



2023-2024 COMPENSATION PLAN

Teachers and Librarians New Hire Salary Guide

Years of Experience	New Hire Salary
0	\$56,250
1	\$56,500
2	\$56,800
3	\$57,100
4	\$57,500
5	\$57,900
6	\$58,350
7	\$58,800
8	\$59,250
9	\$59,700
10	\$60,400
11	\$61,075
12	\$61,625
13	\$62,125
14	\$62,625
15	\$63,125
16	\$63,625
17	\$64,125
18	\$64,625
19	\$65,125
20	\$65,625
21	\$66,125
22	\$66,625
23	\$67,125
24	\$67,625
25	\$68,125
26	\$68,625
27	\$69,125
28	\$69,625
29	\$70,125
30+	\$70,729

The salaries listed above are based on 10-month employment for the 2023-2024 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

\$1,000 Master's Degree Stipend

\$2,000 Doctorate Degree Stipend

2023-2024 Instructional Support Pay Plan

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
102					
	Child Care Assistant	190	\$16.00	\$19.28	\$22.56
	Educational Assistant II	183	21,960.00	26,461.80	30,963.60
	Educational Assistant II - Special Ed	183	22,800.00	27,474.00	32,148.00
	Library Assistant	183			
103					
	Educational Assistant II - Title I	183	\$17.00	\$20.48	\$23.96
	Educational Assistant II - Title I SpEd	183	23,332.50	28,108.80	32,885.10
	Library Assistant - Title I	183			
104					
	Child Care Assistant - Lead	190	\$17.85	\$21.50	\$25.16
	Educational Assistant III	183, 198	24,499.13	29,508.75	34,532.10
	Educational Assistant III - SpEd	183, 185	24,766.88	29,831.25	34,909.50
	Job Coach	183	25,436.25	30,637.50	35,853.00
			26,507.25	31,927.50	37,362.60
105					
	Educational Assistant III - Title I	183, 185	\$18.75	\$22.60	\$26.45
	Educational Assistant III - Title I SpEd	183, 185	25,734.38	31,018.50	36,302.63
	Embedded Instructional Assistant	183	26,015.63	31,357.50	36,699.38
	Family Socialist	190	26,718.75	32,205.00	37,691.25
	LPAC Specialist	202	28,406.25	34,239.00	40,071.75
106					
	Behavior Technician	187	\$21.25	\$25.60	\$29.95
	Intervener	185	29,165.63	35,136.00	41,106.38
	Transcriptionist	183	29,484.38	35,520.00	41,555.63
			29,803.13	35,904.00	42,004.88
107					
	Educational Interpreter - Basic	183	\$25.00	\$30.12	\$35.24
	LVN	187	34,312.50	41,339.70	48,366.90
	Registered Behavior Technician	187	35,062.50	42,243.30	49,424.10
108					
	Certified OT Assistant	187	\$30.00	\$36.15	\$42.30
	Certified PT Assistant	187	41,175.00	49,615.88	58,056.75
	Educational Interpreter - Advanced	183	42,075.00	50,700.38	59,325.75
109					
	Educational Interpreter - Master	183	\$35.37	\$42.61	\$49.85
	Lead Interpreter	183	48,545.33	58,482.23	68,419.13

