, Doctorate's Degree: Add \$2,000 to the appropriate step on DISD Base Salary Schedule. An additional \$500 per step after Step 40 up to a maximum of Step 46.		

Paraprofessional / Clerical / Technical Pay Ranges

PCT1	Minimum	Midpoint	Maximum
Calendars	\$118.31	\$157.74	\$197.18
180	\$21,296	\$28,394	\$35,493
184	\$21,769	\$29,025	\$36,281
190	\$22,479	\$29,971	\$37,464
192	\$22,715	\$30,287	\$37,859
Position			Assigned Calendar
Clerical Paraprofessional			184
Gator Hope Clinic Paraprofessional			192
Library Paraprofessional, High School (9-12)			184
PE Paraprofessional			180
Publications Paraprofessional			190

PCT2	Minimum	Midpoint	Maximum
Calendars	\$125.82	\$167.76	\$209.70
180	\$22,647	\$30,196	\$37,745
184	\$23,150	\$30,867	\$38,584
185	\$23,276	\$31,035	\$38,794
192	\$24,157	\$32,209	\$40,261
Position			Assigned Calendar
Daycare Paraprofessional (Gator Academy)			185
In-School Suspension Paraprofessional			180
JJAEP Paraprofessional			180
Receptionist, Junior High			192
Receptionist/Clerk (DCC and DALC)			180
Receptionist/Clerk, Elementary & Middle Schools			184
Receptionist/Clerk, High School			192

PCT3	Minimum	Midpoint	Maximum
Calendars	\$131.54	\$175.39	\$219.24
180	\$23,677	\$31,570	\$39,462
184	\$24,204	\$32,271	\$40,339
221	\$29,071	\$38,761	\$48,451
Position			Assigned Calendar
Bilingual/ESL Instructional Intervention Paraprofessional			180
Campus Compliance Data Clerk			184
Instructional Intervention Paraprofessional			180
Pre-K Paraprofessional (Regular / Bilingual)			180
Receptionist/Clerk, Operations and Facilities			221
Special Education Paraprofessional			180

PCT4	Minimum	Midpoint	Maximum
Calendars	\$134.14	\$178.85	\$223.56
180	\$24,145	\$32,193	\$40,241
184	\$24,681	\$32,908	\$41,135
192	\$25,754	\$34,339	\$42,924
Position			Assigned Calendar
Computer Lab Paraprofessional			180
Certified Nurse Assistant, CNA (Special Programs)			180
DALC/CAP Paraprofessional			180
Esmond Center Records Clerk			184
Edgenuity Computer Lab Monitor			184
Secretary, Assistant Principal (Junior High and High School)			192
Secretary, Counselor (Junior High and High School)			192
Social Emotional Learning/Character Paraprofessional (Middle School)			180

PCT5	Minimum	Midpoint	Maximum
Calendars	\$140.05	\$186.73	\$233.41
184	\$25,769	\$34,358	\$42,948
192	\$26,889	\$35,852	\$44,815
198	\$27,729	\$36,972	\$46,215
200	\$28,009	\$37,346	\$46,682
202	\$28,289	\$37,719	\$47,149
216	\$30,250	\$40,333	\$50,417
Position			Assigned Calendar
Assessment Staff Support Clerk			200
Attendance/AP Secretary, Middle School			198
Attendance/Data Entry Clerk, Elementary			202
Attendance/Data Entry Clerk, Junior High			192
Attendance/Data Entry Clerk, High School			184
Scheduling Clerk & Summer Receptionist (High School)			216
Secretary, Associate Principal (High School)			216
Secretary, Dean of Instruction (High School)			216
Gator Wellness Center Support Clerk			198

PCT6	Minimum	Midpoint	Maximum
Calendars	\$143.90	\$191.87	\$239.84
180	\$25,902	\$34,536	\$43,170
192	\$27,629	\$36,839	\$46,048
198	\$28,492	\$37,990	\$47,487
202	\$29,068	\$38,758	\$48,448
221	\$31,802	\$42,403	\$53,004
Position			Assigned Calendar
Bookkeeper Clerk, High School			192
Campus Security Monitor			180
DHS LPAC/ESL Clerk			184
LPAC Clerk, Teaching & Learning			202
Payroll Specialist, Operations and Facilities			221
PEIMS Specialist			221
Registrar, Junior High			198
Registrar (Lead), High School			221
Registrar Clerk, High School			198
Secretary, Coastal Alternative Program (CAP)			211
Secretary, Esmond Center Educational Records			198
Secretary, Gator Wellness Center			202
Secretary, Special Programs Coordinator			221
Secretary, Special Education/PEIMS			221
Secretary, Principal (DCC and DALC)			221

PCT7	Minimum	Midpoint	Maximum
Calendars	\$147.71	\$196.95	\$246.18
198	\$29,247	\$38,995	\$48,744
211	\$31,167	\$41,556	\$51,945
221	\$32,644	\$43,525	\$54,406
230	\$33,973	\$45,298	\$56,622
Position			Assigned Calendar
Accounts Payable Specialist			221
FNS Office Coordinator			198
Human Resources Generalist			221
Secretary, CTE			221
Secretary, Director, Alternative Education			221
Secretary, Facility Services			230
Secretary, Principal (Elementary)			221
Secretary, Principal (Middle School)			221
Secretary, Principal (Junior High)			221
Secretary, Public Relations/DEF Department			221

PCT8	Minimum	Midpoint	Maximum
Calendars	\$159.24	\$212.31	\$265.39
221	\$35,191	\$46,921	\$58,652
Position			Assigned Calendar
Accounting Clerk/Bookkeeper (DHS)			221
Secretary, Athletic Department			221
Secretary, Teaching & Learning Department			221
Secretary, Human Resources Department			221
Secretary, Special Programs Department			221

PCT9	Minimum	Midpoint	Maximum
Calendars	\$195.43	\$260.58	\$325.72
221	\$43,191	\$57,588	\$71,985
Position			Assigned Calendar
Secretary, Principal (High School)			221

PCT10	Minimum	Midpoint	Maximum
Calendars	\$231.51	\$308.68	\$385.85
221	\$51,164	\$68,218	\$85,273
Position			Assigned Calendar
Secretary, School Leadership Department			221
Secretary, Teaching & Learning Department			221

PCT11	Minimum	Midpoint	Maximum
Calendars	\$244.28	\$325.71	\$407.13
221	\$53,986	\$71,981	\$89,976
Position			Assigned Calendar
Secretary, Superintendent of Schools			221

PCT DAILY RATE SCHEDULE

Years Exp.	PCT1	PCT2	PCT3	PCT4	PCT5	PCT6	PCT7	PCT8	PCT9	PCT10	PCT11
0	\$118.31	\$125.82	\$131.54	\$134.14	\$140.05	\$143.90	\$147.71	\$159.24	\$195.43	\$231.51	\$244.28
1	\$119.31	\$126.52	\$132.54	\$135.14	\$141.05	\$144.90	\$148.71	\$160.24	\$196.43	\$232.51	\$245.28
2	\$120.31	\$127.07	\$132.84	\$135.49	\$142.05	\$145.90	\$149.71	\$160.84	\$197.13	\$233.51	\$246.28
3	\$122.31	\$128.32	\$134.14	\$136.84	\$144.05	\$147.90	\$151.71	\$162.44	\$198.83	\$235.51	\$248.28
4	\$124.31	\$129.57	\$135.44	\$138.19	\$146.05	\$149.90	\$153.71	\$164.04	\$200.53	\$237.51	\$250.28
5	\$126.31	\$130.82	\$136.74	\$139.54	\$148.05	\$151.90	\$155.71	\$165.64	\$202.23	\$239.51	\$252.28
6	\$128.31	\$132.07	\$138.04	\$140.89	\$150.05	\$153.90	\$157.71	\$167.24	\$203.93	\$241.51	\$254.28
7	\$129.31	\$133.32	\$139.34	\$141.89	\$151.05	\$154.90	\$158.71	\$168.24	\$205.63	\$243.51	\$256.28
8	\$130.31	\$134.57	\$140.64	\$143.14	\$152.05	\$155.90	\$159.71	\$169.24	\$207.33	\$245.51	\$258.28
9	\$131.31	\$135.82	\$141.94	\$144.39	\$153.05	\$156.90	\$160.71	\$170.24	\$209.03	\$247.51	\$260.28
10	\$132.31	\$137.07	\$143.24	\$145.64	\$154.05	\$157.90	\$161.71	\$171.24	\$210.73	\$249.51	\$262.28
11	\$133.31	\$138.32	\$144.54	\$146.89	\$155.05	\$158.90	\$162.71	\$172.24	\$212.43	\$251.51	\$264.28
12	\$134.31	\$139.57	\$145.84	\$148.14	\$156.05	\$159.90	\$163.71	\$173.24	\$214.13	\$253.51	\$266.28
13	\$135.31	\$140.82	\$147.14	\$149.39	\$157.05	\$160.90	\$164.71	\$174.24	\$215.83	\$255.51	\$268.28
14	\$136.31	\$142.07	\$148.44	\$150.64	\$158.05	\$161.90	\$165.71	\$175.24	\$217.53	\$257.51	\$270.28
15	\$137.31	\$143.32	\$149.74	\$151.89	\$159.05	\$162.90	\$166.71	\$176.24	\$219.23	\$259.51	\$272.28
16	\$138.31	\$144.57	\$151.04	\$153.14	\$160.05	\$163.90	\$167.71	\$177.24	\$220.93	\$261.51	\$274.28
17	\$139.31	\$145.82	\$152.34	\$154.39	\$161.05	\$164.90	\$168.71	\$178.24	\$222.63	\$263.51	\$276.28
18	\$140.31	\$147.07	\$153.64	\$155.64	\$162.05	\$165.90	\$169.71	\$179.24	\$224.33	\$265.51	\$278.28
19	\$141.31	\$148.32	\$154.94	\$156.89	\$163.05	\$166.90	\$170.71	\$180.24	\$226.03	\$267.51	\$280.28
20	\$142.31	\$149.57	\$156.24	\$158.14	\$164.05	\$167.90	\$171.71	\$181.24	\$227.73	\$269.51	\$282.28
21	\$143.31	\$150.82	\$157.24	\$159.14	\$165.05	\$168.90	\$172.71	\$182.24	\$229.43	\$271.51	\$284.28
22	\$144.31	\$152.07	\$158.24	\$160.14	\$166.05	\$169.90	\$173.71	\$183.24	\$231.13	\$273.51	\$286.28
23	\$145.31	\$153.32	\$159.24	\$161.14	\$167.05	\$170.90	\$174.71	\$184.24	\$232.83	\$275.51	\$288.28
24	\$146.31	\$154.57	\$160.24	\$162.14	\$168.05	\$171.90	\$175.71	\$185.24	\$234.53	\$277.51	\$290.28
25	\$147.31	\$155.82	\$161.24	\$163.14	\$169.05	\$172.90	\$176.71	\$186.24	\$236.23	\$279.51	\$292.28
26	\$148.31	\$157.07	\$162.24	\$164.14	\$170.05	\$173.90	\$177.71	\$187.24	\$237.93	\$281.51	\$294.28
27	\$149.31	\$158.32	\$163.24	\$165.14	\$171.05	\$174.90	\$178.71	\$188.24	\$239.63	\$283.51	\$296.28
28	\$150.31	\$159.57	\$164.24	\$166.14	\$172.05	\$175.90	\$179.71	\$189.24	\$241.33	\$285.51	\$298.28
29	\$151.31	\$160.57	\$165.24	\$167.14	\$173.05	\$176.90	\$180.71	\$190.24	\$243.03	\$287.51	\$300.28
30	\$152.31	\$161.57	\$166.24	\$168.14	\$174.05	\$177.90	\$181.71	\$191.24	\$244.03	\$289.51	\$302.28
31	\$153.31	\$162.57	\$167.24	\$169.14	\$175.05	\$178.90	\$182.71	\$192.24	\$245.03	\$291.51	\$304.28
32	\$154.31	\$163.57	\$168.24	\$170.14	\$176.05	\$179.90	\$183.71	\$193.24	\$246.03	\$293.51	\$306.28
33	\$155.31	\$164.57	\$169.24	\$171.14	\$177.05	\$180.90	\$184.71	\$194.24	\$247.03	\$295.51	\$308.28
34	\$156.31	\$165.57	\$170.24	\$172.14	\$178.05	\$181.90	\$185.71	\$195.24	\$248.03	\$297.51	\$310.28
35	\$157.31	\$166.57	\$171.24	\$173.14	\$179.05	\$182.90	\$186.71	\$196.24	\$249.03	\$299.51	\$312.28
36	\$158.31	\$167.57	\$172.24	\$174.14	\$180.05	\$183.90	\$187.71	\$197.24	\$250.03	\$301.51	\$314.28
37	\$159.31	\$168.57	\$173.24	\$175.14	\$181.05	\$184.90	\$188.71	\$198.24	\$251.03	\$303.51	\$316.28

The daily rate for employees in these categories shall not be less than the amount shown on this schedule. The daily rates above are subject to adjustment above the base amount based on the performance of the specific job duties for the position, with prior approval from the superintendent. Increase according to step/increment pattern (E.g., PCT1-9 \$1.00; PCT10-11 \$2.00).

