



**2018-2019**

**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 2018

This salary schedule cannot be used to compute future earnings.

# THIS SALARY SCHEDULE IS FOR THE 2018-2019 SCHOOL YEAR ONLY

The 2018-2019 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 2017-2018 school year received a 1.5% percent of increase from the midpoint of their pay grade. The percent of increase from the midpoint was added to their 2017- 2018 salary.

To determine the percent from the midpoint:

1. Find your pay grade on the charts
2. Identify the midpoint of your paygrade
3. Multiply the midpoint by the percent of pay raise: 1.5%: by 0.05
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 percent raise is applied as follows:

- For 10 month employees with the September 27, 2018 payroll.
- For 11 month employees with the September 27, 2018 payroll.
- For the 12 month employees the raise will retro back to July 1, 2018 (the beginning of the 2018-2019 school year) and will be reconciled in the August 27, 2018 payroll.

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

This salary schedule cannot be used to compute future earnings.

# Table of Contents

|  |                |
|--|----------------|
| <b>Teachers and Nurses</b> .....                                   | <b>3-4</b>     |
| New Teachers.....  | 3              |
| Returning Teachers .....   | 4              |
| <b>Administrative-Professional Pay Plan</b> .....                  | <b>5-9</b>     |
| Pay Grades 101 – 103.....  | 5              |
| Pay Grades 103 - 105 .....   | 6              |
| Pay Grades 105 - 107 .....   | 7              |
| Pay Grades 107 – 110.....  | 8              |
| Pay Grades 110 – 115.....  | 9              |
| <b>Technology Pay Plan</b> .....                                   | <b>10-11</b>   |
| Pay Grades 201 - 205 .....   | 10             |
| Pay Grades 206 - 211 .....   | 11             |
| <b>Health Clinic Pay Plan</b> .....                                | <b>12</b>      |
| Pay Grades 301 - 305 .....   | 12             |
| <b>Administrative Support and Technical Support Pay Plan</b> ..... | <b>13-15</b>   |
| Pay Grades P11 – P15.....  | 13             |
| Pay Grades P16 – P17.....  | 14             |
| Pay Grades P18 – P21.....  | 15             |
| <b>Instructional Paraprofessionals Pay Plan</b> .....              | <b>16</b>      |
| Pay Grades PA1 – PA4 .....   | 16             |
| <b>Auxiliary Pay Plan</b> .....                                    | <b>17-19</b>   |
| Pay Grades MT01 – MT04.....  | 17             |
| Pay Grades MT05 – MT07 .....                                       | 18             |
| Pay Grades MT08 – MT10.....  | 19             |
| <b>Substitute Daily Rates</b> .....                                | <b>20</b>      |
| <b>Stipends and Salary Supplements</b> .....                       | <b>21-23</b>   |
| Academic, Co-Curricular, and Extra-Curricular .....                | 21-22          |
| Athletic Coaching Stipends .....                                   | 22             |
| Other Salary Stipends.....   | 23             |
| ACE Campuses.....  | 23             |
| Paraprofessional .....   | 23             |
| <b>Provisions and Applications of Salary Schedule</b> .....        | <b>24 - 25</b> |
| <b>Guidelines for Supplemental Pay</b> .....                       | <b>26-27</b>   |
| <b>Professional Categories of Pay Details</b> .....                | <b>28</b>      |
| <b>Request for Deviation from Supplemental Pay Policy</b> .....    | <b>29</b>      |

**Garland ISD**

**2018-19 New Hire Guide for  
Teachers and Nurses (RN)**

**\$53,000 starting, 1.5% GPI**

| <b>Years of Experience</b> | <b>New Hire Salary</b> | <b>Daily Rate</b> |
|----------------------------|------------------------|-------------------|
| 0                          | \$53,000               | \$283.43          |
| 1                          | \$53,350               | \$285.29          |
| 2                          | \$53,725               | \$287.30          |
| 3                          | \$53,975               | \$288.64          |
| 4                          | \$54,595               | \$291.95          |
| 5                          | \$54,795               | \$293.02          |
| 6                          | \$54,995               | \$294.09          |
| 7                          | \$55,195               | \$295.16          |
| 8                          | \$55,395               | \$296.23          |
| 9                          | \$55,595               | \$297.30          |
| 10                         | \$55,795               | \$298.37          |
| 11                         | \$55,995               | \$299.44          |
| 12                         | \$56,195               | \$300.51          |
| 13                         | \$56,395               | \$301.58          |
| 14                         | \$56,695               | \$303.18          |
| 15                         | \$56,995               | \$304.79          |
| 16                         | \$57,395               | \$306.93          |
| 17                         | \$57,795               | \$309.06          |
| 18                         | \$58,195               | \$311.20          |
| 19                         | \$58,595               | \$313.34          |
| 20                         | \$58,995               | \$315.48          |
| 21                         | \$59,395               | \$317.62          |
| 22                         | \$59,795               | \$319.76          |
| 23                         | \$60,195               | \$321.90          |
| 24                         | \$60,595               | \$324.04          |
| 25+                        | \$60,995               | \$326.18          |

**\$1,300 Master Degree Stipend and \$2,000 Doctorate Degree Stipend**

Continuing Teachers and Nurses (RN) will receive an increase of \$1,000

The salaries listed above are based on 10-month employment for the 2018-19 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.

This salary schedule cannot be used to compute future earnings.

**2018 – 19 Returning Teachers and Nurses (RN) Pay Plan**  
Garland ISD

**2018 - 19 Salary Range for Returning  
Teachers and Nurses (RN)**

**Pay Scale 100**

**Base Salary Range**

10-Month Salary Range Minimum: \$53,000  
10-Month Salary Range Midpoint: \$66,675  
10-Month Salary Range Maximum: \$80,350

Returning Teachers and Nurses (RN) salary will reflect a raise of \$1,000 which is 1.50% of midpoint.

|                 | <b>Min</b>      | <b>Mid</b>      | <b>Max</b>      |
|-----------------|-----------------|-----------------|-----------------|
| <b>Daily</b>    | <b>\$283.43</b> | <b>\$356.55</b> | <b>\$429.67</b> |
| <b>187 Days</b> | 53,000          | 66,675          | 80,350          |

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

Salaries of Returning Teacher and Nurses are not reflected on the New Hire Scale. The New Hire Scale applies only to new hires for 2018-2019.

The salaries listed are based on 10-month employment for the 2018-19 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.

This salary schedule cannot be used to compute future earnings.

**2018-19 Administrative Professional Pay Plan**

Garland ISD

| Pay Grade  | Job Title                                  | Calendars | Minimum         | Midpoint        | Maximum         | 1.5% GPI        |               |
|------------|--|-----------|-----------------|-----------------|-----------------|-----------------|---------------|
| <b>101</b> |  |           | <b>Daily</b>    | <b>\$199.20</b> | <b>\$240.00</b> | <b>\$280.80</b> | <b>\$3.60</b> |
|            | Auto Claims Specialist                     | 226       | <b>226 Days</b> | 45,019          | 54,240          | 63,461          | 813.60        |
|            | Box Office Coordinator                     | 226       |                 |                 |                 |                 |               |
|            | Certification Specialist 1                 | 226       |                 |                 |                 |                 |               |
|            | Energy Analysis Specialist                 | 226       |                 |                 |                 |                 |               |
|            | Event Coordinator                          | 226       |                 |                 |                 |                 |               |
|            | Facilities Specialist                      | 226       |                 |                 |                 |                 |               |
|            | Marketing Specialist                       | 226       |                 |                 |                 |                 |               |
|            | Print Shop Senior Production Manager       | 226       |                 |                 |                 |                 |               |
|            | Supervisor Professional Dev./Catering      | 226       |                 |                 |                 |                 |               |
|            | Supervisor - Student Nutrition Services    | 226       |                 |                 |                 |                 |               |
|            | Supervisor Culinary                        | 226       |                 |                 |                 |                 |               |
|            | Workers Compensation Claim Specialist      | 226       |                 |                 |                 |                 |               |
| <b>102</b> |  |           | <b>Daily</b>    | <b>\$215.14</b> | <b>\$259.20</b> | <b>\$303.26</b> | <b>\$3.89</b> |
|            | Coordinator Print Shop                     | 226       | <b>210 Days</b> | 45,179          | 54,432          | 63,685          | 816.48        |
|            | Facilitator Translation Interpret Srvc     | 226       | <b>220 Days</b> | 47,331          | 57,024          | 66,717          | 855.36        |
|            | Graphic Design Specialist                  | 226       | <b>226 Days</b> | 48,622          | 58,579          | 68,537          | 878.69        |
|            | Human Resources Manager - Certification    | 226       |                 |                 |                 |                 |               |
|            | Human Resources Manager - Investigations   | 226       |                 |                 |                 |                 |               |
|            | Human Resources Manager - Staffing         | 226       |                 |                 |                 |                 |               |
|            | Office Manager - Payroll                   | 226       |                 |                 |                 |                 |               |
|            | Operations Manager - CCC                   | 226       |                 |                 |                 |                 |               |
|            | Sales Representative                       | 226       |                 |                 |                 |                 |               |
|            | Supervisor Food & Supply Acquisition       | 226       |                 |                 |                 |                 |               |
|            | Web Media Production Specialist            | 226       |                 |                 |                 |                 |               |
| <b>103</b> |  |           | <b>Daily</b>    | <b>\$253.86</b> | <b>\$305.86</b> | <b>\$357.86</b> | <b>\$4.59</b> |
|            | Accountant General Ledger                  | 226       | <b>187 Days</b> | 47,472          | 57,196          | 66,920          | 857.94        |
|            | Accountant Payroll                         | 226       | <b>226 Days</b> | 57,372          | 69,124          | 80,876          | 1,036.87      |
|            | Accountant Project                         | 226       |                 |                 |                 |                 |               |
|            | Accountant Proprietary Funds               | 226       |                 |                 |                 |                 |               |
|            | Administrative Assistant to Superintendent | 226       |                 |                 |                 |                 |               |
|            | Assessment Support Manager                 | 226       |                 |                 |                 |                 |               |
|            | Benefits Specialist                        | 226       |                 |                 |                 |                 |               |
|            | Board Clerk                                | 226       |                 |                 |                 |                 |               |
|            | Budget Analyst                             | 226       |                 |                 |                 |                 |               |
|            | Certified ND Staff Auditor                 | 226       |                 |                 |                 |                 |               |
|            | Construction Bond Specialist               | 226       |                 |                 |                 |                 |               |
|            | Construction Project Manager               | 226       |                 |                 |                 |                 |               |
|            | Energy Management Specialist               | 226       |                 |                 |                 |                 |               |
|            | Grants Specialist                          | 226       |                 |                 |                 |                 |               |
|            | Maintenance MEP Manager                    | 226       |                 |                 |                 |                 |               |
|            | Manager Building Services                  | 226       |                 |                 |                 |                 |               |
|            | Manager Event Services                     | 226       |                 |                 |                 |                 |               |
|            | Manager Grounds                            | 226       |                 |                 |                 |                 |               |
|            | Manager Maintenance Trades & Projects      | 226       |                 |                 |                 |                 |               |
|            | Manager Work Order Control                 | 226       |                 |                 |                 |                 |               |

