

# UPDATED 2019-2020 COMPENSATION PLAN



## Teachers, Librarians, and Nurses (RN) New Hire Salary Guide

Years of Experience	New Hire Salary
0	\$49,300
1	\$49,600
2	\$49,900
3	\$50,200
4	\$50,500
5	\$50,800
6	\$52,300
7	\$52,700
8	\$53,675
9	\$54,150
10	\$54,675
11	\$55,175
12	\$55,475
13	\$55,775
14	\$56,135
15	\$56,660
16	\$57,185
17	\$57,493
18	\$57,668
19	\$57,841
20	\$58,074
21	\$58,796
22	\$59,519
23	\$60,242
24	\$60,966
25	\$61,688
26	\$62,378
27	\$63,329
28	\$64,329
29	\$65,018
30	\$65,706

**\$1,000 General Master's Degree Stipend**

**\$2,000 General Doctorate Degree Stipend**

Continuing Teachers, Librarians, Nurses (RN) with less than 6 years of service will receive increases of \$3,200 to \$3,600. Those with 6 or more years of service will receive increases of \$4,300. Annual increases will be adjusted for different duty calendars.

The salaries and increases listed above are based on 10-month employment for 187 days. 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.

# UPDATED 2019-2020 COMPENSATION PLAN



## Counselor & Other Licensed Professionals New Hire Salary Guide

Years of Experience	New Hire Salary
0	\$52,600.00
1	\$54,330.00
2	\$54,551.00
3	\$55,467.00
4	\$56,545.07
5	\$57,053.10
6	\$58,755.12
7	\$59,567.95
8	\$60,609.40
9	\$60,787.20
10	\$61,625.44
11	\$62,133.46
12	\$62,438.27
13	\$62,743.09
14	\$63,108.86
15	\$63,642.28
16	\$64,175.71
17	\$64,488.65
18	\$64,666.45
19	\$64,842.23
20	\$65,078.97
21	\$65,812.55
22	\$66,547.15
23	\$67,281.75
24	\$68,017.36
25	\$68,750.95
26	\$69,452.02
27	\$70,418.27
28	\$71,434.32
29	\$72,134.37
30	\$72,833.41

Continuing Counselors and Licensed Professionals with less than 6 years of service will receive increases of \$3,630. Those with 6 or more years of service will receive increases of \$4,824. Annual increases will be adjusted for different duty calendars.

The salaries and increases listed above are based on 10-month employment for 190 days. 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.

