



**2019 - 2020 Teacher / Librarian
Minimum Hiring Pay Structure**

Pay Grade	Job Title	Work Days	Minimum	Maximum	
			Daily	\$266.31	\$331.39
	Teacher	187	187	\$49,800	\$61,970
	Librarian	197	197	\$52,463	\$65,284



2019 - 2020 Administrative Education Pay Structure

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1			Daily	\$205.00	\$250.00	\$295.00
	Piano Accompanist	187	187	\$38,335	\$46,750	\$55,165
2			Daily	\$237.80	\$290.00	\$342.20
	Advisor, Dual Enrollment	201	187	\$44,469	\$54,230	\$63,991
	Attendance Officer	192	192	\$45,658	\$55,680	\$65,702
	Assistant, Speech Pathology	207	197	\$46,847	\$57,130	\$67,413
	Audiologist Assistant	197	201	\$47,798	\$58,290	\$68,782
	Nurse (All Level)	192, 201	207	\$49,225	\$60,030	\$70,835
	Social Worker	187	221	\$52,554	\$64,090	\$75,626
	Specialist, Drop Out Prevention	187				
	Specialist, Parent & Fam Engagement	187				
	Specialist, Prevention Intervention	207				
	Student Intake Officer	221				
3			Daily	\$268.71	\$327.70	\$386.69
	Athletic Trainer	205	187	\$50,249	\$61,280	\$72,311
	Campus Testing Coordinator	187, 201	190	\$51,055	\$62,263	\$73,471
	Counselor (Elem, MS, HS)	190, 201, 203	197	\$52,936	\$64,557	\$76,178
	Evaluator, Federal/Special Funds	226	201	\$54,011	\$65,868	\$77,725
	Lead Teacher, Reading K-2	197	203	\$54,548	\$66,523	\$78,498
	Manager, Family Treatment Program	226	205	\$55,086	\$67,179	\$79,271
	Social Services Case Manager	197	217	\$58,310	\$71,111	\$83,912
	Spec., College Admissions/Scholarships	201	221	\$59,385	\$72,422	\$85,458
	Specialist, College/Career Readiness	187	226	\$60,728	\$74,060	\$87,392
	Specialist, Instructional Technology	217				
	Strategist, Advanced Academics (Elem/Sec)	221				
	Strategist, Federal Programs	226				
	Strategist, Pre-K	221				
	Strategist, Professional Development	221				
	Test Coordinator/Interventionist (MS)	201				
4			Daily	\$287.52	\$350.64	\$413.76
	Assistant Principal, Elementary	207	192	\$55,204	\$67,323	\$79,442
	Audiologist	197	197	\$56,641	\$69,076	\$81,511
	Counselor, Lead	207	203	\$58,367	\$71,180	\$83,993
	Diagnostician	197	207	\$59,517	\$72,582	\$85,648
	Diagnostician, Dyslexia	197				
	Occupational Therapist	197				
	Psychology/LSSP	203				
	Speech Pathologist	192				
	Supervisor, RSD	207				



