



**2016-2017**

**SALARY SCHEDULES  
AND  
COMPENSATION  
INFORMATION**

**GARLAND INDEPENDENT SCHOOL DISTRICT**  
Serving the North Texas Communities of Garland, Rowlett, and Sachse

Published by the Department of Human Resources  
September 2016

This salary schedule cannot be used to compute future earnings.

# THIS SALARY SCHEDULE IS FOR THE 2016-2017 SCHOOL YEAR ONLY

The 2016-2017 school year pay schedules reflect the implementation of the Board approved salary increase.

Neither past nor future salaries can be accurately calculated nor predicted from this booklet. Only the salary bands based on pay grades can be obtained from this information.

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.

Salaries are determined individually with consideration for job-related experience and credentials.

All GISD employees who returned to their same position held in the district in the 2015-2016 school year received a 2.25% increase from the midpoint of their pay grade. The 2.25% from the midpoint was added to their 2015-2016 salary.

To determine the 2.25% of midpoint:

1. Find your pay grade on the charts
2. Identify the midpoint of your paygrade
3. Multiply the midpoint by 0.0225 (2.25%)
4. If your midpoint is indicated as a daily rate, the result from Step #3 is the midpoint raise to your individual daily rate.

The 2.25% raise is applied as follows:

- For 10 month employees with the September 27, 2016 payroll.
- For 11 month employees the raise will retro back to August 1, 2016 (the beginning of the 2016-2017 school year) and will be reconciled in the September 27, 2016 payroll.
- For the 12 month employees the raise will retro back to July 1, 2016 (the beginning of the 2016-2017 school year) and will be reconciled in the September 27, 2016 payroll.

For any salary questions, please send an e-mail to [salary@garlandisd.net](mailto:salary@garlandisd.net)

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**2016–17 New Teachers, Librarians and Nurses (RN) Pay Plan**  
Garland ISD

**2016-17 NEW HIRE SCALE**

<b>Pay Scale 100</b>
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Years of Experience	New Hire Salary 187 days	Daily
0	\$51,500	\$275.40
1	\$51,750	\$276.74
2	\$52,370	\$280.05
3	\$52,570	\$281.12
4	\$52,770	\$282.19
5	\$52,970	\$283.26
6	\$53,170	\$284.33
7	\$53,370	\$285.40
8	\$53,570	\$286.47
9	\$53,770	\$287.54
10	\$53,970	\$288.61
11	\$54,170	\$289.68
12	\$54,370	\$290.75
13	\$54,570	\$291.82
14	\$54,770	\$292.89
15	\$54,970	\$293.96
16	\$55,170	\$295.03
17	\$55,370	\$296.10
18	\$55,570	\$297.17
19	\$55,770	\$298.24
20	\$56,325	\$301.20
21	\$56,908	\$304.32
22	\$57,448	\$307.21
23	\$57,993	\$310.12
24	\$58,533	\$313.01
25+	\$58,963	\$315.31

Master's Degree Stipend: \$1,300 PhD Degree Stipend: \$2,000
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The salaries listed above are based on 10-month employment for the 2016-17 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.

**2016 – 17 Returning Teachers, Librarians and Nurses (RN) Pay Plan**  
Garland ISD

**2016 - 17 Salary Range for  
Returning Teachers, Librarians, and Nurses (RN)**

**Pay Scale 100**

**Base Salary Range**

10-Month Salary Range Minimum: \$51,500  
 10-Month Salary Range Midpoint: \$60,675  
 10-Month Salary Range Maximum: \$70,788

Returning Teachers, Librarians, and Nurses (RN) salary will reflect a raise of \$1,365, which is 2.25% of midpoint.

	<b>Min</b>	<b>Mid</b>	<b>Max</b>
<b>Daily</b>	<b>\$275.40</b>	<b>\$324.47</b>	<b>\$378.55</b>
<b>187 Days</b>	51,500	60,675	70,788

Master's Degree Stipend: \$1,300  
 PhD Degree Stipend: \$2,000

Salaries of Returning Teacher, Librarians, and Nurses are not reflected on the New Hire Scale. The New Hire Scale applies only to new hires for 2016-2017.

The salaries listed are based on 10-month employment for the 2016-17 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.

Salaries are determined individually with consideration for job-related experience and credentials.

**2016-17 Administrative-Professional Pay Plan**  
Garland ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.25% GPI
<b>101</b>						
			<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>
	Auto Claims Specialist	226	<b>Daily \$197.24</b>	<b>\$237.64</b>	<b>\$278.04</b>	<b>\$5.35</b>
	Box Office Coordinator	226	<b>226 Days 44,577</b>	<b>53,707</b>	<b>62,838</b>	<b>1,208</b>
	Event Coordinator	226				
	Facilities Specialist	226				
	Certification Specialist	226				
	Print Shop Senior Production Manager	226				
	Supervisor - Food Service	226				
	Workers Compensation Claim Specialist	226				
<b>102</b>						
			<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>
	Attendance Administrator	220, 226	<b>Daily \$213.02</b>	<b>\$256.66</b>	<b>\$300.29</b>	<b>\$5.77</b>
	Budget Analyst	226	<b>193 Days 41,114</b>	<b>49,534</b>	<b>57,955</b>	<b>1,115</b>
	Case Manager	210	<b>210 Days 44,735</b>	<b>53,898</b>	<b>63,060</b>	<b>1,213</b>
	Communications Specialist	226	<b>214 Days 45,587</b>	<b>54,924</b>	<b>64,261</b>	<b>1,236</b>
	Coordinator - Print Shop	226	<b>220 Days 46,865</b>	<b>56,464</b>	<b>66,063</b>	<b>1,270</b>
	Facilitator - Translation Interpret Svcs	226	<b>226 Days 48,143</b>	<b>58,004</b>	<b>67,865</b>	<b>1,305</b>
	HR Dept Specialist	226				
	Office Manager Human Resources	226				
	Office Manager Payroll and Benefits	226				
	Operations Manager - CCC	226				
	Sales Representative	226				
	Social Worker	210				
	Supervisor - Food and Supply Acquisition	226				
<b>103</b>						
			<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>
	Accountant	226	<b>Daily \$244.98</b>	<b>\$295.15</b>	<b>\$345.33</b>	<b>\$7.30</b>
	Accountant - Payroll	226	<b>187 Days 45,811</b>	<b>55,194</b>	<b>64,577</b>	<b>1,365</b>
	Accountant - Project	226	<b>202 Days 49,485</b>	<b>59,621</b>	<b>69,757</b>	<b>1,475</b>
	Accountant - Proprietary Funds	226	<b>210 Days 51,445</b>	<b>61,982</b>	<b>72,519</b>	<b>1,533</b>
	Administrative Assistant to the Superintendent	226	<b>226 Days 55,365</b>	<b>66,705</b>	<b>78,045</b>	<b>1,650</b>
	Assessment Support Manager	226				
	Board Clerk	226				
	Bond Buyer/Purchasing	226				
	Grants Specialist	226				
	Manager - Building Services	226				
	Manager - Event Services	226				
	Manager - Grounds	226				
	Manager - Maintenance MEP	226				
	Manager Maintenance Trades & Projects	226				
	Manager - Security Operations	226				
	Manager - Security Systems	226				
	Sales Manager	226				
	Speech Language Pathologist Assistant	187				
	Staff Auditor	226				
<b>104</b>						
			<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>
	Accountant - General Ledger	226	<b>Daily \$276.56</b>	<b>\$325.76</b>	<b>\$374.17</b>	<b>\$7.33</b>
	AVID Specialist - Title I	226	<b>187 Days 51,717</b>	<b>60,918</b>	<b>69,970</b>	<b>1,371</b>
	Behavioral Specialist	197	<b>193 Days 53,376</b>	<b>62,872</b>	<b>72,215</b>	<b>1,415</b>
	Coordinator - Business Program Development	226	<b>197 Days 54,482</b>	<b>64,176</b>	<b>73,711</b>	<b>1,444</b>
	Coordinator - District PEIMS	226	<b>202 Days 55,865</b>	<b>65,804</b>	<b>75,582</b>	<b>1,481</b>
	Coordinator - Textbooks	226	<b>215 Days 59,460</b>	<b>70,039</b>	<b>80,447</b>	<b>1,576</b>
	Coordinator - Warehouse Services	226	<b>226 Days 62,503</b>	<b>73,623</b>	<b>84,562</b>	<b>1,657</b>
	Construction Project Manager	226				
	CTE Specialist	214				
	Dyslexia Evaluator	210				
	Educational Support Specialist	202				
	Energy Specialist	226				
	Energy Specialist - Liaison	226				
	Facilitator - Parent Enrich Title I	193				
	Infant Center Specialist	193				
	Instructional Coach - Title I	215				
	Instructional Coach - Ready 1:1	197				
	Instructional Design Specialist ELAR	202				
	Instructional Design Specialist Social Studies	202				
	Instructional Specialist	226				
	Instructional Specialist - Bil ESL Pk 12	226				
	Instructional Specialist - Vietnamese Title III	226				
	Energy Manager - Maintenance	226				
	Mandarin Chinese Language Specialist	226				
	Parent Educator Administrator Title I	215				
	Program Specialist - Title I	226				
	Teacher Visually Impaired	187, 197				
	Teacher Visually Impaired Lead	187				