Support Services Pay Ranges

	-30%		+30%	
Pay Grade	Minimum	Midpoint	Maximum	Range %
SS1	\$11.74	\$16.77	\$21.80	46.15%
SS2	\$12.93	\$18.47	\$24.01	46.15%
SS3	\$14.11	\$20.15	\$26.20	46.15%
SS4	\$16.46	\$23.51	\$30.56	46.15%
SS5	\$18.81	\$26.87	\$34.93	46.15%
SS6	\$21.53	\$30.76	\$39.99	46.15%
SS7	\$24.18	\$34.54	\$44.90	46.15%

Auxiliary Departments

The following Lead/Differential Categories, additional pay, and Call-out Guidelines apply to employees in the following departments: Custodial, Facility Services, Food Nutrition Services, and Transportation.

Standard Certification / Differential Categories	Additional Pay (per Hour)
Lead Differential (by number of employees supervised)	
1 to 2	\$1.00
3 to 5	\$1.25
6 to 10	\$1.50
10 to 15	\$2.00
16+	\$2.50
Asbestos Inspector License	\$2.25
Texas Commercial Driver's License	\$2.00
Call Out Guidelines	Minimum Number of Hours Paid at Current Hourly Rate
Alarm Issues (Security / Fire)	1.5 hours minimum
Maintenance Issues (Emergency repairs or anything outside of alarms)	3.0 hours minimum
Transportation Issues (Gate issues or anything outside of alarms)	2.0 hours minimum

Facility Services Pay Ranges

This hiring schedule is based on qualifying factors that result in STEPS.

Compensation Adjustments

Based on the step requirements, the hourly rates of current employees shall be at least as low as those of new employees who meet the same criteria for the same step. Each adjustment is a stand-alone adjustment.

FAS2	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	\$12.93	\$13.48	\$14.04	\$14.78	\$15.70
Position			Assigned Calendar		
Custodian			210 / 235		
Substitute Custodian (Step 1)			No Assigned Calendar		
Step Schedule for Hiring					
Custodian - FAS2					
Step 1	1) No job-related experience. 2) Demonstrate the ability to lift fifty (50) pounds routinely. 3) Read and understand cleaning, maintenance, and safety procedures instructions.				
Step 2	1) At least one (1) year of related experience. 2) Basic knowledge of cleaning agents and their applications. 3) Basic knowledge of custodial practices used in cleaning schools.				

Step 3	4) Knowledge of custodial safety procedures, including MSDS sheets, Bloodborne Pathogens, etc. 1) At least three (3) years of related experience.
Step 4	2) Experience in classroom cleaning, including marker boards, furniture, windows, etc. 3) Experience in carpet care procedures. 1) At least five (5) years of job-related experience. 2) Experience operating floor maintenance equipment (i.e., auto scrubbers, burnishers, wet vac, etc.). 3) Performs job duties without direct supervision.
Step 5	1) At least seven (7) years of job-related experience. 2) Experience with minor building maintenance such as replacement of light bulbs, ceiling tile, furniture repair, etc. 3) Experience with the appropriate procedures for opening, closing, and safeguarding facilities. Including securing exit doors, activating alarms, etc.

FAS3	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	\$14.11	\$15.11	\$16.12	\$18.14	\$19.14
Position			Assigned Calendar		
Assistant Athletic Field Caretaker			235		
Delivery Driver			235		
Grounds Worker			235		
HVAC Maintenance Worker			235		
Laundry Worker			235		
Lead Custodian, Junior High, High School, and ESC			235		
Utility Worker			235		
Warehouse Worker			235		
Job-Specific Certification Categories			Certification Rates (per Hour)		
Grounds Worker/ AFC Assistant (Pest)					
TDA Applicator's License with Weed Control			\$1.75		
(3) Additional Categories for TDA Applicator's License (Lawn, Ornamental, Pest, and Termite)			\$2.00		
Grounds Worker/ AFC Assistant (Irrigation)					
Texas Irrigation Installer Certification			\$1.00		
Texas Irrigator License			\$1.50		
HVAC Maintenance Worker					
EPA Certification in Refrigerant Recovery (Universal)			\$2.00		
Utility / Warehouse Worker - Add'l Steps (If Employed on Step 1)					
Step 2			\$1.25		
Step 3			\$1.50		
Step 4			\$2.00		
Step 5			\$2.50		
Step Schedule for Hiring					
<i>Athletic Field Caretaker Assistant - FAS3</i>					
Step 1	1) No job-related experience. 2) Possess a valid Texas Driver's license with a good driving record.				
Step 2	1) At least one (1) year of related experience. 2) One (1) year of experience in groundskeeping or athletic field maintenance practices. 3) Skilled in using various mowers, weed eaters, striping machines, etc.				

Step 3	1) At least three (3) years of related experience. 2) Exhibits knowledge in the operation of irrigation systems. 3) Experience mowing natural turf in various patterns using a reel mower. 4) Exhibits knowledge of basic procedures for maintaining and setting the layout of athletic fields, including football, soccer, baseball, etc.
Step 4	1) At least five (5) years of job-related experience. 2) Exhibits knowledge in the operation and repair of irrigation systems. 3) Proficient in painting procedures for athletic fields, including layout, decal applications, striping, and chalking.
Step 5	1) At least seven (7) years of job-related experience. 2) Exhibits knowledge in diagnosing and treating horticulture problems caused by disease, insects, etc. 3) Experience in the restoration of athletic field surfaces using aerators, top dressers, tractors, sod cutters, etc.
Grounds Worker - FAS3	
Step 1	1) No job-related experience. 2) Possess a valid Texas Driver's license with a good driving record.
Step 2	1) At least one (1) year of job-related experience. 2) Exhibits knowledge of basic groundskeeping practices and procedures. 3) Demonstrate the ability to operate various mowers, weed eaters, trimmers, etc.
Step 3	1) At least three (3) years of related experience. 2) Demonstrate basic knowledge of irrigation systems. 3) Experienced in tree and shrub trimming practices and procedures.
Step 4	1) At least five (5) years of job-related experience. 2) Knowledge of various classes of plants, trees, flowers, etc., and their care. 3) Experience in the repair of irrigation systems.
Step 5	1) At least seven (7) years of job-related experience. 2) Exhibits knowledge in diagnosing and treating horticulture problems caused by disease, insects, etc. 3) Experience in the supervision of groundskeeping and landscaping projects.
HVAC Maintenance Worker - FAS3	
Step 1	1) No job-related experience. 2) Possess a valid Texas Driver's license with a good driving record. 3) Demonstrate the ability to follow written and verbal instructions. 4) Demonstrate the ability to lift fifty (50) pounds routinely.
Step 2	1) At least one (1) year of job-related experience. 2) Experience in the use of hand and power tools. 3) Demonstrate the ability to climb and use an extension, step, and roof ladder. 4) Demonstrate the ability to work without supervision.
Step 3	1) At least three (3) years of related experience. 2) Knowledge of basic preventative maintenance practices for HVAC equipment. 3) Demonstrate basic computer skills.
Step 4	1) At least five (5) years of job-related experience. 2) Experience in HVAC preventative maintenance, including inspecting/replacing belts, greasing bearings, etc. 3) Demonstrate the ability to track the replacement of filters and maintain the filter replacement schedule.
Step 5	1) At least seven (7) years of job-related experience. 2) Proficient in the use of a computer for documentation and communication purposes. 3) Experience in minor troubleshooting and replacement of HVAC components and systems.

Laundry Worker - FAS3

- Step 1**
- 1) No job-related experience.
 - 2) Possess a valid Texas Driver's license with a good driving record.
 - 3) Demonstrate the ability to lift fifty (50) pounds routinely.
- Step 2**
- 1) At least one (1) year of job-related experience.
 - 2) Exhibits practical oral and written communication skills.
 - 3) Knowledge of cleaning procedures for office areas.
 - 4) Knowledge of basic washing and drying of clothes according to color, volume, and fabric type.
- Step 3**
- 1) At least three (3) years of related experience.
 - 2) Demonstrate the ability to organize and implement a laundry schedule.
 - 3) At least three (3) years of experience cleaning office areas and restrooms.
- Step 4**
- 1) At least five (5) years of job-related experience.
 - 2) Experience washing and drying clothes, including bleaching/stain removal/handling & delivery.
- Step 5**
- 1) At least seven (7) years of job-related experience.
 - 2) Proficient in all areas of commercial laundry procedures.
 - 3) Experience maintaining commercial flooring, including stripping, waxing, buffing, and carpet cleaning.

Lead Custodian, Junior High, High School and ESC - FAS3

- Step 1**
- 1) No job-related experience.
 - 2) Demonstrates the ability to lift fifty (50) pounds routinely.
 - 3) Read and understand cleaning, maintenance, and safety procedures instructions.
- Step 2**
- 1) At least one (1) year of related job experience.
 - 2) Basic knowledge of cleaning agents and their applications.
 - 3) Basic knowledge of custodial practices used in cleaning schools.
 - 4) Knowledge of custodial safety procedures, including MSDS sheets, Bloodborne Pathogens, etc.
- Step 3**
- 1) At least three (3) years of related job experience.
 - 2) Experience in classroom cleaning, including marker boards, furniture, windows, etc.
 - 3) Experience in carpet care procedures.
- Step 4**
- 1) At least five (5) years of related job experience.
 - 2) Experienced in operating floor maintenance equipment (i.e., auto scrubbers, burnishers, wet vac, etc.).
 - 3) Performs job duties without direct supervision.
- Step 5**
- 1) At least seven (7) years of related job experience.
 - 2) Experience with minor building maintenance such as replacement of light bulbs, ceiling tile, furniture repair, etc.
 - 3) Experience with the appropriate procedures for opening, closing, and safeguarding facilities, including securing exit doors, activating alarms, etc.

Delivery Driver - FAS3

- Step 1**
- 1) No job-related experience.
 - 2) Possess a valid Texas Driver's license with a good driving record.
 - 2) Demonstrate the ability to lift fifty (50) pounds routinely.
- Step 2**
- 1) At least one (1) year of related job experience.
 - 2) Experience in sorting mail for delivery.
 - 3) Exhibits a high level of oral and written communication skills.
 - 4) Demonstrate the ability to work without supervision.
- Step 3**
- 1) At least three (3) years of related job experience.
 - 2) Experience in the use of postage machines.
 - 3) Proficient at reading maps and using GPS to locate destinations.