# UPDATED 2019-2020 COMPENSATION PLAN



## Instructional Support Pay Plan

Pay Grade	Job Title	Calendar Days	Minimum	Midpoint	Maximum	
<b>102</b>			<b>Hourly</b>	<b>\$12.88</b>	<b>\$15.70</b>	<b>\$18.53</b>
	Child Care Assistant	190	<b>183 Days</b>	17,677.80	21,548.25	25,432.43
	Educational Assistant II	183	<b>190 Days</b>	18,354.00	22,372.50	26,405.25
	Library Assistant	183				
<b>103</b>			<b>Hourly</b>	<b>\$14.16</b>	<b>\$17.28</b>	<b>\$20.39</b>
	Educational Assistant II - Title I	183	<b>183 Days</b>	19,434.60	23,716.80	27,985.28
	Library Assistant - Title I	183				
<b>104</b>			<b>Hourly</b>	<b>\$15.02</b>	<b>\$18.32</b>	<b>\$21.61</b>
	Child Care Assistant - Lead	190	<b>183 Days</b>	20,614.95	25,144.20	29,659.73
	Educational Assistant III	183/185	<b>185 Days</b>	20,840.25	25,419.00	29,983.88
	Job Coach	183	<b>190 Days</b>	21,403.50	26,106.00	30,794.25
<b>105</b>			<b>Hourly</b>	<b>\$15.91</b>	<b>\$19.41</b>	<b>\$22.90</b>
	Educational Assistant III - Title I	183/185	<b>183 Days</b>	21,836.48	26,640.23	31,430.25
	Embedded Instructional Assistant	183	<b>185 Days</b>	22,075.13	26,931.38	31,773.75
	Family Specialist	190	<b>190 Days</b>	22,671.75	27,659.25	32,632.50
	LPAC Specialist	202	<b>202 Days</b>	24,103.65	29,406.15	34,693.50
	STAR Center Specialist	202				
<b>106</b>			<b>Hourly</b>	<b>\$19.42</b>	<b>\$23.69</b>	<b>\$27.95</b>
	Intervener	185	<b>183 Days</b>	26,653.95	32,514.53	38,361.38
	Licensed Vocational Nurse	187	<b>185 Days</b>	26,945.25	32,869.88	38,780.63
	Transcriptionist	183	<b>187 Days</b>	27,236.55	33,225.23	39,199.88
<b>107</b>			<b>Hourly</b>	<b>\$23.31</b>	<b>\$28.43</b>	<b>\$33.55</b>
	Educational Interpreter - Basic	183	<b>183 Days</b>	31,992.98	39,020.18	46,047.38
	Certified OT Assistant	185	<b>185 Days</b>	32,342.63	39,446.63	46,550.63
	Certified PT Assistant	185				
	Registered Behavior Technician	183				
<b>108</b>			<b>Hourly</b>	<b>\$27.97</b>	<b>\$34.11</b>	<b>\$40.24</b>
	Educational Interpreter - Advanced	183	<b>183 Days</b>	38,388.83	46,815.98	55,229.40
<b>109</b>			<b>Hourly</b>	<b>\$33.00</b>	<b>\$40.22</b>	<b>\$47.46</b>
	Educational Interpreter - Master	183	<b>183 Days</b>	45,292.50	55,201.95	65,138.85
	Lead Interpreter	183				

Annualized salaries are based on a 7.5-hour work day.

# UPDATED 2019-2020 COMPENSATION PLAN



## Administrative Support Pay Plan

Pay Grade	Job Title	Calendar Days	Minimum	Midpoint	Maximum
<b>202</b>					
	Office Assistant	185/202	<b>Hourly</b> <b>\$12.90</b>	<b>\$15.72</b>	<b>\$18.55</b>
			<b>185 Days</b>	19,092.00	27,454.00
			<b>202 Days</b>	20,846.40	29,976.80
<b>203</b>					
	Accounting Assistant - HS	190	<b>Hourly</b> <b>\$14.18</b>	<b>\$17.30</b>	<b>\$20.41</b>
	Health Records Specialist	187	<b>185 Days</b>	20,986.40	30,206.80
	Office Specialist	185/202/226	<b>187 Days</b>	21,213.28	30,533.36
	Receptionist - HS/MS/Transportation	185	<b>190 Days</b>	21,553.60	31,023.20
			<b>202 Days</b>	22,914.88	32,982.56
			<b>226 Days</b>	25,637.44	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	32,619.20
			<b>190 Days</b>	23,286.40	33,500.80
<b>205</b>					
	Accounting Associate I	202	<b>Hourly</b> <b>\$16.54</b>	<b>\$20.18</b>	<b>\$23.80</b>
	Administrative Assistant	185/195/202/226	<b>185 Days</b>	24,479.20	35,224.00
	Attendance Specialist - Elem/DAEP	205	<b>195 Days</b>	25,802.40	37,128.00
	Facilities Request Specialist	226	<b>202 Days</b>	26,728.64	38,460.80
	Work Control Scheduler	226	<b>205 Days</b>	27,125.60	39,032.00
			<b>226 Days</b>	29,904.32	43,030.40
<b>206</b>					
	Accounting Specialist I	226	<b>Hourly</b> <b>\$17.86</b>	<b>\$21.78</b>	<b>\$25.71</b>
	Program-Based Substitute	183	<b>183 Days</b>	26,147.04	37,639.44
	Receptionist - Central Administration	226	<b>205 Days</b>	29,290.40	42,164.40
	Registrar - MS/Alt Ed/Community Ed	205/226	<b>226 Days</b>	32,290.88	46,483.68
	Spec - Alternative Education Records	205			
	Spec - High School Registration & Records	226			
<b>207</b>					
	Administrative Associate	220/226	<b>Hourly</b> <b>\$19.65</b>	<b>\$23.96</b>	<b>\$28.29</b>
	eCampus Technology Specialist	226	<b>220 Days</b>	34,584.00	49,790.40
	Energy Management Specialist	226	<b>226 Days</b>	35,527.20	51,148.32
	Information/Emp Identification Specialist	226			
	Senior Accounting Associate - HS	226			
	Spec - AP/Benefits/HR/Payroll/Purch/Sub	226			