105	
Asst Principal - Elementary	215, 220, 225
Campus Facilitator	202
Construction Services Administrator	226
Coordinator - Broadcasting	226
Counselor - Parent Engagement Title III	226
Counselor - CATE	202
Counselor	189, 197, 202, 207
Counselor - Specialist	197
Counselor - Support Specialist	197
Counselor Lead - High School	220
Counselor Light - High School	193
Counselor Light - Middle School	193
Counselor Light Lead - High School	204
Counselor Light Lead - Middle School	193
Diagnostician	188, 193, 202
Diagnostician Lead	202
Facilitator - Campus Technology Title I	226
Facilitator - Community	220
Facilitator - Home School	220
Facilitator - Math	202
Facilitator - Parent Engagement Title I	226
Facilitator - Parent Engagement Title III	226
Facilitator - Science	202
Facilitator - STEM	226
Facilitator - Title I	226
Licensed Specialist in School Psychology	197, 202
Occupational Therapist	188, 193
Organizational Learning Specialist Title II	226
Orientation Mobility Specialist	187
Physical Therapist	188
Risk Management Specialist	226
Speech-Language Pathologist	187, 193, 210
Senior Staff Auditor	226
Transition Specialist - SpEd	226

	Min	Mid	Max	2.25% Mid
<b>Daily</b>	<b>\$288.34</b>	<b>\$347.39</b>	<b>\$406.45</b>	<b>\$7.82</b>
<b>187 Days</b>	53,919	64,963	76,006	1,462
<b>188 Days</b>	54,207	65,310	76,413	1,469
<b>189 Days</b>	54,496	65,658	76,819	1,477
<b>193 Days</b>	55,649	67,047	78,445	1,509
<b>197 Days</b>	56,803	68,437	80,071	1,540
<b>202 Days</b>	58,244	70,174	82,103	1,579
<b>204 Days</b>	58,821	70,869	82,916	1,595
<b>207 Days</b>	59,686	71,911	84,136	1,618
<b>210 Days</b>	60,551	72,953	85,355	1,641
<b>215 Days</b>	61,993	74,690	87,387	1,681
<b>220 Days</b>	63,434	76,427	89,419	1,720
<b>225 Days</b>	64,876	78,164	91,452	1,759
<b>226 Days</b>	65,164	78,511	91,858	1,767

106	
Asst Principal - AEC	197, 220
Asst Principal - AEP (Memorial)	225
Asst Principal - AEP (Pathfinder)	226
Asst Principal - Middle School	225
Intervention Specialist - Trainer Title I	203

	Min	Mid	Max	2.25% Mid
<b>Daily</b>	<b>\$308.52</b>	<b>\$371.72</b>	<b>\$434.91</b>	<b>\$8.36</b>
<b>197 Days</b>	60,779	73,228	85,677	1,648
<b>203 Days</b>	62,630	75,458	88,286	1,698
<b>220 Days</b>	67,875	81,777	95,680	1,840
<b>225 Days</b>	69,418	83,636	97,854	1,882
<b>226 Days</b>	69,726	84,008	98,289	1,890

107	
At Risk Administrator	226
Audiologist	202
Cash Manager	226
Coordinator - Advanced Academic	226
Coordinator - Avid Secondary	226
Coordinator - Bilingual ESL	226
Coordinator - Business Marketing Education	226
Coordinator - Business Program Development	226
Coordinator - Communications	226
Coordinator - Counseling Guidance	226
Coordinator - Elementary Fine Arts	226
Coordinator - Elementary Math	226
Coordinator - Employee Wellness & Nutrition	226
Coordinator - English Language Learners	226
Coordinator - STEM	226
Coordinator - Fcs New Horizons	226
Coordinator - Fine Arts	226
Coordinator - Foreign Languages	226
Coordinator - Gifted And Talented	226
Coordinator - HST CTE Guidance Counseling	226
Coordinator - Intervention	226
Coordinator - ELA	226
Coordinator - Library Media Services	226
Coordinator - Maintenance Business Operations	226
Coordinator - Nutrition & Menu Operations	226
Coordinator - PE	226
Coordinator - Research Assessment Accountability	226
Coordinator - PK-12 Math	226
Coordinator - Secondary Science	226
Coordinator - Security / Telephones	226
Coordinator - Social Studies	226
Coordinator - Special Ed	226
Coordinator - Student Success Program	226
Coordinator - Digital Learning	226
Coordinator - Title I	226
Coordinator - Title III Outreach	226
Coordinator - Web Services	226
Foundation President	226
President - Education Foundation	226
HR Recruiting Coordinator	226
Service Provider Program Analyst Title III	226
Student Relations Administrator	226
Student Services Coordinator	226
Student Services Coordinator - Title I	226

	Min	Mid	Max	2.25% Mid
<b>Daily</b>	<b>\$330.12</b>	<b>\$397.73</b>	<b>\$465.35</b>	<b>\$8.95</b>
<b>202 Days</b>	66,684	80,342	94,001	1,808
<b>226 Days</b>	74,607	89,888	105,169	2,022

108		Min	Mid	Max	2.25% Mid	
Asst General Counsel	226	<b>Daily</b>	<b>\$353.23</b>	<b>\$425.57</b>	<b>\$497.92</b>	<b>\$9.58</b>
Asst Principal - High School	226	<b>217 Days</b>	76,650	92,350	108,049	2,078
Principal - Elementary	217	<b>226 Days</b>	79,829	96,180	112,530	2,164

109		Min	Mid	Max	2.25% Mid	
Adv Academic Administrator - Title I	226	<b>Daily</b>	<b>\$377.95</b>	<b>\$455.37</b>	<b>\$532.78</b>	<b>\$10.25</b>
Advanced Academic Specialist - Title I	226	<b>226 Days</b>	85,418	102,913	120,408	2,316
Asst Director - Athletics	226					
Asst Director - Federal Programs Title I	226					
Asst Director - Finance	226					
Asst Director - Fleet Operations	226					
Asst Director - Student Nutrition Services	226					
Asst Director - Maint Admin Services	226					
Asst Director - Maint Building Services	226					
Asst Director - Purchasing	226					
Asst Director - Special Education	226					
Asst Director - Student Services	226					
Asst Director - Transportation	226					
AVID Program Manager Title I	226					
Community Liaison - African Americans	226					
Community Liaison - Hispanics	226					
Payroll Benefits Administrator	226					
Principal - Middle School	226					

110		Min	Mid	Max	2.25% Mid	
Director - Counseling Guidance	226	<b>Daily</b>	<b>\$404.41</b>	<b>\$487.24</b>	<b>\$570.07</b>	<b>\$10.96</b>
Director - Curtis Culwell Center	226	<b>220 Days</b>	88,970	107,193	125,416	2,650
Director - English Language Learners	226	<b>226 Days</b>	91,397	110,116	128,836	2,722
Director - Family & Community Engagement	226					
Director - Health Services	226					
Director - Internal Audit	226					
Director - Intervention	226					
Director - Maintenance	226					
Director - Organizational Learning	226					
Director - Risk Management	226					
Director - Special Programs	226					
Director - Student Services School Choice	226					
Director - Tax Services	226					
Head FB Coach/Campus Athletic Dir	220					
Principal - AEC, MPAC, PAC	226					