Step 4	1) At least five (5) years of related job experience. 2) Knowledge of postal regulations and requirements
Step 5	1) At least seven (7) years of related job experience. 2) Experience in the regulations and procedures required to ship various parcels via a private carrier. 3) Experience in the regulations, requirements, and procedures involved with district and postal service delivery of mail.
Utility Worker - FAS3	
Step 1	1) No job-related experience. 2) Possess a valid Texas Driver's license with a good driving record. 3) Demonstrate the ability to follow written and verbal instructions.
Step 2	1) At least one (1) year of related job experience. 2) Demonstrate the ability to lift fifty (50) pounds routinely. 3) Skilled in the use of essential hand tools. 4) Experience using a pallet jack, truck cart, vending dolly, and other moving equipment.
Step 3	1) At least three (3) years of related job experience. 2) Experience in the use of power tools. 3) Experience in the transport and delivery of various materials and supplies. 4) Skilled in the use of pressure washing equipment.
Step 4	1) At least five (5) years of related job experience. 2) Basic knowledge of parking lot maintenance and sign repair. 3) Demonstrate the ability to pressure wash buildings and parking lots following a schedule.
Step 5	1) At least seven (7) years of related job experience. 2) Possess certification in forklift operation. 3) Demonstrate the ability to work independently to complete assigned tasks
Warehouse Worker - FAS3	
Step 1	1) No job-related experience. 2) Possess a valid Texas Driver's license with a good driving record. 2) Demonstrate the ability to lift fifty (50) pounds frequently.
Step 2	1) At least one (1) year of related job experience. 2) Exhibit knowledge of basic warehouse procedures. 3) Demonstrate basic computer skills. 4) Experience verifying shipments with information on invoices, packing slips, purchase orders, and computer use.
Step 3	1) At least three (3) years of related job experience. 2) Experience in warehouse shipping and receiving practices. 3) Experience moving inventory to various locations by safely and adequately operating forklift, pallet jack, and/or handcart. 4) Proficient in the use of computerized maintenance management inventory systems.
Step 4	1) At least five (5) years of related job experience. 2) Possess strong computer skills. 3) Provide evidence of appropriate training experience in warehouse management.
Step 5	1) At least seven (7) years of related job experience. 2) Proficient in purchasing and inventory control methods and procedures. 3) Possess certification in forklift operation.

FAS4	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	\$16.46	\$17.63	\$18.81	\$21.16	\$22.33
Position			Assigned Calendar		
Athletic Complex Caretaker			235		
Athletic Field Caretaker			235		
Craft Apprentice, HVAC, General Maintenance, Electrical, Plumbing, and Life Safety/ Security			235		
Head Custodian, Elementary, Middle Schools, and ESC			235		
Landscape Detailer			235		
Lead Laundry/Custodian			235		
Job-Specific Certification Categories			Certification Rates (per Hour)		
Athletic Facilities Caretakers					
1) Step 2			\$1.50		
2) Step 3			\$2.00		
3) Step 4			\$2.50		
4) Step 5			\$2.75		
Landscape Detailer					
TDA Applicator's License with Weed Control			\$1.75		
(3) Additional Categories for TDA Applicator's License (Lawn Ornamental, Pest, and Termite)			\$2.00		
Texas Irrigation Installer Certification			\$1.00		
Texas Irrigator License			\$1.50		
Craft Apprentice					
Electrical					
1) Texas Maintenance Electrician License			\$2.00		
2) Texas Journeyman Electrician License			\$2.50		
3) Texas Master Electrician License			\$3.00		
Plumber					
1) Texas Tradesman Plumber - Limited License			\$2.00		
2) Texas Journeyman Plumber's License			\$2.50		
3) Texas Master Plumber's License			\$3.00		
General Maintenance/ Life Safety/ Security					
1) Step 2			\$1.50		
2) Step 3			\$2.00		
3) Step 4			\$2.50		
4) Step 5			\$2.75		
HVAC					
1) EPA Certification in Refrigerant Recovery (Universal)			\$2.00		
2) Texas Class "B" license in HVAC or associate degree in Air Conditioning Technology			\$2.50		
3) Texas Class "A" license in HVAC			\$3.00		

Step Schedule for Hiring

Athletic Complex Caretaker - FAS4

- Step 1**
- 1) No job-related experience.
 - 2) Possess a valid Texas Driver's license with a good driving record.
 - 3) Demonstrate the ability to follow verbal and written instructions.
- Step 2**
- 1) At least one (1) year of job-related experience.
 - 2) Demonstrate knowledge of basic groundskeeping practices.
 - 3) Demonstrate basic knowledge of custodial practices used in cleaning schools.
 - 4) Experience with appropriate procedures for opening, closing, and safeguarding facilities, including securing gates and doors, security alarms, etc.
- Step 3**
- 1) At least three (3) years of job-related experience.
 - 2) Experience operating floor care equipment (i.e., buffers, wet vac, burnishers, etc.).
 - 3) Basic knowledge in the care of artificial turf.
 - 4) Basic knowledge in the care of synthetic running track surfaces.
- Step 4**
- 1) At least five (5) years of job-related experience.
 - 2) Experience in the care and minor maintenance of aluminum bleachers.
 - 3) Experience with minor building maintenance such as replacement of light bulbs, ceiling tile, etc.
- Step 5**
- 1) At least seven (7) years of job-related experience.
 - 2) Experience in interior and exterior maintenance of athletic facilities, including locker rooms, press boxes, restrooms, mechanical rooms, etc.
 - 3) Experience in field preparation and setup for football, soccer, and other athletic events.
 - 4) Proficient in the operation of an athletic venue during scheduled events.

Athletic Field Caretaker - FAS4

- Step 1**
- 1) No job-related experience.
 - 2) Possess a valid Texas Driver's license with a good driving record
 - 3) Demonstrate basic turf (natural) knowledge, including aeration, mowing, irrigation, etc.
- Step 2**
- 1) At least one (1) year of experience in groundskeeping and landscaping procedures.
 - 2) Experience in the mowing of turf (natural) in various patterns using a reel mower
 - 3) Demonstrate basic knowledge of various procedures required to maintain athletic fields, including football, baseball, soccer, etc.
 - 4) Demonstrate basic knowledge of the layout of athletic fields, including football, baseball, soccer, etc.
 - 5) Skilled in using various mowers, weed eaters, striping machines, aerators, etc.
- Step 3**
- 1) At least three (3) years of experience in groundskeeping and landscaping procedures.
 - 2) Knowledge of painting procedures for athletic fields, including layout, decal applications, striping, and chalking.
 - 3) Experience recognizing various problems related to turf management caused by disease, weeds, insects, etc.
- Step 4**
- 1) At least five (5) years of experience in groundskeeping and landscaping.
 - 2) At least one (1) year of experience in athletic field preparation and procedures.
 - 3) Experience in the repair of athletic field irrigation systems.
- Step 5**
- 1) At least seven (7) years of experience in groundskeeping and landscaping.
 - 2) At least two years of experience in athletic field preparation and procedures.
 - 3) Experience supervising grounds personnel in athletic field procedures and preparation.

Craft Apprentice - FAS4

- Step 1**
- 1) No job-related experience.
 - 2) Possess a valid Texas Driver's license with a good driving record.
 - 3) Demonstrate the ability to follow written and verbal instructions.
- Step 2**
- 1) At least one (1) year of job-related experience.
 - 2) Knowledge of tools in a designated craft.
 - 3) Basic knowledge of work-related systems (i.e., plumbing, A/C, electrical, etc.).
 - 4) Demonstrate basic computer skills.

Step 3	1) At least three (3) years of related experience. 2) Knowledge of general maintenance duties related to the assigned craft. 3) Demonstrate the ability to work unsupervised.
Step 4	1) At least five (5) years of job-related experience. 2) Experience in the procurement of supplies, parts, and tools. 3) Experience in work order system procedures. 4) Experienced in preventative maintenance procedures related to assigned craft.
Step 5	1) At least seven (7) years of job-related experience. 2) Experience in troubleshooting procedures related to the assigned craft. 3) Proficient in the use of a computer for various duties.
<i>Head Custodian (Elementary, Middle Schools, and ESC) - FAS4</i>	
Step 1	1) At least one (1) year of job-related experience. 2) Basic knowledge of custodial practices used in cleaning schools. 3) Knowledge of custodial safety procedures, including MSDS sheets, Bloodborne Pathogens, etc. 4) Read and understand written and verbal directives. 5) Experience with appropriate procedures for opening, closing, and safeguarding facilities. 6) Experience in the operation of floor maintenance equipment.
Step 2	1) At least three (3) years of job-related experience. 2) At least one (1) year of supervisory experience.
Step 3	1) At least five (5) years of verifiable experience as a custodian. 2) Planning and directing experience. 3) At least two (2) years of supervisory experience.
Step 4	1) At least seven (7) years of verifiable job-related experience. 2) At least three (3) years of verifiable supervisory experience. 3) At least two (2) years of planning and directing experience.
Step 5	1) At least nine (9) years of verifiable job-related experience. 2) At least five (5) years of verifiable building keeper experience as a supervisor. 3) At least five (5) years of planning and directing experience. 4) Experience in training personnel in custodial safety procedures.
<i>Landscape Detailer - FAS4</i>	
Step 1	1) No job-related experience. 2) Possess a valid Texas Driver's license with a good driving record.
Step 2	1) At least one (1) year of job-related experience. 2) Exhibits knowledge of basic groundskeeping practices and procedures 3) Demonstrate the ability to operate various types of equipment such as mowers, weed eaters, hedge trimmers, etc. 4) Basic knowledge of various types of plants, flowers, trees, etc., and their care.
Step 3	1) At least three (3) years of job-related experience. 2) Demonstrate basic knowledge of shrub and tree maintenance. 3) Demonstrate basic knowledge of irrigation systems maintenance and repair.
Step 4	1) At least five (5) years of job-related experience. 2) Experienced in flower bed and soil maintenance practices, including weeding, mulching, aerating, edging, and fertilization. 3) Experienced in removing and planting ornamental plants, bushes, flowers, plants, and shrubs.
Step 5	1) At least seven (7) years of job-related experience. 2) Exhibit detailed knowledge and experience in pruning, trimming, grafting, and removal of trees of various types and sizes 3) Experienced in installing landscaping projects and using soft and hardscaping materials. 4) Experienced in installing and repairing irrigation systems for commercial landscaping.

Lead Laundry/Custodian - FAS4

- Step 1**
- 1) No job-related experience.
 - 2) Possess a valid Texas Driver's license with a good driving record.
 - 3) Demonstrate the ability to lift fifty (50) pounds routinely.
- Step 2**
- 1) At least one (1) year of job-related experience.
 - 2) Exhibit practical oral and written communication skills.
 - 3) Knowledge of cleaning procedures.
 - 4) Knowledge of basic washing and drying of clothes according to color, volume, and fabric type.
- Step 3**
- 1) Three (3) years of job-related experience.
 - 2) Demonstrate the ability to organize and implement a laundry schedule.
 - 3) Experience in the operation of custodial equipment and floor machines.
- Step 4**
- 1) Five (5) years of job-related experience.
 - 2) Planning and directing experience.
 - 3) Two (2) years of verifiable supervisory experience.
- Step 5**
- 1) Seven (7) years of job-related experience.
 - 2) Experience in training personnel in custodial and laundry procedures.

FAS5	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	\$18.81	\$21.50	\$22.84	\$24.18	\$26.87
Position			Assigned Calendar		
Building Maintenance Technician, DHS			235		
Grounds Foreman			235		
Grounds Mechanic			235		
Head Custodian, Junior High, and Lobit Education Village			235		
Inventory Management Technician			235		
Pest Control Operator			235		
Utility Foreman			235		
Job-Specific Certification Categories			Certification Rates (per Hour)		
Grounds Foreman & Pest Control Operator					
TDA Applicator's License with Weed Control			\$1.75		
(3) Additional Categories for TDA Applicator's License (Lawn, Ornamental, Pest, and Termite)			\$2.00		
Texas Irrigation License			\$1.50		
Indoor Pest Management Coordinator Certification			\$2.25		
Grounds Mechanic					
*Certification must be through the Outdoor Power Equipment accredited program					
Small Engine Repair Certification*			\$1.25		
Diesel Engine Repair Certification*			\$1.75		
Hydraulic Systems Repair Certification*			\$1.75		
Step Schedule for Hiring					
Building Maintenance Technician, DHS - FAS5					
Step 1	1) At least one (1) year of job-related experience. 2) Possess a valid Texas Driver's license with a good driving record. 3) Demonstrate basic knowledge of commercial building maintenance related to electrical, plumbing, carpentry, and painting.				
Step 2	4) Demonstrate the ability to work without direct supervision. 1) At least three (3) years of job-related experience. 2) Possess the ability to organize and maintain a preventative maintenance program. 3) Experience in basic electrical, plumbing, and carpentry repairs.				