This salary schedule cannot be used to compute future earnings.

|                                       |     |
|---------------------------------------|-----|
| Paralegal                             | 226 |
| Project Specialist Title I            | 226 |
| Sales Manager                         | 226 |
| Speech Language Pathologist Assistant | 187 |
| Staff Auditor                         | 226 |
| Web Services Support Specialist       | 226 |

| 104                                   |          |
|---------------------------------------|----------|
| Behavioral Specialist                 | 197      |
| Case Manager                          | 210      |
| Coordinator Budget                    | 226      |
| Coordinator District PEIMS            | 226      |
| Coordinator Security Operations       | 226      |
| Coordinator Security Systems          | 226      |
| Coordinator Textbooks                 | 226      |
| Coordinator Warehouse Services        | 226      |
| CTE Specialist                        | 214      |
| Dyslexia Evaluator                    | 197      |
| Educational Support Specialist        | 187, 202 |
| Energy Specialist                     | 226      |
| Instructional Coach 1:1               | 197      |
| Instructional Coach Title I           | 215      |
| Infant Center Specialist New Horizons | 193      |
| Instructional Specialist              | 226      |
| Instructional Specialist BIL/ESL/PK12 | 226      |
| Instructional Specialist Title III    | 226      |
| Librarian                             | 187      |
| Mandarin Chinese Language Specialist  | 226      |
| Parent Educator Administrator Title I | 215      |
| Program Specialist Title I            | 226      |
| Specialist AVID Title I               | 226      |
| Supervisor Energy Management          | 226      |
| Teacher Interventionist Title I       | 197      |
| Teacher Visually Impaired             | 187, 197 |
| Teacher Visually Impaired Lead        | 187      |

| Daily    | \$285.99 | \$356.56 | \$427.49 | \$5.35   |
|----------|----------|----------|----------|----------|
| 187 Days | 53,480   | 66,677   | 79,941   | 1,000.15 |
| 193 Days | 55,196   | 68,816   | 82,506   | 1,032.24 |
| 197 Days | 56,340   | 70,242   | 84,216   | 1,053.63 |
| 202 Days | 57,770   | 72,025   | 86,353   | 1,080.38 |
| 210 Days | 60,058   | 74,878   | 89,773   | 1,123.16 |
| 214 Days | 61,202   | 76,304   | 91,483   | 1,144.56 |
| 215 Days | 61,488   | 76,660   | 91,910   | 1,149.91 |
| 226 Days | 64,634   | 80,583   | 96,613   | 1,208.74 |

| 105                                 |               |
|-------------------------------------|---------------|
| Attendance Administrator            | 226           |
| Assistant Principal - ES            | 215           |
| Campus Facilitator                  | 202           |
| Coordinator Broadcasting            | 226           |
| Counselor - ES                      | 189           |
| Counselor - CATE                    | 202           |
| Counselor - HS                      | 202           |
| Counselor - HS CTE                  | 202           |
| Counselor - HS CTE Lead             | 202           |
| Counselor - HS Lead                 | 220           |
| Counselor - HS Light                | 193           |
| Counselor - HS Light Lead           | 193, 202      |
| Counselor - MS                      | 189, 197, 202 |
| Counselor - MS Light                | 193           |
| Counselor Specialist                | 197           |
| Counselor Support Specialist        | 197           |
| Diagnostician                       | 188, 193, 202 |
| Diagnostician - Lead                | 202           |
| Facilitator Elementary ELAR Title I | 226           |
| Facilitator Early Childhood         | 220           |
| Facilitator ELL Newcomer            | 202           |

| Daily    | \$296.74 | \$357.06 | \$418.30 | \$5.36   |
|----------|----------|----------|----------|----------|
| 187 Days | 55,490   | 66,770   | 78,222   | 1,001.55 |
| 188 Days | 55,787   | 67,127   | 78,640   | 1,006.91 |
| 189 Days | 56,084   | 67,484   | 79,059   | 1,013.04 |
| 193 Days | 57,271   | 68,913   | 80,732   | 1,033.69 |
| 197 Days | 58,458   | 70,341   | 82,405   | 1,055.11 |
| 202 Days | 59,941   | 72,126   | 84,497   | 1,081.89 |
| 210 Days | 62,315   | 74,983   | 87,843   | 1,151.52 |
| 215 Days | 63,799   | 76,768   | 89,935   | 1,151.52 |
| 220 Days | 65,283   | 78,553   | 92,026   | 1,178.30 |
| 226 Days | 67,063   | 80,696   | 94,536   | 1,210.43 |

This salary schedule cannot be used to compute future earnings.

|   |          |
|---|----------|
| Facilitator Instructional Design ELAR           | 202      |
| Facilitator Instructional Design Math           | 202      |
| Facilitator Instructional Design Science        | 202      |
| Facilitator Instructional Design Social Studies | 202      |
| Facilitator Intervention Title I                | 226      |
| Facilitator Magnet Programs Title I             | 226      |
| Facilitator Parent Engagement Title I           | 226      |
| Facilitator Parent Engagement Title Iii         | 226      |
| Facilitator STEM                                | 226      |
| Facilitator Title I                             | 226      |
| Intervention Facilitator Title I                | 226      |
| Lic Specialist School Psychologist              | 197, 202 |
| Orientation Mobility Specialist                 | 187      |
| Risk Management Specialist                      | 226      |
| Senior Construction Project Manager             | 226      |
| Senior Staff Auditor                            | 226      |
| Social Worker                                   | 210      |
| Specialist Title II                             | 226      |
| Speech Language Pathologist                     | 187      |
| Transition Specialist SpEd                      | 226      |

| <b>106</b>                              |               | <b>Daily</b>    | <b>\$317.52</b> | <b>\$382.55</b> | <b>\$447.58</b> | <b>\$5.74</b> |
|---|---------------|-----------------|-----------------|-----------------|-----------------|---------------|
| Assistant Principal - AEC, MPAC, PAC    | 220, 225, 226 | <b>188 Days</b> | 59,694          | 71,919          | 84,145          | 1,078.79      |
| Assistant Principal - MS                | 225           | <b>193 Days</b> | 61,281          | 73,832          | 86,383          | 1,107.48      |
| Intervention Specialist Trainer Title I | 203           | <b>203 Days</b> | 64,457          | 77,658          | 90,859          | 1,164.86      |
| Occupational Therapist                  | 188, 193      | <b>220 Days</b> | 69,854          | 84,161          | 98,468          | 1,262.42      |
| Physical Therapist                      | 188           | <b>225 Days</b> | 71,442          | 86,074          | 100,706         | 1,291.11      |
|   |               | <b>226 Days</b> | 71,760          | 86,456          | 101,153         | 1,296.84      |