Annualized salaries are based on an 8-hour work day.

**UPDATED 2019-2020 COMPENSATION PLAN**



**Administrative Support Pay Plan**

Pay Grade	Job Title	Calendar Days	Hourly	Minimum	Midpoint	Maximum
<b>208</b>			<b>Hourly</b>	<b>\$20.83</b>	<b>\$25.41</b>	<b>\$29.98</b>
	Department Budget Specialist	226	<b>226 Days</b>	37,660.64	45,941.28	54,203.84
	Senior Benefits Records Specialist	226				
	Testing Specialist I	226				
<b>209</b>			<b>Hourly</b>	<b>\$22.07</b>	<b>\$26.92</b>	<b>\$31.78</b>
	Accounting Specialist II	226	<b>226 Days</b>	39,902.56	48,671.36	57,458.24
	Senior Administrative Associate	226				
<b>210</b>			<b>Hourly</b>	<b>\$23.40</b>	<b>\$28.54</b>	<b>\$33.68</b>
	Buyer	226	<b>226 Days</b>	42,307.20	51,600.32	60,893.44
	Construction Specialist	226				
	Executive Assistant	226				
	Finance Specialist	226				
	Fixed Asset Specialist	226				
	Government Relations Specialist	226				
	Legal Services Specialist	226				
	Spanish Translator Specialist	226				
	Testing Specialist II	226				
<b>211</b>			<b>Hourly</b>	<b>\$24.81</b>	<b>\$30.25</b>	<b>\$35.70</b>
	Executive Assistant - Superintendent	226	<b>226 Days</b>	44,856.48	54,692.00	64,545.60
	Executive Assistant - Board of Trustees	226				

Annualized salaries are based on an 8-hour work day.

**UPDATED 2019-2020 COMPENSATION PLAN**



**Operations Support Pay Plan**

Pay Grade	Job Title	Calendar Days	Minimum	Midpoint	Maximum	
<b>301</b>			<b>Single Wage Rate</b>			
	Lunchroom Monitor	180	<b>\$10.00</b>			
	Crossing Guard	180	<b>\$11.50</b>			
<b>302</b>			<b>Hourly</b>	<b>\$12.00</b>	<b>\$14.64</b>	<b>\$17.28</b>
	Custodian	260	<b>177 Days</b>	16,992.00	20,730.24	24,468.48
	Food Service Assistant	177	<b>260 Days</b>	24,960.00	30,451.20	35,942.40
<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>\$15.31</b>	<b>\$18.68</b>	<b>\$22.04</b>
	Heavy Equipment Operator/Grounds	260	<b>260 Days</b>	31,844.80	38,854.40	45,843.20
	Lead Custodian - Middle School/Alt Ed	260				
	Groundskeeper - Water Quality	260				
	Lead Groundskeeper	260				
	Warehouse Assistant I	260				

Annualized salaries are based on an 8-hour work day.