Step 3	1) At least five (5) years of job-related experience. 2) Skilled in using tools in the painting trade, such as brushes, rollers, and drywall tools. 3) Experience in troubleshooting and repairing electrical and lighting systems. 4) Experience in troubleshooting and repairing plumbing fixtures and systems.
Step 4	1) At least seven (7) years of job-related experience. 2) Experience repairing and replacing doors, hardware, ceilings, and flooring systems in commercial buildings. 3) Demonstrate the ability to repair damaged drywall surfaces to maintain a uniform appearance of the surrounding area. 4) Demonstrate advanced skills and knowledge required to repair and recoat any pre-coated paint surfaces with various paint finishes.
Step 5	1) At least nine (9) years of job-related experience. 2) Extensive training with documentation in maintenance related to school facilities and/or commercial buildings. 3) Demonstrate the ability to plan and direct personnel in a supervisory role. 4) Proficient in repairing and preventative maintenance of school facilities' electrical, lighting, and plumbing systems.
Grounds Foreman - FASS	
Step 1	1) Demonstrate knowledge of seasonal mowing and trimming requirements. 2) Demonstrate knowledge of various types of equipment used in mowing operations. 3) Possess a valid Texas Driver's license with a good driving record.
Step 2	1) At least one (1) year of job-related experience. 2) Demonstrate basic knowledge of landscaping procedures. 3) Demonstrate basic knowledge of irrigation installation and repairs.
Step 3	1) At least three (3) years of job-related experience. 2) At least one (1) year of experience planning/directing a mowing and landscaping operation.
Step 4	1) At least five (5) years of job-related experience. 2) Demonstrate knowledge in caring for various plants, trees, flowers, etc. 3) At least three (3) years of experience planning/directing a mowing and landscaping operation.
Step 5	1) At least seven (7) years of job-related experience. 2) Experience identifying and treating horticultural problems caused by disease, insects, etc. 3) Experience in landscaping installation and repairs.
Grounds Mechanic - FASS	
Step 1	1) Possess a valid Texas Driver's license with a good driving record. 2) Demonstrate basic knowledge of grounds and landscaping procedures. 3) Demonstrate basic knowledge of repair of outdoor power equipment.
Step 2	1) At least one (1) year of experience in the repair of lawn equipment (i.e., walking behind and riding mowers, weed eaters, blowers, etc.). 2) Demonstrate knowledge of preventative maintenance procedures for lawn equipment.
Step 3	1) At least three (3) years of experience in the repair of lawn equipment (i.e., walking behind and riding mowers, weed eaters, blowers, etc.). 2) Proficient in the use of all lawn equipment and tractors. 3) Demonstrate knowledge of heavy equipment operation (i.e., backhoes, loaders, tractors). 4) Experience in the repair of two-stroke and four-stroke engines.
Step 4	1) At least five (5) years of experience in the repair of commercial lawn and power equipment. 2) Experience in the maintenance and repair of spray equipment (i.e., chemical sprayers, striping Machines, etc.).

Step 5	3) Experience in the repair of hydraulic systems on heavy equipment. 1) At least seven (7) years of experience in lawn equipment repair, including heavy equipment. 2) Demonstrate detailed knowledge of grounds and landscaping procedures. Proficient in the repair of heavy equipment (i.e., backhoes, tractors, lifts, etc.).
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Head Custodian, Junior High and Lobit Education Village - FAS5

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| Step 1 | 1) At least one (1) year of job-related experience.
2) Basic knowledge of custodial practices used in cleaning schools.
3) Knowledge of custodial safety procedures, including MSDS sheets, Bloodborne Pathogens, etc.
4) Read and understand written and verbal directives.
5) Experience with appropriate procedures for opening, closing, and safeguarding facilities.
6) Experience in the operation of floor maintenance equipment. |
| Step 2 | 1) At least three (3) years of job-related experience.
2) At least one (1) year of supervisory experience. |
| Step 3 | 1) At least five (5) years of verifiable experience as a custodian.
2) Planning and directing experience. |
| Step 4 | 1) At least seven (7) years of verifiable job-related experience.
2) At least three (3) years of verifiable supervisory experience.
3) At least two (2) years of planning and directing experience. |
| Step 5 | 1) At least nine (9) years of verifiable job-related experience.
2) At least five (5) years of verifiable building keeper experience as a supervisor.
3) At least five (5) years of planning and directing experience.
4) Experience in training personnel in custodial safety procedures. |

Inventory Management Technician - FAS5

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| Step 1 | 1) No job-related experience.
2) Possess a valid Texas Driver's license with a good driving record.
3) Demonstrate the ability to lift fifty (50) pounds frequently.
4) Demonstrate basic computer skills. |
| Step 2 | 1) At least one (1) year of job-related experience.
2) Exhibits knowledge of basic warehouse procedures, including storing, inventory, tracking, receiving, etc.
3) Experience in inventory control methods and procedures.
4) Demonstrate knowledge of advanced computer skills. |
| Step 3 | 1) At least three (3) years of job-related experience.
2) Proficient in the use of a computerized inventory management system.
3) Exhibit warehouse and truck stock distribution knowledge, stocking, and auditing procedures.
4) Possess certification as a trained forklift operator. |
| Step 4 | 1) At least five (5) years of job-related experience.
2) Experience using a barcoding system for inventory control.
3) Demonstrate advanced computer skills with the ability to compile detailed inventory reports.
4) Demonstrate knowledge of tool crib operating procedures. |
| Step 5 | 1) At least nine (9) years of job-related experience.
2) Proficient in following and implementing district and departmental purchasing procedures.
3) Provide documentation of training and experience in warehouse management methods and procedures. |

Pest Control Operator - FAS5

- Step 1**
- 1) No job-related experience.
 - 2) Possess a valid Texas Driver's license with a good driving record.
 - 3) Demonstrate basic computer skills.
- Step 2**
- 1) At least one (1) year of job-related experience.
 - 2) Experience in the identification and resolution of pest control issues.
 - 3) Demonstrate knowledge of safety procedures in handling chemicals as Texas SPCB requires.
- Step 3**
- 1) At least three (3) years of job-related experience.
 - 2) Experience in the planning of pest and weed control strategies.
 - 3) Experience in the application of IPM procedures related to schools.
- Step 4**
- 1) At least five (5) years of job-related experience.
 - 2) Experience in the identification and resolution of termite issues.
 - 3) Proficient in the use of a computer to maintain accurate records as per Texas SPCB requirements.
- Step 5**
- 1) At least seven (7) years of job-related experience.
 - 2) Knowledge of procedures in control of nuisance wildlife.

Utility Foreman - FAS5

- Step 1**
- 1) Possess a valid Texas driver's license with a good driving record.
 - 2) Demonstrate the ability to follow written and verbal instructions.
 - 3) Experience using a pallet jack, truck cart, different types of dollies, and other moving equipment.
- Step 2**
- 1) At least one (1) year of job-related experience.
 - 2) Experience in the transport and delivery of various materials and supplies.
 - 3) Skilled in using hand tools (i.e., hammers, screwdrivers, socket sets, etc.)
 - 4) Skilled uses power tools (drills, saws, etc.)
- Step 3**
- 1) At least three (3) years of job-related experience.
 - 2) Demonstrate the ability to work independently to complete work orders, deliveries, and other job assignments.
 - 3) Demonstrate basic computer skills
 - 4) Knowledge of the regulations, requirements, and procedures involved with district mail distribution.
- Step 4**
- 1) At least five (5) years of job-related experience.
 - 2) Demonstrate knowledge of parking lot maintenance and repair procedures.
 - 3) Demonstrate knowledge of pressure washing practices and procedures for cleaning the exterior of commercial buildings.
 - 4) Experienced in organizing, transporting, and delivering furniture, materials, supplies, etc.
- Step 5**
- 1) At least seven (7) years of job-related experience.
 - 2) Experience coordinating and supervising projects such as pressure washing, moving, and deliveries to meet assigned deadlines.
Deliveries to meet assigned deadlines.
 - 3) Experience setting up procedures for special events such as banquets, graduations, auctions, etc.
 - 4) Demonstrate advanced computer skills.

FAS6	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	\$21.53	\$24.61	\$27.68	\$30.76	\$32.30
Position			Assigned Calendar		
Carpenter			235		
Grounds Supervisor			235		
Head Custodian, DHS			235		
Painter			235		
Plumber			235		
Electrician			235		
Purchasing / Warehouse Manager			235		
Technician (Door Hardware, General Maintenance, Life Safety/Security and HVAC)			235		
Utility Supervisor			235		
Job-Specific Certification Categories			Certification Rates (per Hour)		
Carpenter, Door Hardware Technician, Grounds Supervisor, Painter, HVAC Technician (General Maintenance; Life Safety/Security; Facility Services Coordinator)					
Asbestos Inspector License			\$2.25		
Texas Class A HVAC License			\$3.00		
Texas Class B HVAC License			\$2.50		
Electrician					
1) Texas Maintenance Electrician License			\$2.00		
2) Texas Journeyman Electrician License			\$2.50		
3) Texas Master Electrician License			\$3.00		
Step Schedule for Hiring					
Carpenter - FAS6					
Step 1	1) At least one (1) year of job-related experience. 2) Possess a valid Texas Driver's license with a good driving record. 3) Demonstrate the ability to use hand tools and portable power tools.				
Step 2	1) At least three (3) years of job-related experience. 2) Demonstrate the ability to read blueprints. 3) Demonstrate the ability to organize vehicles with necessary daily work materials.				
Step 3	1) At least five (5) years of job-related experience. 2) Demonstrate the ability to operate stationary and portable power tools. 3) Demonstrate the ability to use carpentry hand tools.				
Step 4	4) Demonstrate the ability to follow established safety procedures and techniques for job duties. 1) At least seven (7) years of job-related experience. 2) Demonstrate the ability to plan basic construction projects. 3) Demonstrate the ability to read basic architectural drawings.				
Step 5	1) At least nine (9) years of job-related experience. 2) Demonstrate the ability to make drawings or sketches of construction projects. 3) Demonstrate the ability to plan and order materials for construction projects.				

Step 3	1) At least five (5) years of job-related experience.
	2) Demonstrate the ability to install and repair cylindrical and mortise locks.
	3) Demonstrate the ability to install and repair door closures and exit devices.
Step 4	1) At least seven (7) years of job-related experience.
	2) Experience in implementing and maintaining a facility key code system.
	3) Experience repairing various types of interior and exterior doors.
	4) Experience repairing and replacing door mullions, thresholds, hinges, and glazing systems.
Step 5	1) At least nine (9) years of job-related experience.
	2) Knowledge of ADA laws related to doors and door hardware.
	3) Experience in the repair and replacement of locker hardware.
	4) Experience in the repair and maintenance of electronic door devices.
<i>Electrician - FAS6</i>	
Step 1	1) At least one (1) year of job-related experience.
	2) Possess a valid Texas Driver's license with a good driving record.
	3) Skilled in using power tools, hand tools, and meters.
	4) Demonstrate the ability to follow written and verbal instructions.
Step 2	1) At least three (3) years of job-related experience as an Electrician or six (6) years as an Electrical apprentice.
	2) Proficient in using a computer for documentation and communication purposes (i.e., work orders, email, requisitions, etc.).
	3) Knowledge of and experience with compliance with the National Electric Code and related local codes.
	4) Demonstrate the ability to read writing diagrams and schematics for diagnostic purposes.
Step 3	1) At least five (5) years of job-related experience as an Electrician or eight (8) years as an Electrical Apprentice.
	2) Experience in the cutting, bending, threading, and running of electric conduit materials.
	3) Experience pulling insulated terminations to complete the installation of electrical circuits.
	4) Skilled in testing malfunctioning electrical circuits and systems using test equipment.
Step 4	1) At least seven (7) years of experience as an Electrician.
	2) Demonstrate the ability to read and interpret detailed drawings, plans, and specifications.
	3) Experience installing, troubleshooting, and repairing commercial lighting fixtures and systems.
Step 5	1) At least nine (9) years of experience as an Electrician.
	2) Experience in directing and training personnel to install, maintain, and repair commercial electrical circuits and systems.
	3) Experience in electrical load calculations and planning for large jobs and special projects.
	4) Experience in preventative maintenance procedures for electrical and lighting systems for commercial buildings.
<i>General Maintenance Technician - FAS6</i>	
Step 1	1) At least one (1) year of job-related experience.
	2) Possess a valid Texas Driver's license with a good driving record.
	3) Demonstrate basic knowledge of building maintenance related to electrical, plumbing, and carpentry.
Step 2	1) At least three (3) years of job-related experience.
	2) Demonstrate the ability to work without supervision.
	3) Experience in organizing and maintaining a preventative maintenance program.
	4) Experience in minor electrical, plumbing, and carpentry repairs.

