



**ROUND ROCK**  
INDEPENDENT SCHOOL DISTRICT

## 2020-2021 COMPENSATION PLAN

### Teachers and Librarians New Hire Salary Guide

Years of Experience	New Hire Salary
0	\$50,000
1	\$50,400
2	\$50,800
3	\$51,200
4	\$51,600
5	\$52,000
6	\$52,500
7	\$53,400
8	\$53,800
9	\$54,775
10	\$55,250
11	\$55,775
12	\$56,275
13	\$56,575
14	\$56,875
15	\$57,235
16	\$57,760
17	\$58,285
18	\$58,593
19	\$58,768
20	\$58,941
21	\$59,174
22	\$59,896
23	\$60,619
24	\$61,342
25	\$62,066
26	\$62,788
27	\$63,478
28	\$64,429
29	\$65,429
30+	\$66,118

The salaries listed above are based on 10-month employment for the 2020-2021 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

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

## 2020-2021 Instructional Support Pay Plan

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

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
<b>102</b>			<b>Hourly</b>	<b>\$13.15</b>	<b>\$16.00</b>	<b>\$18.85</b>
	Child Care Assistant	190	<b>183 Days</b>	18,048.38	21,960.00	25,871.63
	Educational Assistant II	183	<b>190 Days</b>	18,738.75	22,800.00	26,861.25
	Educational Assistant II - Special Ed	183				
	Library Assistant	183				
<b>103</b>			<b>Hourly</b>	<b>\$14.17</b>	<b>\$17.28</b>	<b>\$20.39</b>
	Educational Assistant II - Title I	183	<b>183 Days</b>	19,448.33	23,716.80	27,985.28
	Educational Assistant II - Title I SpEd	183				
	Library Assistant - Title I	183				
<b>104</b>			<b>Hourly</b>	<b>\$15.03</b>	<b>\$18.32</b>	<b>\$21.61</b>
	Child Care Assistant - Lead	190	<b>183 Days</b>	20,628.68	25,144.20	29,659.73
	Educational Assistant III	183, 198	<b>185 Days</b>	20,854.13	25,419.00	29,983.88
	Educational Assistant III - SpEd	183, 185	<b>190 Days</b>	21,417.75	26,106.00	30,794.25
	Job Coach	183	<b>198 Days</b>	22,319.55	27,205.20	32,090.85
<b>105</b>			<b>Hourly</b>	<b>\$15.92</b>	<b>\$19.41</b>	<b>\$22.90</b>
	Educational Assistant III - Title I	183, 185	<b>183 Days</b>	21,850.20	26,640.23	31,430.25
	Educational Assistant III - Title I SpEd	183	<b>185 Days</b>	22,089.00	26,931.38	31,773.75
	Embedded Instructional Assistant	183	<b>202 Days</b>	24,118.80	29,406.15	34,693.50
	LPAC Specialist	202				
	STAR Center Specialist	202				
<b>106</b>			<b>Hourly</b>	<b>\$19.43</b>	<b>\$23.69</b>	<b>\$27.95</b>
	Intervener	185	<b>185 Days</b>	26,959.13	32,869.88	38,780.63
	Licensed Vocational Nurse	187	<b>187 Days</b>	27,250.58	33,225.23	39,199.88
	Transcriptionist	183				
<b>107</b>			<b>Hourly</b>	<b>\$23.31</b>	<b>\$28.43</b>	<b>\$33.55</b>
	Certified OT Assistant	185	<b>183 Days</b>	31,992.98	39,020.18	46,047.38
	Certified PT Assistant	185	<b>185 Days</b>	32,342.63	39,446.63	46,550.63
	Educational Interpreter - Basic	183	<b>187 Days</b>	\$32,692.28	\$39,873.08	\$47,053.88
	Registered Behavior Technician	187				
<b>108</b>			<b>Hourly</b>	<b>\$27.98</b>	<b>\$34.11</b>	<b>\$40.24</b>
	Educational Interpreter - Advanced	183	<b>183 Days</b>	38,402.55	46,815.98	55,229.40
<b>109</b>			<b>Hourly</b>	<b>\$32.98</b>	<b>\$40.22</b>	<b>\$47.46</b>
	Educational Interpreter - Master	183	<b>183 Days</b>	45,265.05	55,201.95	65,138.85
	Lead Interpreter	183				