2019 - 2020 Administrative Education Pay Structure

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
5			Daily	\$304.78	\$371.68	\$438.58
	Assistant Principal, MS	207, 212	207	\$63,089	\$76,938	\$90,786
	Coordinator, Student Assessment	226	212	\$64,613	\$78,796	\$92,979
	Coordinator, Career & Technology	221	221	\$67,356	\$82,141	\$96,926
	Coordinator, Interdisciplinary Content	221	226	\$68,880	\$84,000	\$99,119
	Coordinator, Instr Material/Student Records	226				
	Coordinator, Language Arts (Elem/Sec)	221				
	Coordinator, Mathematics (Elem/Sec)	221				
	Coordinator, PE/Health	221				
	Coordinator, Science (Elem/Sec)	221				
	Coordinator, Social Studies (Elem/Sec)	221				
	Coordinator, Special Education	221				
	School Improvement Facilitator	212				
	Specialist, Student Support Services	207				
6			Daily	\$330.94	\$393.98	\$457.02
	Assistant Principal (I&G, AECHS, Lamar)	212, 222	212	\$70,159	\$83,524	\$96,888
	Assistant Principal, HS	212, 222	222	\$73,469	\$87,464	\$101,458
	Coordinator, RSD	226	226	\$74,792	\$89,039	\$103,287
	Coordinator, Student Schedules & Grades	226				
	Dean of Instruction	222				
7			Daily	\$354.98	\$417.62	\$480.26
	Assistant Director, Athletics	226	226	\$80,225	\$94,382	\$108,539
	Coordinator, Athletic Head Coach	226				
8			Daily	\$376.28	\$442.68	\$509.08
	Director, Section 504/RTI/Dyslexia	226	212	\$79,771	\$93,848	\$107,925
	Director, Bilingual/ESL/Foreign Language	226	226	\$85,039	\$100,046	\$115,052
	Director, Career Technology Education	226				
	Director, College/Career/Counseling	226				
	Director, Health Services	226				
	Director, Instructional Technology	226				
	Director, Professional Dev & Literacy	226				
	Director, Student Assessment	226				
	Director, Student Support Services	226				
	Director, Title 1 Migrant	226				
	Principal, (I&G)	212				
	Principal, Elementary	212				



2019 - 2020 Administrative Education Pay Structure

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
9			Daily	\$398.85	\$469.24	\$539.63
	Director, Advanced Academics	226	217	\$86,550	\$101,825	\$117,100
	Director, Athletics	226	222	\$88,545	\$104,171	\$119,798
	Director, Fine Arts	226	226	\$90,140	\$106,048	\$121,956
	Director, Special Education	226				
	Director, State-Federal Program	226				
	Principal, (AECHS & Lamar)	222				
	Principal, MS	217				
10			Daily	\$422.78	\$497.39	\$572.00
	Principal, HS	226	226	\$95,548	\$112,410	\$129,272
11			Daily	\$480.33	\$552.10	\$623.87
	Assistant Supt, Instructional Services	226	226	\$108,555	\$124,775	\$140,995
	Associate Supt, Instructional Leadership	226				



2019 - 2020 Administrative Management Pay Structure

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1			Daily	\$192.70	\$235.00	\$277.30
	Buyer	226	221	\$42,587	\$51,935	\$61,283
	Specialist, Budget & Cost	226	226	\$43,550	\$53,110	\$62,670
2			Daily	\$210.65	\$253.80	\$296.95
	Senior Buyer	226	226	\$47,607	\$57,359	\$67,111
	Specialist, Fixed Assets	226				
	Supervisor, Mechanic Shop	226				
	Supervisor, Transportation	226				
3			Daily	\$227.50	\$274.10	\$320.70
	Accountant I, Staff	226	226	\$51,415	\$61,947	\$72,478
	Coordinator, Fixed Assets/Warehouse	226				
	Internal Auditor, Staff	226				
4			Daily	\$247.19	\$296.03	\$344.87
	Accountant II, Staff	226	217	\$53,640	\$64,239	\$74,837
	Accountant, Payroll	226	221	\$54,629	\$65,423	\$76,216
	Compensation/HR Analyst	226	226	\$55,865	\$66,903	\$77,941
	District Webmaster	226				
	Specialist, BIL Media/TV	217				
	Specialist, Community Information	217, 226				
	Specialist, Computer Network	226				
	Specialist, Marketing	217				
5			Daily	\$266.96	\$319.71	\$372.46
	Computer Programmer Analyst	226	226	\$60,333	\$72,254	\$84,176
	Coordinator, Accounting	226				
	Coordinator, Child Nutrition Finance & Systems	226				
	Internal Audit Data Analyst	226				
	Police Captain	226				
	Systems Analyst	226				
6			Daily	\$290.04	\$345.29	\$400.54
	Assistant Director/Dietician	226	226	\$65,549	\$78,036	\$90,522
	Asst Director, Facilities Maintenance Operations	226				
	Coordinator, Network & Security	226				
	Coordinator, Network Services & Support	226				
	Coordinator, Student Data-PEIMS	226				
	Coordinator, Student Enrollment & Attendance	226				
	Coordinator, Systems & Data	226				
7			Daily	\$319.05	\$379.82	\$440.59
	Director, Accounting	226	226	\$72,105	\$85,839	\$99,573
	Director, Emp Benefits & Safety Risk Mngmnt	226				
	Director, Payroll	226				
	Internal Auditor	226				



