

Cf qr ved Salary
Schedules
2016-2017

Pasadena Independent School District

TEACHER HIRING SALARY SCHEDULE

For School Year 2014/2015

Pay Grade		T07		T08		T09		T10	
		Bachelor Teacher		Master Teacher		Bachelor Content Specialist		Master Content Specialist	
PISD Exp. 9/1/2014	PISD Hiring Level 9/1/2014	DAILY RATE	187 DAY ANNUAL SALARY	DAILY RATE	187 DAY ANNUAL SALARY	DAILY RATE	220 DAY ANNUAL SALARY	DAILY RATE	220 DAY ANNUAL SALARY
0	1	261.2193	48,848	266.5669	49,848	321.8546	70,808	326.4000	71,808
1	2	263.3583	49,248	268.7059	50,248	323.6728	71,208	328.2182	72,208
2	3	265.4974	49,648	270.8450	50,648	325.4910	71,608	330.0364	72,608
3	4	267.6364	50,048	272.9840	51,048	327.3091	72,008	331.8546	73,008
4	5	269.7755	50,448	275.1230	51,448	329.1273	72,408	333.6728	73,408
5	6	274.8503	51,397	280.1979	52,397	334.4137	73,571	338.9591	74,571
6	7	276.9198	51,784	282.2674	52,784	336.1364	73,950	340.6819	74,950
7	8	279.0000	52,173	284.3476	53,173	337.8773	74,333	342.4228	75,333
8	9	281.1391	52,573	286.4867	53,573	339.6955	74,733	344.2410	75,733
9	10	283.2246	52,963	288.5722	53,963	340.5591	74,923	345.1046	75,923
10	11	285.3637	53,363	290.7113	54,363	342.3773	75,323	346.9228	76,323
11	12	287.3797	53,740	292.7273	54,740	344.0910	75,700	348.6364	76,700
12	13	289.5188	54,140	294.8664	55,140	345.9091	76,100	350.4546	77,100
13	14	291.6578	54,540	297.0054	55,540	347.7273	76,500	352.2728	77,500
14	15	293.7968	54,940	299.1444	55,940	349.5455	76,900	354.0910	77,900
15	16	296.0214	55,356	301.3690	56,356	351.4364	77,316	355.9819	78,316
16	17	298.2674	55,776	303.6150	56,776	353.3455	77,736	357.8910	78,736
17	18	300.5134	56,196	305.8610	57,196	355.2546	78,156	359.8000	79,156
18	19	303.1872	56,696	308.5348	57,696	357.5273	78,656	362.0728	79,656
19	20	305.8610	57,196	311.2086	58,196	359.8000	79,156	364.3455	80,156
20	21	308.6418	57,716	313.9894	58,716	362.1637	79,676	366.7091	80,676
21	22	311.4225	58,236	316.7701	59,236	364.5273	80,196	369.0728	81,196
22	23	314.2033	58,756	319.5509	59,756	366.8910	80,716	371.4364	81,716
23	24	317.0375	59,286	322.3851	60,286	369.3000	81,246	373.8455	82,246
24	25	319.9252	59,826	325.2728	60,826	371.7546	81,786	376.3000	82,786
25	26	322.8664	60,376	328.2140	61,376	374.2546	82,336	378.8000	83,336
26	27	325.8610	60,936	331.2086	61,936	376.8000	82,896	381.3455	83,896
27	28	328.9091	61,506	334.2567	62,506	379.3910	83,466	383.9364	84,466
28	29	332.0107	62,086	337.3583	63,086	382.0273	84,046	386.5728	85,046
29	30	335.1658	62,676	340.5134	63,676	384.7091	84,636	389.2546	85,636
30	31	338.3744	63,276	343.7220	64,276	387.4364	85,236	391.9819	86,236

RANGE:

MINIMUM	261.2193	48,848	266.5669	49,848	321.8546	70,808	326.4000	71,808
MIDPOINT	299.7969	56,062	305.1445	57,062	354.6455	78,022	359.1910	79,022
MAXIMUM	338.3744	63,276	343.7220	64,276	387.4364	85,236	391.9819	86,236