## 2020-2021 Administrative Support Pay Plan

\*Annual amounts are based on 8.0 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>202</b>	Office Assistant	185	<b>Hourly</b>	<b>\$12.90</b>	<b>\$15.72</b>	<b>\$18.55</b>
			<b>185 Days</b>	19,092.00	23,265.60	27,454.00
<b>203</b>	Accounting Asst - HS	190	<b>Hourly</b>	<b>\$14.19</b>	<b>\$17.30</b>	<b>\$20.41</b>
	Health Records Specialist	187	<b>185 Days</b>	21,001.20	25,604.00	30,206.80
	Office Specialist	185, 202, 226	<b>187 Days</b>	21,228.24	25,880.80	30,533.36
	Receptionist - HS/MS/Transportation	185, 190	<b>190 Days</b>	21,568.80	26,296.00	31,023.20
			<b>202 Days</b>	22,931.04	27,956.80	32,982.56
			<b>226 Days</b>	25,655.52	31,278.40	36,901.28
<b>204</b>	Attendance Specialist - HS/MS	185, 190	<b>Hourly</b>	<b>\$15.32</b>	<b>\$18.68</b>	<b>\$22.04</b>
	Records Processor - Special Education	185	<b>185 Days</b>	22,673.60	27,646.40	32,619.20
			<b>190 Days</b>	23,286.40	28,393.60	33,500.80
<b>205</b>	Administrative Assistant	185, 195, 202, 226	<b>Hourly</b>	<b>\$16.56</b>	<b>\$20.18</b>	<b>\$23.80</b>
	Associate I - Accounting	202	<b>185 Days</b>	24,508.80	29,866.40	35,224.00
	Attendance Specialist - Elem/DAEP	205	<b>195 Days</b>	25,833.60	31,480.80	37,128.00
	Facilities Request Specialist	226	<b>202 Days</b>	26,760.96	32,610.88	38,460.80
	Work Control Scheduler	226	<b>205 Days</b>	27,158.40	33,095.20	39,032.00
			<b>226 Days</b>	29,940.48	36,485.44	43,030.40
<b>206</b>	Program-Based Substitute	183	<b>Hourly</b>	<b>\$17.86</b>	<b>\$21.78</b>	<b>\$25.71</b>
	Receptionist - Central Administration	226	<b>183 Days</b>	26,147.04	31,885.92	37,639.44
	Registrar - MS/Alt Ed/Community Ed	205, 226	<b>205 Days</b>	29,290.40	35,719.20	42,164.40
	Specialist - Alternative Edu Records	205	<b>226 Days</b>	32,290.88	39,378.24	46,483.68
	Specialist I - Accounting	226				
	Specialist - HS Reg & Records	226				
<b>207</b>	Administrative Associate	220, 226	<b>Hourly</b>	<b>\$19.65</b>	<b>\$23.96</b>	<b>\$28.29</b>
	Specialist - HS Registration & Records	226	<b>220 Days</b>	34,584.00	42,169.60	49,790.40
	Sr Accounting Associate - HS	226	<b>226 Days</b>	35,527.20	43,319.68	51,148.32