| <b>107</b>   |     | <b>Daily</b>    | <b>\$339.74</b> | <b>\$409.33</b> | <b>\$478.92</b> | <b>\$6.14</b> |
|--|-----|-----------------|-----------------|-----------------|-----------------|---------------|
| At Risk Administrator                                | 226 | <b>202 Days</b> | 68,627          | 82,685          | 96,742          | 1,240.27      |
| Audiologist  | 202 | <b>226 Days</b> | 76,781          | 92,509          | 108,236         | 1,387.63      |
| Cash Manager   | 226 |                 |                 |                 |                 |               |
| Coordinator  | 226 |                 |                 |                 |                 |               |
| Coordinator - At Risk                                | 226 |                 |                 |                 |                 |               |
| Coordinator Athletics Strength & Conditioning        | 226 |                 |                 |                 |                 |               |
| Coordinator Avid Elementary Title I                  | 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 District Testing                         | 226 |                 |                 |                 |                 |               |
| Coordinator ELA                                      | 226 |                 |                 |                 |                 |               |
| Coordinator Elementary Fine Arts                     | 226 |                 |                 |                 |                 |               |
| Coordinator Elementary Math                          | 226 |                 |                 |                 |                 |               |
| Coordinator Employee Wellness And Nutrition          | 226 |                 |                 |                 |                 |               |
| Coordinator English Language Learners                | 226 |                 |                 |                 |                 |               |
| Coordinator Family Community Engagement              | 226 |                 |                 |                 |                 |               |
| Coordinator FCS New Horizons                         | 226 |                 |                 |                 |                 |               |
| Coordinator Fine Arts                                | 226 |                 |                 |                 |                 |               |
| Coordinator Foreign Languages                        | 226 |                 |                 |                 |                 |               |
| Coordinator HST CTE Guidance Counseling New Horizons | 226 |                 |                 |                 |                 |               |
| Coordinator Intervention                             | 226 |                 |                 |                 |                 |               |
| Coordinator Library Media Services                   | 226 |                 |                 |                 |                 |               |
| Coordinator Maintenance Business Operations          | 226 |                 |                 |                 |                 |               |
| Coordinator Nutrition And Menu Operations            | 226 |                 |                 |                 |                 |               |

This salary schedule cannot be used to compute future earnings.



|  |     |
|--|-----|
| Coordinator Outreach Enrollment Center Clinic      | 226 |
| Coordinator PE                                     | 226 |
| Coordinator Pk 12 ELA                              | 226 |
| Coordinator Pk 12 Math                             | 226 |
| Coordinator Pk 6                                   | 226 |
| Coordinator Planning Research                      | 226 |
| Coordinator Recruiting                             | 226 |
| Coordinator Social Studies                         | 226 |
| Coordinator Special Ed                             | 226 |
| Coordinator STEM                                   | 226 |
| Coordinator Student Success Program                | 226 |
| Coordinator Technology                             | 226 |
| Coordinator Title I                                | 226 |
| Coordinator Web Services                           | 226 |
| Foundation President Corporate Initiatives Liaison | 226 |
| Human Resource Recruiting Coordinator              | 226 |
| Service Provider Program Analyst Title III         | 226 |
| Student Services Coordinator                       | 226 |

|            |
|------------|
| <b>108</b> |
|------------|

|   |     |
|---|-----|
| Administrator Gifted and Talented             | 226 |
| Administrator Human Resources                 | 226 |
| Administrator Safety Student Discipline       | 226 |
| Assistant General Counsel                     | 226 |
| Assistant Principal - HS                      | 226 |
| Associate Principal                           | 217 |
| Central Office Administrator Special Projects | 217 |
| Principal - ES                                | 217 |

| Daily           | \$363.52 | \$437.98 | \$512.44 | \$6.57   |
|-----------------|----------|----------|----------|----------|
| <b>217 Days</b> | 78,884   | 95,042   | 111,199  | 1,425.62 |
| <b>226 Days</b> | 82,156   | 98,983   | 115,811  | 1,484.75 |

|            |
|------------|
| <b>109</b> |
|------------|

|  |     |
|--|-----|
| Administrator Social Work                    | 226 |
| Advanced Academic Administrator Title I      | 226 |
| Aquatic Manager Swim Coach                   | 226 |
| Assistant Director Athletics                 | 226 |
| Assistant Director Building Trades           | 226 |
| Assistant Director Custodial                 | 226 |
| Assistant Director Dyslexia                  | 226 |
| Assistant Director Federal Programs Title I  | 226 |
| Assistant Director Finance                   | 226 |
| Assistant Director Fleet Operations          | 226 |
| Assistant Director Food Services             | 226 |
| Assistant Director Nutrition Menu Operations | 226 |
| Assistant Director Purchasing                | 226 |
| Assistant Director Student Services          | 226 |
| Assistant Director Transportation            | 226 |
| Associate Principal - Middle School          | 226 |
| AVID Program Manager                         | 226 |
| AVID Program Manager Secondary               | 226 |
| Community Liaison To African Americans       | 226 |
| Community Liaison To Hispanic                | 226 |
| Principal - MS                               | 226 |

| Daily           | \$388.97 | \$468.64 | \$548.31 | \$7.03   |
|-----------------|----------|----------|----------|----------|
| <b>226 Days</b> | 87,907   | 105,913  | 123,918  | 1,588.69 |

|            |
|------------|
| <b>110</b> |
|------------|

|   |     |
|---|-----|
| ACE Campus Principal                    | 226 |
| Director - Curtis Cullwell Event Center | 226 |
| Director Communications                 | 226 |
| Director Counseling Guidance            | 226 |
| Director English Language Learners      | 226 |

| Daily           | \$416.20 | \$501.44 | \$586.68 | \$7.52   |
|-----------------|----------|----------|----------|----------|
| <b>220 Days</b> | 91,564   | 110,317  | 129,070  | 1,654.75 |
| <b>226 Days</b> | 94,061   | 113,325  | 132,590  | 1,699.88 |

This salary schedule cannot be used to compute future earnings.

|  |     |
|--|-----|
| Director Facilities Planning & Construction Services | 226 |
| Director Family and Community Engagement             | 226 |
| Director Health Services                             | 226 |
| Director Internal Audit                              | 226 |
| Director Intervention                                | 226 |
| Director Maintenance                                 | 226 |
| Director Instructional Technology                    | 226 |
| Director Payroll Benefits                            | 226 |
| Director Risk Management                             | 226 |
| Director Special Programs                            | 226 |
| Director Teaching & Learning Development             | 226 |
| Director Tax Services                                | 226 |
| Head Football Coach AD                               | 220 |
| Principal - AEC, MPAC, PAC                           | 226 |
| Transportation Safety Training Supervisor            | 220 |

|   |              |                 |                 |                 |               |          |
|---|--------------|-----------------|-----------------|-----------------|---------------|----------|
| <b>111</b>                                  | <b>Daily</b> | <b>\$457.81</b> | <b>\$551.58</b> | <b>\$645.35</b> | <b>\$8.27</b> |          |
| Director Auxiliary Human Resources          | 226          | 226 Days        | 103,465         | 124,657         | 145,849       | 1,869.86 |
| Director Career Technical Education         | 226          |                 |                 |                 |               |          |
| Director Elementary Human Resources         | 226          |                 |                 |                 |               |          |
| Director Visual and Performing Arts         | 226          |                 |                 |                 |               |          |
| Director Student Nutrition Services         | 226          |                 |                 |                 |               |          |
| Director Position Administration Budget     | 226          |                 |                 |                 |               |          |
| Director Purchasing                         | 226          |                 |                 |                 |               |          |
| Director Research Assessment Accountability | 226          |                 |                 |                 |               |          |
| Director Secondary Human Resources          | 226          |                 |                 |                 |               |          |
| Director Security                           | 226          |                 |                 |                 |               |          |
| Director Transportation                     | 226          |                 |                 |                 |               |          |
| Principal - HS                              | 226          |                 |                 |                 |               |          |

|  |              |                 |                 |                 |               |          |
|--|--------------|-----------------|-----------------|-----------------|---------------|----------|
| <b>112</b>   | <b>Daily</b> | <b>\$489.86</b> | <b>\$590.19</b> | <b>\$690.52</b> | <b>\$8.85</b> |          |
| Area Director  | 226          | 226 Days        | 110,708         | 133,383         | 156,058       | 2,000.74 |
| Director School Improvement                            | 226          |                 |                 |                 |               |          |
| Executive Director Athletics                           | 226          |                 |                 |                 |               |          |
| Executive Director Budget                              | 226          |                 |                 |                 |               |          |
| Executive Director Communications and Public Relations | 226          |                 |                 |                 |               |          |
| Executive Director Facilities Maintenance              | 226          |                 |                 |                 |               |          |
| Executive Director Finance                             | 226          |                 |                 |                 |               |          |
| Executive Director Special Education                   | 226          |                 |                 |                 |               |          |
| Executive Director Student Services School Choice      | 226          |                 |                 |                 |               |          |
| Executive Technology Officer                           | 226          |                 |                 |                 |               |          |
| Senior Director Student Development                    | 226          |                 |                 |                 |               |          |

|   |              |                 |                 |                 |                |          |
|---|--------------|-----------------|-----------------|-----------------|----------------|----------|
| <b>113</b>  | <b>Daily</b> | <b>\$596.40</b> | <b>\$718.56</b> | <b>\$840.72</b> | <b>\$10.78</b> |          |
| Assistant Superintendent Curriculum & Instruction | 226          | 226 Days        | 134,786         | 162,395         | 190,003        | 2,435.92 |
| Assistant Superintendent Human Resources          | 226          |                 |                 |                 |                |          |
| Assistant Superintendent Safety and Operations    | 226          |                 |                 |                 |                |          |

|                 |              |                 |                 |                 |                |          |
|-----------------|--------------|-----------------|-----------------|-----------------|----------------|----------|
| <b>114</b>      | <b>Daily</b> | <b>\$644.11</b> | <b>\$776.04</b> | <b>\$907.97</b> | <b>\$11.64</b> |          |
| General Counsel | 226          | 226 Days        | 145,569         | 175,385         | 205,201        | 2,630.78 |

|                          |              |                 |                 |                   |                |          |
|--------------------------|--------------|-----------------|-----------------|-------------------|----------------|----------|
| <b>115</b>               | <b>Daily</b> | <b>\$775.03</b> | <b>\$933.77</b> | <b>\$1,092.51</b> | <b>\$14.01</b> |          |
| Chief Academic Officer   | 226          | 226 Days        | 175,157         | 211,032           | 246,907        | 3,165.48 |
| Chief Leadership Officer | 226          |                 |                 |                   |                |          |
| Chief Financial Officer  | 226          |                 |                 |                   |                |          |

This salary schedule cannot be used to compute future earnings.