THIS HIRING SCHEDULE IS FOR THE 2014/2015 SCHOOL YEAR ONLY

**Paraprofessional Salary Schedule
for School Year 2014/2015**

		C02	C03	C04	C05	C06
Min.		\$95.0599	\$101.9405	\$111.0836	\$132.3577	\$147.3437
Mid-Pt		\$110.3969	\$117.9289	\$133.8976	\$157.2204	\$174.7918
Max.		\$125.7339	\$133.9173	\$156.7115	\$182.0831	\$202.2398
Exp.	Level	Daily Rates:				
0	1	\$95.0599	\$101.9405	\$111.0836	\$132.3577	\$147.3437
1	2	\$96.2869	\$103.2195	\$112.9086	\$134.3467	\$149.5397
2	3	\$97.5139	\$104.4985	\$114.7336	\$136.3357	\$151.7357
3	4	\$98.7409	\$105.7775	\$116.5586	\$138.3247	\$153.9317
4	5	\$99.9679	\$107.0565	\$118.3836	\$140.3137	\$156.1277
5	6	\$101.1949	\$108.3355	\$120.2086	\$142.3027	\$158.3237
6	7	\$102.4219	\$109.6145	\$122.0336	\$144.2917	\$160.5197
7	8	\$103.6489	\$110.8935	\$123.8586	\$146.2807	\$162.7157
8	9	\$104.8759	\$112.1725	\$125.6836	\$148.2697	\$164.9117
9	10	\$106.1029	\$113.4515	\$127.5086	\$150.2587	\$167.1077
10	11	\$107.3299	\$114.7305	\$129.3336	\$152.2477	\$169.3037
11	12	\$108.5569	\$116.0095	\$131.1586	\$154.2367	\$171.4997
12	13	\$109.7839	\$117.2885	\$132.9836	\$156.2257	\$173.6957
13	14	\$111.0109	\$118.5675	\$134.8086	\$158.2147	\$175.8917
14	15	\$112.2379	\$119.8465	\$136.6336	\$160.2037	\$178.0877
15	16	\$113.4649	\$121.1255	\$138.4586	\$162.1927	\$180.2837
16	17	\$114.6919	\$122.4045	\$140.2836	\$164.1817	\$182.4797
17	18	\$115.9188	\$123.6837	\$142.1089	\$166.1708	\$184.6753
18	19	\$117.1457	\$124.9629	\$143.9342	\$168.1598	\$186.8709
19	20	\$118.3726	\$126.2421	\$145.7595	\$170.1488	\$189.0664
20	21	\$119.5995	\$127.5213	\$147.5849	\$172.1379	\$191.2620
21	22	\$120.8263	\$128.8005	\$149.4102	\$174.1269	\$193.4575
22	23	\$122.0532	\$130.0797	\$151.2355	\$176.1160	\$195.6531
23	24	\$123.2801	\$131.3589	\$153.0608	\$178.1050	\$197.8487
24	25	\$124.5070	\$132.6381	\$154.8861	\$180.0940	\$200.0442
25	26	\$125.7339	\$133.9173	\$156.7115	\$182.0831	\$202.2398

OFFICE MANAGER SALARY SCHEDULE

<u>GRADE</u>		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
S01	Daily Rate	164.4616	200.3002	236.1388
	12-month Salary	\$ 39,471	\$ 48,072	\$ 56,673
Superintendent's Office Manager/Board Secretary				
S02	Daily Rate	153.1389	184.7814	216.4239
	12-month Salary	\$ 36,753	\$ 44,348	\$ 51,942
Superintendent's Executive Assistant				