2023-2024 Administrative Support Pay Plan

*Annual amounts are based on 8.0 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
203					
	Assistant - Accounting - HS	190	Hourly \$16.00	\$19.05	\$22.10
	Receptionist - HS/MS/Transportation	185, 190	185 Days 23,680.00	28,194.00	32,708.00
	Specialist - Health Records	187	187 Days 23,936.00	28,498.80	33,061.60
	Specialist - Office	185, 187, 202, 226	190 Days 24,320.00	28,956.00	33,592.00
			202 Days 25,856.00	30,784.80	35,713.60
			226 Days 28,928.00	34,442.40	39,956.80
204					
	Records Processor - Special Education	202	Hourly \$17.00	\$20.24	\$23.48
	Attendance Specialist - HS/MS	185, 190	185 Days 25,160.00	29,955.20	34,750.40
			190 Days 25,840.00	30,764.80	35,689.60
			202 Days 27,472.00	32,707.84	37,943.68
205					
	Assistant - Administrative	185, 195, 202, 226	Hourly \$18.25	\$21.72	\$25.19
	Associate I - Accounting	202	185 Days 27,010.00	32,145.60	37,281.20
	Scheduler - Work Control	226	195 Days 28,470.00	33,883.20	39,296.40
	Specialist - Attendance Elem	205	202 Days 29,492.00	35,099.52	40,707.04
			205 Days 29,930.00	35,620.80	41,311.60
			220 Days 32,120.00	38,227.20	44,334.40
			226 Days 32,996.00	39,269.76	45,543.52
206					
	Receptionist - Central Administration	226	Hourly \$19.75	\$23.51	\$27.27
	Registrar - MS/Alt Ed/Community Ed	205, 226	183 Days 28,914.00	34,418.64	39,923.28
	Specialist - Alternative Ed Records	205	205 Days 32,390.00	38,556.40	44,722.80
	Specialist - Records	226	226 Days 35,708.00	42,506.08	49,304.16
	Specialist I - Accounting	226			
	Substitute - Program-Based	183			
207					
	Associate - Administrative	220, 226	Hourly \$21.75	\$25.90	\$30.05
	Associate - Administrative DAEP	205	205 Days 35,670.00	42,476.00	49,282.00
	Associate - Sr Accounting - HS	226	220 Days 38,280.00	45,584.00	52,888.00
	Specialist - HS Registration & Records	226	226 Days 39,324.00	46,827.20	54,330.40
208					
	Specialist - Accounts Payable	226	Hourly \$24.00	\$28.57	\$33.14
	Specialist - Benefits	226	226 Days 43,392.00	51,654.56	59,917.12
	Specialist - E-Campus Technology	226			
	Specialist - Emp ID/Information	226			
	Specialist - HR Records	226			
	Specialist - Payroll	226			
	Specialist - Purchasing	226			
	Specialist - Risk Management	226			
	Specialist - Substitutes	226			
	Specialist I - Testing	226			
	Specialist - Utility Data	226			
	Specialist - Facilities Request	226			

2023-2024 Administrative Support Pay Plan

*Annual amounts are based on 8.0 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
209			Hourly	\$25.50	\$30.35	\$35.20
	Associate - Senior Administrative	226	226 Days	46,104.00	54,872.80	63,641.60
	Specialist - Benefits Budget Reporting	226	260 Days	53,040.00	63,128.00	73,216.00
	Specialist - Dept Budget	226, 260				
	Specialist - HRS Certification	226				
	Specialist - Senior HR Records	226				
	Specialist II - Accounting	226				
	Specialist II - Accounting Payroll	226				
210			Hourly	\$27.00	\$32.14	\$37.28
	Assistant - Executive	226	226 Days	48,816.00	58,109.12	67,402.24
	Buyer	226				
	Specialist - Construction	226				
	Specialist - Finance	226				
	Specialist - Fixed Assets	226				
	Specialist - Govt Relations	226				
	Specialist - Legal Services	226				
	Specialist - Spanish Translation	226				
	Specialist II - Testing	226				
211			Hourly	\$32.75	\$38.99	\$45.23
	Executive Assistant - Board of Trustees	226	226 Days	59,212.00	70,493.92	81,775.84
	Executive Assistant - Superintendent	226				