## 2020-2021 Administrative Support Pay Plan

\*Annual amounts are based on 8.0 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>208</b>			<b>Hourly</b>	<b>\$21.42</b>	<b>\$26.12</b>	<b>\$30.82</b>
	Specialist - Accounts Payable	226	<b>226 Days</b>	38,727.36	47,224.96	55,722.56
	Specialist - Benefits	226				
	Specialist - E-Campus Technology	226				
	Specialist - Emp ID/Information	226				
	Specialist - HR Records	226				
	Specialist - Payroll	226				
	Specialist - Purchasing	226				
	Specialist - Substitutes	226				
	Specialist I - Testing	226				
	Specialist - Utility Data	226				
<b>209</b>			<b>Hourly</b>	<b>\$22.48</b>	<b>\$27.43</b>	<b>\$32.38</b>
	Senior Administrative Associate	226	<b>226 Days</b>	40,643.84	49,593.44	58,543.04
	Specialist - Dept Budget	226				
	Specialist II - Accounting	226				
	Senior Records Specialist - Benefits	226				
<b>210</b>			<b>Hourly</b>	<b>\$23.84</b>	<b>\$29.08</b>	<b>\$34.32</b>
	Buyer	226	<b>226 Days</b>	43,102.72	52,576.64	62,050.56
	Executive Assistant	226				
	Specialist - Construction	226				
	Specialist - Finance	226				
	Specialist - Fixed Assets	226				
	Specialist - Govt Relations	226				
	Specialist - Legal Services	226				
	Specialist - Spanish Translation	226				
	Specialist II - Testing	226				
<b>211</b>			<b>Hourly</b>	<b>\$26.46</b>	<b>\$32.28</b>	<b>\$38.10</b>
	Executive Assistant - Board of Trustees	226	<b>226 Days</b>	47,839.68	58,362.24	68,884.80
	Executive Assistant - Superintendent	226				

## 2020-2021 Operations Support Pay Plan

\*Annual amounts are based on 8.0 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>302</b>			<b>Hourly</b>	<b>\$12.00</b>	<b>\$14.64</b>	<b>\$17.28</b>
	Crossing Guard	180	<b>177 Days</b>	16,992.00	20,730.24	24,468.48
	Custodian	260	<b>180 Days</b>	17,280.00	21,081.60	24,883.20
	Food Service Assistant	177	<b>260 Days</b>	24,960.00	30,451.20	35,942.40
	Lunchroom Monitor	180				
<b>303</b>			<b>Hourly</b>	<b>\$12.87</b>	<b>\$15.70</b>	<b>\$18.53</b>
	Custodial Services Driver	260	<b>177 Days</b>	18,223.92	22,231.20	26,238.48
	Food Service Cook	183	<b>180 Days</b>	18,532.80	22,608.00	26,683.20
	Food Service Manager-in-Training	177	<b>183 Days</b>	18,841.68	22,984.80	27,127.92
	Groundskeeper	260	<b>260 Days</b>	26,769.60	32,656.00	38,542.40
	Hall Monitor	180				
	Parking Lot Security	180				
<b>304</b>			<b>Hourly</b>	<b>\$14.06</b>	<b>\$17.15</b>	<b>\$20.24</b>
	Food Service Assistant Manager	183	<b>183 Days</b>	20,583.84	25,107.60	29,631.36
	Food Service Driver	183	<b>260 Days</b>	29,244.80	35,672.00	42,099.20
	Food Service Warehouse Assistant	183				
	Groundskeeper - Athletics	260				
	Lead Custodian - Elementary	260				
	PAC Technician	260				
	Warehouse Helper	260				
<b>305</b>			<b>Hourly</b>	<b>\$15.32</b>	<b>\$18.68</b>	<b>\$22.04</b>
	Bindery Operator	260	<b>260 Days</b>	31,865.60	38,854.40	45,843.20
	Groundskeeper - Water Quality	260				
	Lead Custodian - Middle School/Alt Ed	260				
	Lead Groundskeeper	260				
	Warehouse Assistant I	260				
<b>306</b>			<b>Hourly</b>	<b>\$16.42</b>	<b>\$20.02</b>	<b>\$23.62</b>
	Food Service Lead Cook II	183	<b>183 Days</b>	24,038.88	29,309.28	34,579.68
	Food Service Manager - Elem/Alt Ed	183	<b>260 Days</b>	34,153.60	41,641.60	49,129.60
	General Maintenance Technician	260				
	Heavy Equipment Operator/Grounds	260				
	Lead Custodian - High School	260				
	Lead Groundskeeper - Athletics	260				
	Lead Technician - PAC	260				
	Painter	260				
	Plumber/Irrigator Assistant	260				
	Print Production Operator	260				
	Warehouse Assistant II	260				

