



2019-20 Administrative Program Pay Plan

Pay Grade	Role Name	Calendar Days	Minimum	Midpoint	Maximum	
AP1			Daily	\$ 224.46	\$ 275.42	\$ 326.37
	Bilingual Examiner	187A	187 Days	41,974	51,503	61,031
	Licensed Specialist in School Psychology Intern	198A	198 Days	44,443	54,532	64,621
	Occupational Therapist Assistant	187A				
	Orientation and Mobility Specialist	187A				
	Physical Therapist Assistant	187A				
AP2			Daily	\$ 259.40	\$ 318.29	\$ 377.17
	Academic Advisor	202A	187 Days	48,508	59,519	70,531
	Assessment Specialist	226A	193 Days	50,064	61,429	72,794
	Attendance Officer	187A	198 Days	51,361	63,020	74,680
	Behavior and Autism Specialist	193B	202 Days	52,399	64,294	76,188
	District Assessor	187A	226 Days	58,624	71,932	85,240
	Educator (Special Ed)	187A				
	Librarian	187A				
	Nurse	193A				
	Nurse Lead	226A				
	Social Worker	187A				
	Speech Language Pathologist Assistant	187A				
	Trainer Assistant Athletic	198A				
	Transition Specialist	198A				
AP3			Daily	\$ 274.96	\$ 337.38	\$ 399.80
	Campus Facilitator for Special Programs	198A	193 Days	53,067	65,114	77,161
	Campus Instructional Specialist	198A	198 Days	54,442	66,801	79,160
	Coordinator High School Special Education	210A	205 Days	56,367	69,163	81,959
	Counselor Elementary	193B	215 Days	59,116	72,537	85,957
	Counselor Registrar	220A	210 Days	57,742	70,850	83,958
	Counselor Secondary	203A	220 Days	60,491	74,224	87,956
	Counselor Special Programs	203A	226 Days	62,141	76,248	90,355
	Data Manager Guidance and Counseling	226A				
	Educational Diagnostician	198A				
	Licensed Specialist in School Psychology	198A				
	Special Programs Specialist Advanced Academics	226A				
	Substitute Specialist	226A				
Trainer Head Athletic	205A					
AP4			Daily	\$ 290.04	\$ 355.87	\$ 421.70
	Assistant Director Athletics	226A	187 Days	54,237	66,548	78,858
	Assistant Director Fine Arts	226A	205 Days	59,458	72,953	86,449
	Assistant Principal Elementary School	205A	220 Days	63,809	78,291	92,774
	At-Risk Dyslexia 504 Homebound Specialist	226A	226 Days	65,549	80,427	95,304
	Coordinator Health Services	226A				
	Foster Care/Homeless Liaison/Principal Metroplex	220A				
	Funding Compliance Specialist	226A				
	Occupational Therapist	187A				
	Occupational Therapist - EYS	220A				
	Parenting and Intervention Specialist	226A				
	Physical Therapist	187A				
	Special Programs Specialist Bilingual	226A				
	Speech Language Pathologist	187A				



2019-20 Administrative Program Pay Plan

Pay Grade	Role Name	Calendar Days	Minimum	Midpoint	Maximum	
AP5			Daily	\$ 314.99	\$ 377.24	\$ 439.48
	Assistant Principal Gateway	205A	205 Days	64,573	77,333	90,093
	Assistant Principal High School	215A	210 Days	66,148	79,219	92,291
	Assistant Principal Middle School	205A	215 Days	67,723	81,106	94,488
	Assistant Principal Special Campus	205A	226 Days	71,188	85,255	99,322
	CTE Program Advisor	210A				
	Coordinator Assessment and Accountability	226A				
	Coordinator High School Student Activities	210A				
	Coordinator Special Education	226A				
	Coordinator State and Federal Programs	226A				
	Director High School Curriculum and Instruction	215A				
	Director Student Hearings	226A				
	District Instructional Specialist Early Childhood	226A				
	District Instructional Specialist Intermediate	226A				
	District Instructional Specialist Primary	226A				
	District Instructional Specialist Sec Social Studies	226A				
	District Instructional Specialist Secondary English	226A				
	District Instructional Specialist Secondary Math	226A				
	District Instructional Specialist Secondary Science	226A				
District Instructional Technologist	226A					
Special Assistant	226A					
AP6			Daily	\$ 333.88	\$ 399.86	\$ 465.83
	Director Fine Arts	226A	220 Days	73,454	87,968	102,483
	Director STEM Academy	226A	226 Days	75,457	90,367	105,278
	Director Student/District/Community Relations	226A				
	Principal Elementary School	220A				
Principal Special Campus	220A					
AP7			Daily	\$ 360.28	\$ 423.86	\$ 487.43
	Coordinator Campus Athletics	226A	226 Days	81,423	95,791	110,159
	Director Assessment and Accountability	226A				
	Director Bilingual Services	226A				
	Director Elementary Curriculum & Professional Development	226A				
	Director Elementary School Support	226A				
	Director Guidance Services	226A				
	Director Secondary Curriculum & Professional Development	226A				
	Director Secondary School Support	226A				
	Director Special Education	226A				
Principal Gateway Campus	226A					
Principal Middle School	226A					
AP8			Daily	\$ 390.88	\$ 449.29	\$ 507.69
	Executive Director Athletics	226A	226 Days	88,339	101,538	114,738
	Executive Director for Student Services	226A				
AP9			Daily	\$ 449.51	\$ 516.68	\$ 583.85
	Chief College, Career, & Military Readiness Officer	226A	226 Days	101,589	116,770	131,950
	Executive Director for Elementary Schools	226A				
	Executive Director for Secondary Schools	226A				
	Executive Director for Special Education	226A				
	Principal High School	226A				