2023-2024 Operations Support Pay Plan

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
302			Hourly	\$15.25	\$18.16	\$21.07
	Crossing Guard	180	177 Days	21,594.00	25,714.56	29,835.12
	Custodian	260	180 Days	21,960.00	26,150.40	30,340.80
	Food Service Assistant	177	226 Days	27,572.00	32,833.28	38,094.56
	Lunchroom Monitor	180	260 Days	31,720.00	37,772.80	43,825.60
	Mail Processor	226				
303			Hourly	\$16.25	\$19.34	\$22.43
	Custodial Services Driver	260	177 Days	23,010.00	27,385.44	31,760.88
	Food Service Cook	183	180 Days	23,400.00	27,849.60	32,299.20
	Food Service Manager-in-Training	177	183 Days	23,790.00	28,313.76	32,837.52
	Hall Monitor	180	260 Days	33,800.00	40,227.20	46,654.40
	Parking Lot Security	180				
304			Hourly	\$17.25	\$20.54	\$23.83
	Food Service Assistant Manager	183	183 Days	25,254.00	30,070.56	34,887.12
	Food Service Driver	183	260 Days	35,880.00	42,723.20	49,566.40
	Food Service Warehouse Assistant	183				
	Groundskeeper	260				
	Lead Custodian - Elementary	260				
	PAC Technician	260				
	Warehouse Helper	260				
305			Hourly	\$18.25	\$21.73	\$25.21
	Bindery Operator	260	260 Days	37,960.00	45,198.40	52,436.80
	Groundskeeper - Athletics	260				
	Lead Custodian - Middle School/Alt Ed	260				
	Warehouse Assistant I	260				
	Water Quality Pond Technician	260				
306			Hourly	\$19.25	\$22.91	\$26.57
	Food Service Lead Cook II	183	183 Days	28,182.00	33,540.24	38,898.48
	Food Service Manager - Elem/Alt Ed	183	260 Days	40,040.00	47,652.80	55,265.60
	General Maintenance Technician	260				
	Lead Custodian - High School	260				
	Lead Groundskeeper	260				
	Lead Technician - PAC	260				
	Painter	260				
	Plumber/Irrigator Assistant	260				
	Print Production Operator	260				
	Warehouse Assistant II	260				
307			Hourly	\$20.25	\$24.11	\$27.97
	Food Service Manager - Middle School	183	183 Days	29,646.00	35,297.04	40,948.08
	General Maintenance Technician II	260	260 Days	42,120.00	50,148.80	58,177.60
	Heavy Equipment Operator/Grounds	260				
	HVAC Mechanic I	260				
	Inventory Specialist	260				
	Lead Groundskeeper - Athletics	260				
	Lead Print Production Operator	260				

2023-2024 Operations Support Pay Plan

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
308			Hourly	\$21.50	\$25.60	\$29.70
	Aquatics Technician III	260	183 Days	31,476.00	37,478.40	43,480.80
	Food Service Manager - High School/CK	183	260 Days	44,720.00	53,248.00	61,776.00
	General Maintenance Technician III	260				
	Grounds Equipment Mechanic	260				
	Preventative Maintenance Technician	260				
	Irrigation Technician	260				
	Welder	260				
309			Hourly	\$23.00	\$27.37	\$31.74
	Carpenter	260	260 Days	47,840.00	56,929.60	66,019.20
	Electrical Technician	260				
	Hardware Technician	260				
	Lead General Maintenance	260				
	Lead Painter	260				
	Lead Warehouse	260				
	Pest Control Specialist	260				
310			Hourly	\$24.50	\$29.16	\$33.82
	Energy Management Technician I	260	260 Days	50,960.00	60,652.80	70,345.60
	Finish Carpenter	260				
	HVAC Mechanic II	260				
	Locksmith	260				
	Roofer	260				
311			Hourly	\$27.25	\$32.43	\$37.61
	Electrician	260	260 Days	\$56,680.00	\$67,454.40	\$78,228.80
	Environmental Specialist	260				
	HVAC Mechanic III	260				
	Plumber	260				
	Plumber/Irrigator	260				
312			Hourly	\$29.00	\$34.53	\$40.06
	Electrician Specialist	260	260 Days	60,320.00	71,822.40	83,324.80
	Energy Management Technician II	260				
	HVAC Mechanic Lead	260				
	Plumber Specialist	260				
313			Hourly	\$31.25	\$37.21	\$43.17
	Alarm Specialist	260	260 Days	65,000.00	77,396.80	89,793.60

2023-2024 Transportation Pay Plan

*Annual amounts are based on 8.0 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
352			Hourly	\$15.25	\$18.16	\$21.07
	Bus Cleaner and Fueler	220	186 Days	22,692.00	27,022.08	31,352.16
	Bus Support Assistant	186	220 Days	26,840.00	31,961.60	37,083.20
	Bus Support Assistant - Special Ed	186				
355			Hourly	\$17.25	\$20.54	\$23.83
	Bus Support Assistant II - Special Ed	186	186 Days	25,668.00	30,563.52	35,459.04
356			Hourly	\$18.50	\$22.03	\$25.56
	Bus Driver Non-CDL	186	186 Days	27,528.00	32,780.64	38,033.28
357			Hourly	\$21.50	\$25.60	\$29.70
	Bus Driver CDL	186	186 Days	31,992.00	38,092.80	44,193.60
	Bus Driver CDL - Special Ed	186	260 Days	44,720.00	53,248.00	61,776.00
	Bus Mechanic Helper	260				
358			Hourly	\$22.75	\$27.09	\$31.43
	Bus Route Scheduler	186,226	186 Days	33,852.00	40,309.92	46,767.84
	Driver Trainer	226	226 Days	41,132.00	48,978.72	56,825.44
	Multi Lead Bus Driver	186				
359			Hourly	\$24.00	\$28.57	\$33.14
	Bus Route Specialist	226	226 Days	43,392.00	51,654.56	59,917.12
	Field Trip Specialist	226				
	Transportation Technical Specialist	226				
360			Hourly	\$25.25	\$30.06	\$34.87
	Bus Mechanic	260	260 Days	52,520.00	62,524.80	72,529.60
361			Hourly	\$26.75	\$31.85	\$36.95
	Bus Mechanic Lead	260	260 Days	55,640.00	66,248.00	76,856.00