**2020-2021 Operations Support Pay Plan**

\*Annual amounts are based on 8.0 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>307</b>			<b>Hourly</b>	<b>\$17.61</b>	<b>\$21.47</b>	<b>\$25.33</b>
	Food Service Manager - Middle School	183	<b>183 Days</b>	25,781.04	31,432.08	37,083.12
	General Maintenance Technician II	260	<b>260 Days</b>	36,628.80	44,657.60	52,686.40
	HVAC Mechanic I	260				
	Inventory Specialist	260				
	Lead Print Production Operator	260				
	Welder	260				
<b>308</b>			<b>Hourly</b>	<b>\$18.88</b>	<b>\$23.03</b>	<b>\$27.18</b>
	Food Service Manager - High School/CK	183	<b>183 Days</b>	27,640.32	33,715.92	39,791.52
	General Maintenance Technician III	260	<b>260 Days</b>	39,270.40	47,902.40	56,534.40
	Grounds Equipment Mechanic	260				
	Irrigation Technician	260				
	Preventative Maintenance Technician	260				
<b>309</b>			<b>Hourly</b>	<b>\$19.92</b>	<b>\$24.29</b>	<b>\$28.66</b>
	Carpenter	260	<b>260 Days</b>	41,433.60	50,523.20	59,612.80
	Electrical Technician	260				
	Hardware Technician	260				
	Irrigator	260				
	Lead General Maintenance	260				
	Lead Painter	260				
	Lead Warehouse	260				
	Pest Control Specialist	260				
<b>310</b>			<b>Hourly</b>	<b>\$21.02</b>	<b>\$25.63</b>	<b>\$30.24</b>
	Energy Management Technician I	260	<b>260 Days</b>	43,721.60	53,310.40	62,899.20
	Finish Carpenter	260				
	HVAC Mechanic II	260				
	Locksmith	260				
	Roofer	260				
<b>311</b>			<b>Hourly</b>	<b>\$22.19</b>	<b>\$27.06</b>	<b>\$31.93</b>
	Electrician	260	<b>260 Days</b>	46,155.20	56,284.80	66,414.40
	Environmental Specialist	260				
	HVAC Mechanic III	260				
	Plumber	260				
	Plumber/Irrigator	260				
<b>312</b>			<b>Hourly</b>	<b>\$25.28</b>	<b>\$30.83</b>	<b>\$36.38</b>
	Electrician Specialist	260	<b>260 Days</b>	52,582.40	64,126.40	75,670.40
	Energy Management Technician II	260				
	Lead HVAC Mechanic	260				
	Plumber Specialist	260				
<b>313</b>			<b>Hourly</b>	<b>\$29.31</b>	<b>\$35.75</b>	<b>\$42.19</b>
	Alarm Specialist	260	<b>260 Days</b>	60,964.80	74,360.00	87,755.20

## 2020-2021 Transportation Pay Plan

\*Annual amounts are based on 8.0 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>352</b>	Bus Support Assistant	186	<b>Hourly</b>	<b>\$13.00</b>	<b>\$15.84</b>	<b>\$18.68</b>
			<b>186 Days</b>	19,344.00	23,569.92	27,795.84
<b>355</b>	Bus Support Assistant II	186	<b>Hourly</b>	<b>\$16.37</b>	<b>\$19.96</b>	<b>\$23.55</b>
			<b>186 Days</b>	24,358.56	29,700.48	35,042.40
<b>356</b>	Bus Driver Non-CDL	186	<b>Hourly</b>	<b>\$17.54</b>	<b>\$21.39</b>	<b>\$25.24</b>
			<b>186 Days</b>	26,099.52	31,828.32	37,557.12
<b>357</b>	Bus Driver CDL	186	<b>Hourly</b>	<b>\$20.53</b>	<b>\$25.00</b>	<b>\$29.48</b>
			<b>186 Days</b>	30,548.64	37,200.00	43,866.24
	Bus Mechanic Helper	260	<b>260 Days</b>	42,702.40	52,000.00	61,318.40
<b>358</b>	Bus Route Scheduler	226	<b>Hourly</b>	<b>\$21.89</b>	<b>\$26.70</b>	<b>\$31.51</b>
			<b>226 Days</b>	39,577.12	48,273.60	56,970.08
	Driver Trainer	226				
<b>359</b>	Bus Route Specialist	226	<b>Hourly</b>	<b>\$23.00</b>	<b>\$28.05</b>	<b>\$33.10</b>
			<b>226 Days</b>	41,584.00	50,714.40	59,844.80
	Field Trip Specialist	226				
	Transportation Technical Specialist	226				
<b>360</b>	Bus Mechanic	260	<b>Hourly</b>	<b>\$24.18</b>	<b>\$29.50</b>	<b>\$34.82</b>
			<b>260 Days</b>	50,294.40	61,360.00	72,425.60
<b>361</b>	Bus Mechanic Lead	260	<b>Hourly</b>	<b>\$25.46</b>	<b>\$31.04</b>	<b>\$36.62</b>
			<b>260 Days</b>	52,956.80	64,563.20	76,169.60