ADMINISTRATIVE SUPPORT - NON-EXEMPT
For Fiscal Year 2014/2015

		N01	N02	N03	N04	N05	N06	N07	N08	N09	N10	N11	N12	N13	N14
Min		73.0890	81.8314	88.0915	95.0621	102.3251	114.3021	128.1607	146.3657	160.3487	175.1021	189.8409	204.5992	219.3728	234.1170
Mid		90.7535	101.3006	110.5970	117.9564	128.9867	143.0511	159.4141	182.7047	200.4326	218.9378	237.4280	255.9377	274.4565	292.9535
Max		108.4180	120.7698	133.1024	140.8507	155.6483	171.8000	190.6675	219.0436	240.5164	262.7734	285.0150	307.2761	329.5403	351.7900
Exp	Level														
0	1	73.0890	81.8314	88.0915	95.0621	102.3251	114.3021	128.1607	146.3657	160.3487	175.1021	189.8409	204.5992	219.3728	234.1170
1	2	74.3892	83.2317	89.8165	96.9022	104.4554	116.6020	130.6612	149.2731	163.5553	178.6090	193.6480	208.7065	223.7794	238.8240
2	3	75.6894	84.6320	91.5415	98.7423	106.5857	118.9019	133.1617	152.1805	166.7619	182.1159	197.4551	212.8138	228.1860	243.5310
3	4	76.9896	86.0323	93.2665	100.5824	108.7160	121.2018	135.6622	155.0879	169.9685	185.6228	201.2622	216.9211	232.5926	248.2380
4	5	78.2898	87.4326	94.9915	102.4225	110.8463	123.5017	138.1627	157.9953	173.1751	189.1297	205.0693	221.0284	236.9992	252.9450
5	6	79.5900	88.8329	96.7165	104.2626	112.9766	125.8016	140.6632	160.9027	176.3817	192.6366	208.8764	225.1357	241.4058	257.6520
6	7	80.8902	90.2332	98.4415	106.1027	115.1069	128.1015	143.1637	163.8101	179.5883	196.1435	212.6835	229.2430	245.8124	262.3590
7	8	82.1904	91.6335	100.1665	107.9428	117.2372	130.4014	145.6642	166.7175	182.7949	199.6504	216.4906	233.3503	250.2190	267.0660
8	9	83.4906	93.0338	101.8915	109.7829	119.3675	132.7013	148.1647	169.6249	186.0015	203.1573	220.2977	237.4576	254.6256	271.7730
9	10	84.7908	94.4341	103.6165	111.6230	121.4978	135.0012	150.6652	172.5323	189.2081	206.6642	224.1048	241.5649	259.0322	276.4800
10	11	86.0911	95.8344	105.3416	113.4632	123.6280	137.3011	153.1656	175.4397	192.4147	210.1711	227.9119	245.6723	263.4388	281.1870
11	12	87.3913	97.2346	107.0667	115.3033	125.7583	139.6010	155.6660	178.3471	195.6214	213.6779	231.7190	249.7796	267.8453	285.8940
12	13	88.6916	98.6349	108.7917	117.1434	127.8886	141.9008	158.1664	181.2545	198.8280	217.1848	235.5262	253.8870	272.2519	290.6010
13	14	89.9918	100.0352	110.5168	118.9836	130.0189	144.2007	160.6668	184.1619	202.0346	220.6917	239.3333	257.9943	276.6585	295.3080
14	15	91.2990	101.4355	112.2421	120.8240	132.1485	146.5005	163.1672	187.0688	205.2416	224.1986	243.1402	262.1013	281.0655	300.0151
15	16	92.6949	102.9681	113.9666	122.6744	134.2785	148.8007	165.6672	189.9756	208.4484	227.7054	246.9470	266.2081	285.4723	304.7220
16	17	94.2988	104.7264	115.7315	124.5135	136.4083	151.1006	168.1672	192.8824	211.6552	231.2122	250.7538	270.3149	289.8791	309.4288
17	18	95.8971	106.4896	117.4269	126.2137	138.5383	153.4009	170.6672	195.7892	214.8620	234.7190	254.5606	274.4217	294.2859	314.1356
18	19	97.4988	108.2505	119.2292	127.9532	140.7083	155.7005	173.1672	198.6960	218.0688	238.2258	258.3674	278.5285	298.6927	318.8424
19	20	99.0995	110.3959	121.7856	129.7925	142.9483	158.0001	175.6672	201.6028	221.2756	241.7326	262.1742	282.6353	303.0995	323.5492
20	21	100.6972	112.1556	123.3884	131.6327	145.1883	160.3001	178.1675	204.5096	224.4824	245.2394	265.9810	286.7421	307.5063	328.2560
21	22	102.2978	113.9179	124.9899	133.4732	147.4283	162.6000	180.6675	207.4164	227.6892	248.7462	269.7878	290.8489	311.9131	332.9628
22	23	103.8984	115.6810	126.6236	135.3129	149.6683	164.9003	183.1675	210.3232	230.8960	252.2530	273.5946	294.9557	316.3199	337.6696
23	24	105.4948	117.4404	129.1891	137.1532	151.9083	167.2002	185.6675	213.2300	234.1028	255.7598	277.4014	299.0625	320.7267	342.3764
24	25	107.1178	119.3698	131.6997	139.0108	154.1483	169.5000	188.1675	216.1368	237.3096	259.2666	281.2082	303.1693	325.1335	347.0832
25	26	108.4180	120.7698	133.1024	140.8507	155.6483	171.8000	190.6675	219.0436	240.5164	262.7734	285.0150	307.2761	329.5403	351.7900