2019-20 Administrative Program Pay Plan

Pay Grade	Role Name	Calendar Days	Minimum	Midpoint	Maximum	
AP10	Assistant Superintendent	226A	Daily	\$ 550.00	\$ 675.00	\$ 800.00
			226 Days	124,300	152,550	180,800
AP11	Deputy Superintendent	226A	Daily	\$ 689.76	\$ 775.02	\$ 860.28
			226 Days	155,886	175,155	194,423



2019-20 Administrative Management Pay Plan

Pay Grade	Role Name	Calendar Days	Minimum	Midpoint	Maximum	
AM1	Supervisor School Nutrition	195A	Daily	\$ 171.70	\$ 210.68	\$ 249.65
			195 Days	33,482	41,082	48,682
AM2	Accountant Staff	226A	Daily	\$ 192.30	\$ 235.96	\$ 279.61
	Analyst Finance	226A	226 Days	43,460	53,326	63,192
	Supervisor Property Management	226A				
	Transportation Supervisor	226A				
	Transportation Supervisor	226A				
AM3	Accounting Specialist	226A	Daily	\$ 221.14	\$ 271.35	\$ 321.55
	Audio Video Engineer	226A	210 Days	46,439	56,982	67,526
	Campus Technologist Special Ed	215A	215 Days	47,545	58,339	69,133
	Campus Technology Support Specialist	215A	226 Days	49,978	61,324	72,670
	Communications Specialist	210A				
	Facilities Specialist	226A				
	Grant and Education Foundation Specialist	226A				
	Human Resources Specialist	226A				
	Implementation Specialist	226A				
	Loss Control Specialist	226A				
	Office Manager/Board Clerk	226A				
	PEIMS Specialist	226A				
	Public Information Assistant	210B				
	Purchasing Specialist	226A				
	Routing Specialist	226A				
	School Safety Specialist	226A				
	Technology Specialist	226A				
	Transportation Specialist	226A				
	Treasury Specialist	226A				
	Wellness Specialist	226A				
AM4	Accountant Senior	226A	Daily	\$ 254.31	\$ 312.05	\$ 369.79
	Accounts Payable Specialist	226A	226 Days	57,474	70,523	83,573
	Coordinator Property Management	226A				
	Coordinator Warehouse Services	226A				
	Technology Analyst/Manager	226A				
	Transportation Operations Specialist	226A				
AM5	Consultant Assessment	226A	Daily	\$ 278.81	\$ 333.91	\$ 389.00
	Consultant Information Systems	226A	226 Days	63,011	75,463	87,914
	Contracting Specialist	226A				
	Database Manager	226A				
	Technology Administrator/Supervisor I	226A				



2019-20 Administrative Management Pay Plan

Pay Grade	Role Name	Calendar Days	Minimum	Midpoint	Maximum	
AM6			Daily	\$ 306.68	\$ 367.29	\$ 427.89
			226 Days	69,310	83,006	96,703
	CTC Dual Enrollment Program Liaison	226A				
	Coordinator Auxiliary Human Resources	226A				
	Coordinator Communications Services	226A				
	Coordinator Financial Services	226A				
	Coordinator Professional Human Resources	226A				
	Coordinator Professional Personnel Management	226A				
	Coordinator School Nutrition	226A				
	Director Grants and Education Foundation	226A				
	Executive Officer	226A				
Special Assistant to Deputy Superintendent	226A					
Technology Administrator/Manager II	226A					
AM7			Daily	\$ 343.42	\$ 404.02	\$ 464.62
			226 Days	77,613	91,309	105,004
	Coordinator PEIMS and Demographer	226A				
	Cyber Security Coordinator	226A				
Manager Telecommunications	226A					
Technology Administrator/Manager III	226A					
AM8			Daily	\$ 386.64	\$ 444.42	\$ 502.20
			226 Days	87,381	100,439	113,497
	Chief of Police	226A				
	Controller	226A				
	Director Construction and Facilities Planning	226A				
	Director Employee Relations	226A				
	Director Financial Reporting	226A				
	Director Human Resources	226A				
	Director Information Systems	226A				
	Director Investigations and Campus Safety	226A				
	Director Maintenance and Operations	226A				
	Director Purchasing Services	226A				
	Director School Nutrition	226A				
Director Technology (Network)	226A					
Director Transportation Services	226A					
AM9			Daily	\$ 460.00	\$ 630.00	\$ 800.00
			226 Days	103,960	142,380	180,800
	Chief Communications and Marketing Officer	226A				
	Chief Financial Officer	226A				
	Chief Human Resources Officer	226A				
	Executive Director Facilities Services	226A				
	Executive Director Technology Services	226A				
School Attorney	226A					