111		Min	Mid	Max	2.25% Mid	
Director - Athletics	226	<b>Daily</b>	<b>\$444.85</b>	<b>\$535.96</b>	<b>\$627.08</b>	<b>\$12.06</b>
Director - Auxiliary Human Resources	226	<b>226 Days</b>	100,536	121,128	141,719	2,725
Director - Budget	226					
Director - Career Technical Education	226					
Director - Finance	226					
Director - Fine Arts	226					
Director - Position Administration	226					
Director - Professional HR	226					
Director - Purchasing	226					
Director - Research Assessment Accountability	226					
Director - Security	226					
Director - Student Nutrition Services	226					
Director - Transportation	226					
Principal - High School	226					

112		Min	Mid	Max	2.25% Mid	
Area Director	226	<b>Daily</b>	<b>\$475.99</b>	<b>\$573.48</b>	<b>\$670.97</b>	<b>\$12.90</b>
Executive Director - Athletics	226	<b>226 Days</b>	107,573	129,606	151,640	2,916
Executive Director - Communications and PR	226					
Executive Director - Curriculum & Instruction	226					
Executive Director - Data & Administrative Services	226					
Executive Director - Facilities/Maintenance	226					
Executive Director - School Transformation	226					
Executive Director - Special Education	226					
Executive Director - Student Svcs School Choice	226					

113		Min	Mid	Max	2.25% Mid	
Assoc Supt - Administration	226	<b>Daily</b>	<b>\$547.39</b>	<b>\$659.51</b>	<b>\$771.62</b>	<b>\$14.84</b>
Assoc Supt - Curric, Instr, Assess	226	<b>226 Days</b>	123,710	149,049	174,387	3,354
Asst Supt - Human Resources	226					
Asst Supt - Student Srv Comm Relat	226					
Chief Information Officer	226					
General Counsel	226					

114		Min	Mid	Max	2.25% Mid	
Chief Financial Officer	226	<b>Daily</b>	<b>\$766.35</b>	<b>\$923.31</b>	<b>\$1,080.27</b>	<b>\$20.77</b>
Chief of Staff	226	<b>226 Days</b>	173,195	208,668	244,142	4,695



**2016-17 Technology Pay Plan**  
Garland ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.25% GPI		
<b>201</b>			<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>		
	Campus Technology Assistant - ES	186, 191, 196	<b>Hourly</b>	<b>\$18.24</b>	<b>\$22.25</b>	<b>\$26.25</b>	<b>\$0.50</b>	
	GIS Assistant Technician	226	<b>Daily: 7.5 hrs</b>	<b>\$136.82</b>	<b>\$166.86</b>	<b>\$196.89</b>	<b>\$3.75</b>	
			<b>186 Days</b>	25,449	31,035	36,622	698	
			<b>191 Days</b>	26,133	31,870	37,606	717	
			<b>196 Days</b>	26,817	32,704	38,591	736	
		<b>226 Days</b>	30,922	37,710	44,497	848		
<b>202</b>			<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>		
	Campus Technology Assistant - AEP	196	<b>Hourly</b>	<b>\$20.61</b>	<b>\$25.14</b>	<b>\$29.66</b>	<b>\$0.57</b>	
	Campus Technology Assistant - MS	191, 196	<b>Daily: 7.5 hrs</b>	<b>\$154.61</b>	<b>\$188.55</b>	<b>\$222.49</b>	<b>\$4.24</b>	
	Campus Technology Specialist - HS	196	<b>191 Days</b>	29,530	36,013	42,495	810	
	PEIMS Technical Asst	226	<b>196 Days</b>	30,303	36,955	43,607	831	
	Technology Applications Specialist - Title I	226	<b>226 Days</b>	34,942	42,612	50,282	959	
<b>203</b>			<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>		
	Asst Web Master	226	<b>Hourly</b>	<b>\$22.68</b>	<b>\$27.66</b>	<b>\$32.64</b>	<b>\$0.62</b>	
	Auto CAD Technician	226	<b>Daily: 7.5 hrs</b>	<b>\$170.09</b>	<b>\$207.43</b>	<b>\$244.77</b>	<b>\$4.67</b>	
	Digital Media Specialist	226	<b>226 Days</b>	38,441	46,880	55,318	1,055	
	Ed Tech - Bench Technician 2	226						
	Field Service Software Specialist	226						
	Field Service Technician	226						
	GIS Analyst	226						
	Manager Kronos Oracle	226						
	Mobile Technology Assistant	226						
	Security - Telecomm Specialist	226						
	Software Specialist	226						
	<b>204</b>			<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>	
		Mobile Technology Administrator	226	<b>Daily</b>	<b>\$248.77</b>	<b>\$303.38</b>	<b>\$357.98</b>	<b>\$6.83</b>
		Field Service Technician Lead	226	<b>226 Days</b>	56,221	68,563	80,904	1,543
		GIS Program Manager	226					
<b>205</b>			<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>		
	Programmer	226	<b>Daily</b>	<b>\$273.64</b>	<b>\$333.71</b>	<b>\$393.78</b>	<b>\$7.51</b>	
	Television Broadcast Engineer	226	<b>226 Days</b>	61,844	75,419	88,994	1,697	
	Television Producer	226						
	Web Applications Systems Analyst	226						
<b>206</b>			<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>		
	MAN/WAN Systems Engineer	226	<b>Daily</b>	<b>\$295.54</b>	<b>\$360.41</b>	<b>\$425.28</b>	<b>\$8.11</b>	
	Microsoft Net Developer	226	<b>226 Days</b>	66,791	81,453	96,114	1,833	
	Network Administrator	226						
	Network Video Systems Analyst	226						
Systems Field Engineer	226							
<b>207</b>			<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>		
	Facilitator - Data and Admin Systems	226	<b>Daily</b>	<b>\$330.85</b>	<b>\$389.24</b>	<b>\$447.63</b>	<b>\$8.76</b>	
	Facilitator - Digital Learning	226	<b>226 Days</b>	74,773	87,968	101,164	1,979	
	Manager - Technical Support	226						
	Oracle System Administrator	226						
<b>208</b>			<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>		
	Coordinator - Information Systems Human R	226	<b>Daily</b>	<b>\$357.32</b>	<b>\$420.38</b>	<b>\$483.43</b>	<b>\$9.46</b>	
	Coordinator - IT Assets	226	<b>226 Days</b>	80,754	95,005	109,256	2,138	
	Coordinator - Technology	226						
	Coordinator - Technology Applications	226						
	Coordinator - Educational Technology	226						

**209**

Assistant Director - Planning, Impl. & Supp	226
Database Administrator	226
Desktop Systems Engineer	226
Oracle Database Administrator	226
Oracle Application Developer	226
Program Manager Systems Analyst	226
Programmer Systems Analyst	226
Project Manager Technology	226
Systems Manager Kronos Oracle	226
Technology Apps System Mananger	226

		Min	Mid	Max	2.25% Mid
<b>Daily</b>		<b>\$385.91</b>	<b>\$454.01</b>	<b>\$522.11</b>	<b>\$10.22</b>
<b>226 Days</b>		87,215	102,606	117,997	2,309

**210**

Director - GIS	226
Director IT Operations, Assets & Budgets	226
Director - Network Communications	226
Executive Director - Data Admin Serv	226
Oracle Technology Manager	226

		Min	Mid	Max	2.25% Mid
<b>Daily</b>		<b>\$416.78</b>	<b>\$490.33</b>	<b>\$563.89</b>	<b>\$11.03</b>
<b>226 Days</b>		94,193	110,816	127,438	2,493

**211**

Director - Planning Implementation & Suppor	226
Technology Bond Manager	226

		Min	Mid	Max	2.25% Mid
<b>Daily</b>		<b>\$450.13</b>	<b>\$529.56</b>	<b>\$609.00</b>	<b>\$11.92</b>
<b>226 Days</b>		101,729	119,681	137,633	2,693