**PASADENA INDEPENDENT SCHOOL DISTRICT
ADMINISTRATIVE SALARY SCHEDULE 2014-2015**

<u>PAY GRADE</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>	
A00	Daily Rate	\$316.4623	\$402.4625	\$488.4627
	190 Days	\$60,128	\$76,468	\$92,808
	195 Days	\$61,710	\$78,480	\$95,250
	205 Days	\$64,875	\$82,505	\$100,135
	225 Days	\$71,204	\$90,554	\$109,904
	240 Days	\$75,951	\$96,591	\$117,231

Counselor (all levels)
Counselor, Special Education

Counselor/Parent Coordinator
Lead Counselor

A01	Daily Rate	\$316.4623	\$402.4625	\$488.4627
	190 Days	\$60,128	\$76,468	\$92,808
	195 Days	\$61,710	\$78,480	\$95,250
	205 Days	\$64,875	\$82,505	\$100,135
	225 Days	\$71,204	\$90,554	\$109,904
	240 Days	\$75,951	\$96,591	\$117,231

Campus Coordinator, Gear Up Program
CATE Program Coordinator
Coordinator, Alumni Development
Coordinator, College NOW
Coordinator, Dual Credit Program
Coordinator, Special Projects
Drop-Out Recovery Coordinator
Educational Diagnostician
H.S. Campus Athletic Coordinator

Insr. Materials Digital Manager
Instr. Technology Trainer
Library Services Manager
LSSP
Occupational Therapist
PEIMS Coordinator
Physical Therapist
Programmer/Analyst, Coordinator
Social Worker

**PASADENA INDEPENDENT SCHOOL DISTRICT
ADMINISTRATIVE SALARY SCHEDULE 2014-2015**

PAY GRADE		MINIMUM	MIDPOINT	MAXIMUM
A02	Daily Rate	\$339.8942	\$428.5624	\$517.2305
	200 Days	\$67,979	\$85,712	\$103,446
	215 Days	\$73,077	\$92,141	\$111,205
	225 Days	\$76,476	\$96,427	\$116,377
	240 Days	\$81,575	\$102,855	\$124,135
	Assistant Director, Athletics		Specialist, Behavior Response	
	Assistant Director, Cabling Infrastructure		Specialist, Bil/ESL K-12 Science	
	Assistant Director, Child Nutrition		Specialist, Bil/ESL Math	
	Assistant Director, Fine Arts		Specialist, CATE	
	Assistant Director, Technical Services		Specialist, Compliance/Accountability	
	Assistant Director, Transportation		Specialist, Data	
	Assistant Principal, Elementary School		Specialist, Elementary	
	Assistant Principal, Guidance Center		Specialist, ESL/Bilingual/Migrant	
	Assistant Principal, Intermediate School		Specialist, Foreign Lang./Social Studies	
	Assistant Principal, Middle School		Specialist, Health, PE, Wellness	
	Assistant Principal, Summit		Specialist, Homebound	
	Assistant Principal, Tegeler		Specialist, Library Services	
	Coordinator, 21st Century		Specialist, Math	
	Coordinator, AYP-SES		Specialist, Nurses	
	Coordinator, History Grant		Specialist, Reading & Language Arts	
	Coordinator, Library Services		Specialist, Science	
	Coordinator, Technical Assistance Grants		Specialist, Social Studies	
	Grant Coordinator, TTIPS		Specialist, Sp Ed K-12 Science	
	Manager, SMS User Support Tech Serv.		Specialist, Special Education	
	Specialist, Assistive Technology		Specialist, Visual Arts	
	Specialist, ATCP/Staff Development			