# UPDATED 2019-2020 COMPENSATION PLAN



## Operations Support Pay Plan

Pay Grade	Job Title	Calendar Days	Minimum	Midpoint	Maximum	
<b>306</b>			<b>Hourly</b>	<b>\$16.41</b>	<b>\$20.02</b>	<b>\$23.62</b>
	Food Service Lead Cook II	183	<b>183 Days</b>	24,024.24	29,309.28	34,579.68
	Food Service Manager - Elem/Alt Ed	183	<b>260 Days</b>	34,132.80	41,641.60	49,129.60
	General Maintenance Technician	260				
	Lead Custodian - High School	260				
	Lead Groundskeeper - Athletics	260				
	Lead Technician - PAC	260				
	Painter	260				
	Painter - Exterior	260				
	Plumber/Irrigator Assistant	260				
	Print Production Operator	260				
	Warehouse Assistant II	260				
<b>307</b>			<b>Hourly</b>	<b>\$17.60</b>	<b>\$21.47</b>	<b>\$25.33</b>
	Food Service Manager - Middle School	183	<b>183 Days</b>	25,766.40	31,432.08	37,083.12
	General Maintenance Technician II	260	<b>260 Days</b>	36,608.00	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 - Central Kitchen	183	<b>183 Days</b>	27,640.32	33,715.92	39,791.52
	Food Service Manager - High School	183	<b>260 Days</b>	39,270.40	47,902.40	56,534.40
	General Maintenance Technician III	260				
	Grounds Equipment Mechanic	260				
	Irrigation Technician	260				
	Preventative Maintenance Technician	260				
<b>309</b>			<b>Hourly</b>	<b>\$19.91</b>	<b>\$24.29</b>	<b>\$28.66</b>
	Carpenter	260	<b>260 Days</b>	41,412.80	50,523.20	59,612.80
	Electrical Technician	260				
	Hardware Technician	260				
	Irrigator	260				
	Lead General Maintenance	260				
	Lead Painter	260				
	Lead Painter/General Maintenance	260				
	Lead Warehouse	260				
	Pest Control Specialist	260				

Annualized salaries are based on an 8-hour work day.

**UPDATED 2019-2020 COMPENSATION PLAN**



**Operations Support Pay Plan**

<b>Pay Grade</b>	<b>Job Title</b>	<b>Calendar Days</b>	<b>Hourly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>310</b>			<b>Hourly</b>	<b>\$21.01</b>	<b>\$25.63</b>	<b>\$30.24</b>
	Energy Management Technician I	260	<b>260 Days</b>	43,700.80	53,310.40	62,899.20
	Finish Carpenter	260				
	HVAC Mechanic II	260				
	Locksmith	260				
	Roofer	260				
<b>311</b>			<b>Hourly</b>	<b>\$22.18</b>	<b>\$27.06</b>	<b>\$31.93</b>
	Electrician	260	<b>260 Days</b>	46,134.40	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>\$25.27</b>	<b>\$30.83</b>	<b>\$36.38</b>
	Electrician Specialist	260	<b>260 Days</b>	52,561.60	64,126.40	75,670.40
	Energy Management Specialist Technician II	260				
	Lead HVAC Mechanic	260				
	Plumber Specialist	260				
<b>313</b>			<b>Hourly</b>	<b>\$29.30</b>	<b>\$35.75</b>	<b>\$42.19</b>
	Alarm Specialist	260	<b>260 Days</b>	60,944.00	74,360.00	87,755.20

Annualized salaries are based on an 8-hour work day.