**2018-19 Technology Pay Plan**  
Garland ISD

| Pay Grade    | Job Title                              | Calendars | Minimum            | Midpoint | Maximum  | 1.5% GPI |
|--------------|--|-----------|--------------------|----------|----------|----------|
| <b>201</b>   |  |           |                    |          |          |          |
|              | Campus Technology Assistant - ES       | 191, 196  | Hourly 7.5 \$18.58 | \$22.65  | \$26.72  | \$0.34   |
|              | GIS Assistant Technician               | 226       | Daily 139.35       | 169.88   | 56.25    | 2.55     |
|              |  |           | 191 Days 26,616    | 32,446   | 38,276   | 486.69   |
|              |  |           | 196 Days 27,313    | 33,296   | 39,278   | 499.43   |
|              |  |           | 226 Days 31,493    | 38,392   | 45,290   | 575.88   |
| <b>202</b>   |  |           |                    |          |          |          |
|              | Campus Technology Assistant - MS       | 196       | Hourly 7.5 \$20.97 | \$25.59  | \$30.21  | \$0.38   |
|              | Campus Technology Specialist - HS      | 196       | Daily 157.28       | 191.93   | 226.58   | 2.85     |
|              |  |           | 196 Days 30,826    | 37,617   | 44,409   | 564.26   |
| <b>202-1</b> |  |           |                    |          |          |          |
|              | PEIMS Technical Assistant              | 226       | Daily \$156.86     | \$191.25 | \$225.64 | \$2.87   |
|              | Supervisor Computer Operations         | 226       | 226 Days 35,450    | 43,223   | 50,995   | 648.34   |
|              | Technology Specialist Title I          | 226       |                    |          |          |          |
| <b>203</b>   |  |           |                    |          |          |          |
|              | Campus Service Technician              | 226       | Daily \$172.88     | \$210.83 | \$248.78 | \$3.15   |
|              | Desktop Integration Specialist         | 226       | 226 Days 39,070    | 47,646   | 56,223   | 714.70   |
|              | Field Service Software Specialist      | 226       |                    |          |          |          |
|              | Field Service Technician               | 226       |                    |          |          |          |
|              | Mobile Technology Assistant            | 226       |                    |          |          |          |
|              | Software Technician Student Nutrition  | 226       |                    |          |          |          |
| <b>203-1</b> |  |           |                    |          |          |          |
|              | Digital Media Specialist               | 226       | Daily \$172.20     | \$210.00 | \$247.80 | \$3.15   |
|              | GIS Analyst                            | 226       | 226 Days 38,917    | 47,460   | 56,003   | 711.90   |
|              | GIS Auto CAD Technician                | 226       |                    |          |          |          |
|              | Manager Kronos Oracle                  | 226       |                    |          |          |          |
|              | Security Telecommunications Specialist | 226       |                    |          |          |          |
| <b>204</b>   |  |           |                    |          |          |          |
|              | Athletics Technology Specialist        | 226       | Daily \$251.85     | \$307.13 | \$362.41 | \$4.61   |
|              | Field Service Technician Lead          | 226       | 226 Days 56,918    | 69,411   | 81,905   | 1,041    |
|              | GIS Program Manager                    | 226       |                    |          |          |          |
|              | Mobile Technology Administrator        | 226       |                    |          |          |          |
| <b>205</b>   |  |           |                    |          |          |          |
|              | Programmer                             | 226       | Daily \$282.07     | \$343.99 | \$405.91 | \$5.16   |
|              | Programmer Analyst                     | 226       | 226 Days 63,748    | 77,742   | 91,736   | 1,166    |
|              | Technical Analyst                      | 226       |                    |          |          |          |
|              | Television Broadcast Engineer          | 226       |                    |          |          |          |
|              | Television Producer                    | 226       |                    |          |          |          |
|              | Web Applications Systems Analyst       | 226       |                    |          |          |          |

This salary schedule cannot be used to compute future earnings.

|  |     |                 |                 |                 |                 |               |
|--|-----|-----------------|-----------------|-----------------|-----------------|---------------|
| <b>206</b>   |     | <b>Daily</b>    | <b>\$304.64</b> | <b>\$371.51</b> | <b>\$438.38</b> | <b>\$5.57</b> |
| MAN/WAN Systems Engineer                                 | 226 | <b>226 Days</b> | 68,849          | 83,961          | 99,074          | 1,259         |
| Network Video Systems Analyst                            | 226 |                 |                 |                 |                 |               |
| Oracle Application Developer                             | 226 |                 |                 |                 |                 |               |
| Systems Analyst Developer                                | 226 |                 |                 |                 |                 |               |
| Systems Field Engineer                                   | 226 |                 |                 |                 |                 |               |
| Technology Network Administrator                         | 226 |                 |                 |                 |                 |               |
| <b>207</b>   |     | <b>Daily</b>    | <b>\$341.05</b> | <b>\$401.23</b> | <b>\$461.41</b> | <b>\$6.02</b> |
| Facilitator - Data & Admin Systems Org                   | 226 | <b>226 Days</b> | 77,077          | 90,678          | 104,279         | 1,360         |
| Facilitator Technology Digital Learning                  | 226 |                 |                 |                 |                 |               |
| Oracle System Administrator                              | 226 |                 |                 |                 |                 |               |
| <b>208</b>   |     | <b>Daily</b>    | <b>\$368.33</b> | <b>\$433.33</b> | <b>\$498.33</b> | <b>\$6.50</b> |
| Coordinator Technology                                   | 226 | <b>226 Days</b> | 83,243          | 97,933          | 112,623         | 1,469         |
| Coordinator Technology Applications                      | 226 |                 |                 |                 |                 |               |
| Coordinator Technology Digital Learning                  | 226 |                 |                 |                 |                 |               |
| <b>209</b>   |     | <b>Daily</b>    | <b>\$397.80</b> | <b>\$468.00</b> | <b>\$538.20</b> | <b>\$7.02</b> |
| Assistant Director IT Operations Assets Budget           | 226 | <b>226 Days</b> | 89,903          | 105,768         | 121,633         | 1,587         |
| Assistant Director Network Communications Infrastructure | 226 |                 |                 |                 |                 |               |
| Desktop Systems Engineer                                 | 226 |                 |                 |                 |                 |               |
| Network Engineer   | 226 |                 |                 |                 |                 |               |
| Network Engineer Lead                                    | 226 |                 |                 |                 |                 |               |
| Oracle Database Administrator                            | 226 |                 |                 |                 |                 |               |
| Oracle Lead Business Analyst Developer                   | 226 |                 |                 |                 |                 |               |
| Oracle Technical Solutions Architect                     | 226 |                 |                 |                 |                 |               |
| Programmer Systems Analyst                               | 226 |                 |                 |                 |                 |               |
| Project Manager Technology                               | 226 |                 |                 |                 |                 |               |
| Systems Manager Kronos                                   | 226 |                 |                 |                 |                 |               |
| Technical Solutions Architect                            | 226 |                 |                 |                 |                 |               |
| Technology Applications System Manager                   | 226 |                 |                 |                 |                 |               |
| <b>210</b>   |     | <b>Daily</b>    | <b>\$429.62</b> | <b>\$505.44</b> | <b>\$581.26</b> | <b>\$7.58</b> |
| Director Data Administrative Systems                     | 226 | <b>226 Days</b> | 97,094          | 114,229         | 131,365         | 1,713         |
| Director GIS   | 226 |                 |                 |                 |                 |               |
| Director IT Operations Assets Budgets                    | 226 |                 |                 |                 |                 |               |
| Director Network and Communications Infrastructure       |     |                 |                 |                 |                 |               |
| Director Oracle Technology                               | 226 |                 |                 |                 |                 |               |
| <b>211</b>   |     | <b>Daily</b>    | <b>\$464.00</b> | <b>\$545.88</b> | <b>\$627.76</b> | <b>\$8.19</b> |
| Director Planning Implementation Support                 | 226 | <b>226 Days</b> | 104,864         | 123,369         | 141,874         | 1,851         |

This salary schedule cannot be used to compute future earnings.