Adopted by PISD School Board: May 13, 2014

THIS SALARY SCHEDULE IS GOOD FOR THE 2014/2015 SCHOOL YEAR ONLY

**PASADENA INDEPENDENT SCHOOL DISTRICT
ADMINISTRATIVE SALARY SCHEDULE 2014-2015**

PAY GRADE		MINIMUM	MIDPOINT	MAXIMUM
A03	Daily Rate	\$363.2943	\$454.6464	\$545.9984
	210 Days	\$76,292	\$95,476	\$114,660
	220 Days	\$79,925	\$100,022	\$120,120
	240 Days	\$87,191	\$109,115	\$131,040
	Assistant Director, Accounting		Coordinator, Counseling & College Readiness	
	Assistant Director, Network Services		Coordinator, Dyslexia/504	
	Assistant Principal, High School		Coordinator, Human Resources	
	Assistant Principal, High School, Business		Coordinator, Sp Ed Evaluation Services	
	Coordinator of Mentoring		Coordinator, Sp. Ed.	
	Coordinator, Advanced Academics		Coordinator, Student Services - Attend.	
	Coordinator, Behavior Response Team		Coordinator, Testing	
	Coordinator, BIL/ESL/Recruiting Migrant			
A04	Daily Rate	\$386.6978	\$480.7321	\$574.7663
	220 Days	\$85,074	\$105,761	\$126,449
	240 Days	\$92,807	\$115,376	\$137,944
		Coordinator, Library/Textbooks		Director, Instructional Technology
	Director, Accounting		Director, Maintenance	
	Director, Alternative Teacher Certification		Director, Network Services	
	Director, Athletics		Director, Operations	
	Director, Budgets		Director, Purchasing	
	Director, Buildings & Grounds		Director, Schools/Community Relations	
	Director, Business Application Services		Director, Student Management Services	
	Director, Career & Technology		Principal, Guidance Center	
	Director, Curriculum & Instruction		Principal, Tegeler Career Center	
	Director, Facilities/Construction		Tax Assessor/Collector	
	Director, Fine Arts			
A05	Daily Rate	\$410.1150	\$506.8246	\$603.5342
	220 Days	\$90,225	\$111,501	\$132,778
	240 Days	\$98,428	\$121,638	\$144,848
		Director of Research and Evaluation		Director, Transportation
	Director, Assessment/Advanced Academics		Exec. Director Career & Tech Ed (CATE)	
	Director, Child Nutrition		Principal, Elementary School	
	Director, Compliance Monitoring		Principal, Middle School	
	Director, Student Services			

Adopted by PISD School Board: May 13, 2014

THIS SALARY SCHEDULE IS GOOD FOR THE 2014/2015 SCHOOL YEAR ONLY

**PASADENA INDEPENDENT SCHOOL DISTRICT
ADMINISTRATIVE SALARY SCHEDULE 2014-2015**

PAY GRADE	MINIMUM	MIDPOINT	MAXIMUM	
A06	Daily Rate	\$433.5119	\$532.9070	\$632.3021
	220 Days	\$95,373	\$117,240	\$139,106
	240 Days	\$104,043	\$127,898	\$151,753
	Dean of Instruction/Early College High Sch. Executive Director, Administrative Services Executive Director, Grant Writing Executive Director, Special Programs		Executive Director, Special Projects Executive Director, Prof. Staff Development Principal, Intermediate School Principal, Summit	
A07	Daily Rate	\$456.9308	\$559.0005	\$661.0701
	240 Days	\$109,663	\$134,160	\$158,657
	Principal, High School		Chief Technology Officer	
A08	Daily Rate	\$481.6353	\$601.5820	\$721.5287
	240 Days	\$115,592	\$144,380	\$173,167
	Associate Superintendent		General Counsel	
A09	Daily Rate	\$504.7851	\$643.5891	\$782.3930
	240 Days	\$121,148	\$154,461	\$187,774
	Deputy Superintendent			