2019 - 2020 Administrative Management Pay Structure

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
8			Daily	\$358.36	\$421.60	\$484.84
	Director, Child Nutrition	226	226	\$80,989	\$95,282	\$109,574
	Director, Community Information	226				
	Director, Human Resources	226				
	Director, Purchasing	226				
	Director, Strategic Partnerships & Student Outreach	226				
	Director, Student Operations	226				
	Director, Transportation	226				
	Police Chief	226				
9			Daily	\$419.98	\$482.73	\$545.48
	Chief Financial Officer	226	226	\$94,915	\$109,097	\$123,278
	Executive Director, Facilities Maintenance Ops	226				
	Executive Director, Technology	226				
10			Daily	\$480.88	\$552.73	\$624.58
	Assistant Superintendent Business Operations	226	226	\$108,679	\$124,917	\$141,155
	Assistant Superintendent District Operations	226				
	Assistant Superintendent, Human Resources	226				



2019 - 2020 Clerical / Technical Pay Structure

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1			Hourly	\$11.07	\$13.50	\$15.93
	Clerk, Administration	226	197	\$17,446	\$21,276	\$25,106
	Clerk, Assessment	226	201	\$17,801	\$21,708	\$25,615
	Clerk, Attendance (HS)	201	207	\$18,332	\$22,356	\$26,380
	Clerk, Audiologist	197	226	\$20,015	\$24,408	\$28,801
	Clerk, Campus	197,201,207,226				
	Clerk, Federal Programs	226				
	Clerk, Food Services	207				
	Clerk, Parent Involvement	226				
	Clerk, RSD Program	207				
	Clerk, Special Education Program	197,207,226				
	Clerk, Testing	226				
	Receptionist, Campus	226				
2			Hourly	\$12.49	\$15.05	\$17.61
	Clerk, Attendance (AECHS & Lamar)	222	197	\$19,684	\$23,719	\$27,753
	Clerk, Counselor	201,203	201	\$20,084	\$24,200	\$28,317
	Clerk, Fixed Assets	207,212	203	\$20,284	\$24,441	\$28,599
	Clerk, Family Treatment Program	201	207	\$20,683	\$24,923	\$29,162
	Clerk, Head Attendance	226	212	\$21,183	\$25,525	\$29,867
	Clerk, Migrant Recruiter	226	221	\$22,082	\$26,608	\$31,134
	Clerk, Student Data	197,226	222	\$22,182	\$26,729	\$31,275
	Assistant Registrar	226	226	\$22,582	\$27,210	\$31,839
	Secretary, Assistant Principal	212				
	Secretary, Coordinator	221,226				
	Secretary, Counselor	201,203,207				
	Secretary, Dean of Instruction	222				
	Secretary, Textbooks/Student Records	226				
3			Hourly	\$13.74	\$16.56	\$19.38
	Clerk, Data Processing (Campus/Dept)	212,217,222,226	212	\$23,303	\$28,086	\$32,868
	Clerk, Inventory Data Entry	226,242	217	\$23,853	\$28,748	\$33,644
	Clerk, Student Records	226	222	\$24,402	\$29,411	\$34,419
	Clerk, Student Support Services	226	226	\$24,842	\$29,940	\$35,039
	Clerk, Transportation	242	242	\$26,601	\$32,060	\$37,520
	Specialist, New Generations	226				
4			Hourly	\$15.12	\$18.22	\$21.32
	Bookkeeper	217,226	207	\$25,039	\$30,172	\$35,306
	Clerk, Accounts Payable (CNP)	226	212	\$25,644	\$30,901	\$36,159
	Clerk, Data Management (Admin)	207	217	\$26,248	\$31,630	\$37,012
	Clerk, Special Ed Medicaid	207	221	\$26,732	\$32,213	\$37,694
	Registrar	222,226	222	\$26,853	\$32,359	\$37,864
	Secretary, FM&O	226	226	\$27,337	\$32,942	\$38,547
	Secretary, Principal (ES/MS/I&G)	212,217				
	Specialist, Library Services	221				
	Specialist, Technology Helpdesk	226				