**2016–17 Health Clinic Pay Plan**  
Garland ISD

<b>Pay Grade</b>	<b>Job Title</b>	<b>Calendars</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>2.25% GPI</b>	
<b>301</b>	Medical Assistant	236	<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>	
			<b>Hourly</b>	<b>\$15.08</b>	<b>\$18.39</b>	<b>\$21.71</b>	<b>\$0.41</b>
			<b>Daily: 8 hrs</b>	<b>\$120.67</b>	<b>\$147.16</b>	<b>\$173.65</b>	<b>\$3.31</b>
			<b>236 Days</b>	28,478	34,729	40,980	781
<b>302</b>	Licensed Vocational Nurse	236	<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>	
			<b>Hourly</b>	<b>\$17.83</b>	<b>\$21.74</b>	<b>\$25.66</b>	<b>\$0.49</b>
			<b>Daily: 8 hrs</b>	<b>\$142.63</b>	<b>\$173.94</b>	<b>\$205.24</b>	<b>\$3.91</b>
			<b>236 Days</b>	33,660	41,049	48,437	924
<b>304</b>	Clinic Manager	236	<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>	
			<b>Daily</b>	<b>\$323.40</b>	<b>\$394.39</b>	<b>\$465.38</b>	<b>\$8.87</b>
			<b>236 Days</b>	76,322	93,075	109,829	2,094
<b>305</b>	Physician Assistant	236	<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>	
			<b>Daily</b>	<b>\$369.01</b>	<b>\$450.01</b>	<b>\$531.01</b>	<b>\$10.13</b>
			<b>236 Days</b>	87,085	106,201	125,318	2,390

**2016-17 Administrative Support and Technical Support Pay Plan**

Garland ISD

\*Annual and daily amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.25% Mid GPI	
<b>P11</b>							
	Aide - Achievement Office	186					
	Aide - Office	186					
	Aide - Office - Attendance	186					
	Aide - Office Title I	202					
	Aide - SpEd CBSE	186					
			<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>	
			<b>Hourly</b>	<b>\$11.37</b>	<b>\$14.22</b>	<b>\$17.06</b>	<b>\$0.32</b>
			<b>Daily: 7.5 hrs</b>	<b>\$85.31</b>	<b>\$106.64</b>	<b>\$127.96</b>	
		<b>186 Days</b>	15,867	19,834	23,801	446	
		<b>202 Days</b>	17,232	21,541	25,849	485	
<b>P12</b>							
	Aide - Counselor	186					
	Aide - Diagnostician	186					
	Attendance Clerk - HS	186, 193					
	Secretary - SpEd OT/PT	193					
	Technical Asst Liaison Sped	193					
			<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>	
			<b>Hourly</b>	<b>\$12.86</b>	<b>\$16.07</b>	<b>\$19.28</b>	<b>\$0.36</b>
			<b>Daily: 7.5 hrs</b>	<b>\$96.41</b>	<b>\$120.52</b>	<b>\$144.62</b>	
		<b>186 Days</b>	17,933	22,416	26,899	504	
		<b>193 Days</b>	18,608	23,260	27,911	523	
<b>P13</b>							
	Aide - Instructional Media	226					
	Processing Manager	226					
	Receptionist - Campus	186					
	Receptionist - Dept	226					
	Receptionist/PEIMS Clerk	226					
	Secretary - SpEd Psychologists	202					
	Transportation Vehicle Maint Data Entry	226					
			<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>	
			<b>Hourly</b>	<b>\$13.88</b>	<b>\$17.35</b>	<b>\$20.82</b>	<b>\$0.39</b>
			<b>Daily: 7.5 hrs</b>	<b>\$104.12</b>	<b>\$130.15</b>	<b>\$156.18</b>	
		<b>186 Days</b>	19,366	24,208	29,049	545	
		<b>202 Days</b>	21,032	26,290	31,548	592	
		<b>226 Days</b>	23,531	29,413	35,296	662	
<b>P14</b>							
	Secretary	226					
	Secretary - Asst Principal HS	198					
	Secretary - Coordinator SpEd	226					
	Secretary - Counselors Office	193					
	Secretary - Fine Arts	226					
	Secretary - PEIMS	226					
	Secretary - Receptionist	226					
	Secretary - Transportation	226					
	Secretary - Warehouse	226					
			<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>	
			<b>Hourly</b>	<b>\$14.99</b>	<b>\$18.74</b>	<b>\$22.49</b>	<b>\$0.42</b>
			<b>Daily: 7.5 hrs</b>	<b>\$112.43</b>	<b>\$140.54</b>	<b>\$168.65</b>	<b>\$3.16</b>
		<b>193 Days</b>	21,699	27,124	32,549	610	
		<b>198 Days</b>	22,261	27,827	33,392	626	
		<b>226 Days</b>	25,409	31,762	38,114	715	
<b>P15</b>							
	Circulation Manager	226					
	Data Clerk - Elementary	198					
	Data Clerk - HS	202					
	Data Clerk - Medicaid	226					
	Data Clerk - MS	198					
	Data Clerk - SpEd	186					
	Energy Management Facility Leasing	226					
	Registrar - AEC	220					
	Registrar - AEP	220					
	Registrar - HS	220					
	Secretary - Bilingual ESL	226					
	Secretary - Coordinator Curric and Instr	226					
	Secretary - English Language Learners	226					
	Secretary - Print Shop	226					
	Secretary - Security	226					
	Secretary - Textbooks	226					
	Security Wireless Technician	226					
			<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>	
			<b>Hourly</b>	<b>\$16.04</b>	<b>\$20.05</b>	<b>\$24.06</b>	<b>\$0.45</b>
			<b>Daily: 7.5 hrs</b>	<b>\$120.32</b>	<b>\$150.40</b>	<b>\$180.48</b>	<b>\$3.38</b>
		<b>186 Days</b>	22,379	27,974	33,569	629	
		<b>198 Days</b>	23,823	29,779	35,735	670	
		<b>202 Days</b>	24,304	30,380	36,457	684	
		<b>220 Days</b>	26,470	33,088	39,705	744	
		<b>226 Days</b>	27,192	33,990	40,788	765	

P16	
Accounting Clerk - HS	226
Accounting Specialist I - Acct Payable	226
Aide - Parent Involvement Title I	186
District Interpreter Translator	226
Enrollment Center Advisor	226
Expediter	226
Purchasing Clerk - Maintenance	226
Receptionist - HR	226
Receptionist - Payroll	226
Risk Mgt - Secretary	226
Secretary - Athletics	226
Secretary - Auxiliary HR	226
Secretary - BEST Education Foundation	226
Secretary - Community Liaison	226
Secretary - Coordinator	226
Secretary - Coordinator Curric and Instr	226
Secretary - Coordinator Recruitment	226
Secretary - Enrollment Center	226
Secretary - Enrollment Center Clinic	226
Secretary - Food Services	226
Secretary - Maintenance	226
Secretary - Records Center	226
Secretary - Receptionist - HR	226
Secretary - Special Programs	226
Secretary - SpEd Student Information	226
Secretary - Title I	226

	Min	Mid	Max	2.25% Mid
<b>Hourly</b>	<b>\$17.17</b>	<b>\$21.46</b>	<b>\$25.75</b>	<b>\$0.48</b>
<b>Daily: 7.5 hrs</b>	<b>\$128.75</b>	<b>\$160.94</b>	<b>\$193.13</b>	<b>\$3.62</b>
<b>186 Days</b>	23,948	29,935	35,922	674
<b>226 Days</b>	29,098	36,373	43,647	818

P17	
Accounting Specialist	226
Accounting Specialist I - Fixed Assets	226
Accounting Specialist I - Payroll Costing	226
Accounting Specialist II - Accts Payable Lead	226
Accounting Specialist II - Campus Acct Liaison	226
Background Fingerprint Specialist	226
Bookkeeper	226
Bookkeeper Federal Programs Title I	226
Bookkeeper - Special Events Center	226
Bookkeeper - SpEd	226
GT Special Programs Project Clerk Title I	226
Internal Audit Specialist	226
Medicaid Specialist SpEd	226
Migrant Liaison Budget Clerk Title I	226
Payroll Specialist	226
Pre - Assessment Specialist	226
Registrar - AEP	220
Secretary - Auxiliary HR	226
Secretary - Avid	226
Secretary - Dir Athletics	226
Secretary - Dir CATE	226
Secretary - Dir Curriculum and Instruction	226
Secretary - Dir Curtis Culwell Center	226
Secretary - Dir English Language Learners	226
Secretary - Dir Fine Arts	226
Secretary - Dir Guidance and Counseling	226
Secretary - Dir Health Services	226
Secretary - Dir Information Systems	226
Secretary - Dir Instructional Tech Admin	226
Secretary - Dir Intervention	226
Secretary - Dir Maintenance	226
Secretary - Dir Professional Development	226
Secretary - Dir Purchasing	226
Secretary - Dir Research, Assess, and Acctnbly	226
Secretary - Dir HR	226
Secretary - Dir Special Education	226
Secretary - Dir Special Programs	226
Secretary - Dir Student Svcs School Choice	226
Secretary - ES	205
Secretary - Principal AEP	220, 226
Secretary - Principal ES	205, 220
Secretary - Principal HS	226
Secretary - Principal MS	220, 226
Secretary - Project Clerk Title I	226
Secretary - Substitute Office	226
Tax Clerk II	226
Transportation Specialist	226
Transportation Time & Labor Specialist	226