## 2020-2021 Technology Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>401</b>			<b>Hourly</b>	<b>\$23.35</b>	<b>\$28.47</b>	<b>\$33.59</b>
	Specialist - Applications	226	<b>226 Days</b>	42,216.80	51,473.76	60,730.72
	Specialist - Print Operation Support	226				
	Specialist - Systems Support	226				
	Specialist - Systems Support Video	226				
	Specialist I - PC/Network Applications	226				
<b>402</b>			<b>Hourly</b>	<b>\$27.78</b>	<b>\$33.88</b>	<b>\$39.98</b>
	Lead Specialist - Systems Support	226	<b>226 Days</b>	50,226.24	61,255.04	72,283.84
	Specialist - Training & Support	226				
	Specialist II - Apple Applications	226				
	Specialist II - PC/Network Applications	226				
	Specialist II - Student Data Applications	226				
<b>403</b>			<b>Hourly</b>	<b>\$33.06</b>	<b>\$40.32</b>	<b>\$47.58</b>
	Specialist - Application Security	226	<b>226 Days</b>	59,772.48	72,898.56	86,024.64
<b>404</b>			<b>Daily</b>	<b>\$285.56</b>	<b>\$348.24</b>	<b>\$410.92</b>
	Analyst - Business	226	<b>226 Days</b>	64,536.56	78,702.24	92,867.92
	Analyst - PEIMS	226				
	Analyst - Student Systems	226				
	Coordinator - Tech Acquisition/Deployment	226				
	Specialist - Network	226				
	Specialist - Network MDM	226				
<b>405</b>			<b>Daily</b>	<b>\$310.40</b>	<b>\$378.54</b>	<b>\$446.68</b>
	Administrator - Application Systems	226	<b>226 Days</b>	70,150.40	85,550.04	100,949.68
	Administrator - Finance Systems Apps	226				
	Administrator - Systems	226				
<b>406</b>			<b>Daily</b>	<b>\$344.10</b>	<b>\$419.63</b>	<b>\$495.16</b>
	Administrator - Database	226	<b>226 Days</b>	77,766.60	94,836.38	111,906.16
	Lead Administrator - Security	226				
	Lead Analyst - Business	226				
	Manager - PEIMS	226				
	Programmer/Analyst	226				



## 2020-2021 Technology Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>407</b>			<b>Daily</b>	<b>\$378.50</b>	<b>\$461.59</b>	<b>\$544.68</b>
	Information Security Officer	226	<b>226 Days</b>	85,541.00	104,319.34	123,097.68
	Manager - Network and Telecommunications	226				
	Manager - Business Systems	226				
	Manager - Programmer	226				
	Manager - Student Application Support	226				
	Manager - Systems Administration	226				
	Manager - Technical Operations	226				
<b>408</b>			<b>Daily</b>	<b>\$492.06</b>	<b>\$600.07</b>	<b>\$708.08</b>
	Director - MIS	226	<b>226 Days</b>	111,205.56	135,615.82	160,026.08
	Director - Network Infrastructure	226				
<b>409</b>			<b>Daily</b>	<b>\$600.79</b>	<b>\$721.24</b>	<b>\$841.69</b>
	Exec Director - Information Services	226	<b>226 Days</b>	135,778.54	163,000.24	190,221.94