# UPDATED 2019-2020 COMPENSATION PLAN



## Transportation Pay Plan

Pay Grade	Job Title	Calendar Days	Minimum	Midpoint	Maximum	
<b>352</b>	Bus Support Assistant	186	<b>Hourly</b>	<b>\$12.00</b>	<b>\$14.65</b>	<b>\$17.28</b>
			<b>186 Days</b>	17,856.00	21,799.20	25,712.64
<b>355</b>	Bus Support Assistant II	186	<b>Hourly</b>	<b>\$15.31</b>	<b>\$18.68</b>	<b>\$22.04</b>
			<b>186 Days</b>	22,781.28	27,795.84	32,795.52
<b>356</b>	Bus Driver Non-CDL	186	<b>Hourly</b>	<b>\$16.41</b>	<b>\$20.02</b>	<b>\$23.62</b>
			<b>186 Days</b>	24,418.08	29,789.76	35,146.56
<b>357</b>	Bus Driver CDL	186	<b>Hourly</b>	<b>\$19.03</b>	<b>\$23.20</b>	<b>\$27.38</b>
			<b>186 Days</b>	28,316.64	34,521.60	40,741.44
	Bus Mechanic Helper	260	<b>260 Days</b>	39,582.40	48,256.00	56,950.40
<b>358</b>	Bus Route Scheduler	226	<b>Hourly</b>	<b>\$20.31</b>	<b>\$24.77</b>	<b>\$29.23</b>
			<b>226 Days</b>	36,720.48	44,784.16	52,847.84
	Driver Trainer	226				
<b>359</b>	Bus Route Specialist	226	<b>Hourly</b>	<b>\$21.34</b>	<b>\$26.03</b>	<b>\$30.72</b>
			<b>226 Days</b>	38,582.72	47,062.24	55,541.76
	Transportation Technical Specialist	226				
<b>360</b>	Bus Mechanic	260	<b>Hourly</b>	<b>\$22.44</b>	<b>\$27.37</b>	<b>\$32.31</b>
			<b>260 Days</b>	46,675.20	56,929.60	67,204.80
<b>361</b>	Bus Mechanic Lead	260	<b>Hourly</b>	<b>\$23.61</b>	<b>\$28.80</b>	<b>\$33.98</b>
			<b>260 Days</b>	49,108.80	59,904.00	70,678.40

Annualized salaries are based on an 8-hour work day.

# UPDATED 2019-2020 COMPENSATION PLAN



## Technology Pay Plan

Pay Grade	Job Title	Calendar Days	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>\$27.08</b>	<b>\$33.03</b>	<b>\$38.98</b>
	Lead Specialist - Systems Support	226	<b>226 Days</b>	48,960.64	59,718.24	70,475.84
	Specialist - Training & Support	226				
	Specialist II - PC/Network Applications	226				
	Specialist II - Student Data Applications	226				
<b>403</b>			<b>Hourly</b>	<b>\$30.60</b>	<b>\$37.32</b>	<b>\$44.04</b>
	Specialist - Application Security	226	<b>226 Days</b>	55,324.80	67,474.56	79,624.32
<b>404</b>			<b>Daily</b>	<b>\$264.43</b>	<b>\$322.44</b>	<b>\$380.45</b>
	Reserved for Future Use		<b>226 Days</b>	59,761.18	72,871.44	85,981.70
<b>405</b>			<b>Daily</b>	<b>\$285.56</b>	<b>\$348.24</b>	<b>\$410.92</b>
	AdminIstrator - Application Systems	226	<b>226 Days</b>	64,536.56	78,702.24	92,867.92
	AdminIstrator - Systems	226				
	Analyst - Business	226				
	Analyst - PEIMS	226				
	Analyst - Student Systems	226				
	Coordinator - Tech Acquisition/Deployment	226				
	Specialist - Network	226				
	Specialist - Network MDM	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 Business Analyst	226				
	Manager - PEIMS	226				
	Programmer/Analyst	226				

# UPDATED 2019-2020 COMPENSATION PLAN



## Technology Pay Plan

Pay Grade	Job Title	Calendar Days	Minimum	Midpoint	Maximum	
<b>407</b>			<b>Daily</b>	<b>\$378.50</b>	<b>\$461.59</b>	<b>\$544.68</b>
	Manager - Network and Telecommunications	226	<b>226 Days</b>	85,541.00	104,319.34	123,097.68
	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>\$473.13</b>	<b>\$576.99</b>	<b>\$680.85</b>
	Director - MIS	226	<b>226 Days</b>	106,927.38	130,399.74	153,872.10
	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