	Min	Mid	Max	2.25% Mid
<b>Hourly</b>	<b>\$18.37</b>	<b>\$22.97</b>	<b>\$27.56</b>	<b>\$0.52</b>
<b>Daily: 7.5 hrs</b>	<b>\$137.79</b>	<b>\$172.24</b>	<b>\$206.69</b>	<b>\$3.88</b>
<b>205 Days</b>	28,248	35,309	42,371	794
<b>220 Days</b>	30,314	37,893	45,472	853
<b>226 Days</b>	31,141	38,927	46,712	876

<b>P18</b>		<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>	
Free/Reduced Lunch Applic Manager	226	<b>Hourly</b>	<b>\$19.84</b>	<b>\$24.81</b>	<b>\$29.77</b>	<b>\$0.56</b>
Secretary - Dir Finance	226	<b>Daily: 7.5 hrs</b>	<b>\$148.84</b>	<b>\$186.04</b>	<b>\$223.25</b>	<b>\$4.19</b>
Secretary - Exec Dir HR Department	226	<b>226 Days</b>	33,637	42,046	50,455	946
Secretary - Exec Dir Athletics	226					
Secretary - Exec Dir Communications	226					
Secretary - Exec Dir School Facilities Maint	226					
Secretary - Exec Dir Student Svcs School Choice	226					
Secretary - Exec Dir Technology	226					

<b>P19</b>		<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>	
Accounts Payable Supervisor	226	<b>Hourly</b>	<b>\$23.82</b>	<b>\$29.77</b>	<b>\$35.73</b>	<b>\$0.67</b>
Buyer	226	<b>Daily: 7.5 hrs</b>	<b>\$178.63</b>	<b>\$223.28</b>	<b>\$267.94</b>	<b>\$5.02</b>
Claims Specialist	226	<b>226 Days</b>	40,370	50,462	60,555	1,135
Event Coordinator	226					
Facilities Admin Asst	226					
Office Manager	226					
Project Specialist - Title I	226					
Secretary - Asst Superintendent	226					
Substitute Office Manager Human Resource	226					
Tax Clerk III	226					

<b>P20</b>		<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>	
Secretary - Assoc Supt Administration	226	<b>Hourly</b>	<b>\$26.20</b>	<b>\$32.74</b>	<b>\$39.29</b>	<b>\$0.74</b>
Secretary - Assoc Supt Curric, Instr, Asses	226	<b>Daily: 7.5 hrs</b>	<b>\$196.47</b>	<b>\$245.58</b>	<b>\$294.70</b>	<b>\$5.53</b>
		<b>226 Days</b>	44,401	55,502	66,602	1,249

<b>P21</b>		<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>	
Secretary - Chief Financial Officer	226	<b>Hourly</b>	<b>\$28.82</b>	<b>\$36.02</b>	<b>\$43.22</b>	<b>\$0.81</b>
Secretary - Chief of Staff	226	<b>Daily: 7.5 hrs</b>	<b>\$216.12</b>	<b>\$270.16</b>	<b>\$324.19</b>	<b>\$6.08</b>
Secretary - General Counsel	226	<b>226 Days</b>	48,844	61,055	73,266	1,374

## 2016–17 Instructional Paraprofessionals Pay Plan

Garland ISD

\*Annual and daily amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.25% GPI	
<b>PA1</b>							
			<b>Min</b>	<b>Mid</b>	<b>Max</b>	2.25% Mid	
	Aide - Bilingual	186	<b>Hourly</b>	<b>\$11.77</b>	<b>\$14.36</b>	<b>\$16.94</b>	<b>\$0.32</b>
	Aide - Bilingual ESL Pre-K	186	<b>Daily: 7.5 hrs</b>	<b>\$88.31</b>	<b>\$107.70</b>	<b>\$127.08</b>	<b>\$2.42</b>
	Aide - Bilingual Pre-K	186	<b>186 Days</b>	16,426	20,032	23,638	451
	Aide - Bilingual Title I	186					
	Aide - Caregiver	186					
	Aide - Enrollment Center Title III	186					
	Aide - ESL	186					
	Aide - ESL Pre-K	186					
	Aide - Family Involvement Title I	186					
	Aide - Instructional	186					
	Aide - Instructional ESL	186					
	Aide - Instructional Title I	186					
	Aide - Library	186					
	Aide - Literacy Title I	186					
	Aide - PE	186					
	Aide - Pre-Kindergarten	186					
	Aide - Pre-Kindergarten Title I	186					
	Aide - SpEd ALE	186					
	Aide - Title I	186					
<b>PA2</b>							
			<b>Min</b>	<b>Mid</b>	<b>Max</b>	2.25% Mid	
	Aide - Bilingual Vietnamese Pre-K	186	<b>Hourly</b>	<b>\$12.48</b>	<b>\$15.22</b>	<b>\$17.96</b>	<b>\$0.34</b>
	Aide - Dyslexia Paraeducator	186	<b>Daily: 7.5 hrs</b>	<b>\$93.60</b>	<b>\$114.14</b>	<b>\$134.69</b>	<b>\$2.57</b>
	Aide - SpEd	186	<b>186 Days</b>	17,409	21,231	25,053	478
	Aide - SpEd CBSE	186					
	Aide - SpEd Clerical	186					
	Aide - SpEd PPCD	186					
	Aide - SpEd PPCD Inclusion Expansion	186					
<b>PA3</b>							
			<b>Min</b>	<b>Mid</b>	<b>Max</b>	2.25% Mid	
	Aide - SpEd ABC	186	<b>Hourly</b>	<b>\$13.23</b>	<b>\$16.13</b>	<b>\$19.03</b>	<b>\$0.36</b>
	Aide - SpEd ALE	186	<b>Daily: 7.5 hrs</b>	<b>\$99.20</b>	<b>\$120.97</b>	<b>\$142.75</b>	<b>\$2.72</b>
	Aide - SpEd Behavioral Adjustment	186	<b>186 Days</b>	18,450	22,501	26,551	506
	Aide - SpEd MTI ALE	186					
<b>PA4</b>							
			<b>Min</b>	<b>Mid</b>	<b>Max</b>	2.25% Mid	
	Aide - Clinic	186, 226	<b>Hourly</b>	<b>\$14.02</b>	<b>\$17.10</b>	<b>\$20.18</b>	<b>\$0.38</b>
	Aide - Clinic Pre-K	186	<b>Daily: 7.5 hrs</b>	<b>\$105.17</b>	<b>\$128.25</b>	<b>\$151.34</b>	<b>\$2.89</b>
	Aide - SpEd Behavioral Adjustment - PAC	186	<b>186 Days</b>	19,561	23,855	28,149	537
	Aide - SpEd - PAC	186	<b>226 Days</b>	23,768	28,985	34,202	652
	Aide - SpEd Voc Job Coach	186, 226					