## 2020-2021 Instructional Exempt Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>501</b>			<b>Daily</b>	<b>\$213.17</b>	<b>\$260.00</b>	<b>\$306.83</b>
	Attendance Officer	200	<b>187 Days</b>	39,862.79	48,620.00	57,377.21
	Coordinator - Title 1 Parent Program	190	<b>190 Days</b>	40,502.30	49,400.00	58,297.70
	Parent Liaison	187, 190	<b>200 Days</b>	42,634.00	52,000.00	61,366.00
	Specialist - High School Completion	220	<b>220 Days</b>	46,897.40	57,200.00	67,502.60
<b>502</b>			<b>Daily</b>	<b>\$262.50</b>	<b>\$317.20</b>	<b>\$374.30</b>
	Coordinator - Student Supp & Mentoring	226	<b>190 Days</b>	49,875.00	60,268.00	71,117.00
	Director - Child Care Center	190	<b>226 Days</b>	59,325.00	71,687.20	84,591.80
	Specialist - College/Career Assessment	226				
<b>503</b>			<b>Daily</b>	<b>\$278.31</b>	<b>\$339.40</b>	<b>\$400.49</b>
	Registered Nurse	187	<b>187 Days</b>	52,043.97	63,467.80	74,891.63
	Specialist - CTE Academy	215	<b>202 Days</b>	56,218.62	68,558.80	80,898.98
	Specialist - Instructional Technology	202	<b>215 Days</b>	59,836.65	72,971.00	86,105.35
	Specialist - Learning Applications	202				
<b>504</b>			<b>Daily</b>	<b>\$292.22</b>	<b>\$356.37</b>	<b>\$420.52</b>
	Analyst - Board Certified Behavior	187	<b>187 Days</b>	54,645.14	66,641.19	78,637.24
	Audiologist	198	<b>190 Days</b>	55,521.80	67,710.30	79,898.80
	Coordinator - Case Mgr/Homeless Grant	226	<b>198 Days</b>	57,859.56	70,561.26	83,262.96
	Coordinator - Enrichment	215	<b>200 Days</b>	58,444.00	71,274.00	84,104.00
	Coordinator - Fine Arts	215	<b>202 Days</b>	59,028.44	71,986.74	84,945.04
	Coordinator - Gifted/Adv Academics	226	<b>205 Days</b>	59,905.10	73,055.85	86,206.60
	Counselor	190, 200, 202, 215, 221	<b>215 Days</b>	62,827.30	76,619.55	90,411.80
	Diagnostician	198	<b>221 Days</b>	64,580.62	78,757.77	92,934.92
	Instructional Coach	202	<b>226 Days</b>	66,041.72	80,539.62	95,037.52
	LSSP	198, 205				
	Mentor Coach	226				
	Occupational Therapist	187				
	Physical Therapist	187				
	SLP	187, 190				
	Social Worker	187, 190, 200				
	Specialist - Curriculum	226				