2019 - 2020 Clerical / Technical Pay Structure

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
5			Hourly	\$16.73	\$20.04	\$23.35
	Clerk, Accounting	226	221	\$29,579	\$35,431	\$41,283
	Clerk, Employee Benefits	226	222	\$29,712	\$35,591	\$41,470
	Clerk, Human Resources	226	226	\$30,248	\$36,232	\$42,217
	Clerk, Payroll	226				
	Clerk, Purchasing	226				
	Secretary, Director	226				
	Secretary, Police Chief	226				
	Secretary, Principal (HS/AECHS/Lamar)	222,226				
	Technician, Computer Graphics	221				
6			Hourly	\$18.40	\$22.04	\$25.68
	Specialist, Child Nutrition	226	226	\$33,267	\$39,848	\$46,429
	Specialist, Computer Support	226				
	Specialist, Community Youth Dev	226				
	Specialist, Internal Audit	226				
7			Hourly	\$20.06	\$24.02	\$27.98
	Lead Clerk, Accounting	226	226	\$36,268	\$43,428	\$50,588
	Lead Clerk, Payroll	226				
	Secretary, Assist Superintendent	226				
	Secretary, Assoc Superintendent	226				
	Specialist, Certification	226				
	Specialist, District Budget	226				
	Specialist, PEIMS	226				
	Specialist, Position Control	226				
	Student Recruiter	226				
	Technician, Electronic Equipment	226				
8			Hourly	\$21.86	\$26.18	\$30.50
	Assistant TV Media	217	217	\$37,949	\$45,448	\$52,948
	Secretary, Board of Trustees	226	226	\$39,523	\$47,333	\$55,144
	Specialist, Classified Personnel	226				
	Specialist, Employee Benefits	226				
	Television Cameraman	217				
9			Hourly	\$24.85	\$29.58	\$34.31
	Associate Producer	217	217	\$43,140	\$51,351	\$59,562
	Secretary, Superintendent	226	226	\$44,929	\$53,481	\$62,032



2019 - 20 Instructional Support Pay Structure

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1			Hourly	\$11.19	\$13.65	\$16.11
	Aide, Nurse	192	187	\$16,740	\$20,420	\$24,101
	Instructional Assistant, AEP	187	192	\$17,188	\$20,966	\$24,745
	Instructional Assistant, At-Risk	187				
	Instructional Assistant, Bilingual	187				
	Instructional Assistant, CTE	187				
	Instructional Assistant, General Education	187				
	Instructional Assistant, In-School Suspension	187				
	Instructional Assistant, Instruction & Guidance	187				
	Instructional Assistant, Parental Involvement	187				
	Instructional Assistant, Physical Education	187				
	Instructional Assistant, Pre-Kinder	187				
	Instructional Assistant, RSD	187				
	Instructional Assistant, Science Tech Lab	187				
2			Hourly	\$12.23	\$14.74	\$17.25
	Campus Health Assistant (CMA,RMA,CNA)	192	187	\$18,296	\$22,051	\$25,806
	Instructional Assistant, Computer Lab	187	192	\$18,785	\$22,641	\$26,496
	Instructional Assistant, Dyslexia	187				
	Instructional Assistant, Resource Media	187				
	Instructional Assistant, Special Education	187				
3			Hourly	\$13.21	\$15.92	\$18.63
	Choir Accompanist (Para)	187	187	\$19,762	\$23,816	\$27,870
	Instructional Assistant, Radio/TV Prog	187				
	Instructional Assistant, Visually Impaired	187				
4			Hourly	\$14.49	\$17.35	\$20.21
	RSDPD Transcriptionist	187	187	\$21,677	\$25,956	\$30,234
5			Hourly	\$16.96	\$19.95	\$22.94
	Instructional Assistant, Deaf Interpreter (Certified)	187	187	\$25,372	\$29,845	\$34,318
	Licensed Vocational Nurse	192	192	\$26,051	\$30,643	\$35,236