2023-2024 Technology Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
402			Hourly	\$29.00	\$34.94	\$40.88
	Specialist - Apple Applications	226	226 Days	52,432.00	63,171.52	73,911.04
	Specialist - Applications	226				
	Specialist - PC/Network Applications	226				
	Specialist - Print Operation Support	226				
	Specialist - Student Data Applications	226				
	Specialist - Systems Support	226				
	Specialist - Systems Support Video	226				
	Specialist - Training & Support	226				
403			Hourly	\$34.25	\$41.26	\$48.27
	Lead Specialist - Systems Support	226	226 Days	61,924.00	74,598.08	87,272.16
	Specialist - Application Security	226				
404			Daily	\$293.15	\$353.19	\$413.23
	Analyst - Business	226	226 Days	66,251.90	79,820.94	93,389.98
	Analyst - PEIMS	226				
	Analyst - Student System	226				
	Coordinator - Tech Acquisition/Deployment	226				
405			Daily	\$322.46	\$388.51	\$454.56
	Administrator - Application Systems	226	226 Days	72,875.96	87,803.26	102,730.56
	Administrator - Applications	226				
	Administrator - Network	226				
	Administrator - Systems	226				
	Analyst - Cybersecurity	226				
406			Daily	\$370.84	\$446.79	\$522.74
	Administrator - Database	226	226 Days	83,809.84	100,974.54	118,139.24
	Lead Analyst - Business	226				
	Manager - PEIMS	226				
	Programmer/Analyst	226				
407			Daily	\$403.76	\$486.46	\$569.16
	Lead Cybersecurity Engineer	226	226 Days	91,249.76	109,939.96	128,630.16
	Manager - Network and Telecommunications	226				
	Manager - Business Systems	226				
	Manager - Programmer	226				
	Manager - Student Application Support	226				
	Manager - Systems Administration	226				
	Manager - Technical Operations	226				
408			Daily	\$545.08	\$656.72	\$768.36
	Director - Information Security	226	226 Days	123,188.08	148,418.72	173,649.36
	Director - MIS	226				
	Director - Technical Infrastructure	226				
409			Daily	\$681.35	\$820.90	\$960.45
	Chief Technology Officer	226	226 Days	153,985.10	185,523.40	217,061.70

2023-2024 Instructional Exempt Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
501						
	Attendance Officer	200	Daily	\$242.90	\$296.25	\$349.60
	HS Completion Specialist	220	200 Days	48,580.00	59,250.00	69,920.00
			220 Days	53,438.00	65,175.00	76,912.00
502						
	Coordinator - Campus Testing	226	Daily	\$277.73	\$338.70	\$399.67
	Director - Child Care Center	190	187 Days	51,935.51	63,336.90	74,738.29
	Parent Liaison	187, 190	190 Days	52,768.70	64,353.00	75,937.30
	Newcomer Liaison	190	226 Days	62,766.98	76,546.20	90,325.42
503						
	Music Therapist	187	Daily	\$306.89	\$374.26	\$441.63
	Registered Nurse	187	187 Days	57,388.43	69,986.62	82,584.81
	Specialist - CTE	215	202 Days	61,991.78	75,600.52	89,209.26
	Specialist - Dyslexia Program	210	210 Days	64,446.90	78,594.60	92,742.30
	Specialist - Dyslexia Program Lead	226	215 Days	65,981.35	80,465.90	94,950.45
	Specialist - Dyslexia Training	210	226 Days	69,357.14	84,582.76	99,808.38
	Specialist - Dyslexia Training Lead	226				
	Specialist - Families in Transition (Community)	215				
	Specialist - Families in Transition (Instruction)	215				
	Specialist - Instructional Technology	202				
	Specialist - Learning Applications	202				
504						
	Counselor	190, 200, 202, 215	Daily	\$322.24	\$392.97	\$463.70
	Counselor - Lead	200, 221	190 Days	61,225.60	74,664.30	88,103.00
	Early Literacy Specialist	226	200 Days	64,448.00	78,594.00	92,740.00
	Emergent Bilingual Instruction Specialist	202	202 Days	65,092.48	79,379.94	93,667.40
	Instructional Coach	202	215 Days	69,281.60	84,488.55	99,695.50
	Mentor Coach	226	221 Days	71,215.04	86,846.37	102,477.70
	Newcomer Specialist	202	226 Days	72,826.24	88,811.22	104,796.20
	Social Worker	190, 200				
	Specialist - Pre K Instruction	202				
	Specialist - Behavior Special Ed	202				
	Specialist - Instructional Special Ed	202				
	Specialist - Low Incidence Disability	202				