# UPDATED 2019-2020 COMPENSATION PLAN



## Instructional Exempt Pay Plan

Pay Grade	Job Title	Calendar Days	Minimum	Midpoint	Maximum	
<b>501</b>			<b>Daily</b>	<b>\$209.49</b>	<b>\$255.51</b>	<b>\$301.53</b>
	Attendance Officer	200	<b>187 Days</b>	39,174.63	47,780.37	56,386.11
	Coordinator - Title 1 Parent Program	190	<b>190 Days</b>	39,803.10	48,546.90	57,290.70
	Parent Liaison	187, 190	<b>200 Days</b>	41,898.00	51,102.00	60,306.00
	Specialist - High School Completion	220	<b>220 Days</b>	46,087.80	56,212.20	66,336.60
<b>502</b>			<b>Daily</b>	<b>\$262.50</b>	<b>\$300.00</b>	<b>\$337.50</b>
	Director - Child Care Center	190	<b>190 Days</b>	49,875.00	57,000.00	64,125.00
	Specialist - College/Career Assessment	226	<b>226 Days</b>	59,325.00	67,800.00	76,275.00
<b>503</b>			<b>Daily</b>	<b>\$265.68</b>	<b>\$324.00</b>	<b>\$382.32</b>
	Specialist - CTE Academy	215	<b>202 Days</b>	53,667.36	65,448.00	77,228.64
	Specialist - Instructional Technology	202	<b>215 Days</b>	57,121.20	69,660.00	82,198.80
<b>504</b>			<b>Daily</b>	<b>\$281.62</b>	<b>\$343.44</b>	<b>\$405.26</b>
	Coordinator - Case Mgr/Homeless Grant	226	<b>202 Days</b>	56,887.24	69,374.88	81,862.52
	Coordinator - Enrichment	215	<b>215 Days</b>	60,548.30	73,839.60	87,130.90
	Coordinator - Fine Arts	215	<b>226 Days</b>	63,646.12	77,617.44	91,588.76
	Coordinator - Gifted/Adv Academics	226				
	Instructional Coach	202				
	Specialist - Curriculum	226				
<b>505</b>			<b>Daily</b>	<b>\$298.52</b>	<b>\$364.05</b>	<b>\$429.58</b>
	Asst Director - Instructional Technology	226	<b>205 Days</b>	61,196.60	74,630.25	88,063.90
	Asst Principal - ES	210	<b>210 Days</b>	62,689.20	76,450.50	90,211.80
	Coordinator - Counseling Services	226	<b>226 Days</b>	67,465.52	82,275.30	97,085.08
	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>\$322.40</b>	<b>\$393.17</b>	<b>\$463.94</b>
	Asst Principal - MS	210, 215	<b>210 Days</b>	67,704.00	82,565.70	97,427.40
	Coordinator - Bilingual/ESL	226	<b>215 Days</b>	69,316.00	84,531.55	99,747.10
	Coordinator - Pre Kindergarten	226	<b>226 Days</b>	72,862.40	88,856.42	104,850.44
	Coordinator - RTI Academic Interventions	226				