2019 - 2020 Auxiliary Pay Structure

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1			Hourly	\$10.00	\$12.15	\$14.30
	Bus Aide	187 (5.5 hrs)	187	\$10,285	\$12,496	\$14,708
	Custodian	242	190	\$15,200	\$18,468	\$21,736
	Food Service Worker	190	242	\$19,360	\$23,522	\$27,685
2			Hourly	\$11.09	\$13.12	\$15.15
	Groundskeeper	242	187	\$16,591	\$19,628	\$22,664
	Lead Custodian	242	242	\$21,470	\$25,400	\$29,330
3			Hourly	\$12.19	\$14.43	\$16.67
	General Maintenance Worker	242	242	\$23,600	\$27,936	\$32,273
	Groundskeeper, Athletic Complex	242				
	Head Custodian I (Elem/MS/Alt)	242				
	Helper, Plumber	242				
	Tractor Operator	242				
	Truck Driver, Food Service	242				
	Warehouseman I (CNP)	242				
4			Hourly	\$13.41	\$15.87	\$18.33
	AG Facility Assistant	226	190	\$20,383	\$24,122	\$27,862
	Campus General Maintenance	242	242	\$25,962	\$30,724	\$35,487
	Food Service Manager (Elem/MS)	190				
	Head Custodian II (HS)	242				
	Leader, General Maintenance	242				
	Warehouse II-Partsman	242				
	Warehouse/Delivery Worker	242				
5			Hourly	\$14.75	\$17.46	\$20.17
	Communication Officer	244	187	\$22,066	\$26,120	\$30,174
	Dispatcher	242	190	\$22,420	\$26,539	\$30,658
	Food Service Manager (HS/CK)	190,221,242	221	\$26,078	\$30,869	\$35,661
	HVAC Duct Cleaner	242	226	\$26,668	\$31,568	\$36,467
	Painter	242	242	\$28,556	\$33,803	\$39,049
	Printer	226				
	Roofer	242				
	Security Camera Monitor	187				
	Specialist, Irrigation	242				
	Technician, Audio Visual	226				
6			Hourly	\$16.08	\$19.03	\$21.98
	Carpenter	242	242	\$31,131	\$36,842	\$42,553
	Locksmith	242				
	Manager, Inventory Procurement	242				
	Mechanic	242				



2019 - 2020 Auxiliary Pay Structure

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
7			Hourly	\$17.53	\$20.74	\$23.95
	Food Service Equip. Technician	242	242	\$33,938	\$40,153	\$46,367
	HVAC Technician	242				
	Journeyman Electrician	242				
	Journeyman Plumber	242				
8			Hourly	\$19.11	\$22.61	\$26.11
	Master Electrician	242	226	\$34,551	\$40,879	\$47,207
	Master Plumber	242	242	\$36,997	\$43,773	\$50,549
	Police Officer I	226				
	Supervisor, Area Custodial	242				
	Supervisor, Field (CNP)	242				
9			Hourly	\$21.14	\$24.87	\$28.60
	Emergency Management Officer	226	226	\$38,221	\$44,965	\$51,709
	Investigator	226	242	\$40,927	\$48,148	\$55,370
	Project Manager, Facilities	242				
	Specialist, Crime Prevention	226				
	Supervisor, Grounds & Athletic Fields	242				
	Supervisor, Auxiliary Services	242				
	Supervisor, Construction	242				
	Supervisor, Electrical	242				
	Supervisor, HVAC	242				
	Supervisor, Plumbing	242				
	Supervisor, Print Shop	226				
	Supervisor, Purchasing (FS)	242				
	Supervisor, Warehouse	242				
11			Hourly	\$24.39	\$27.71	\$31.04
	Police Sergeant	226	226	\$44,097	\$50,100	\$56,120
BD			Hourly	\$14.00	\$16.47	\$18.94
	Bus Drivers	187 (6 hrs)	187	\$15,708	\$18,479	\$21,251