## 2020-2021 Instructional Exempt Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>505</b>			<b>Daily</b>	<b>\$306.84</b>	<b>\$374.19</b>	<b>\$441.54</b>
	Asst Director - Instructional Technology	226	<b>205 Days</b>	62,902.20	76,708.95	90,515.70
	Asst Principal - ES	210	<b>210 Days</b>	64,436.40	78,579.90	92,723.40
	Coordinator - Counseling Services	226	<b>226 Days</b>	69,345.84	84,566.94	99,788.04
	Coordinator - CTE	226				
	Coordinator - Curriculum	226				
	Coordinator - Deaf Education	210				
	Coordinator - Early Childhood	205				
	Coordinator - ELL Compliance	226				
	Coordinator - Professional Development	226				
	Coordinator - RTI Systems	226				
	Coordinator - Social-Emotional Learning	226				
<b>506</b>			<b>Daily</b>	<b>\$325.24</b>	<b>\$396.64</b>	<b>\$468.04</b>
	Asst Principal - MS	210, 215	<b>210 Days</b>	68,300.40	83,294.40	98,288.40
	Coordinator - Bilingual/ESL	226	<b>215 Days</b>	69,926.60	85,277.60	100,628.60
	Coordinator - Pre Kindergarten	226	<b>226 Days</b>	73,504.24	89,640.64	105,777.04
	Coordinator - RTI Academic Interventions	226				
<b>507</b>			<b>Daily</b>	<b>\$351.26</b>	<b>\$428.37</b>	<b>\$505.48</b>
	Area Director - Special Education	220	<b>210 Days</b>	73,764.60	89,957.70	106,150.80
	Assistant Director - Athletics	226	<b>215 Days</b>	75,520.90	92,099.55	108,678.20
	Asst Director - Instructional Music	226	<b>220 Days</b>	77,277.20	94,241.40	111,205.60
	Asst Director - Visual/Performing Arts	226	<b>226 Days</b>	79,384.76	96,811.62	114,238.48
	Asst Principal - Alternative Ed	215				
	Asst Principal - ECHS	215				
	Asst Principal - HS	210				
	Coordinator - Campus Athletics	226				
<b>508</b>			<b>Daily</b>	<b>\$379.36</b>	<b>\$462.64</b>	<b>\$545.92</b>
	Assoc Principal - HS	226	<b>220 Days</b>	83,459.20	101,780.80	120,102.40
	Director - Bilingual/ESL	226	<b>226 Days</b>	85,735.36	104,556.64	123,377.92
	Director - Career & Technical Ed	226				
	Director - Community Ed/Student Support	226				
	Director - Counseling/Student Support	226				
	Director - Curriculum	226				
	Director - Gifted/Adv Academics	226				
	Director - Health Services	226				
	Director - Instructional Technology	226				
	Director - Talent & Leadership Dev	226				
	Director - Library/Media Services	226				
	Director - Professional Development	226				
	Director - Response to Intervention	226				
	Director - Title I/Pre K	226				
	Principal - DAEP	220				
	Principal - ES	220				

## 2020-2021 Instructional Exempt Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>509</b>			<b>Daily</b>	<b>\$409.71</b>	<b>\$499.65</b>	<b>\$589.59</b>
	Area Director - Academics	220	<b>220 Days</b>	90,136.20	109,923.00	129,709.80
	Assoc Director - Admin Projects	226	<b>226 Days</b>	92,594.46	112,920.90	133,247.34
	Principal - Alternative Ed	226				
	Principal - ECHS	226				
	Principal - GOALS	226				
	Principal - MS	226				
<b>510</b>			<b>Daily</b>	<b>\$478.13</b>	<b>\$583.09</b>	<b>\$688.05</b>
	Director - Athletics	226	<b>226 Days</b>	108,057.38	131,778.34	155,499.30
	Director - Fine Arts	226				
	Exec Director - Future Readiness	226				
	Exec Director - Special Ed	226				
	Exec Director - State & Federal Programs	226				
	Exec Director - Teaching & Learning	226				
	Principal - HS	226				
<b>511</b>			<b>Daily</b>	<b>\$564.20</b>	<b>\$688.05</b>	<b>\$811.90</b>
	Area Superintendent	226	<b>226 Days</b>	127,509.20	155,499.30	183,489.40
<b>512</b>			<b>Daily</b>	<b>\$665.76</b>	<b>\$811.90</b>	<b>\$958.04</b>
	Chief of Schools & Innovation	226	<b>226 Days</b>	150,461.76	183,489.40	216,517.04
	Chief of Teaching & Learning	226				

## 2020-2021 Business Exempt Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>601</b>			<b>Daily</b>	<b>\$213.20</b>	<b>\$260.00</b>	<b>\$306.80</b>
	Analyst - Registration	226	<b>226 Days</b>	48,183.20	58,760.00	69,336.80
	Coordinator - Custodial Services	260	<b>260 Days</b>	55,432.00	67,600.00	79,768.00
	Coordinator - Graphics	226				
	Coordinator - Safety & Security	226				
	Coordinator - Safety Risk Mgmt	226				
	Coordinator - Tech Production/PAC	260				
	Coordinator - Textbooks	226				
	Supervisor - Bus Route	226				
	Supervisor - Environmental	260				
	Supervisor - General Maintenance	260				
	Supervisor - IPM Grounds	260				
	Supervisor - Transportation	226				
	Trainer - Custodial Services	260				
<b>602</b>			<b>Daily</b>	<b>\$253.71</b>	<b>\$309.40</b>	<b>\$365.09</b>
	Accountant	226	<b>226 Days</b>	57,338.46	69,924.40	82,510.34
	Administrator - Video Services	226	<b>260 Days</b>	65,964.60	80,444.00	94,923.40
	Analyst - Budget	226				
	Analyst - Data	226				
	Coordinator - HRIS	226				
	Coordinator - HRS	226				
	Coordinator - Payroll	226				
	Supervisor - Bus Mechanic	260				
	Supervisor - Electrical	260				
	Supervisor - HVAC	260				
	Supervisor - Maintenance PM	260				
	Supervisor - Plumber	260				
	Supervisor - Special Systems	260				