**2016-17 Auxiliary Pay Plan**  
Garland ISD

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.25% GPI
<b>MT 01</b>						
			<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>
	Custodian	260	Hourly \$10.31	\$12.89	\$15.47	\$0.29
	Custodian Stadium Athletics	260				
	Food Service (Full-time)	182				
	Food Service (Hourly Pool)	182				
	Food Service (Part-time)	182				
	Food Service Trainee	182, 184				
	GIS Assistant Technician	226				
	Inventory Control	260				
	Parking Lot	181				
	SpEd Bus Aide	180				
	Stadium Athletics	260				
<b>MT 02</b>						
			<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>
	Custodian Lead	260	Hourly \$12.18	\$15.22	\$18.26	\$0.34
	Grounds - Fence Playground	260				
	Grounds - Landscape Mowing Crew	260				
	Grounds - Seasonal Worker	260				
	Grounds - Tractor Operator	260				
	Maintenance - Expediter	260				
	Maintenance - HVAC Filter Crew Worker	260				
	Stadium Athletics	260				
<b>MT 03</b>						
			<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>
	Asst Manager Intern	184	Hourly \$13.15	\$16.43	\$19.72	\$0.37
	Custodial Repair	260				
	Delivery Expediter	226				
	Driver	202				
	Driver Stocker	260				
	Driver Stocker Food Services	226				
	Driver Warehouse	260				
	Floor Crew Lead/Trainer	260				
	Food Service Driver Stocker	226				
	Grounds - Athletic Field	260				
	Grounds - Crew Leader	260				
	Mail Clerk Driver	226				
	Maintenance - HVAC Filter Crew Leader	260				
	Purchasing/Warehouse - Driver Stocker	260				
	Testing Warehouse Distributer	226				
	Tire Technician	260				
	Validator Receiving	226				
<b>MT 04</b>						
			<b>Min</b>	<b>Mid</b>	<b>Max</b>	<b>2.25% Mid</b>
	Athletic Fields Crew Leader	260	Hourly \$14.20	\$17.75	\$21.30	\$0.40
	Building Security	186				
	Food Service Assistant Repair Technician	226				
	FS Manager - ES	184				
	General Vehicle Maintenance	233, 260				
	Grounds - Irrigation Installer	260				
	Grounds - Irrigation Installer (unlicensed)	260				
	Grounds - Landscape Foreperson	260				
	Phototype Setter	226				
	Print Binder	226				
	Printer	226				
	Screen Printer	226				
	Senior Lawnmower Mechanic	260				



<b>MT 05</b>	
Building Engineer	260
Bus Driver	181
Copy Center Operator	226
Field Trip Driver	180
FS Manager - MS	184
FS Repair Expediter	226
General Maintenance I	260
Grounds - Irrigation Installer (licensed)	260
Maintenance - Concrete	260
Maintenance - HVAC Apprentice	260
Maintenance - Painter	260
Material Controller	260
Operations Specialist	260
Shipping Receiving Clerk	260
Shipping Receiving Manager	260
Stadium Engineer	260
Substitute Driver	180
Technology Procurement Assistant	226
Vehicle Servicewriter	260
Welder	260

	Min	Mid	Max	2.25% Mid
Hourly	\$15.90	\$19.88	\$23.86	\$0.45

<b>MT 06</b>	
Catering Manager	184
Foreman	226
General Maintenance Worker II	260
Grounds - Herbicide Insecticide	260
Grounds - Irrigation Foreperson	260
Grounds - Welding Foreperson	260
Maintenance - Paint Foreman	260
Maintenance - Plumber Apprentice	260
Transportation - Dispatcher	260

	Min	Mid	Max	2.25% Mid
Hourly	\$17.18	\$21.47	\$25.76	\$0.48

<b>MT 07</b>	
Asst Custodial Supervisor	260
Audio Visual Technician	260
FS Manager - HS	184
General Maintenance Worker III	260
Grounds - Herbicide Pesticide IPM Coord	260
Locksmith	260
Maintenance - Concrete Foreman	260
Maintenance - HVAC Energy Conservation	260
Maintenance - HVAC Service Worker (unlicensed)	260
Maintenance - Mechanic Foreman	260
Mechanic (non-certified)	260
Roof Water Proofing	260
Safety Instructor	260
Security Electronic Technician	260
Security Officer	260
Transportation - Lead Trainer	260
Vehicle Maintenance - Inventory	260
Video Electronics Technician	260

	Min	Mid	Max	2.25% Mid
Hourly	\$18.55	\$23.19	\$27.83	\$0.52

<b>MT 08</b>	
Equipment Tech	226
Fire Sprinkler Technician	260
General Maintenance Crew Leader	260
Maintenance - Electrician	260
Maintenance - HVAC / Boiler / Ln	260
Maintenance - HVAC Service Worker (licensed)	260
Maintenance - Procurement Specialist	260
Maintenance - Special Plumber	260
Mechanic (certified)	260
Public Safety Officer	260
Security Electronic Technician (licensed)	260
Security Officer I	260

	Min	Mid	Max	2.25% Mid
<b>Hourly</b>	<b>\$20.03</b>	<b>\$25.04</b>	<b>\$30.05</b>	<b>\$0.56</b>

<b>MT 09</b>	
Security - Telecomm Specialist	226
Energy Management Asst	226
Transportation - Field Trip Supervisor	260
Transportation - Route Supervisor	260

	Min	Mid	Max	2.25% Mid
<b>Hourly</b>	<b>\$21.63</b>	<b>\$27.04</b>	<b>\$32.45</b>	<b>\$0.61</b>

<b>MT 10</b>	
Grounds - Supervisor	260
Maintenance - Supervisor Building Services	260
Maintenance - Supervisor Carpentry Remodeling	260
Maintenance - Supervisor Electrical	260
Maintenance - Supervisor Environmental	260
Maintenance - Supervisor HVAC	260
Maintenance - Supervisor Locks & Doors	260
Maintenance - Supervisor Maintenance - Engineers	260
Maintenance - Supervisor Painting	260
Maintenance - Supervisor Plumbing	260
Supervisor - Electronics	260
Technology Supply Manager	226
Transportation - Operations Supervisor	260
Transportation - Supervisor Vehicle Maint	260
Transportation - Vehicle Foreman Shift	260

	Min	Mid	Max	2.25% Mid
<b>Hourly</b>	<b>\$27.47</b>	<b>\$34.34</b>	<b>\$41.21</b>	<b>\$0.77</b>

# Substitute Daily Rates

## Substitute Daily Rates for following positions by HR Administrative Approval Only:

Counselor/ Elementary:	125.00
Counselor/ Middle:	150.00
Counselor/ High School:	175.00
AP/Elementary:	150.00
AP/Middle:	175.00
AP/High School:	200.00
Principal/Elementary:	250.00
Principal/Middle:	300.00
Principal/High School:	375.00
Speech Path:	250.00
Diagnostician:	125.00

Paraprofessional substitutes on a campus are paid from the substitute budget. Paraprofessional substitutes in central office assignments are paid from the part-time budget from the department in which they work. There is no district substitute budget for central office paraprofessional substitutes.

Long-term assignments occur when a substitute is working on consecutive days of continuous employment in a single assignment for the same absentee. On the 16th day of such assignments for teachers, \$5.00/day will be added to the basic daily rate. The additional pay is given because of the expectation that the substitute will be working additional time each day and will be fulfilling additional responsibilities above those of a "day-to-day" assignment such as grading, tutoring, duty assignments, team meetings, etc.