Step 3	1) At least five (5) years of job-related experience. 2) Documented training and/or experience with organization and implementation of preventative maintenance program. 3) Experience in basic troubleshooting and repair of electrical and lighting systems. 4) Experience in basic troubleshooting and repair of plumbing fixtures and systems.
Step 4	1) At least seven (7) years of job-related experience. 2) Experience repairing and replacing doors, hardware, ceilings, and flooring systems in commercial buildings. 3) Demonstrate the ability to interpret blueprints and schematics to troubleshoot electrical, plumbing, and structural problems.
Step 5	1) At least nine (9) years of job-related experience. 2) Extensive training with documentation in maintenance related to school facilities and/or commercial buildings. 3) Demonstrate the ability to plan and direct personnel in a supervisory role. 4) Proficient in preventative maintenance of all areas of school facilities.
Grounds Supervisor - FAS6	
Step 1	1) At least one (1) year of job-related experience. 2) Possess a valid Texas Driver's license with a good driving record. 3) Demonstrate basic knowledge of grounds and landscaping procedures.
Step 2	1) At least three (3) years of job-related experience. 2) Knowledge of turf management, including disease control, irrigation, and drainage.
Step 3	1) At least five (5) years of job-related experience. 2) Knowledge of indoor pest management procedures. 3) Experience scheduling and supervising an extensive mowing and landscaping operation.
Step 4	1) At least seven (7) years of job-related experience. 2) At least two (2) years of supervisory experience. 3) Experience in scheduling and supervising indoor pest management programs.
Step 5	1) At least nine (9) years of job-related experience. 2) Experience in the design and installation of irrigation systems.
Head Custodian, DHS - FAS6	
Step 1	1) At least one (1) year of job-related experience. 2) Basic knowledge of custodial practices used in cleaning schools. 3) Knowledge of custodial safety procedures, including MSDS sheets, Bloodborne Pathogens, etc. 4) Read and understand written and verbal directives. 5) Experience with appropriate procedures for opening, closing, and safeguarding facilities. 6) Experience in the operation of floor maintenance equipment.
Step 2	1) At least three (3) years of job-related experience. 2) At least one (1) year of supervisory experience.
Step 3	1) At least five (5) years of verifiable experience as a custodian. 2) Planning and directing experience. 3) At least two (2) years of supervisory experience.
Step 4	1) At least seven (7) years of verifiable job-related experience. 2) At least three (3) years of verifiable supervisory experience. 3) At least two (2) years of planning and directing experience.
Step 5	1) At least nine (9) years of verifiable job-related experience. 2) At least five (5) years of verifiable building keeper experience as a supervisor. 3) At least five (5) years of planning and directing experience. 4) Experience in training personnel in custodial safety procedures.

HVAC Technician - FAS6

- Step 1**
- 1) At least one (1) year of job-related experience.
 - 2) Possess a valid Texas Driver's license with a good driving record.
 - 3) Skilled in using power tools, hand tools, and meters.
 - 4) Demonstrate the ability to read wiring diagrams and schematics for diagnostic purposes.
- Step 2**
- 1) At least three (3) years of job-related experience.
 - 2) Possess EPA certification in refrigerant recovery with a "Universal" endorsement.
 - 3) Proficient in using a computer for documentation and communication purposes (i.e., work orders, email, heat load calculations, requisitions, etc.).
 - 4) Knowledge of and experience with compliance with the Uniform Mechanical Code and related laws and regulations.
- Step 3**
- 1) At least five (5) years of job-related experience.
 - 2) Experience in diagnosing and repairing HVAC systems 25 tons and under.
 - 3) Experience in the diagnosis and repair of commercial ice makers.
 - 4) Experience in the preventative maintenance practices and procedures for HVAC systems.
- Step 4**
- 1) At least seven (7) years of job-related experience.
 - 2) Experience repairing chilled water systems, including chillers, pumps, and air handlers.
 - 3) Experience in the troubleshooting and calibration of DDC controls.
 - 4) Experience in the diagnosis and repair of commercial boilers.
- Step 5**
- 1) At least nine (9) years of job-related experience.
 - 2) Experience using and programming BAS control systems for energy management purposes.
 - 3) Demonstrate the ability to diagnose and repair HVAC systems of any size or capacity.
 - 4) Experience in directing and training personnel to install, maintain, and repair commercial HVAC systems.

Life Safety / Security Technician - FAS6

- Step 1**
- 1) At least one (1) year of job-related experience.
 - 2) Possess a valid Texas Driver's license with a good driving record.
 - 3) Skilled in the use of hand tools and portable power tools.
 - 4) Experience in the use of meters and other test equipment.
- Step 2**
- 1) At least three (3) years of job-related experience.
 - 2) Demonstrate the ability to work troubleshooting AC and DC circuits.
 - 3) Proficient in using a computer for documentation and communication purposes (work orders, email, requisitions, etc.).
 - 4) Basic knowledge of NFPA codes and standards.
- Step 3**
- 1) At least five (5) years of job-related experience.
 - 2) Experience in troubleshooting and repair of security systems.
 - 3) Experience in troubleshooting and repair of life safety systems.
 - 4) Demonstrate the ability to read and interpret detailed drawings, plans, and specifications.
- Step 4**
- 1) At least seven (7) years of job-related experience.
 - 2) Experience in the methods and practices used to repair and maintain various electronic equipment.
 - 3) Knowledge of elevating equipment maintenance and repair.
 - 4) Experience coordinating inspections for fire alarm systems, fire sprinkler systems, fire suppression systems, and fire extinguishers.
- Step 5**
- 1) At least nine (9) years of job-related experience.
 - 2) Proficient in preventative maintenance practices and documentation of service and repair of life safety and security systems.
 - 3) Experience in the direction and training of personnel in the use of district facilities security systems.

	4) Experience in the direction and training of personnel in using district facilities, fire equipment, and life safety systems. 5) Demonstrate the ability to diagnose and correct complex problems with life safety and security systems.
Painter - FAS6	
Step 1	1) At least one (1) year of job-related experience. 2) Possess a valid Texas Driver's license with a good driving record. 3) Skilled in using tools in the paint trade, such as brushes, rollers, spray equipment, and drywall tools.
Step 2	1) At least three (3) years of job-related experience. 2) Demonstrate the skills and knowledge required to prepare and recoat any pre-coated paint surface. 3) Experience in the preparation of new surfaces for painting. Surfaces include wood, metal, drywall masonry, etc. 4) Demonstrate the ability to follow established safety procedures and techniques to perform job duties (i.e., climbing, lifting, etc.).
Step 3	1) At least five (5) years of job-related experience. 2) Demonstrate the ability to use correct procedures for mixing, tinting, and matching colors of various types of paint. 3) Demonstrate the ability to measure, cut, paste, and apply commercial wall covering materials.
Step 4	1) At least seven (7) years of job-related experience. 2) Demonstrate the ability to tape, float, and texture new drywall surfaces. 3) Demonstrate the ability to repair damaged drywall surfaces to maintain a uniform appearance of the surrounding area. 4) Experience using stains, sealants, varnishes, and lacquers to coat wood surfaces.
Step 5	1) At least nine (9) years of job-related experience. 2) Demonstrate the ability to develop and implement a schedule for painting a facility that minimizes the inconvenience of the building occupants. 3) Experience directing and training personnel in procedures and methods related to the paint field. 4) Proficient in the completion of paperwork for documentation and procurement purposes (i.e., work orders, requisitions, etc.).
Plumber - FAS6	
Step 1	1) At least one (1) year of job-related experience. 2) Possess a valid Texas driver's license with a good driving record. 3) Skilled in using power, hand, and trade-related instruments. 4) Demonstrate the ability to read basic architectural drawings.
Step 2	1) At least three (3) years of job-related experience. 2) Experience cleaning obstructions in drain and sewer lines in commercial facilities. 3) Knowledge of and experience with the National Plumbing and Uniform Mechanical Code.
Step 3	1) At least five (5) years of job-related experience. 2) Experience in the cutting, threading, bolting, soldering, and other established pipe joining procedures. 3) Experience installing and repairing commercial plumbing fixtures (i.e., toilet, lavatory, faucet, drinking fountain, etc.)
Step 4	1) At least seven (7) years of job-related experience. 2) Experience in installing and repairing domestic water heaters and commercial boilers. 3) Demonstrate the ability to read and interpret detailed drawings, plans, and specifications to determine the layout, methods, materials, and equipment required to complete work orders and projects.

Step 5	1) At least nine (9) years of job-related experience. 2) Experience installing, repairing, and testing commercial natural gas piping systems. 3) Experience in the direction and training of personnel to install, maintain, and repair commercial plumbing systems plumbing systems. 4) Demonstrate the ability to diagnose and repair complex problems in commercial facilities' gas, water, and sewer systems.
<i>Purchasing/Warehouse Manager - FAS6</i>	
Step 1	1) At least one (1) year of job-related experience. 2) Possess a valid Texas Driver's license with a good driving record 3) Demonstrate knowledge of routing warehouse setup.
Step 2	1) At least three (3) years of job-related experience. 2) Demonstrate the ability to keep accurate records of purchases. 3) Demonstrate the ability to keep accurate records of supplies, materials, and tools disbursements. 4) Demonstrate proficient computer skills.
Step 3	1) At least five (5) years of job-related experience. 2) Demonstrate the ability to follow district purchasing procedures. 3) Possess certification in forklift operation
Step 4	1) At least seven (7) years of job-related experience. 2) Provide evidence of warehouse management training. 3) Proficient in purchasing and inventory control methods and procedures.
Step 5	1) At least nine (9) years of job-related experience. 2) Experience in the organization and implementation of warehouse procedures and protocols. 3) Experience in the supervision of warehouse personnel in the areas of purchasing, inventory, and tool management.
<i>Utility Supervisor - FAS6</i>	
Step 1	1) At least one (1) year of job-related experience. 2) Possess a valid Texas Driver's license with a good driving record. 3) Demonstrate the ability to follow written and verbal instructions. 4) Demonstrate the ability to give verbal and written directives. 5) Demonstrate basic knowledge of transporting and delivering furniture, materials, supplies, etc.
Step 2	1) At least three (3) years of job-related experience. 2) Experience using pallet jacks, truck carts, vending dollies, and other moving equipment. 3) Experience using hand tools (i.e., hammers, screwdrivers, socket sets, etc.). 4) Demonstrate basic computer skills.
Step 3	1) At least five (5) years of job-related experience. 2) Demonstrate knowledge of parking lot maintenance and repair procedures. 3) Experience organizing, transporting, and delivering furniture, materials, supplies, etc.
Step 4	1) At least seven (7) years of job-related experience. 2) Experience setting up procedures for special events such as banquets, fairs, and graduation. 3) Experience in the exterior cleaning of commercial buildings using commercial pressure washing equipment, chemicals, lifts, etc. 4) Demonstrate advanced computer skills.
Step 5	1) At least nine (9) years of job-related experience. 2) Experience organizing, selling, and disposing of school district property by auction, recycling, or other approved methods. 3) Experience in supervising multiple crews to complete daily job assignments and meet assigned deadlines. 4) Experience in the transport and delivery of large, heavy equipment and furniture (i.e., pianos, risers, etc.).