2023-2024 Instructional Exempt Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
505			Daily	\$338.35	\$412.62	\$486.89
	Analyst - Board Certified Behavior	187	187 Days	63,271.45	77,159.94	91,048.43
	Asst Director - Instructional Technology	226	190 Days	64,286.50	78,397.80	92,509.10
	Asst Principal - ES	210	195 Days	65,978.25	80,460.90	94,943.55
	Audiologist	198	198 Days	66,993.30	81,698.76	96,404.22
	Coordinator - Accelerated Instruction Systems	226	202 Days	68,346.70	83,349.24	98,351.78
	Coordinator - Adv Academics	226	205 Days	69,361.75	84,587.10	99,812.45
	Coordinator - At Risk and Summer Learning	226	210 Days	71,053.50	86,650.20	102,246.90
	Coordinator - Campus Equity	226	215 Days	72,745.25	88,713.30	104,681.35
	Coordinator - Counseling Services	226	226 Days	76,467.10	93,252.12	110,037.14
	Coordinator - Case Mgr/Homeless Grant	226				
	Coordinator - CTE Curriculum	226				
	Coordinator - Curriculum	226				
	Coordinator - Early Literacy Curriculum	226				
	Coordinator - Deaf Education	210				
	Coordinator - Early Childhood	205				
	Coordinator - Enrichment	226				
	Coordinator - Equity, Diversity and Inclusion	226				
	Coordinator - Fine Arts	215				
	Coordinator - Gifted Services	226				
	Coordinator - Health Services	195				
	Coordinator - Health Services Admin Projects	202				
	Coordinator - Professional Development	226				
	Coordinator - Social-Emotional Learning	226				
	Coordinator - Social Worker Services	226				
	Coordinator - TCLAS Grant	226				
	Diagnostician	198				
	Diagnostician - Lead	205				
	LSSP	198				
	LSSP - Lead	205				
	Occupational Therapist	187				
	Physical Therapist	187				
	SLP	187, 190				
506			Daily	\$355.27	\$433.25	\$511.24
	Asst Principal - MS	210, 215	210 Days	74,606.70	90,982.50	107,360.40
	Coordinator - Emergent Bilingual	226	215 Days	76,383.05	93,148.75	109,916.60
	Coordinator - ESL Emergent Bilingual	226	226 Days	80,291.02	97,914.50	115,540.24
	Coordinator - LPAC Compliance	226				
	Coordinator - Pre Kindergarten	226				
	Coordinator - Title I Programs	226				
507			Daily	\$373.03	\$454.91	\$536.79
	Asst Director - CTE	226	210 Days	78,336.30	95,531.10	112,725.90
	Asst Director - SpEd Behavior Svc	215	215 Days	80,201.45	97,805.65	115,409.85
	Asst Principal - Alt Ed	215	226 Days	84,304.78	102,809.66	121,314.54
	Asst Principal - ECHS	215				
	Asst Principal - HS	210				
	Coordinator - Campus Athletics	226				