**2018-19 Health Clinic Pay Plan**  
Garland ISD

| Pay Grade  | Job Title                                 | Calendars       | Minimum         | Midpoint        | Maximum         | 1.5% GPI      |
|------------|---|-----------------|-----------------|-----------------|-----------------|---------------|
| <b>301</b> | Medical Assistant                         | <b>Hourly 8</b> | <b>\$15.28</b>  | <b>\$18.65</b>  | <b>\$22.02</b>  | <b>\$0.28</b> |
|            |   | <b>Daily</b>    | <b>122.24</b>   | <b>149.20</b>   | <b>176.16</b>   | <b>2.24</b>   |
|            |   | <b>236 Days</b> | 28,849          | 35,211          | 41,574          | 528.64        |
| <b>304</b> | Clinic Manager                            | <b>Daily</b>    | <b>\$328.90</b> | <b>\$401.10</b> | <b>\$473.30</b> | <b>\$6.02</b> |
|            |   | <b>236 Days</b> | 77,620          | 94,660          | 111,699         | 1,419.89      |
| <b>305</b> | Nurse Practitioner<br>Physician Assistant | <b>Daily</b>    | <b>\$375.28</b> | <b>\$457.66</b> | <b>\$540.04</b> | <b>\$6.86</b> |
|            |   | <b>236 Days</b> | 88,566          | 108,008         | 127,449         | 1,620.12      |

This salary schedule cannot be used to compute future earnings.

**2018-19 Administrative Support Pay Plan**  
Garland ISD

| Pay Grade  | Job Title                           | Calendars | Minimum    | Midpoint | Maximum  | 1.5% GPI |        |
|------------|-------------------------------------|-----------|------------|----------|----------|----------|--------|
| <b>P11</b> |                                     |           |            |          |          |          |        |
|            | Aide Newcomer Title III             | 202       | Hourly 7.5 | \$12.00  | \$15.00  | \$18.00  | \$0.23 |
|            |                                     |           | Daily      | 90.00    | 112.50   | 135.00   | 1.73   |
|            | Aide Achievement Office             | 186       | 186 Days   | 16,740   | 20,925   | 25,110   | 320.85 |
|            | Aide Office                         | 186       | 202 Days   | 18,180   | 22,725   | 27,270   | 348.45 |
|            | Aide Office Attendance              | 186       | 226 Days   | 20,340   | 25,425   | 30,510   | 389.85 |
|            | Aide Office Title I                 | 202       |            |          |          |          |        |
| <b>P12</b> |                                     |           |            |          |          |          |        |
|            | Aide Counselor                      | 186, 198  | Hourly 7.5 | \$13.20  | \$16.50  | \$19.80  | \$0.25 |
|            |                                     |           | Daily      | 99.00    | 123.75   | 148.50   | 1.88   |
|            | Aide Diagnostician                  | 186       | 186 Days   | 18,414   | 23,018   | 27,621   | 348.75 |
|            | Aide - SPED Facilitator             | 186       | 193 Days   | 19,107   | 23,884   | 28,661   | 361.88 |
|            | Attendance Clerk                    | 193       | 198 Days   | 19,602   | 24,503   | 29,403   | 371.25 |
|            | Secretary SPED I                    | 193       |            |          |          |          |        |
|            | Technical Assistant Liaison SpEd    | 193       |            |          |          |          |        |
| <b>P13</b> |                                     |           |            |          |          |          |        |
|            | Aide Instructional Media            | 226       | Hourly 7.5 | \$14.26  | \$17.82  | \$21.38  | \$0.27 |
|            |                                     |           | Daily      | 106.95   | 133.65   | 160.35   | 2.03   |
|            | Processing Manager                  | 226       | 186 Days   | 19,893   | 24,859   | 29,825   | 376.65 |
|            | Receptionist - Campus               | 186       | 202 Days   | 21,604   | 26,997   | 32,391   | 409.05 |
|            | Receptionist - Departmental         | 226       | 226 Days   | 24,171   | 30,205   | 36,239   | 457.65 |
|            | Secretary SpEd II                   | 202       |            |          |          |          |        |
|            | Vehicle Maint Data Entry            | 226       |            |          |          |          |        |
|            | Color Guard Specialist              | 186       |            |          | \$25,000 |          |        |
| <b>P14</b> |                                     |           |            |          |          |          |        |
|            | Secretary - Career & Technology     | 226       | Hourly 7.5 | \$15.39  | \$19.25  | \$23.11  | \$0.29 |
|            |                                     |           | Daily      | 115.43   | 144.38   | 173.33   | 2.18   |
|            | Secretary - Visual & Perf Arts Dept | 226       | 193 Days   | 22,277   | 27,864   | 33,452   | 419.78 |
|            | Secretary Assistant Principal       | 198       | 198 Days   | 22,854   | 28,586   | 34,318   | 430.65 |
|            | Secretary Counselors Office         | 193       | 226 Days   | 26,086   | 32,629   | 39,171   | 491.55 |
|            | Secretary - Coordinator SPED        | 226       |            |          |          |          |        |
|            | Secretary PEIMS                     | 226       |            |          |          |          |        |
|            | Secretary Receptionist              | 226       |            |          |          |          |        |
|            | Secretary Warehouse                 | 226       |            |          |          |          |        |
| <b>P15</b> |                                     |           |            |          |          |          |        |
|            | Circulation Manager                 | 226       | Hourly 7.5 | \$16.48  | \$20.60  | \$24.72  | \$0.31 |
|            |                                     |           | Daily      | 123.60   | 154.50   | 185.40   | 2.33   |
|            | Data Clerk - Elementary             | 198       | 186 Days   | 22,990   | 28,737   | 34,484   | 432.45 |
|            | Data Clerk - HS                     | 202       | 198 Days   | 24,473   | 30,591   | 36,709   | 460.35 |
|            | Data Clerk - MS                     | 198       | 202 Days   | 24,967   | 31,209   | 37,451   | 469.65 |
|            | Data Clerk Sped                     | 186       | 220 Days   | 27,192   | 33,990   | 40,788   | 511.50 |
|            | Registrar - AEC                     | 220       | 226 Days   | 27,934   | 34,917   | 41,900   | 525.45 |
|            | Registrar - HS                      | 220       |            |          |          |          |        |
|            | Secretary - ELL Department          | 226       |            |          |          |          |        |
|            | Secretary - ELL Department.         | 226       |            |          |          |          |        |
|            | Secretary Energy Mgt                | 226       |            |          |          |          |        |
|            | Secretary II - Coordinator          | 226       |            |          |          |          |        |
|            | Secretary- SPED Department          | 226       |            |          |          |          |        |
|            | Secretary Print Shop                | 226       |            |          |          |          |        |
|            | Secretary Textbooks                 | 226       |            |          |          |          |        |
|            | Secretary Transportation            | 226       |            |          |          |          |        |

This salary schedule cannot be used to compute future earnings.

| <b>P16</b>                               |     | <b>Hourly</b> | <b>7.5</b>  | <b>\$17.64</b> | <b>\$22.05</b> | <b>\$26.46</b> | <b>\$0.33</b> |
|--|-----|---------------|-------------|----------------|----------------|----------------|---------------|
|  |     | <b>Daily</b>  |             | <b>132.30</b>  | <b>165.38</b>  | <b>198.45</b>  | <b>2.48</b>   |
| Accounting Clerk                         | 226 | <b>186</b>    | <b>Days</b> | 24,608         | 30,760         | 36,912         | 460.35        |
| Accounting Specialist I Payables Clerk   | 226 | <b>226</b>    | <b>Days</b> | 29,900         | 37,375         | 44,850         | 559.35        |
| Aide Parent Involvement Title I District | 186 |               |             |                |                |                |               |
| District Interpreter Translator          | 226 |               |             |                |                |                |               |
| Enrollment Center Advisor                | 226 |               |             |                |                |                |               |
| Expediter                                | 226 |               |             |                |                |                |               |
| Payroll Receptionist                     | 226 |               |             |                |                |                |               |
| Purchasing Clerk Maintenance             | 226 |               |             |                |                |                |               |
| Recruitment Specialist                   | 226 |               |             |                |                |                |               |
| Secretary - Curriculum & Instruction     | 226 |               |             |                |                |                |               |
| Secretary - Education Foundation         | 226 |               |             |                |                |                |               |
| Secretary - Special Programs             | 226 |               |             |                |                |                |               |
| Secretary - Student Nutrition Services   | 226 |               |             |                |                |                |               |
| Secretary - Student Services             | 226 |               |             |                |                |                |               |
| Secretary - Meall Application Processing | 226 |               |             |                |                |                |               |
| Secretary Athletics                      | 226 |               |             |                |                |                |               |
| Secretary Community Liaison              | 226 |               |             |                |                |                |               |
| Secretary Enrollment Center              | 226 |               |             |                |                |                |               |
| Secretary Enrollment Center Clinic       | 226 |               |             |                |                |                |               |
| Secretary Maintenance                    | 226 |               |             |                |                |                |               |
| Secretary Meal Application Processing    | 226 |               |             |                |                |                |               |
| Secretary Receptionist Human Resources   | 226 |               |             |                |                |                |               |
| Secretary Records Center                 | 226 |               |             |                |                |                |               |
| Secretary Risk Management                | 226 |               |             |                |                |                |               |
| Secretary SpEd Student Information       | 226 |               |             |                |                |                |               |
| Secretary Title I                        | 226 |               |             |                |                |                |               |