2019-20 Administrative Support Pay Plan

Pay Grade	Role Name	Calendar Days	Minimum	Midpoint	Maximum	
<i>Annualized salaries are based on an 8-hour work day (exception Media Attendant based on 7.5-hour day)</i>						
AS1	Media Attendant	187A	Hourly	\$ 11.17	\$ 13.14	\$ 15.10
			187 Days	15,666	18,422	21,178
AS3	Receptionist/Switchboard Operator	226A	Hourly	\$ 13.01	\$ 15.31	\$ 17.60
	Secretary III	187A	187 Days	19,463	22,896	26,330
	Secretary III	193B	193 Days	20,087	23,631	27,174
	Secretary III	198A	198 Days	20,608	24,243	27,878
	Secretary III	215A	215 Days	22,377	26,325	30,272
	Secretary III	220A	220 Days	22,898	26,937	30,976
	Secretary III	226A	226 Days	23,522	27,671	31,821
AS4	Clerk	215A	Hourly	\$ 14.60	\$ 17.15	\$ 19.69
	Clerk Activity Funds	193A	193 Days	22,542	26,472	30,401
	Clerk Central Administration	226A	215 Days	25,112	29,489	33,867
	Secretary IV Elementary Principal	220A	220 Days	25,696	30,175	34,654
	Secretary IV Secondary Principal	226A	226 Days	26,397	30,998	35,600
	Secretary IV Special Campus	220A				
	Technician Administrative Support I	226A				
	Technician Purchasing Card	226A				
AS5	Clerk Accting/AP/Payroll School Nutrition/Treasury	226A	Hourly	\$ 16.77	\$ 19.72	\$ 22.66
	Secretary IV Central Administration	226A	187 Days	25,088	29,494	33,899
	Secretary IV High School Principal	226A	226 Days	30,320	35,645	40,969
	Secretary IV School Nutrition	226A				
	Secretary IV Special Education	226A				
	Technician Administrative Support II	187A				
AS6	Secretary V Central Administration	226A	Hourly	\$ 19.30	\$ 22.67	\$ 26.04
	Technician Administrative Support III	226A	226 Days	34,894	40,987	47,080
AS7	Paralegal	226A	Hourly	\$ 23.66	\$ 27.80	\$ 31.94
	Secretary VI Superintendent	226A	226 Days	42,777	50,262	57,748



2019-20 Instructional Support Pay Plan

Pay Grade	Role Name	Calendar Days	Minimum	Midpoint	Maximum	
Annualized salaries are based on a 7.5-hour work day						
IS1	Aide I	187A	Hourly	\$ 11.49	\$ 13.52	\$ 15.55
			187 Days	16,115	18,962	21,809
IS2	Aide II	187A	Hourly	\$ 12.41	\$ 14.61	\$ 16.80
			187 Days	17,405	20,484	23,562
IS3	Aide III	187A	Hourly	\$ 13.41	\$ 15.77	\$ 18.13
			187 Days	18,808	22,117	25,427
IS4	Sign Language Interpreter Certified	187A	Hourly	\$ 21.72	\$ 24.97	\$ 28.21
			187 Days	30,462	35,013	39,565
	Sign Language Interpreter Non-Certified	187A				