**Administrator salaries are based on the daily rate times
the days to be worked in that position.**

Exempt Salary Schedule FY 2014/2015

Grade	E01	E02	E03	E04	E05	E06
Min	156.9174	172.5437	189.4282	207.2843	227.7405	250.2730
Mid	185.4158	203.8919	223.9048	245.2102	269.4638	296.1622
Max	213.9141	235.2401	258.3814	283.1361	311.1870	342.0514

Exp	Level						
0	1	156.9174	172.5437	189.4282	207.2843	227.7405	250.2730
1	2	159.1974	175.0517	192.1862	210.3183	231.0785	253.9440
2	3	161.4774	177.5597	194.9442	213.3523	234.4165	257.6150
3	4	163.7574	180.0677	197.7022	216.3863	237.7545	261.2860
4	5	166.0374	182.5757	200.4602	219.4203	241.0925	264.9570
5	6	168.3174	185.0837	203.2182	222.4543	244.4305	268.6280
6	7	170.5974	187.5917	205.9762	225.4883	247.7685	272.2990
7	8	172.8774	190.0997	208.7342	228.5223	251.1065	275.9700
8	9	175.1574	192.6077	211.4922	231.5563	254.4445	279.6410
9	10	177.4374	195.1157	214.2502	234.5903	257.7825	283.3120
10	11	179.7174	197.6237	217.0082	237.6243	261.1205	286.9830
11	12	181.9974	200.1317	219.7662	240.6583	264.4585	290.6540
12	13	184.2774	202.6397	222.5242	243.6923	267.7965	294.3250
13	14	186.5574	205.1477	225.2822	246.7263	271.1345	297.9960
14	15	188.8374	207.6557	228.0402	249.7603	274.4725	301.6670
15	16	191.1174	210.1637	230.7982	252.7943	277.8105	305.3380
16	17	193.3974	212.6717	233.5562	255.8283	281.1485	309.0090
17	18	195.6771	215.1793	236.3145	258.8625	284.4861	312.6804
18	19	197.9567	217.6869	239.0729	261.8967	287.8237	316.3518
19	20	200.2363	220.1945	241.8313	264.9309	291.1614	320.0231
20	21	202.5160	222.7021	244.5896	267.9651	294.4990	323.6945
21	22	204.7956	225.2097	247.3480	270.9993	297.8366	327.3659
22	23	207.0752	227.7173	250.1063	274.0335	301.1742	331.0373
23	24	209.3549	230.2249	252.8647	277.0677	304.5118	334.7087
24	25	211.6345	232.7325	255.6231	280.1019	307.8494	338.3800
25	26	213.9141	235.2401	258.3814	283.1361	311.1870	342.0514

		Police Salary Schedule for School Year 2014/2015				
		P03	P04	P05	P06	P07
	Min.	191.0643	267.9579	295.5906		378.6085
	Mid-Pt	220.3143	325.5688	354.7087		425.9346
	Max.	249.5643	383.1798	413.8268		473.2606
		NON-INDEXED STEPS:				
Exp.	Level	Daily Rates:				
0	1	191.0643	267.9579	295.5906		378.6085
1	2	193.4043				
2	3	195.7443				
3	4	198.0843				
4	5	200.4243				
5	6	202.7643				
6	7	205.1043				
7	8	207.4443				
8	9	209.7843				
9	10	212.1243				
10	11	214.4643				
11	12	216.8043				
12	13	219.1443				
13	14	221.4843				
14	15	223.8243				
15	16	226.1643				
16	17	228.5043				
17	18	230.8443				
18	19	233.1843				
19	20	235.5243				
20	21	237.8643				
21	22	240.2043				
22	23	242.5443				
23	24	244.8843				
24	25	247.2243				
25	26	249.5643				

NOTE: The number of years of Time in Service and the years of Time in Position are added together and added to the minimum indicated above to determine the individual's daily rate.

P03 Police Officer
P04 Sergeant
P05 Captain
P06
P07 Chief of Police