| <b>P17</b>   |               | <b>Hourly</b> | <b>7.5</b>  | <b>\$18.88</b> | <b>\$23.60</b> | <b>\$28.32</b> | <b>\$0.35</b> |
|--|---------------|---------------|-------------|----------------|----------------|----------------|---------------|
|  |               | <b>Daily</b>  |             | <b>141.60</b>  | <b>177.00</b>  | <b>212.40</b>  | <b>2.63</b>   |
| Accounting Specialist I Fixed Assets                   | 226           | <b>186</b>    | <b>Days</b> | 26,338         | 32,922         | 39,506         | 488.25        |
| Accounting Specialist II                               | 226           | <b>205</b>    | <b>Days</b> | 29,028         | 36,285         | 43,542         | 538.13        |
| Accounting Specialist II Campus Liaison                | 226           | <b>220</b>    | <b>Days</b> | 31,152         | 38,940         | 46,728         | 577.50        |
| Accounting Specialist II Payables Lead                 | 226           | <b>226</b>    | <b>Days</b> | 32,002         | 40,002         | 48,002         | 593.25        |
| Accounting Specialist II Payroll Costing               | 226           |               |             |                |                |                |               |
| Administrative Selections HR Specialist                | 226           |               |             |                |                |                |               |
| Assessment Office Specialist                           | 226           |               |             |                |                |                |               |
| Background Fingerprint Specialist                      | 226           |               |             |                |                |                |               |
| Bookkeeper   | 226           |               |             |                |                |                |               |
| Bookkeeper Federal Programs Title I                    | 226           |               |             |                |                |                |               |
| Bookkeeper SpEd  | 226           |               |             |                |                |                |               |
| Gifted Talented Special Programs Project Clerk Title I | 226           |               |             |                |                |                |               |
| Maintenance Payroll Specialist                         | 226           |               |             |                |                |                |               |
| Medicaid Specialist SpEd                               | 226           |               |             |                |                |                |               |
| Migrant Liaison Budget Clerk Title I                   | 226           |               |             |                |                |                |               |
| Oracle Secretary                                       | 226           |               |             |                |                |                |               |
| Payroll Specialist                                     | 226           |               |             |                |                |                |               |
| Secretary - Campus ES                                  | 205           |               |             |                |                |                |               |
| Secretary - Planning, Implementation & Support         | 226           |               |             |                |                |                |               |
| Secretary AVID   | 226           |               |             |                |                |                |               |
| Secretary Construction Services                        | 220           |               |             |                |                |                |               |
| Secretary Director                                     | 186, 226      |               |             |                |                |                |               |
| Secretary Area Director                                | 226           |               |             |                |                |                |               |
| Secretary Director Auxiliary Human Resources           | 226           |               |             |                |                |                |               |
| Secretary Oracle                                       | 226           |               |             |                |                |                |               |
| Secretary Principal                                    | 205, 220, 226 |               |             |                |                |                |               |
| Secretary Project Clerk Title I                        | 226           |               |             |                |                |                |               |
| Specialist - Leaves Human Resources                    | 226           |               |             |                |                |                |               |
| Specialist - Staffing Human Resources                  | 226           |               |             |                |                |                |               |
| Substitute Specialist I Human Resources                | 226           |               |             |                |                |                |               |
| Tax Clerk II   | 226           |               |             |                |                |                |               |
| Trans Time & Labor Specialist                          | 226           |               |             |                |                |                |               |
| Transportation Assistant                               | 226           |               |             |                |                |                |               |
| Transportation Specialist                              | 226           |               |             |                |                |                |               |

This salary schedule cannot be used to compute future earnings.

|  |     |                 |            |                |                |                |               |
|--|-----|-----------------|------------|----------------|----------------|----------------|---------------|
| <b>P18</b>                                       |     | <b>Hourly</b>   | <b>7.5</b> | <b>\$20.40</b> | <b>\$25.49</b> | <b>\$30.58</b> | <b>\$0.38</b> |
| Culinary Specialist                              | 226 | <b>Daily</b>    |            | <b>153.00</b>  | <b>191.18</b>  | <b>229.35</b>  | <b>2.85</b>   |
| Facility Leasing Specialist                      | 226 | <b>226 Days</b> |            | 34,578         | 43,206         | 51,833         | 644.10        |
| Federal Programs Procurement Clerk               | 226 |                 |            |                |                |                |               |
| Free Reduced Lunch Application Processor Manager | 226 |                 |            |                |                |                |               |
| Secretary Director Finance                       | 226 |                 |            |                |                |                |               |
| Secretary Executive Director                     | 226 |                 |            |                |                |                |               |
| Secretary Executive Director Facilities          | 226 |                 |            |                |                |                |               |
| Secretary Executive Technology Officer           | 226 |                 |            |                |                |                |               |
| <b>P19</b>                                       |     | <b>Hourly</b>   | <b>7.5</b> | <b>\$24.46</b> | <b>\$30.58</b> | <b>\$36.70</b> | <b>\$0.46</b> |
| Accounts Payable Supervisor                      | 226 | <b>Daily</b>    |            | <b>183.45</b>  | <b>229.35</b>  | <b>275.25</b>  | <b>3.45</b>   |
| Buyer  | 226 | <b>226 Days</b> |            | 41,460         | 51,833         | 62,207         | 779.70        |
| Facilities Admin Asst                            | 226 |                 |            |                |                |                |               |
| Finance Assistant                                | 226 |                 |            |                |                |                |               |
| Office Manager                                   | 226 |                 |            |                |                |                |               |
| Secretary - Director HR                          | 226 |                 |            |                |                |                |               |
| Secretary Assistant Superintendent               | 226 |                 |            |                |                |                |               |
| Substitute Specialist II Human Resources         | 226 |                 |            |                |                |                |               |
| Tax Clerk III                                    | 226 |                 |            |                |                |                |               |
| <b>P20</b>                                       |     | <b>Hourly</b>   | <b>7.5</b> | <b>\$26.90</b> | <b>\$33.63</b> | <b>\$40.36</b> | <b>\$0.50</b> |
| Secretary Associate Superintendent               | 226 | <b>Daily</b>    |            | <b>201.75</b>  | <b>252.23</b>  | <b>302.70</b>  | <b>3.75</b>   |
|  |     | <b>226 Days</b> |            | 45,596         | 57,003         | 68,410         | 847.50        |
| <b>P21</b>                                       |     | <b>Hourly</b>   | <b>7.5</b> | <b>\$29.59</b> | <b>\$37.00</b> | <b>\$44.41</b> | <b>\$0.56</b> |
| Secretary Chief Financial Officer                | 226 | <b>Daily</b>    |            | <b>221.93</b>  | <b>277.50</b>  | <b>333.08</b>  | <b>4.20</b>   |
| Secretary Chief Officer                          | 226 | <b>226 Days</b> |            | 50,155         | 62,715         | 75,275         | 949.20        |

This salary schedule cannot be used to compute future earnings.