# Stipends and Salary Supplements

## ACADEMIC, CO-CURRICULAR, AND EXTRA-CURRICULAR

POSITION	SUPPLEMENTAL ANNUAL AMOUNT	CONTRACT DAYS	SUPPLEMENTAL DAYS
<b>High School</b>			
ACT/PSAT/SAT Accuplacer Prep Coach	\$1,500	187	0
Academic Decathlon - principal assigns specific amounts	\$5,500 per campus	187	0
Activities Director	\$ 938	187	5
Band - Director	\$10,000	187	27
Band - Assistant Director	\$4,650	187	15
Cheerleader- Freshman	\$2,000	187	10
Cheerleader- Junior Varsity	\$2,000	187	10
Cheerleader- Varsity	\$2,808	187	15
Choir - Director	\$5,914	187	5
Choir - Assistant Director	\$2,875	187	5
CTE Counselor	\$1,500	187	15
Department Head (if not given an extra conference period)	\$ 937.50	187	0
Drill Varsity	\$2,923	187	19
Drill Junior Varsity	\$1,625	187	10
IB Coordinator	\$3,000	187	15
Librarian - Secondary	\$750	187	0
Math Teacher	\$3,000	187	0
Newspaper	\$1,300	187	0
Octathlon Sponsor - principal assigns specific amounts	\$3,400 per campus	187	0
Orchestra - Director	\$5,000	187	5
Orchestra - Assistant Director	\$2,400	187	5
Performing Arts Endorsement Coordinator	\$900	187	0
Piano Lab Instructor	\$ 500	187	5
Science Teacher	\$3,000	187	0
Speech	\$ 1,684	187	5
Student Council	\$ 1,000	187	5
Theater Arts/Drama	\$3,671	187	5
UIL Coordinator	\$1,000	187	0
Yearbook Advisor	\$1,500	187	0
Spirit Group	\$1,250	187	0
Step Team	\$1,250	187	0
<b>Middle School</b>			
Austin Academy – Piano Lab/Ext Day	\$4,500/year	187	0
Austin Academy – Art/Extended	\$4,500/year	187	0
Austin Academy – Physical Education	\$1,400/year	187	0
Austin Academy - Spanish	\$2,250/year	187	0
Austin Academy - Jazz Band	\$1,600/year	187	0
Austin Academy – Gospel Choir	\$650/year	187	0
Austin Academy – Theater Arts	\$1,836/year		
Band - Director	\$5,925	187	15
Band - Assistant Director	\$2,500	187	15
Cheerleader	\$1,493	187	0
Librarian	\$750	187	0
Pep Squad	\$ 965	187	0
Choir - Director	\$2,925	187	5
Choir - Assistant Director	\$2,500	187	5
Department Head	\$ 625	187	0
Orchestra - Director	\$3,500	187	5
Orchestra – Assistant Director	\$1,600	187	5
Pentathlon - principal assigns specific amounts	\$3,400 per campus	187	0
Piano Lab Instructor	\$ 500	187	5
Theater Arts – approved by Fine Arts	\$1,250	187	0

Yearbook	\$ 625	187	0
<b>Elementary School</b>			
Children's Chorus Director	\$3,750	187	0
Children's Chorus Assistant Director	\$2,875	187	0
Children's Chorus Accompanist	\$2,875	187	0
Librarian	\$1,000	187	0

### ATHLETIC COACHING STIPENDS

PAY DESCRIPTION - Element	SUPPLEMENTAL ANNUAL AMOUNT	CONTRACT DAYS	SUPPLEMENTAL DAYS
<b>High School</b>			
Athletics HS Head Coach <sup>1</sup>	\$5,000	187	15
Baseball		187	15
Cross Country		187	15
Gymnastics		187	15
Softball		187	15
Soccer		187	15
Track		187	15
Volleyball		187	15
Athletics HS Assistant Coach (2 sports)	\$4,500	187	15
Baseball		187	15
Basketball <sup>2</sup>		187	15
Football		187	15
Cross Country		187	15
Soccer		187	15
Softball		187	15
Track		187	15
Volleyball		187	15
Athletics HS Football Defensive Coordinator	\$4,850	187	15
Athletics HS Football Offensive Coordinator	\$4,850	187	15
Athletics HS Basketball-Head Coach	\$5,750	187	15
Athletics HS Girls Sports Coordinator <sup>3</sup>	\$2,150	187	15
Athletics HS Golf-Head Coach	\$4,100	187	0
Athletics HS Tennis-Head Coach	\$4,050	187	6
Athletics HS Trainer	\$5,500	187	15
Athletics HS One Sport Coach <sup>4</sup>	\$2,500	187	0
Athletics HS Lead Trainer <sup>5</sup>	\$3,000	187	15
<b>Middle School</b>			
Athletics MS Coach (2 sports)	\$3,300	187	6
Basketball		187	6
Football		187	6
Track		187	6
Volleyball		187	6
Athletics MS Coordinator	\$1,000	187	6
Athletics MS Soccer Coach <sup>3</sup>	\$1,500	187	0
<sup>1</sup> Does not include HEAD FOOTBAL CAMPUS AD COACH or HEAD BASKETBALL COACH <sup>2</sup> HS Basketball Lead Assistant coaches only one sport <sup>3</sup> Additional Stipend for the coach assigned <sup>4</sup> Only with special approval of Athletic Department and School Principal <sup>5</sup> One position district-wide assigned by Athletic Department			

## OTHER SALARY SUPPLEMENTS

Other Stipends	SUPPLEMENTAL ANNUAL AMOUNT	CONTRACT DAYS	SUPPLEMENTAL DAYS
<b>Degree Stipends</b>			
Master's Degree	\$1,300	187	NA
Doctor's Degree	\$2,000	187	NA
<b>Other Stipends</b>			
Administrative Intern/Associate	\$1,000	187	10
Bilingual certified classroom teacher	\$4,000	187	0
Instructional Support Teacher	\$1,000	187	10
i3 (Innovation in Instruction)	\$750	187	10
Lead Teacher - Bilingual / ESL	\$1,120	187	0
Mandarin Chinese	\$3,000	187	0
Mariachi Program Coordinator	\$5,600	187	0
Math Stipend	\$3,000	187	0
Nurse Specialist	\$3,500	226	0
Nurse Cluster Leader	\$750	187	0
Science Stipend	\$3,000	187	0
SpEd – Campus Support Coach	\$1,000	187	10
SpEd – Dyslexia	\$1,000		
SpEd – Lead Diagnostician	\$1,500	187	15
SpEd – Lead LSSP	\$1,500	187	15
SpEd – Lead OT/PT	\$1,500	187	6
SpEd – Lead Vision Teacher	\$1,500	187	0
SpEd – Lead Speech Language Pathologist	\$1,500	187	0
SpEd – Head of Delegation for Special Olympics	\$6,000	187	10
SpEd – Special Olympics Coach	\$3,000	187	0
Technology – Campus Tech Asst. - EL	\$1,000	187	0
Technology Devices	\$1,000		NA

## PARAPROFESSIONAL

PAY DESCRIPTION	ANNUAL AMOUNT	DAYS	ADDITIONAL DAYS
Certified Educational Office Professional (CEOP)	\$ 600	186 - 226	0

# PROVISIONS AND APPLICATIONS OF GARLAND INDEPENDENT SCHOOL DISTRICT'S SALARY SCHEDULE

## A. HOURLY EMPLOYEES

District personnel employed on an hourly basis are hired and placed on a wage scale commensurate with the position and established by the Board of Trustees and Administration. Under no circumstances is an hourly worker to be placed on a higher hourly rate of pay without prior authorization from Human Resources.

## B. PAYDAY

For monthly paid professional and paraprofessional employees, payday is the 27th of each month. When the 27th falls on Saturday, then payday will be the preceding Friday the 26th; or if the 27th falls on Sunday the payday will be following Monday the 28th. In December payday will be the next to last work day before winter break. For Biweekly paid employees (Food Service, Maintenance, Transportation, Warehouse, and Substitute) payday is every other Friday. An employee's payroll statement contains detailed information including deductions, withholding information, and the amount of leave accumulated paid employees.

## C. MANDATORY DEDUCTIONS

- **Medicare Tax** - For all employees hired after April 1, 1986, a 1.45-% Medicare Tax is deducted, which is matched by the district and sent to the Social Security Administration. The benefit of this tax to the employee is that at the age of 65 the employee would be eligible for free Medicare Part A coverage, if this tax or a combination of this tax and regular Social Security participation has been paid for at least 10 years (40 credits or 40 quarters).
- **Teacher Retirement** – 7.7% of the employee's gross salary is sent to the Teacher Retirement System of Texas for deposit in the employee's account once the employee is eligible for TRS membership. This money accumulates with interest as a tax-deferred retirement benefit. The state contributes to the retirement system, also. The money that an employee contributes and the interest that money earns may be withdrawn only if the employee ceases to work for a Texas public school. Upon withdrawal, federal income tax is due on the principal and interest that has been treated as tax-deferred. For more detailed information on the retirement system contact the Executive Director of Human Resources at (972) 487-3050 or call the Texas Teacher Retirement System at (800) 223-8778 or visit the TRS website at <http://www.trs.state.tx.us>
- **TRS-Care** - 0.65% of gross salary is paid by each active school employee to help support the Teacher Retirement System health care plan for retired employees titled TRS-CARE.
- **FICA Alternative** - There is NO full Social Security participation for full-time employees. The Teacher Retirement System of Texas is considered a qualified retirement plan under IRS rules and an employee who is a contributing member of the TRS is not required to pay Social Security payroll taxes called FICA. Under current Social Security laws, benefit payments that a school employee might have earned from Social Security at the time of retirement may be affected by receipt of a Teacher Retirement System annuity. For a full explanation of these laws and their effects on you and details about exceptions to these laws, contact the Social Security Administration.