FAS7	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	\$24.18	\$29.36	\$32.81	\$36.27	\$39.72
Position			Assigned Calendar		
Specialist (Electrician, HVAC, and Plumbing)			235		
Step Schedule for Hiring					
Electrician Specialist - FAS7					
Step 1	1) At least one (1) year of experience as an Electrician or four (4) years as an Electrical Apprentice. 2) Possess a valid Texas Driver's license with a good driving record. 3) Skilled in using power tools, hand tools, and meters. 4) Demonstrate the ability to read wiring diagrams and schematics for diagnostic purposes.				
Step 2	1) At least three (3) years of experience as an Electrician or six (6) years as an Electrical Apprentice. 2) Knowledge of and experience with the National Electric Code and relevant local codes. 3) Skilled in testing malfunctioning electrical circuits and systems using test equipment.				
Step 3	1) At least five (5) years of experience as an Electrician or eight (8) years as an Electrical Apprentice. 2) Experience in the cutting, bending, threading, and running of electrical conduit materials. 3) Experience pulling insulated wires and cables through conduit, including terminations to complete the installation of electrical circuits.				
Step 4	1) At least seven (7) years of experience as an Electrician. 2) Possess a valid Journeyman or Maintenance Electrician license issued by the State of Texas. 3) Experience installing, troubleshooting, and repairing commercial lighting fixtures and systems. 4) Demonstrate the ability to read and interpret detailed drawings, plans, and specifications.				
Step 5	1) At least nine (9) years of experience as an Electrician. 2) Possess a Master Electrician license issued by the State of Texas. 3) Experience installing, troubleshooting, and repairing commercial lighting fixtures and systems. 4) Experience in directing and training personnel to install, maintain, and repair electrical circuits and systems. 5) Experience in electrical load calculations and planning for large jobs and special projects.				
HVAC Specialist - FAS7					
Step 1	1) At least one (1) year of experience as an HVAC Technician or four (4) years as an HVAC Apprentice. 2) Possess a valid Texas Driver's license with a good driving record. 3) Skilled in using power tools, hand tools, and meters. 4) Demonstrate the ability to read wiring diagrams and schematics for diagnostic purposes.				
Step 2	1) At least three (3) years of experience as an HVAC Technician or six (6) years as an HVAC Apprentice. 2) Possess EPA Certification in refrigerant recovery (Universal) 3) Knowledge of and experience with the Uniform Mechanical Code compliance and related laws and regulations.				
Step 3	1) At least five (5) years of experience as an HVAC Technician or eight (8) years as an HVAC Apprentice. 2) Possess a valid Class "B" HVAC license issued by the State of Texas or a degree in air conditioning or refrigeration engineering/technology. 3) Experience diagnosing and troubleshooting commercial HVAC systems 25 tons and under.				
Step 4	1) At least seven (7) years of experience as an HVAC Technician. 2) Experience in troubleshooting, calibrating, and repairing pneumatic and DDC control systems. 3) Experience in diagnosing and troubleshooting air conditioning, heating, and refrigeration systems of any size or capacity.				
Step 5	1) At least nine (9) years of experience as an HVAC Technician. 2) Possess a valid Class "A" HVAC license issued by the State of Texas or NATE certification in air conditioning, heating, hydroponics, and commercial refrigeration service or a degree in air conditioning/refrigeration technology. 3) Proficient in using a computer for documentation and communication purposes (i.e., work orders,				

email, heat load calculations, refrigerant tracking, etc.).

- 4) Experience in the programming of energy management systems.
- 5) Experience in directing and training personnel to install, maintain, and repair commercial HVAC systems.

Plumbing Specialist - FAS7

- | | |
|---------------|---|
| Step 1 | <ol style="list-style-type: none">1) At least one (1) year of experience as a Plumber or four (4) years as a Plumber's Apprentice.2) Possess a valid Texas Driver's license with a good driving record.3) Skilled in using power, hand, and trade-related instruments.4) Demonstrate the ability to read basic architectural drawings. |
| Step 2 | <ol style="list-style-type: none">1) At least three (3) years of experience as a Plumber or six (6) years as a Plumber's Apprentice.2) Registered as a Plumber's Apprentice with the Texas State Board of Plumbing Examiners.3) Knowledge of and experience with the National Plumbing and Uniform Mechanical Code. |
| Step 3 | <ol style="list-style-type: none">1) At least five (5) years of experience as a Plumber or eight (8) years as a Plumber's Apprentice.2) Experience in the cutting, threading, bolting, soldering, and other established pipe joining procedures.3) Experience installing and repairing commercial plumbing fixtures (i.e., toilet, lavatory, water fountains).4) Experience cleaning obstructions in drain and sewer lines using the appropriate equipment. |
| Step 4 | <ol style="list-style-type: none">1) At least seven (7) years of experience as a Plumber.2) Possess a valid Journeyman Plumber's license issued by the State of Texas.3) Experience installing and repairing domestic water heaters and boilers.4) Demonstrate the ability to read and interpret detailed drawings, plans, and specifications to determine the layout, methods, materials, and equipment needed to complete work orders and projects. |
| Step 5 | <ol style="list-style-type: none">1) At least nine (9) years of experience as a Plumber.2) Possess a valid Master Plumber's license issued by the State of Texas.3) Experience installing, repairing, and testing commercial natural gas piping systems.4) Experience in directing and training personnel to install, maintain, and repair commercial plumbing systems.5) Experience in all aspects of plumbing repair and installation for commercial buildings. |

Transportation Pay Ranges

		TRANSPORTATION PAY SCHEDULE		
Years of Experience	Bus Monitors - TRA1	Driver Trainees - TRA3	Driver Non-CDL TRA4	Driver CDL - TRA5
0	\$14.40	\$16.00	\$18.00	\$24.00
1	\$14.55		\$18.45	\$24.25
2	\$14.80		\$18.70	\$24.35
3	\$15.15		\$18.95	\$24.55
4	\$15.30		\$19.20	\$24.80
5	\$15.45		\$19.45	\$24.95
6	\$15.55		\$19.70	\$25.10
7	\$15.65		\$19.95	\$25.35
8	\$15.75		\$20.20	\$25.55
9	\$16.00		\$20.45	\$25.70
10	\$16.10		\$20.70	\$25.80
11	\$16.25		\$20.95	\$25.90
12	\$16.35		\$21.20	\$26.10
13	\$16.50		\$21.45	\$26.20
14	\$16.65		\$21.70	\$26.30
15	\$16.80		\$21.95	\$26.50
16	\$16.95		\$22.20	\$26.90
17	\$17.10		\$22.45	\$27.30
18	\$17.25		\$22.70	\$27.70
Pay Differentials				
Lead Driver/Trainer			\$1.00 additional per hour	
Extracurricular Trip Rate			Driver's hourly rate	
18+ Years of Experience				
Bus Monitors - SS1, 18 years of experience rate +			\$0.15 additional per hour	
Drivers - SS5, 18 years of experience rate +			\$0.40 additional per hour	
Late Run/Mid-day Dispatcher			\$15.00	
Mid-day Assistant			\$15.00	
Retire/Rehire Driver			0-year rate	
Substitute Bus Driver			0-year rate	
Substitute Bus Monitor			0-year rate	
Summer Custodial/Bus Cleaning			\$15.00	
Sponsor Pay - Rate Based on Round Trip Mileage*				
100 miles or less			\$20.00 / Trip	
101-200 miles			\$30.00 / Trip	
201-400 miles			\$50.00 / Trip	
401 miles or more			\$60.00 / Trip	
*Outside of normal scheduled hours.				

Transportation Certification - Mechanics/ Mechanic Helpers	Additional Pay (per Hour)
Certification is obtained, salary increase will be awarded as follows:	
Propane Certification	\$0.25
ASE Certification (Pay does not accumulate)	
At Least one or equivalent	\$0.25
Four areas towards ASE or equivalent	\$0.75
Certified Master Mechanic or equivalent	\$1.50
Inspections - Department of Transportation	\$0.25

TRA4	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	\$16.46	\$19.98	\$22.33	\$24.69	\$25.86
Position			Assigned Calendar		
Crossing Guard (2 HR) Mechanic Helper			Student Calendar 235		
Step Schedule for Hiring					
Crossing Guard (2HR) – TRA4 Provides safe crossings for students who walk to and from school. Actively engages in actions that contribute to Dickinson ISD's overall mission and strategic plan.					
Compensation: \$16.75 per hour (2 hrs. per day)					
Mechanic Helper - TRA4					
Step 1	1) Entry level training. 2) Experienced in mechanics.				
Step 2	1) At least two (2) years of verifiable related work experience.				
Step 3	1) At least five (5) years of verifiable related work experience.				
Step 4	1) At least eight (8) years of related work experience.				
Step 5	1) At least ten (10) years or more of related work experience.				

TRA5	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	\$18.81	\$22.84	\$25.53	\$28.21	\$29.56
Position			Assigned Calendar		
Dispatcher			190		
Driver Trainer			177		
Field Trip Coordinator			177		
Lead Driver			177		
Office Generalist			177		
Routing Specialist			177		
Parts & Inventory Specialist			221		
Additional Pay					
Compensation for the following positions shall be regular driver salary plus \$1.00 per hour: Dispatcher, Driver Trainer, Field Trip Coordinator, Office Generalist, Routing Specialist, and Lead Driver					
Lead Driver - TRA5					
Lead drivers may be assigned as follows:					
1-20 drivers = 1 lead driver					
21-30 drivers = 2 lead drivers					
31-40 drivers = 3 lead drivers					
41-50 drivers = 4 lead drivers					
51-60 drivers = 5 lead drivers					
61-70 drivers = 6 lead drivers					
71-80 drivers = 7 lead drivers					
81-90 drivers = 8 lead drivers					
91-100 drivers = 9 lead drivers					
Lead drivers shall be available to:					
1) Drive any route in the district.					
2) Assist with office duties as necessary (dispatch, etc.)					
3) Assist with route auditing.					
4) Assist with the training of drivers.					
5) Assist with training of students.					
6) Provide special project support as assigned by the Director, for Transportation.					
Compensation for the lead driver position shall be a regular driver salary plus \$1.00 per hour.					
Parts & Inventory Specialist – TRA5					
Step 1	1. No job-related experience.				
	2. Possess or be willing to obtain a valid Commercial Texas Driver's license with a good driving record.				
	3. Ability to lift fifty (50) pounds frequently.				
	4. Demonstrate basic computer skills.				
	5. Willingness to substitute as a bus driver or monitor as needed.				
Step 2	1. At least one (1) year of job-related experience.				
	2. Exhibit's knowledge of basic warehouse procedures, including storing, inventory, tracking, receiving, etc.				
	3. Experience in inventory control methods and procedures/				
	4. Demonstrate knowledge of advanced computer skills.				
Step 3	1. At least three (3) years of job-related experience.				
	2. Proficient in the use of a computerized inventory management system.				
	3. Exhibit knowledge of warehouse and truck stock distribution, stocking, and auditing procedures.				
	4. Possess certification as a trained forklift operator.				
Step 4	1. At least five (5) years of job-related experience.				
	2. Experience using a barcoding system for inventory control.				

Step 5	3. Demonstrate advanced computer skills with the ability to compile detailed inventory reports. 1. At least nine (9) years of job-related experience. 2. Proficient in following and implementing district and departmental purchasing procedures. 3. Document training and experience in warehouse management methods and procedures.
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TRA6	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	\$21.53	\$26.15	\$29.22	\$32.30	\$33.84
Position			Assigned Calendar		
Mechanic			235		
Step Schedule for Hiring					
Mechanic - TRA6					
Step 1	1) At least two (2) years of verifiable mechanical experience. 2) Evidence of some type of automotive technical training. 3) Have or be able to obtain a CDL driver's license. 4) Have or be able to obtain DOT Inspections certification.				
Step 2	1) At least three (3) to five (5) years of verifiable mechanical experience. 2) Credible certification in 2-3 areas of automotive technical training.				
Step 3	1) At least five (5) to ten (10) verifiable mechanical experience. 2) Creditable certification in 4-5 areas of automotive technical training.				
Step 4	1) At least ten (10) to fifteen (15) years of verifiable mechanical experience. 2) Creditable certification in 6-7 areas of automotive technical training.				
Step 5	1) At least fifteen (15) to twenty (20) years or more of verifiable mechanic experience. 2) Associate degree in automotive technical training or equivalent Master Mechanic certification.				