**2018-19 Instructional Paraprofessional Pay Plan**

Garland ISD

| Pay Grade  | Job Title                               | Calendars | Minimum           | Midpoint       | Maximum        | 1.5% GPI       |               |
|------------|---|-----------|-------------------|----------------|----------------|----------------|---------------|
| <b>PA1</b> |   |           | <b>Hourly 7.5</b> | <b>\$12.30</b> | <b>\$15.00</b> | <b>\$17.70</b> | <b>\$0.23</b> |
|            | Aide - Bilingual                        | 186       | <b>Daily</b>      | <b>92.25</b>   | <b>112.50</b>  | <b>132.75</b>  | <b>1.73</b>   |
|            | Aide - Bilingual ESL Pre-k              | 186       | <b>186 Days</b>   | 17,159         | 20,925         | 24,692         | 320.85        |
|            | Aide - Bilingual Montessori             | 186       | <b>226 Days</b>   | 20,849         | 25,425         | 30,002         | 389.85        |
|            | Aide - Bilingual Pre-k                  | 186       |                   |                |                |                |               |
|            | Aide - Bilingual Title I                | 186       |                   |                |                |                |               |
|            | Aide - Caregiver New Horizons           | 186       |                   |                |                |                |               |
|            | Aide - Enrollment Center Title III      | 226       |                   |                |                |                |               |
|            | Aide - ESL                              | 186       |                   |                |                |                |               |
|            | Aide - ESL Pre-k                        | 186       |                   |                |                |                |               |
|            | Aide - Family Involvement Title I       | 186       |                   |                |                |                |               |
|            | Aide - Instructional                    | 186       |                   |                |                |                |               |
|            | Aide - Instructional Title I            | 186       |                   |                |                |                |               |
|            | Aide - Literacy Title I                 | 186       |                   |                |                |                |               |
|            | Aide - Montessori                       | 186       |                   |                |                |                |               |
|            | Aide - PE                               | 186       |                   |                |                |                |               |
|            | Aide - Pre-k                            | 186       |                   |                |                |                |               |
|            | Aide - Pre-k Title I                    | 186       |                   |                |                |                |               |
|            | Aide - Title I                          | 186       |                   |                |                |                |               |
| <b>PA2</b> |   |           | <b>Hourly 7.5</b> | <b>\$13.04</b> | <b>\$15.90</b> | <b>\$18.76</b> | <b>\$0.24</b> |
|            | Aide - Bilingual Vietnamese Pre-k       | 186       | <b>Daily</b>      | <b>97.80</b>   | <b>119.25</b>  | <b>140.70</b>  | <b>1.80</b>   |
|            | Aide - Dyslexia Paraeducator            | 186       | <b>186 Days</b>   | 18,191         | 22,181         | 26,170         | 334.80        |
|            | Aide - Library                          | 186       |                   |                |                |                |               |
|            | Aide - SpEd                             | 186       |                   |                |                |                |               |
|            | Aide - SpEd CBSE                        | 186       |                   |                |                |                |               |
|            | Aide - SpEd PCD                         | 186       |                   |                |                |                |               |
|            | Aide - SpEd PCD Inclusion Expansion     | 186       |                   |                |                |                |               |
| <b>PA3</b> |   |           | <b>Hourly 7.5</b> | <b>\$13.82</b> | <b>\$16.85</b> | <b>\$19.88</b> | <b>\$0.25</b> |
|            | Aide - SpEd ABC                         | 186       | <b>Daily</b>      | <b>103.65</b>  | <b>126.38</b>  | <b>149.10</b>  | <b>1.88</b>   |
|            | Aide - SpEd ALE                         | 186       | <b>186 Days</b>   | 19,279         | 23,506         | 27,733         | 348.75        |
|            | Aide - SpEd Behavioral Adjustment       | 186       |                   |                |                |                |               |
| <b>PA4</b> |   |           | <b>Hourly 7.5</b> | <b>\$14.64</b> | <b>\$17.86</b> | <b>\$21.08</b> | <b>\$0.27</b> |
|            | Aide - Clinic                           | 186       | <b>Daily</b>      | <b>109.80</b>  | <b>133.95</b>  | <b>158.10</b>  | <b>2.03</b>   |
|            | Aide - Clinic Pre-k                     | 186       | <b>186 Days</b>   | 20,423         | 24,915         | 29,407         | 376.65        |
|            | Aide - Enrollment Center Clinic         | 226       | <b>226 Days</b>   | 24,815         | 30,273         | 35,731         | 457.65        |
|            | Aide SpEd - PAC                         | 186       |                   |                |                |                |               |
|            | Aide - SpEd Behavioral Adjustment - PAC | 186       |                   |                |                |                |               |
|            | Aide - SpEd - ALE - PAC                 | 186       |                   |                | 24390.38       |                |               |
|            | Aide - SpEd Voc Job Coach               | 186       |                   |                |                |                |               |

This salary schedule cannot be used to compute future earnings.

**2018-19 Auxiliary Pay Plan**  
Garland ISD

| Pay Grade   | Job Title                             | Calendars     | Minimum       | Midpoint       | Maximum        | 1.5% GPI       |               |
|-------------|---------------------------------------|---------------|---------------|----------------|----------------|----------------|---------------|
| <b>MT01</b> |                                       |               | <b>Hourly</b> | <b>\$10.55</b> | <b>\$13.20</b> | <b>\$15.85</b> | <b>\$0.20</b> |
|             | Custodian                             | 260           |               |                |                |                |               |
|             | Custodian Stadium Athletics           | 260           |               |                |                |                |               |
|             | Food Service (Full-time)              | 180, 181, 182 |               |                |                |                |               |
|             | Food Service (Hourly Pool)            | 182           |               |                |                |                |               |
|             | Food Service (Part-time)              | 180, 181, 182 |               |                |                |                |               |
|             | Food Service Trainee                  | 182           |               |                |                |                |               |
|             | Inventory Control                     | 260           |               |                |                |                |               |
|             | Parking Lot                           | 181           |               |                |                |                |               |
|             | SpEd Bus Aide                         | 180, 185      |               |                |                |                |               |
| <b>MT02</b> |                                       |               | <b>Hourly</b> | <b>\$12.47</b> | <b>\$15.58</b> | <b>\$18.69</b> | <b>\$0.23</b> |
|             | Custodian Lead                        | 260           |               |                |                |                |               |
|             | Grounds Fence Playground              | 260           |               |                |                |                |               |
|             | Grounds Landscape Mowing Crew         | 260           |               |                |                |                |               |
|             | Maintenance Expeditor                 | 260           |               |                |                |                |               |
|             | Maintenance HVAC Filter Crew Worker   | 260           |               |                |                |                |               |
|             | Stadium Athletics                     | 260           |               |                |                |                |               |
| <b>MT03</b> |                                       |               | <b>Hourly</b> | <b>\$13.71</b> | <b>\$17.14</b> | <b>\$20.57</b> | <b>\$0.26</b> |
|             | Asst Manager Intern                   | 184           |               |                |                |                |               |
|             | Driver                                | 202           |               |                |                |                |               |
|             | Driver Stocker                        | 260           |               |                |                |                |               |
|             | Driver Warehouse                      | 260           |               |                |                |                |               |
|             | Floor Crew Leader Trainer             | 260           |               |                |                |                |               |
|             | Food Service Driver Stocker           | 226           |               |                |                |                |               |
|             | Food Service Manager Trainee          | 184           |               |                |                |                |               |
|             | Grounds Athletic Field                | 260           |               |                |                |                |               |
|             | Grounds Crew Leader                   | 260           |               |                |                |                |               |
|             | Mail Clerk Driver                     | 226           |               |                |                |                |               |
|             | Purchasing / Warehouse Driver Stocker | 226, 260      |               |                |                |                |               |
|             | Tire Technician                       | 260           |               |                |                |                |               |
| <b>MT04</b> |                                       |               | <b>Hourly</b> | <b>\$15.23</b> | <b>\$19.03</b> | <b>\$22.83</b> | <b>\$0.29</b> |
|             | Athletic Fields Crew Leader           | 260           |               |                |                |                |               |
|             | Building Security                     | 186           |               |                |                |                |               |
|             | Food Service Asst Repair Technician   | 226           |               |                |                |                |               |
|             | Food Service Manager - ES             | 184           |               |                |                |                |               |
|             | General Maintenance                   | 260           |               |                |                |                |               |
|             | General Vehicle Maintenance           | 260           |               |                |                |                |               |
|             | Grounds Irrigation Installer          | 260           |               |                |                |                |               |
|             | Grounds Landscape Foreperson          | 260           |               |                |                |                |               |
|             | Phototype Setter                      | 226           |               |                |                |                |               |
|             | Print Binder                          | 226           |               |                |                |                |               |
|             | Printer                               | 226           |               |                |                |                |               |
|             | Screen Printer                        | 226           |               |                |                |                |               |
|             | Senior Lawnmower Mechanic             | 260           |               |                |                |                |               |
|             | Testing Warehouse Distributer         | 226           |               |                |                |                |               |
|             | Trainee Bus Driver Pool               | 180           |               |                |                |                |               |
|             | Validator Receiving                   | 226           |               |                |                |                |               |

This salary schedule cannot be used to compute future earnings.

| <b>MT05</b>                     |          | <b>Hourly</b> | <b>\$16.89</b> | <b>\$21.12</b> | <b>\$25.35</b> | <b>\$0.32</b> |
|---------------------------------|----------|---------------|----------------|----------------|----------------|---------------|
| Building Engineer               | 260      |               |                |                |                |               |
| Bus Driver                      | 180      |               |                |                |                |               |
| Copy Center Operator            | 226      |               |                |                |                |               |
| Field Trip Driver               | 180      |               |                |                |                |               |
| Food Service Manager - Floating | 184      |               |                |                |                |               |
| Food Service Manager - MS       | 180, 184 |               |                |                |                |               |
| FS Repair Expediter             | 226      |               |                |                |                |               |
| General Maintenance Worker I    | 260      |               |                |                |                |               |
| Maintenance - Concrete          | 260      |               |                |                |                |               |
| Maintenance Painter             | 260      |               |                |                |                |               |
| Material Controller             | 260      |               |                |                |                |               |
| Operations Specialist           | 260      |               |                |                |                |               |
| Shipping Receiving Clerk        | 260      |               |                |                |                |               |
| Shipping Receiving Manager      | 260      |               |                |                |                |               |
| Stadium Engineer                | 260      |               |                |                |                |               |
| Substitute Driver               | 180      |               |                |                |                |               |
| Vehicle Servicewriter           | 260      |               |                |                |                |               |
| Welder                          | 260      |               |                |                |                |               |

| <b>MT06</b>                    |     | <b>Hourly</b> | <b>\$18.09</b> | <b>\$22.60</b> | <b>\$27.11</b> | <b>\$0.34</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      | 215 |               |                |                |                |               |

| <b>MT07</b>                          |          | <b>Hourly</b> | <b>\$19.35</b> | <b>\$24.18</b> | <b>\$29.01</b> | <b>\$0.36</b> |
|--------------------------------------|----------|---------------|----------------|----------------|----------------|---------------|
| Audio Visual Technician              | 260      |               |                |                |                |               |
| Concrete Foreman                     | 260      |               |                |                |                |               |
| Food Service Manager - HS            | 184      |               |                |                |                |               |
| General Maintenance Worker III       | 260      |               |                |                |                |               |
| IT Warehouse Operations Manager      | 226      |               |                |                |                |               |
| Locksmith                            | 260      |               |                |                |                |               |
| Maintenance HVAC Controls Technician | 260      |               |                |                |                |               |
| Maintenance HVAC Service Worker      | 260      |               |                |                |                |               |
| Maintenance Mechanic Foreman         | 260      |               |                |                |                |               |
| Mechanic (unlicensed)                | 260      |               |                |                |                |               |
| Security Electronic Technician       | 260      |               |                |                |                |               |
| Security Officer                     | 226, 260 |               |                |                |                |               |
| Transportation Lead Trainer          | 260      |               |                |                |                |               |
| Vehicle Maintenance Inventory        | 260      |               |                |                |                |               |
| Video Electronics Technician         | 260      |               |                |                |                |               |
| Warehouse Operations Manager         | 226      |               |                |                |                |               |