# UPDATED 2019-2020 COMPENSATION PLAN



## Instructional Exempt Pay Plan

Pay Grade	Job Title	Calendar Days	Minimum	Midpoint	Maximum	
<b>507</b>			<b>Daily</b>	<b>\$348.19</b>	<b>\$424.62</b>	<b>\$501.05</b>
	Area Director - Special Education	220	<b>210 Days</b>	73,119.90	89,170.20	105,220.50
	Asst Director - Athletics	226	<b>215 Days</b>	74,860.85	91,293.30	107,725.75
	Asst Director - Instructional Music	226	<b>220 Days</b>	76,601.80	93,416.40	110,231.00
	Asst Director - Visual/Performing Arts	226	<b>226 Days</b>	78,690.94	95,964.12	113,237.30
	Asst Principal - Alternative Education	215				
	Asst Principal - ECHS	215				
	Asst Principal - HS	210				
	Coordinator - Campus Athletics	226				
	Director - Bilingual/ESL	226				
	Director - Career & Technical Education	226				
	Director - Community Ed/Student Support	226				
	Director - Curriculum	226				
	Director - Gifted/Advanced Academics	226				
	Director - Health Services	226				
	Director - Instructional Technology	226				
	Director - Library/Media Services	226				
	Director - Professional Development	226				
	Director - Response to Intervention	226				
	Director - Title I/Pre Kindergarten	226				
<b>508</b>			<b>Daily</b>	<b>\$376.04</b>	<b>\$458.59</b>	<b>\$541.14</b>
	Area Director - Academics	220	<b>220 Days</b>	82,728.80	100,889.80	119,050.80
	Assoc Director - Administrative Projects	226	<b>226 Days</b>	84,985.04	103,641.34	122,297.64
	Assoc Principal - HS	226				
	Director - Counseling/Student Support	226				
	Director - Talent & Leadership Dev	226				
	Principal - DAEP	220				
	Principal - ES	220				
<b>509</b>			<b>Daily</b>	<b>\$406.13</b>	<b>\$495.28</b>	<b>\$584.43</b>
	Principal - Alternative Education	226	<b>220 Days</b>	89,348.60	108,961.60	128,574.60
	Principal - ECHS	226	<b>226 Days</b>	91,785.38	111,933.28	132,081.18
	Principal - GOALS	226				
	Principal - MS	220, 226				
<b>510</b>			<b>Daily</b>	<b>\$438.62</b>	<b>\$534.90</b>	<b>\$631.18</b>
	Director - Athletics	226	<b>226 Days</b>	99,128.12	120,887.40	142,646.68
	Director - Fine Arts	226				

# UPDATED 2019-2020 COMPENSATION PLAN



## Instructional Exempt Pay Plan

Pay Grade	Job Title	Calendar Days	Minimum	Midpoint	Maximum	
<b>511</b>			<b>Daily</b>	<b>\$473.71</b>	<b>\$577.69</b>	<b>\$681.67</b>
	Exec Director - Future Readiness	226	<b>226 Days</b>	107,058.46	130,557.94	154,057.42
	Exec Director - Special Education	226				
	Exec Director - State & Federal Programs	226				
	Exec Director - Teaching & Learning	226				
	Principal - HS	226				
<b>512</b>			<b>Daily</b>	<b>\$535.29</b>	<b>\$652.79</b>	<b>\$770.29</b>
	Area Superintendent	226	<b>226 Days</b>	120,975.54	147,530.54	174,085.54
<b>513</b>			<b>Daily</b>	<b>\$604.87</b>	<b>\$737.65</b>	<b>\$870.43</b>
	Chief of Schools & Innovation	226	<b>226 Days</b>	136,700.62	166,708.90	196,717.18
	Chief of Teaching & Learning	226				

# UPDATED 2019-2020 COMPENSATION PLAN



## Business Exempt Pay Plan

Pay Grade	Job Title	Calendar Days	Minimum	Midpoint	Maximum	
<b>601</b>			<b>Daily</b>	<b>\$206.64</b>	<b>\$252.00</b>	<b>\$297.36</b>
	Analyst - Registration	226	<b>226 Days</b>	46,700.64	56,952.00	67,203.36
	Coordinator - Custodial Services	260	<b>260 Days</b>	53,726.40	65,520.00	77,313.60
	Coordinator - Graphics	226				
	Coordinator - Safety & Security	226				
	Coordinator - Safety Risk Management	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>\$231.44</b>	<b>\$282.24</b>	<b>\$333.04</b>
	Accountant	226	<b>226 Days</b>	52,305.44	63,786.24	75,267.04
	Administrator - Video Services	226	<b>260 Days</b>	60,174.40	73,382.40	86,590.40
	Analyst - Budget	226				
	Analyst - Data	226				
	Coordinator - HR Info Systems	226				
	Coordinator - HR Services	226				
	Coordinator - HRS Staffing & Talent Acquisition	226				
	Coordinator - Payroll	226				
	Supervisor - Accounts Payable	226				
	Supervisor - Bus Mechanic	260				
	Supervisor - Electrical	260				
	Supervisor - Electrical Systems	260				
	Supervisor - HVAC	260				
	Supervisor - Maintenance PM	260				
	Supervisor - Plumber	260				