2019-20 Manual Trades Pay Plan

Pay Grade	Role Name	Calendar Days	Minimum	Midpoint	Maximum	
<i>Annualized salaries are based on an 8-hour work day.</i>						
MT1			Hourly	\$ 9.68	\$ 11.81	\$ 13.93
	Bus Monitor	185C	182 Days	14,094	17,188	20,282
	Bus Monitor Pooled	185C	185 Days	14,326	17,471	20,616
	Bus Monitor Posted	185C	260 Days	20,134	24,554	28,974
	Crossing Guard	182A				
	Custodian	260A				
	Worker School Nutrition	182B				
MT2			Hourly	\$ 11.07	\$ 13.49	\$ 15.91
	Assistant Manager School Nutrition	184A	184 Days	16,295	19,857	23,420
	Worker Grounds Care	260A	260 Days	23,026	28,059	33,093
MT3			Hourly	\$ 12.70	\$ 15.25	\$ 17.80
	Bus Driver Non-CDL	185C	184 Days	18,694	22,448	26,202
	Carpenter Apprentice	260A	185 Days	18,796	22,570	26,344
	Electrician Apprentice	260A	260 Days	26,416	31,720	37,024
	HVAC Apprentice	260A				
	Kitchen Appliance Worker	260A				
	Lead Athletics Grounds	260A				
	Lead Custodian	260A				
	Lead Grounds Care	260A				
	Locksmith Apprentice	260A				
	Manager School Nutrition Elementary/Middle School	184A				
	Painter Apprentice	260A				
	Plumber Apprentice	260A				
	Print Shop Worker	260A				
	Welder Apprentice	260A				
	Worker	260A				
MT4			Hourly	\$ 14.26	\$ 17.13	\$ 19.99
	Bus Driver	185C	184 Days	20,991	25,208	29,425
	Discipline Liaison	226A	185 Days	21,105	25,345	29,585
	Dispatcher	185C	226 Days	25,782	30,962	36,142
	Dispatcher EY	226A	260 Days	29,661	35,620	41,579
	Driver Central Distribution	260A				
	Lead Custodian High School	260A				
	Manager School Nutrition High School	184A				
	Technician Transportation Support	185C				
MT5			Hourly	\$ 16.83	\$ 19.78	\$ 22.73
	Custodian Property Book	260A	226 Days	30,429	35,762	41,096
	Driver/Transportation Lead	226A	260 Days	35,006	41,142	47,278
	Foreman Grounds Care	260A				
	Foreman Grounds Utility	260A				
	Foreman Special Crew	260A				
	Lead Cold Storage	260A				
	Lead Property Management	260A				
	Lead Warehouse Worker	260A				
	Manager Buckley Stadium	260A				
	Mechanic	260A				
	Painter	260A				
	Technician I Classified	260A				
	Technician School Nutrition Resource	260A				



2019-20 Manual Trades Pay Plan

Pay Grade	Role Name	Calendar Days	Minimum	Midpoint	Maximum	
<i>Annualized salaries are based on an 8-hour work day.</i>						
MT6			Hourly	\$ 19.29	\$ 22.66	\$ 26.03
	Carpenter Skilled Worker	260A	226 Days	34,876	40,969	47,062
	Electrician Skilled Worker	260A	260 Days	40,123	47,133	54,142
	Foreman Grounds Care Athletics	260A				
	Foreman Special Needs	260A				
	Foreman Transportation	260A				
	Foreman Transportation Routing	260A				
	Foreman Transportation Scheduling	260A				
	HVAC Mechanic	260A				
	Kitchen Appliance Skilled Worker	260A				
	Locksmith Skilled Worker	260A				
	Mechanic Senior	260A				
	Plumber	260A				
	Technician II Classified	260A				
	Technician II NonClassified	226A				
	Welder Skilled Worker	260A				
MT7			Hourly	\$ 22.16	\$ 26.04	\$ 29.92
	Foreman Custodial Zone	260A	195 Days	34,570	40,622	46,675
	Foreman Operations School Nutrition	195A	226 Days	40,065	47,080	54,095
	Foreman Transportation II	260A	260 Days	46,093	54,163	62,234
	Lead Stock Control	260A				
	School Nutrition Office Worker	226A				
	Technician Press Bindery	260A				
	Technician Technology Services I	226A				
	Technician Technology Services I Classified	260A				
MT8			Hourly	\$ 25.39	\$ 29.85	\$ 34.30
	Foreman Transportation III	260A	210 Days	42,655	50,140	57,624
	Lead Carpenter	260A	226 Days	45,905	53,960	62,014
	Lead Electrician	260A	260 Days	52,811	62,078	71,344
	Lead HVAC	260A				
	Lead Locksmith	260A				
	Lead Master Plumber	260A				
	Police Officer	210B				
	Technician III Classified	260A				
	Technician Technology Inventory Control	226A				
	Technician Technology Services III	226A				
	Technician Technology Services III Classified	260A				
MT9			Hourly	\$ 28.70	\$ 33.72	\$ 38.74
	Technician IV Classified	260A	260 Days	59,696	70,138	80,579
MT10			Hourly	\$ 31.55	\$ 37.09	\$ 42.62
	Developer	226A	226 Days	57,042	67,050	77,057
	Interface II Information Systems	226A	260 Days	65,624	77,137	88,650
	Technician Technology Services V Classified	260A				