**2020-2021 Business Exempt Pay Plan**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>603</b>			<b>Daily</b>	<b>\$300.64</b>	<b>\$366.64</b>	<b>\$432.64</b>
	Asst Director - Assessment	226	<b>226 Days</b>	67,944.64	82,860.64	97,776.64
	Asst Director - Custodial Services	260	<b>260 Days</b>	78,166.40	95,326.40	112,486.40
	Asst Director - HRS	226				
	Asst Director - Maintenance	226				
	Asst Director - Transportation	226				
	Coordinator - Accounting	226				
	Coordinator - Digital Communications	226				
	Coordinator - Research & Evaluation	226				
	Coordinator - Special Project Services	226				
	Manager - Benefits	226				
	Manager - Budget	226				
	Manager - Materials	226				
	Manager - PAC	260				
	Manager - Purchasing	226				
	Manager - Treasury/Debt	226				
	Manager - Video Services	226				
	Staff Auditor	226				
	Supervisor - Accounts Payable	226				
<b>604</b>			<b>Daily</b>	<b>\$324.70</b>	<b>\$395.97</b>	<b>\$467.24</b>
	Manager - Accounting	226	<b>226 Days</b>	73,382.20	89,489.22	105,596.24
	Manager - Construction Projects	226				
	Manager - Payroll	226				
	Senior Auditor	226				
	Supervisor - Community Partnerships	226				
	Webmaster	226				
<b>605</b>			<b>Daily</b>	<b>\$363.66</b>	<b>\$443.49</b>	<b>\$523.32</b>
	Assoc Director - Communications	226	<b>226 Days</b>	82,187.16	100,228.74	118,270.32
	Assoc Director - Instructional Data Support	226	<b>260 Days</b>	94,551.60	115,307.40	136,063.20
	Assoc Director - Marketing	226				
	Director - Behavioral Health Services	226				
	Director - Custodial Services	260				
	Director - Internal Audit	226				
	Director - Purchasing/Material Mgmt	226				
	Director - Risk Mgmt/Compliance	226				
	Senior Manager - Construction	226				

## 2020-2021 Business Exempt Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>606</b>					
	Director - Assessment/Research	226	<b>\$403.66</b>	<b>\$492.27</b>	<b>\$580.88</b>
	Director - HRS	226			
	Director - Maintenance	226			
	Director - Payroll & Benefits	226			
	Director - Research & Evaluation	226			
	Director - Transportation	226			
			<b>Daily</b>		
			<b>226 Days</b>	91,227.16	131,278.88
<b>607</b>					
	Director - Construction & Facilities	226	<b>\$452.10</b>	<b>\$551.34</b>	<b>\$650.58</b>
	Director - Finance	226			
	Exec Director - Assessment & Evaluation	226			
	Exec Director - Communication/Community Relations	226			
	Exec Director - Safety & Security	260			
	Staff Attorney	226			
			<b>Daily</b>		
			<b>226 Days</b>	102,174.60	147,031.08
			<b>260 Days</b>	117,546.00	169,150.80
<b>608</b>					
	Chief Financial Officer	226	<b>\$641.98</b>	<b>\$782.90</b>	<b>\$923.82</b>
	Chief Operating Officer	226			
	Exec Director - HR Services	226			
	General Counsel	226			
			<b>Daily</b>		
			<b>226 Days</b>	145,087.48	208,783.32