# UPDATED 2019-2020 COMPENSATION PLAN



## Business Exempt Pay Plan

Pay Grade	Job Title	Calendar Days	Minimum	Midpoint	Maximum	
<b>603</b>			<b>Daily</b>	<b>\$282.35</b>	<b>\$344.33</b>	<b>\$406.31</b>
	Asst Director - Assessment	226	<b>226 Days</b>	63,811.10	77,818.58	91,826.06
	Asst Director - Custodial Services	260	<b>260 Days</b>	73,411.00	89,525.80	105,640.60
	Asst Director - HRS Staffing & Certification	226				
	Asst Director - HRS Staffing & Guest Educators	226				
	Asst Director - Maintenance	226				
	Asst Director - Transportation	226				
	Auditor - Staff	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				
<b>604</b>			<b>Daily</b>	<b>\$310.58</b>	<b>\$378.76</b>	<b>\$446.94</b>
	Auditor - Senior	226	<b>226 Days</b>	70,191.08	85,599.76	101,008.44
	Coordinator - Grants	226				
	Manager - Accounting	226				
	Manager - Construction Projects	226				
	Manager - Payroll	226				
	Supervisor - Community Partnerships	226				
	Webmaster	226				
<b>605</b>			<b>Daily</b>	<b>\$350.96</b>	<b>\$428.00</b>	<b>\$505.04</b>
	Assoc Director - Communications	226	<b>226 Days</b>	79,316.96	96,728.00	114,139.04
	Assoc Director - Instructional Data Support	226	<b>260 Days</b>	91,249.60	111,280.00	131,310.40
	Assoc Director - Marketing	226				
	Director - Behavioral Health Services	226				
	Director - Custodial Services	260				
	Director - HRS Compensation & Total Rewards	226				
	Director - HRS Performance Management	226				
	Director - Internal Audit	226				
	Director - Purchasing/Material Management	226				
	Director - Risk Management/Compliance	226				
	Senior Manager - Construction	226				



# UPDATED 2019-2020 COMPENSATION PLAN



## Business Exempt Pay Plan

Pay Grade	Job Title	Calendar Days	Minimum	Midpoint	Maximum	
<b>606</b>			<b>Daily</b>	<b>\$379.04</b>	<b>\$462.24</b>	<b>\$545.44</b>
	Director - Assessment/Research	226	<b>226 Days</b>	85,663.04	104,466.24	123,269.44
	Director - Finance	226				
	Director - HR Services & Performance Excellence	226				
	Director - HRS Staffing & Talent Acquisition	226				
	Director - Maintenance	226				
	Director - Payroll & Benefits	226				
	Director - Research & Evaluation	226				
	Director - Transportation	226				
<b>607</b>			<b>Daily</b>	<b>\$428.31</b>	<b>\$522.33</b>	<b>\$616.35</b>
	Director - Construction & Facilities	226	<b>226 Days</b>	96,798.06	118,046.58	139,295.10
	Exec Director - Assessment & Evaluation	226				
	Exec Director - Communication/Community Relations	226				
	Staff Attorney	226				
<b>608</b>			<b>Daily</b>	<b>\$535.39</b>	<b>\$652.91</b>	<b>\$770.43</b>
	Exec Director - HR Services	226	<b>226 Days</b>	120,998.14	147,557.66	174,117.18
	Exec Director - Safety & Security	260	<b>260 Days</b>	139,201.40	169,756.60	200,311.80
<b>609</b>			<b>Daily</b>	<b>\$604.99</b>	<b>\$737.79</b>	<b>\$870.59</b>
	Chief Financial Officer	226	<b>226 Days</b>	136,727.74	166,740.54	196,753.34
	Chief Operating Officer	226				
	General Counsel	226				