This salary schedule cannot be used to compute future earnings.

| <b>MT08</b>                               |     | <b>Hourly</b> | <b>\$21.09</b> | <b>\$26.36</b> | <b>\$31.63</b> | <b>\$0.40</b> |
|---|-----|---------------|----------------|----------------|----------------|---------------|
| Custodial Supervisor                      | 260 |               |                |                |                |               |
| Equipment Tech                            | 226 |               |                |                |                |               |
| Facility Maintenance Specialist           | 260 |               |                |                |                |               |
| Facility Maintenance Specialist - Ag Barn | 260 |               |                |                |                |               |
| Fire Sprinkler Technician                 | 260 |               |                |                |                |               |
| General Maintenance Crew Leader           | 260 |               |                |                |                |               |
| Maintenance Electrician                   | 260 |               |                |                |                |               |
| Maintenance HVAC Boiler Ln                | 260 |               |                |                |                |               |
| Maintenance HVAC Worker (Licensed)        | 260 |               |                |                |                |               |
| Maintenance Special Plumber               | 260 |               |                |                |                |               |
| Mechanic (Certified)                      | 260 |               |                |                |                |               |
| Security Electronic Technician (Licensed) | 260 |               |                |                |                |               |
| Security Electronic Technician Recovery   | 260 |               |                |                |                |               |
| Security Officer I                        | 260 |               |                |                |                |               |

| <b>MT09</b>                           |     | <b>Hourly</b> | <b>\$22.78</b> | <b>\$28.47</b> | <b>\$34.16</b> | <b>\$0.43</b> |
|---------------------------------------|-----|---------------|----------------|----------------|----------------|---------------|
| Energy Management Asst                | 226 |               |                |                |                |               |
| Grounds Herbicide Pesticide/IPM Coord | 260 |               |                |                |                |               |
| Security Electronic Technician Lead   | 260 |               |                |                |                |               |
| Security Lead Operations              | 260 |               |                |                |                |               |
| Security - Telecomm Specialist        | 226 |               |                |                |                |               |
| Transportation Field Trip Supervisor  | 260 |               |                |                |                |               |
| Transportation Route Supervisor       | 260 |               |                |                |                |               |

| <b>MT10</b>                                   |     | <b>Hourly</b> | <b>\$27.90</b> | <b>\$34.88</b> | <b>\$41.86</b> | <b>\$0.52</b> |
|---|-----|---------------|----------------|----------------|----------------|---------------|
| Grounds Supervisor                            | 260 |               |                |                |                |               |
| Maintenance Supervisor Carpentry Remodeling   | 260 |               |                |                |                |               |
| Maintenance Supervisor Electrical Elevators   | 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 |               |                |                |                |               |
| Maintenance Supervisor Roofing                | 260 |               |                |                |                |               |
| Transportation Operations Supervisor          | 260 |               |                |                |                |               |
| Transportation Vehicle Foreman Shift          | 260 |               |                |                |                |               |
| Transportation Vehicle Maintenance Supervisor | 260 |               |                |                |                |               |

This salary schedule cannot be used to compute future earnings.

## SUBSTITUTE PAY SCALE 2018-19

### Teachers: Basic Daily Rate

|                                 |                   |
|---------------------------------|-------------------|
| Degreed, certified teacher:     | 105.00/ACE 119.00 |
| Retired GISD Certified Teacher: | 125.00/ACE 142.00 |
| Degreed, non-certified:         | 90.00/ACE 102.00  |
| Nurse:                          | 205.00/ACE 232.00 |

### Paraprofessionals (Aides, Secretaries, Clerks): Basic Daily Rate

|                                       |                 |
|---------------------------------------|-----------------|
| Secretaries/Clerks/Non Classroom:     | 65.00/ACE 74.00 |
| Instructional Aides/Special Ed. Aide: | 75.00/ACE 85.00 |

Long Term Teacher Assignment: \$25 more per day from 16<sup>th</sup> day forward, no retro

Long-term Certified Teacher for same person on 16<sup>th</sup> consecutive day (no retro): 130.00

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

|                         |                   |
|-------------------------|-------------------|
| Counselor/ Elementary:  | 130.00/ACE 147.00 |
| Counselor/ Middle:      | 155.00/ACE 176.00 |
| Counselor/ High School: | 180.00            |

|                 |                   |
|-----------------|-------------------|
| AP/Elementary:  | 155.00/ACE 176.00 |
| AP/Middle:      | 180.00/ACE 204.00 |
| AP/High School: | 205.00            |

|                        |                   |
|------------------------|-------------------|
| Principal/Elementary:  | 255.00/ACE 289.00 |
| Principal/Middle:      | 305.00/ACE 346.00 |
| Principal/High School: | 380.00            |

|                               |  |
|-------------------------------|--|
| Speech Path.<br>Diagnostician | 255.00/ACE 289.00<br>130.00/ACE 147.00 |
|-------------------------------|--|

# 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                |
| Extended Essay Coordinator                                | \$1,500                    | 187           | 0                 |
| 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                   | \$2,000                    | 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           | 2                 |
| 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                 |
| Cheer Assistant, Auxiliary (Coyle MS)                     | \$800                      | 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 FOOTBALL 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           | 0                 |
| 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 – 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 – Assistant Head of Delegation - Special Olympics | \$3,000                    | 187           | 0                 |
| Technology – Campus Tech Asst. - EL                    | \$1,000                    | 187           | 0                 |
| Technology Devices                                     | \$1,000                    |               | NA                |

### ACE CAMPUS

| ACE Campus                     | SUPPLEMENTAL ANNUAL AMOUNT |
|--------------------------------|----------------------------|
| Principal                      | \$15,000                   |
| Assistant Principal            | \$13,500                   |
| Teacher                        | \$10,000                   |
| Librarian                      | \$10,000                   |
| Nurse                          | \$10,000                   |
| Counselor                      | \$10,000                   |
| Social Worker                  | \$10,000                   |
| Instructional Coach            | \$8,000                    |
| i3 (Innovation in Instruction) | \$750                      |
| Lead Teacher - Bilingual / ESL | \$1,120                    |
| Mandarin Chinese               | \$3,000                    |

### PARAPROFESSIONAL

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

Per DK(Local): "Noncontractual 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."



# 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 Assistant Superintendent Human Resources (972) 487-3050 or call the Texas Teacher Retirement System at (800) 223- 8778 or visit the TRS website at [www.trs.texas.gov](http://www.trs.texas.gov)
- **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** - For all employees who are not eligible to participate in the Teacher Retirement System of Texas (part-time, seasonal, temporary employees). Employees are not subject to Social Security taxes while covered by this plan. 7.5% of an employee's gross salary is contributed to the FICA Alternative Plan. Contributions to this plan are on a pretax basis, and any benefits previously earned under another retirement plan, such as Social Security, will not be reduced by participation in this plan.

## 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 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 non-contractual supplemental duties to personnel exempt under the Fair Labor Standards Act (FLSA), as needed. [See DK(LOCAL)] 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 FLSA 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:
- **Non Exempt Employees\*** under the FLSA include employees whose duties do not meet FLSA exemption criteria. Non-exempt employees will be compensated according to the following Supplemental Pay guidelines:
  - For work done over 37.5 , but 40 or less hours per week, non-exempt employees who are scheduled for 37.5 hours per week 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 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.
- **Exempt employees** do **not** qualify for overtime pay or compensatory time.
- **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.

## 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 assignments must be conducted at a GISD facility unless done out of district. Deviations must have prior approval.
- 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 Officer 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 submitted by completion of a “Request for Deviation from Supplemental Pay Policy” form. Changes will be added to the Supplemental Pay Rate schedule.
- 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 while within the published contract work dates unless specified in these guidelines.
- 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.*

\*All Paraprofessional and Auxiliary employees are classified as Non-Exempt. Certain Professional employees who do not meet all the exemption test criteria are classified as Non-Exempt and are overtime eligible.

## **PROFESSIONAL CATEGORIES OF PAY DETAILS 2018- 2019**

### **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**

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

**Hour\*\***

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

**\$10 per Session**

**\*\*\*To qualify for this pay, the duty must be assigned /accepted per 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 reuse*