2023-2024 Instructional Exempt Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
508			Daily	\$399.14	\$486.75	\$574.37
	Area Director - Special Education	220	220 Days	87,810.80	107,085.00	126,361.40
	Assoc Principal - HS	226	226 Days	90,205.64	110,005.50	129,807.62
	Asst Director - Athletics	226				
	Director - Bilingual/ESL	226				
	Director - Career & Technical Education	226				
	Director - Counseling/Student Support	226				
	Director - Curriculum	226				
	Director - Dyslexia	226				
	Director - Early Childhood	226				
	Director - Enrichment	226				
	Director - Federal Programs	226				
	Director - Gifted & Advanced Academics	226				
	Director - Health Services	226				
	Director - Instructional Technology	226				
	Director - Library/Media Services	226				
	Director - Professional Development	226				
	Director - SpEd Behavior Svc	220				
	Principal - DAEP	220				
	Principal - ES	220				
509			Daily	\$427.07	\$520.82	\$614.57
	Assoc Director - Admin Projects	226	220 Days	93,955.40	114,580.40	135,205.40
	Director - Academics	220	226 Days	96,517.82	117,705.32	138,892.82
	Principal - Alt Ed	226				
	Principal - ECHS	226				
	Principal - MS	226				
510			Daily	\$495.40	\$604.15	\$712.90
	Director - Athletics	226	226 Days	111,960.40	136,537.90	161,115.40
	Director - Fine Arts	226				
	Exec Director - Special Ed	226				
	Exec Director - State & Federal Programs	226				
	Exec Director - Teaching & Learning	226				
	Principal - HS	226				
511			Daily	\$589.53	\$718.94	\$848.35
	Area Superintendent	226	226 Days	133,233.78	162,480.44	191,727.10
	Asst Superintendent - Academic Services	226				
	Asst Superintendent - Student Support Services	226				
512			Daily	\$742.81	\$905.86	\$1,068.91
	Senior Chief Schools & Innovation	226	226 Days	167,875.06	204,724.36	241,573.66

2023-2024 Business Exempt Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
601			Daily	\$232.40	\$280.00	\$327.60
	Analyst - Registration	226	226 Days	52,522.40	63,280.00	74,037.60
	Coordinator - Community Relations	226	260 Days	60,424.00	72,800.00	85,176.00
	Coordinator - Custodial Services	260				
	Coordinator - Safety & Security	226				
	Coordinator - Safety Risk Mgmt	226				
	Coordinator - Tech Production/PAC	260				
	Coordinator - Textbooks	226				
	Specialist, CAFM	226				
	Supervisor - Bus Route	226				
	Supervisor - General Maintenance	260				
	Supervisor - IPM Grounds	260				
	Supervisor - Transportation	226				
602			Daily	\$276.56	\$333.20	\$389.84
	Accountant	226	226 Days	62,502.56	75,303.20	88,103.84
	Administrator - Video Services	226	260 Days	71,905.60	86,632.00	101,358.40
	Analyst - Budget	226				
	Coordinator - Benefits	226				
	Coordinator - HRIS	226				
	Coordinator - HRS	226				
	Coordinator - HRS Guest Educator	226				
	Coordinator - HRS Staffing	226				
	Coordinator - Payroll	226				
	Coordinator - Position Control	226				
	Designer - Multimedia	226				
	Senior Buyer	226				
	Supervisor - Bus Mechanic	260				
	Supervisor - Electrical	260				
	Supervisor - Environmental	260				
	Supervisor - HVAC	260				
	Supervisor - Maintenance PM	260				
	Supervisor - Plumber	260				
	Supervisor - Special Systems	260				
603			Daily	\$318.04	\$383.18	\$448.32
	Asst Director - Custodial Services	260	226 Days	71,877.04	86,598.68	101,320.32
	Asst Director - HRS	226	260 Days	82,690.40	99,626.80	116,563.20
	Asst Director - Maintenance	226				
	Asst Director - Transportation	226				
	Coordinator - Assessment & Data Accountability	226				
	Coordinator - Assessment & Data Management IDS	226				
	Coordinator - Accounting	226				
	Coordinator - Digital Communications	226				
	Coordinator - Grants	226				
	Coordinator - Special Project Services	226				
	Manager - Aquatics	260				
	Manager - Materials	226				
	Manager - PAC	260				
	Manager - Video Services	226				
	Recruiter - HRS	226				
	Staff Auditor	226				
	Supervisor - Accounts Payable	226				