Food & Nutrition Services Pay Ranges

This hiring schedule is based on qualifying factors such as education and/or experience.

All Food and Nutrition employees must complete the required training hours required by the USDA Professional Standards annually and complete all course documentation by May 15th of each year.

FNS Position	Certification Level	Required PD Hours / Experience	Hourly Certified Increase
Apprentice	1	20 hours + 1 year experience	\$1.50
Technician	2	40 hours + 1-year experience	\$2.50
Assistant Manager	3	52 hours + 1-year experience	\$3.00
Mechanical / Distribution Supervisor	4	52 hours + 1-year experience	\$3.00
Additional Rates			
Substitute Rate			\$14.50
FNS Summer Manager			\$25.00

Minimum Criteria for each position:

FNS1	Minimum	Midpoint	Maximum
Hourly	\$14.65	\$16.77	\$21.80
Position			Assigned Calendar
FNS Apprentice			172
Step Schedule for Hiring			
<i>FNS Apprentice - FNS1</i>			
1) No High School Diploma or experience is required.			
2) A high school diploma or Texas Education Agency certified GED is preferred.			

FNS2	Minimum	Midpoint	Maximum
Hourly	\$14.75	\$18.47	\$24.01
Position			Assigned Calendar
FNS Technician			172
Step Schedule for Hiring			
<i>FNS Technician - FNS2</i>			
1) No experience required.			
2) A high school diploma or Texas Education Agency certified GED is preferred.			

FNS3	Minimum	Midpoint	Maximum
Hourly	\$15.00	\$20.15	\$26.20
Position			Assigned Calendar
FNS Assistant Manager, Elementary and Middle School			172
Step Schedule for Hiring			
<i>FNS Assistant Manager, Elementary and Middle School - FNS3</i> 1) A high school diploma or Texas Education Agency-certified GED is required. 2) Minimum one (1) year as an FNS2 or experience approved by the FNS Director. 3) Certified at Level III. 4) ServSafe Certified.			

FNS4	Minimum	Midpoint	Maximum
Hourly	\$16.78	\$23.51	\$30.56
Position			Assigned Calendar
FNS Assistant Manager, Junior High, and High School			172
Step Schedule for Hiring			
<i>FNS Assistant Manager, Junior High, and High School - FNS4</i> 1) A high school diploma or Texas Education Agency-certified GED is required. 2) Minimum one (1) year as an FNS3 or two (2) years as an FNS2 or experience approved by the FNS Director. 3) Certified at Level III. 4) ServSafe Certified.			

FNS6	Minimum	Midpoint	Maximum
Hourly	\$21.53	\$30.76	\$39.99
Position			Assigned Calendar
Commercial Refrigeration/ Appliance Technician			221
Warehouse Manager			221
Step Schedule for Hiring			
<i>Warehouse Manager - FNS6</i> 1) A high school diploma or Texas Education Agency-certified GED is required. 2) Minimum two (2) years of warehouse experience or education approved by the FNS Director,.			

FNS7	Minimum	Midpoint	Maximum
Hourly	\$24.18	\$34.54	\$44.90
Position			Assigned Calendar
Mechanical/Distribution Supervisor			221
Step Schedule for Hiring			
<i>Mechanical/Distribution Supervisor - FNS7</i> 1) A high school diploma or Texas Education Agency-certified GED is required. 2) Minimum two (2) years of related experience or experience approved by the FNS Director. 3) Level IV Certification.			

Stipends and Supplemental Pay for Supplemental Duties

A stipend is in addition to your regular salary. The start dates and end dates for the supplemental duty(ies) may differ from those under your employment contract with the district. Your stipend(s) include(s) payment for all duties, responsibilities, and additional time your supplemental duty(ies) may require. A stipend associated with a particular supplemental duty may be prorated if you do not complete the supplemental duty or if the supplemental duty is terminated for any reason.

Your supplemental duty(ies) is/are at will and is/are not part of your employment contract with the district. There is no property right to your continuation of the supplemental duty(ies). You may resign from one or more of these supplemental duties at any time, or the district may reassign or terminate one or more supplemental duties at any time.

General Stipends/Rates	Amount
Academic Decathlon - DHS, Sponsor/Coach	\$5,000.00
Allowance, Travel	
Director, Energy Management	<i>Varies according to approximate travel/year based on mileage rate</i>
Assistant Director, Energy Management	
Homebound Teacher	
Audio/Visual	
Broadcast	\$4,500.00
Extracurricular Media (Scoreboard)	\$4,500.00
AVID Tutors	
Adults	\$12.00/hour
Students	\$10.00/hour
Bilingual	
Bilingual endorsement in Bilingual Classroom	\$4,000.00
Diagnostician, School Psychologist, SLP (must demonstrate ability to provide and evaluate therapy)	\$4,000.00
Interpreter (Clerical or Instructional)	\$500.00
Instructional Coach/Interventionist/Specialist/Dyslexia Specialist	\$1,000.00
Bus Driver Training for Extracurricular	
Sponsors/Special Education Teacher	\$9/hour (not to exceed \$300)
Career & Technology Student Organization (CTSO)	
Level I	\$1,000.00
Level II	\$1,500.00
Level III	\$2,000.00
Cheerleader Coach	
Varsity	\$6,000.00
Varsity Assistant	\$3,000.00
Junior High	\$1,400.00

Critical Shortage (Secondary Math, Science, Foreign Language) <i>Must be Teacher of Record</i>	\$2,500.00
Drama	
High School	\$7,000.00
High School Assistant	\$5,000.00
Junior High	\$1,600.00
Drill/Dance Team	
Varsity	\$6,000.00
Varsity Assistant	\$3,000.00
Junior High	\$2,000.00
Dual Credit Instructor (# of dual credit students receiving credit per semester)	
<i>Total Dual Credit/onRamps Students</i>	
5 to 9	\$1,000.00
10 to 19	\$1,600.00
20 to 29	\$2,200.00
30 to 39	\$2,800.00
40 to 49	\$3,400.00
50 to 59	\$4,000.00
60 to 69	\$4,600.00
70 to 79	\$5,200.00
80 to 89	\$5,800.00
90 to 99	\$6,400.00
100 to 109	\$7,000.00
110+	\$7,600.00
Enhancement Pay (To be Paid in Semester Earned)	
Academic Rating Enhancement	<i>Varies according to grade span</i> \$5,000-\$20,000
Fine Arts Excellence Enhancement	<i>Varies according to recognition level</i> \$1,000-\$5,000
Musical (Drama/Choir; To be Paid in Semester Performed)	\$2,000.00
Band/Choir	
High School Head Band Director,	\$18,000.00
High School Lead Band Director,	\$8,500.00
High School Band Director,	\$6,000.00
High School Percussion	\$1,000.00
High School Lead Choir	\$6,250.00
High School Choir	\$4,000.00
High School Color Guard	\$1,000.00
High School Winter Guard	\$1,000.00
Junior High School Lead Band Director	\$6,500.00
Junior High School Band Director	\$5,000.00
Junior High School Choir	\$4,000.00
Middle School Choir/Music	\$1,500.00

Nurse (Lead)	\$5,000.00
Special Education	
Campus Compliance Facilitator	\$2,500.00
Teacher	
ECSE/Life Skills/Behavior/18+	\$3,500.00
Paraprofessional (ECSE/Life Skills/Behavior/18+)	\$700.00
Vocational	
Agriculture Science Teacher	\$7,800.00
Cosmetology – Lead Teacher	\$3,500.00
The stipends listed below are paid per semester; however, the amounts shown represent the full annual stipend, not the quantity per semester:	
Mentor (<i>Dependent on Federal Funding</i>)	\$750
Special Olympics Coordinator	\$1,500.00
Special Programs CBI/CBVI Bus Driver (<i>Requires a minimum of 10 documented CBI/CBVI trips per semester during the instructional day, annual bus training, and a copy of CDL on file with the Transportation Department</i>)	\$1,500.00
The stipends listed below are paid at the end of the year (June 30):	
Department Head/Team Lead/Grade Level Chair	\$750.00
<i>Limit: PK-3/4-5 (3); PK-5 (4); JH (6); HS (13); Alt (3)</i>	
National Honor Society	
High School	\$800.00
Junior High School	\$600.00
Robotics	
DHS Robotics Competition Sponsor (CTE)	\$4,000.00
Lead Robotics Sponsor (District)	\$750.00
Robotics Sponsor (<i>Limit 3 per campus</i>)	\$500.00
Out-of-District	\$650.00
Science/History Fair	\$1,000.00
Special Olympics (per sport)	\$250.00
Student Council	
High School	\$800.00
Junior High School	\$800.00
UIL Events (<i>Coordinator is Director, of Academic Excellence & Academic Programs</i>)	
Assistant Director (<i>Limit 3</i>)	\$500.00
UIL (K-8 Events)	
1 st Event	\$400.00
2 nd Event	\$250.00
Each additional event after 2 nd	\$100.00
Quiz Bowl Sponsor (<i>JH only</i>)	\$400.00
UIL (9-12 Events)	
1 st Event	\$600.00
2nd Event	\$500.00
UIL Events (continued)	
Each additional event after 2 nd	\$250.00
Speech/Debate Coach	\$2,500.00
Speech/Debate Coach Assistant	\$2,000.00
UIL Spring Events	\$1,600.00
UIL Coordinator (<i>DHS</i>)	\$2,500.00
Yearbook	
High School	\$1,250.00
Junior High School	\$800.00

Athletic Stipends

Coaching Assignment	Stipend		
GENERAL ATHLETICS	Min	Mid	Max
Head Athletic Trainer	\$17,600		
Asst. Athletic Trainer (3)	\$12,850		
Girls JH Coordinator (per campus)	\$3,000		
Boys JH Coordinator (per campus)	\$3,000		
Strength and Conditioning Coach	\$12,500		
Assistant Strength and Conditioning	\$7,300		
Academic Advisor	\$1,100		
BASEBALL	Min	Mid	Max
Varsity Head	\$8,250	\$9,250	\$10,250
Varsity Assistant	\$5,550	\$6,050	\$6,550
JV Blue	\$3,750	\$4,250	\$4,750
JV White	\$3,750	\$4,250	\$4,750
BASKETBALL	Min	Mid	Max
Varsity Head (boys/girls)	\$8,400	\$9,400	\$10,400
JV Head (varsity assistant boys/girls)	\$5,400	\$5,900	\$6,400
Varsity Asst. Boys (9th A, assist soph)	\$3,900	\$4,400	\$4,900
Varsity Asst. Girls (assist 9th and JV)	\$3,900	\$4,400	\$4,900
Soph (boys)	\$3,000	\$3,500	\$4,000
9th Grade (boys/girls)	\$3,000	\$3,500	\$4,000
8th Grade Head (boys)-per campus	\$2,750		
8th Grade head (girls)-campus	\$2,750		
8th Asst. (boys)-per campus	\$2,000		
8th Asst. (girls)-per campus	\$2,000		
7th Head (boys)-per campus	\$2,250		
7th Head (girls)-per campus	\$2,250		
7th Asst.(boys)-per campus	\$1,750		
7th Asst. (girls)-per campus	\$1,750		
FOOTBALL	Min	Mid	Max
Varsity Assistant Head Coach	\$4,500		
Defensive Coordinator	\$12,500	\$13,500	\$14,500
Offensive Coordinator	\$12,500	\$13,500	\$14,500
Special Teams Coordinator	\$12,500	\$13,500	\$14,500