## D. SUPPLEMENTAL SALARY FOR ADVANCED HOURS/DEGREES

1. Supplemental salary amounts are paid for degrees conferred or hours earned by September 1 and reported to Human Resources by submission of official transcripts by October 1.
2. All teachers, librarians, and nurses who have a master's degree are eligible to receive \$1,300 annually. This supplement is not paid to employees who are on a higher Pay Grade because the

administrative and professional support positions require a master's degree as a minimum qualification for the certification.

3. All teachers, professional support employees, and administrators with earned doctorate degrees will receive \$2,000 annually. This supplement replaces the master's supplement and is not in addition to it.
4. It is the responsibility of the employee to notify Human Resources of advanced degrees and to provide OFFICIAL TRANSCRIPTS with the university's seal and degree conferred status by the announced deadline each year.



# Guidelines for Supplemental Pay

## GENERAL GUIDELINES

- Policy DK (Local) states: “Non-contractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may do so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District’s contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty.”
- Policy DEAA (Local) states: “The Superintendent or designee may assign noncontractual supplemental duties to personnel exempt under the Fair Labor Standards Act, as needed. The employee shall be compensated for these assignments according to the compensation plan of the District.”
- Additional Payment is given to a regular employee beyond their base pay for additional considerations or approved purposes at approved amounts and is comprised of:
  - Stipends – compensation that can be established on a regular basis with an equal amount per pay period being paid over the length of a contract or a specified period of time and for which monthly documentation is not required by Payroll or Human Resources. The approval of a stipend that is not attached to a position, such as travel expenses, or given due to employee status, such as advanced degrees or employment assignment, must be approved by Human Resources after consultation with appropriate administrators.
  - Supplemental pay – compensation that is occasional, periodic, or sporadic for additional considerations by the employee and is not paid in equal amounts each pay period and for which specific documentation must be submitted and approved according to these guidelines.
  - Overtime – while not contractual, overtime is paid to employees who are considered Non-Exempt under the Fair Labor Standards Act for work done beyond 40 hours per work week. Approval of overtime should be given prior to the work, must be accompanied by supporting documentation to payroll, and must be approved according to district guidelines.
- All stipends and supplemental pay amounts or rates must be approved by the Board and will be published in the District Salary Schedule booklet.
- All monetary compensation to an employee must be made through the payroll system so that proper records can be maintained for reporting purposes to state and federal agencies.
- For the purposes of the Guidelines for Supplemental Pay and Pay Details:
  - **Paraprofessionals** are employees in positions classified in the Administrative Support and Technical Support Pay Plan (Pay Grades P11 – P21), Instructional Paraprofessionals Pay Plans (Pay Grades PA1 – PA4), and Auxiliary Pay Plans (Pay Grades MT01 – MT10) or employees who are employed on an hourly basis.
    - For work done over 37.5 , but 40 or less hours per week, paraprofessional employees shall be compensated in one of two ways:
      - Compensatory time equal to time worked, OR
      - Pay equal to straight time at their hourly rate, without any overtime calculation
    - For work done over and above the 40-hour work week, Non-Exempt employees including paraprofessionals shall be compensated in one of two ways:
      - Compensatory time equal to time-and-a-half of time worked, OR
      - Pay equal to time-and-a-half of their hourly rate for time worked.
  - **Professionals** are employees who are employed on a salaried basis instead of an hourly basis. These individuals do **not** qualify for overtime pay, however they may be eligible for supplemental pay. If you have any questions, please contact [salary@garlandisd.net](mailto:salary@garlandisd.net)

## **SPECIFIC GUIDELINES**

- All supplemental pay items must be entered through Kronos, recording:
  - the description of work performed
  - the number of hours worked
  - the time and date work was performed
  - the applicable Kronos code associated with the appropriate budget code number
- All supplemental pay must be recorded as hours worked at the preapproved hourly rate. No lump sum payments are permitted without a completed “Request for Deviation from Supplemental Pay Policy” form (see last page) and approval of Chief of Staff or designee
- All Kronos supplemental pay codes must be requested in advance and approved by the administrator or principal that is responsible for those supplemental pay funds, along with approval from the Business Office.
- Supplemental pay entered via Kronos will be approved by the appropriate principal or supervisor/manager through the Oracle approval workflow. All approvals must be completed in Oracle by the 15<sup>th</sup> of each month unless otherwise noted in the Payroll Calendar.
- The Supplemental Pay rates are preset and coded to the approved Supplemental Pay Element in Oracle, and cannot be changed without a written request from the department Director and approval from the Executive Director of Human Resources. Requests should be submitted by completion of a “Request for Deviation from Supplemental Pay Policy” form.
- Supplemental pay must be budgeted within the school budget in fund 199 or approved project; no supplemental pay may be paid with 461 or 865 funds without prior approval from the Business Office.
- Employees shall not receive additional compensation for work that is within the scope of their assignment or position if it occurs during normal working hours unless specified in these guidelines or approved in advance by the supervisor.
- Before or after school duty, hall duty, commons duty, and bus duty, or any other similar types of duty that occur occasionally or on a rotating basis and take place within official school hours are considered part of the normal teaching assignment and are **not eligible** for additional compensation.
  - *Exception: If the principal approves one or more individuals to perform the duty on a long term basis (for a semester or for a year), the employee(s) may be compensated for that time according to the rates listed in the following page.*
- **Administrators:** For the purpose of determining supplemental pay, the term administrator refers to any central office administrator, principal, or assistant principal. These individuals **do not** qualify for overtime or supplemental pay.

**EXCEPTION:** Administrators may be eligible for additional pay if the work performed is beyond the scope of their professional contract duties. For example, they may supervise an athletic event for the athletic department or supervise a summer school program as long as the work does not conflict with fulfillment of their regular duties and responsibilities. Approval must be specifically obtained in advance from the administrator’s supervisor.

## **PROFESSIONAL CATEGORIES OF PAY DETAILS**

**2016- 2017**

### **RATES**

#### **PROFESSIONAL Extended Day - Instructional**

**\$30 per Hour**

Includes, but not limited to:

- Saturday School
- Thursday School
- Zero Period
- Extended Day Enrichment
- ESL Extended Day
- AVID Administration
- Bike / Dance Grant-Project
- Curriculum Writing
- Evening School
- ARI/AMI/Title I
- STAR
- Credit Recovery

#### **PROFESSIONAL Extended Day – Administrative \***

**\$40 per Hour**

\* With approval from the administrator's supervisor)

Includes:

- Supervisor
- Administration
- Facilitator

#### **PROFESSIONAL Extended Day – Staff Development**

**\$20 per Hour\*\***

**\*\*Maximum 8 hours paid per Day**

#### **PROFESSIONAL Extended Day – Non Instructional**

**\$10 per Session**

**\*\*\*To qualify for this pay, the duty must be assigned /accepted for trimester, semester, or school year. Cannot be assigned for short periods of time for pay.**

Includes, but not limited to:

- Bus Duty
- Hall Monitor / Duty
- Commons Monitor / Duty
- Grounds Monitor / Duty
- Marque Maintenance

#### **PROFESSIONAL Extended Day - Special Qualifications**

**Rate dependent on Licensing / Qualification - upon approval by Administration**

Includes, but not limited to:

- Diagnosticians
- Therapists
- Security Officers

**SUMMER SCHOOL - Rates as listed on the Summer School Job Postings**

**PART TIME TEMPORARY - Rate as listed on the individual Job Posting**

# Request for Deviation From Supplemental Pay Policy

Date: \_\_\_\_\_

(Please fill out completely)

Campus/ Department: \_\_\_\_\_

Applicable Supplemental Pay Element:

(e.g., Para Extra Duty, Prof Extended Day, etc)

Applicable Account Code:

Requested Deviation:

Justification for Deviation:

Employee Receiving Payment:

Name

/ \_\_\_\_\_  
ID #

Requestor:

Name Campus

/ \_\_\_\_\_  
/Dept

Departmental Approval:

Department Head

Human Resource Approval

Executive Director

Account Code Approval:

\_\_\_\_\_  
Business Office

*This request is valid for the described transaction only. This approval cannot be transferred or reused*