2023-2024 Business Exempt Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
604			Daily	\$343.48	\$413.83	\$484.18
	Associate - Research & Evaluation	226	226 Days	77,626.48	93,525.58	109,424.68
	Asst Director - Instructional Data Support	226				
	Manager - Accounting	226				
	Manager - Budget	226				
	Manager - Construction Projects	226				
	Manager - Payroll	226				
	Manager - Purchasing	226				
	Manager - Treasury/Debt	226				
	Senior Auditor	226				
	Supervisor - Community Partnerships	226				
	Webmaster	226				
605			Daily	\$401.87	\$484.18	\$566.49
	Assoc Director - Communications	226	226 Days	90,822.62	109,424.68	128,026.74
	Assoc Director - HRS Support Staffing	226				
	Assoc Director - Marketing	226				
	Senior Manager - Construction	226				
606			Daily	\$446.08	\$537.44	\$628.80
	Director - Assessment	226	226 Days	100,814.08	121,461.44	142,108.80
	Director - Behavioral Health Services	226	260 Days	115,980.80	139,734.40	163,488.00
	Director - Custodial Services	260				
	Director - Equity, Diversity and Inclusion	226				
	Director - HRS	226				
	Director - Maintenance	226				
	Director - Payroll	226				
	Director - Purchasing/Material Mgmt	226				
	Director - Research & Evaluation	226				
	Director - Risk Mgmt/Compliance	226				
	Director - Safety & Security	226				
	Director - Transportation	226				
607			Daily	\$477.30	\$575.06	\$672.82
	Director - Construction & Facilities	226	226 Days	107,869.80	129,963.56	152,057.32
	Director - Finance	226				
	Director - Internal Audit	226				
	Exec Director - Assessment & Evaluation	226				
	Staff Attorney	226				
608			Daily	\$539.35	\$649.82	\$760.29
	Strategic Facility Management Planner	226	226 Days	121,893.10	146,859.32	171,825.54
	Senior Staff Attorney	226				
609			Daily	\$668.80	\$805.78	\$942.76
	Chief Equity Officer	226	226 Days	151,148.80	182,106.28	213,063.76
	Chief Financial Officer	226				
	Chief Human Resources Officer	226				
	Chief of Public Affairs & Communications	226				
	General Counsel	226				

2023-2024 Police Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
701	Security Patrol Officer	260	Hourly	\$15.25	\$18.60	\$21.95
			260 Days	31,720.00	38,688.00	45,656.00
702	Police Records & Evidence Specialist	260	Hourly	\$21.75	\$26.52	\$31.29
			260 Days	45,240.00	55,161.60	65,083.20
702	Sr. Police Dispatcher	260	Hourly	\$21.75	\$26.52	\$31.29
			260 Days	45,240.00	55,161.60	65,083.20
703	Police Dispatcher Supervisor	260	Hourly	\$29.31	\$35.75	\$42.19
			260 Days	60,964.80	74,360.00	87,755.20
703	Police Officer	260	Hourly	\$29.31	\$35.75	\$42.19
			260 Days	60,964.80	74,360.00	87,755.20
703	Police Systems Coordinator	260	Hourly	\$29.31	\$35.75	\$42.19
			260 Days	60,964.80	74,360.00	87,755.20
704	Police Detective	260	Hourly	\$34.60	\$42.19	\$49.78
			260 Days	71,968.00	87,755.20	103,542.40
704	Police Sergeant	260	Hourly	\$34.60	\$42.19	\$49.78
			260 Days	71,968.00	87,755.20	103,542.40
705	Police Communications Manager	260	Daily	\$326.58	\$398.27	\$469.96
			260 Days	84,910.80	103,550.20	122,189.60
705	Police Lieutenant	260	Daily	\$326.58	\$398.27	\$469.96
			260 Days	84,910.80	103,550.20	122,189.60
706	Asst Chief of Police	260	Daily	\$403.69	\$492.30	\$580.91
			260 Days	104,959.40	127,998.00	151,036.60
706	Asst Chief of Police	260	Daily	\$403.69	\$492.30	\$580.91
			260 Days	104,959.40	127,998.00	151,036.60
707	Chief of Police	260	Daily	\$642.02	\$782.95	\$923.88
			260 Days	166,925.20	203,567.00	240,208.80
707	Chief of Police	260	Daily	\$642.02	\$782.95	\$923.88
			260 Days	166,925.20	203,567.00	240,208.80

2023-2024 Teacher Incentive Allotment

For any funds received by Round Rock ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90% will be paid to the designated teacher, with the remaining 10% being reserved by the district to offset costs associated with growing and maintaining the TIA program. Should the District receive funding for a designated teacher who has resigned or retired, the District will forward payment to the resigned or retired teacher as soon as practicable.