Varsity Assistant (8)	\$7,600	\$8,600	\$9,600
JV Head	\$7,550	\$8,550	\$9,550
JV Assistant (2)	\$7,300	\$8,300	\$9,300
9th Head	\$7,550	\$8,550	\$9,550
9th Assistant (2)	\$7,300	\$8,300	\$9,300
9th Assistant	\$7,300	\$8,300	\$9,300
8th Head (per campus)	\$6,000		
8th Assistant (3 per campus)	\$3,750		
7th Head (per campus)	\$4,250		
7th Assistant (3 per campus)	\$3,500		
Equipment Coordinator	\$3,150	\$3,550	\$3,950
Video Coordinator	\$1,750	\$2,150	\$2,550
Varsity Statistician	\$900		
Varsity Video	\$900		
GOLF	Min	Mid	Max
Varsity Head (boys & girls)	\$4,000	\$5,000	\$6,000
POWERLIFTING	Min	Mid	Max
Varsity Head	\$6,400	\$7,400	\$8,400
Varsity Asst/JV	\$2,000	\$2,500	\$3,000
SOCCER	Min	Mid	Max
Varsity Head (boys/girls)	\$6,050	\$7,050	\$8,050
Varsity Assistant (boys/girls)	\$3,450	\$3,950	\$4,450
JV (boys/girls)	\$2,550	\$3,050	\$3,550
9th (boys/girls)	\$2,550	\$3,050	\$3,550
Jr. High (boys/girls)-per campus	\$1,000		
SOFTBALL	Min	Mid	Max
Varsity Head	\$8,250	\$9,250	\$10,250
Varsity Assistant	\$5,550	\$6,050	\$6,550
JV Blue	\$3,750	\$4,250	\$4,750
SWIMMING	Min	Mid	Max
Varsity Head (Boys/Girls)	\$6,000	\$7,250	\$8,250
Assistant	\$2,250	\$3,250	\$4,250

TENNIS	Min	Mid	Max
Varsity Head	\$6,400	\$7,400	\$8,400
Varsity Assistant/JV	\$2,050	\$2,550	\$3,050
9th	\$2,050	\$2,550	\$3,050
Jr. High (boys per campus)	\$800		
Jr. High (girls per campus)	\$800		
TRACK	Min	Mid	Max
Varsity head (boys/girls)	\$7,750	\$8,750	\$9,750
Varsity Assistant (field events boys)	\$5,000	\$5,500	\$6,000
Varsity Assistant (field events girls)	\$5,000	\$5,500	\$6,000
JV (boys/girls)	\$4,000	\$4,500	\$5,000
9th (boys/girls)	\$3,000	\$3,500	\$4,000
X-Country Varsity/JV (boys)	\$3,500	\$4,500	\$5,500
X-Country Varsity/JV (girls)	\$3,500	\$4,500	\$5,500
X-Country Jr. High (boys per campus)	\$1,500		
X-Country Jr. High (girls per campus)	\$1,500		
Jr. High Head (boys per campus)	\$3,000		
Jr. High Head (girls per campus)	\$3,000		
Jr. High Assist (boys) 3 per campus	\$1,000		
Jr. High Assist (girls) 3 per campus	\$1,000		
VOLLEYBALL	Min	Mid	Max
Varsity Head	\$8,400	\$9,400	\$10,400
Varsity Assistant	\$5,400	\$5,900	\$6,400
JV Head	\$4,350	\$4,850	\$5,350
9th Head	\$3,900	\$4,100	\$4,600
9th Assistant	\$3,000	\$3,500	\$4,000
8th Head (per campus)	\$2,750		
8th Assistant (per campus)	\$2,000		
7th Head (per campus)	\$2,250		
7th Assistant (per campus)	\$1,750		

Extra-Curricular Pay Scale

Extra-Curricular Assignment	Amount
Varsity Football Games	<u>Per Game</u>
Stadium Ushers	\$80.00
Ticket Takers	\$80.00
FNS Concession Supervision (1)	\$200.00
FNS Concession Manager (3)	\$150.00
FNS Concession Workers	\$110.00
Announcers (2)	\$70.00
Scoreboard / Spotter	\$70.00
Communications Coordinator	\$70.00
Head Ticket Coordinator	\$100.00
Ticket Seller	\$80.00
Field Gate Workers	\$70.00
Parking Attendants	\$80.00
Press Box Staff (3)	\$95.00
Special Events are events and games not sponsored by DISD	<u>Per Hour</u>
Stadium/Gym Manager/Equipment Manager	\$100.00
Support staff will be paid on the Varsity Football Pay Scale	
Sub-Varsity Football Games	<u>Per Game</u>
Announcer/Clock	\$25.00
Chain Crew	\$20.00
Ticket Taker	\$30.00
Other Sports	<u>Per Game</u>
Baseball/Softball Ticket Taker	\$35.00
Baseball/Softball Books/Clocks/Announcer	\$25.00
Basketball Books/Clock/Announcer	\$25.00
Basketball Ticket Taker	\$30.00
Soccer Books/Clock	\$25.00
Soccer Ticket Taker	\$30.00
Track (District Meet) Starter	\$25.00/Hour-\$150.00/Day
Volleyball Books/Clock	\$25.00
Volleyball Ticket Taker	\$30.00
Other Extracurricular Events	<u>Per Hour</u>
Graduation Ceremony	Varsity Football Pay Scale
Ticket Seller (Season Tickets, Playoffs, One-Act Play, etc.)	\$15.00
Junior High School Games	<u>Per Game</u>
Football Books/Clock	\$25.00
Basketball Books/Clock	\$25.00
Ticket Taker	\$25.00
Volleyball Books/Clock	\$25.00
Auditorium Facilities	<u>Per Event</u>
Auditorium Manager	\$80.00
Operation of Sound and Lights	\$80.00

Custodial for All Events Non-District Events – Extended Weekends, Thanksgiving Break, Christmas Break, Spring Break, etc. The number of custodians determined by the Director, of Custodial Services	<u>Per Hour</u> \$45.00
Security Pay (4-hour minimum) Monday - Thursday Friday - Sunday Special Events (includes graduation, Mardi Gras, rentals, etc.) Varsity Football	<u>Per Hour</u> \$35.00 \$40.00 \$45.00 \$45.00

Extra Duty Pay

Agreement Form Required

Each occasion resulting in extra duty pay will require the completion of a full and accurate Extra Duty Agreement form. The original must be submitted prior to the extra duty begin date and maintained on file in the Human Resources office.

Responsibility for Notification

Project Directors are responsible for ensuring proper notification through the payroll process when employees are to receive extra duty pay under the following conditions.

Special Circumstances

The Superintendent's advance written approval/authorization is required for special circumstances not covered below.

REMINDER:

An Extra Duty Agreement is necessary for any task performed by an employee that exceeds their contractual obligations or scheduled work hours. In summary, employees are not entitled to extra duty compensation for work performed during regular operating hours, including personal, sick, and state holidays.

Summer Activity Pay Schedule	Pay Not to Exceed
Summer Help	
Employee/Retiree	\$25.00/hour
Student Helpers	\$15.00/hour
Summer Recreation	
Program Coordinator	\$30.00/hour
Teacher	\$25.00/hour
Instructional Paraprofessional	\$10.00/hour

Professional Staff

The following scale is used for extra duty pay for professional staff, including teachers, Registered Nurses, LVNs, Librarians, Specialty personnel, and administrators.

Notes: Any preparation time eligible for reimbursement requires prior approval from the appropriate Teaching & Learning Department staff and must not exceed two hours per day unless previously authorized by the Superintendent.

Professional Staff Extra Duty Pay Schedule	Pay Not to Exceed
Attendance at required staff development, study groups, etc., if on a Saturday or during the summer months. <i>(Exception if paid by a grant, the time needed during the work week [outside typical school day] may be reimbursed, providing prior specific approval is granted by the Superintendent [or designee], and there is no expense to local funds.)</i>	\$18.00/hour of seat time (attendance); not to exceed \$110.00/day
Curriculum work is as directed by the appropriate Teaching & Learning Department staff. Also, for presentation of workshops and related pre-approved preparation time. Translation of materials.	\$30.00/hour not to exceed \$240.00/day
Direct instruction of students or parents in a classroom setting, such as summer school, tutors, and related pre-approved preparation time. Includes homebound instruction and summer test administration.	\$35.00/hour not to exceed \$280.00/day
Specialty/Support positions to provide services for the extended school year (Speech Pathologist, LSSP, Diagnostician, OT/PT, Behavior Specialist).	Days beyond work calendar \$45.00/hour
Individual student testing/interpretation/report writing for dyslexia or special education students. Amounts above "not to exceed" require Executive Director's approval. <i>Timesheet submittal required.</i>	\$45.00/hour; not to exceed: Dyslexia Evaluation - \$625.00 Psycho-educational Evaluation - \$750.00 Psychological Evaluation - \$1100.00
Administration of Summer School Programs.	Days beyond the work calendar are based on the employee's base daily rate. They are paid on a half or full day basis (minimum 3 hrs).
Teachers who are certified trainers from outside providers provide training for staff during non-contract days. <i>Examples: Teachers qualified as TOTs for ABYDOS, Thinking Maps, etc.</i>	Current year's daily rate or rate required by the outside certified agency/company.
Specialized consultant services are provided to band/choir students and performed outside the employee's scheduled work assignment.	\$75.00/hour not to exceed \$125.00/hour
Specialized consultant services provided to administrative positions (mentor, substitute, etc.).	\$85-\$125/hour Range varies based on YOE/Role
UHCL Clinical Teacher 2 Supervisor	\$1000 per Clinical Teacher
Accompanist services performed outside the employee's scheduled work assignment (piano, guitar, etc.)	\$25.00/hour
Fine Arts Teachers who act as Solo Contest and UIL Concert Contest Adjudicators perform outside their scheduled work assignments.	\$150.00 - \$200.00/day; not to exceed \$50.00/hour
Other special assignments/duties (Such as athletic competition duty, i.e., gate, field, weight room, etc.) Athletic Camps paid from activity account funds- price per hour set by the Athletic Department	\$15.00/hour not to exceed \$25.00/hour

Paraprofessional Staff

Use the following scale for extra duty pay for paraprofessional staff.

Notes: During a workweek, a paraprofessional may not be assigned more than 40 hours of work in the same or similar job without receiving time-and-a-half pay for any hours worked over 40. The Executive Director of Human Resources must be consulted before arranging any such pay agreement. Instead of receiving time-and-a-half pay, the employee may be permitted to exchange one and a half hours of regularly scheduled work time for each hour worked beyond 40 hours in a workweek. This arrangement must be agreed upon in advance by the employee and their direct or indirect supervisors.

Paraprofessional Staff Extra Duty Pay Schedule	Pay Not to Exceed
Attendance at required staff development, study groups, etc., if on a Saturday or during the summer months.	\$15.00/hour of seat time (attendance); not to exceed \$84.00/day
Job Coaching of students, working directly with students, such as in summer school.	\$15.00/hour not to exceed \$105.00/day
Translation of materials	\$23.00/hour not to exceed \$160.00/day
Other special assignments/duties (such as summer school secretary, athletic competition duty, i.e., gate, field, selling season tickets, etc.)	The amount is per the PCT/extracurricular (daily/hourly rate) scale, which the Executive Director, Human Resources, communicated to the employee in advance.

Special Duty Salary Schedule

Substitutes

Day to Day Substitutes - less than 11 consecutive days in the same assignment.

Long Term* Substitute - 11 to 30 consecutive days in the same assignment.

Permanent Substitute - 31 or more consecutive days in the same assignment.

Substitutes are allowed to miss one unpaid day in any twenty (20) day period for personal or family illness and still retain long-term or permanent substitute status.

Note: Same assignment = Same Teacher/Same Location

Substitute Teacher Salary Schedule	Full Day	1/2 Day
Non-certified		
Day to Day	\$90.00	\$45.00
Long Term	\$115.00	N/A
Permanent	\$120.00	N/A
Certified (valid Texas) or Certified (other state)		
Day to Day	\$120.00	
Long Term	\$155.00	
Permanent	\$160.00	
Substitute Paraprofessional Salary Schedule	Full Day	1/2 Day
Day to Day	\$80.00	\$40.00
Long Term	\$110.00	\$55.00
Substitute Administrator (Assistant Principal/Counselor) Salary Schedule	Full Day	
Day to Day	\$250.00	
Substitute Salary Schedule - All Others		
As approved by the Superintendent: -Must be approved at or above the minimum wage rate as set by the Federal Government -Non-certified teaching positions approved on an individual basis by the Superintendent -Not to exceed 90% of the rate of full-time employees -Retire-Rehire teachers' daily rate is based on years of service at retirement		