

# Compensation Schedules 2017-2018

Teacher Hiring Pay Table (Based on 187 Days) 2017-2018

<b>STEP</b>	<b>BA</b>	<b>MA includes \$1,000 stipend</b>	<b>PhD includes a \$3,000 stipend</b>
0	\$50,000.00	\$51,000.00	\$53,000.00
1	\$51,000.00	\$52,000.00	\$54,000.00
2	\$52,071.00	\$53,071.00	\$55,071.00
3	\$52,071.00	\$53,071.00	\$55,071.00
4	\$52,275.00	\$53,275.00	\$55,275.00
5	\$52,479.00	\$53,479.00	\$55,479.00
6	\$52,683.00	\$53,683.00	\$55,683.00
7	\$52,887.00	\$53,887.00	\$55,887.00
8	\$53,091.00	\$54,091.00	\$56,091.00
9	\$53,295.00	\$54,295.00	\$56,295.00
10	\$53,499.00	\$54,499.00	\$56,499.00
11	\$53,703.00	\$54,703.00	\$56,703.00
12	\$53,907.00	\$54,907.00	\$56,907.00
13	\$54,111.00	\$55,111.00	\$57,111.00
14	\$54,315.00	\$55,315.00	\$57,315.00
15	\$54,519.00	\$55,519.00	\$57,519.00
16	\$54,723.00	\$55,723.00	\$57,723.00
17	\$54,927.00	\$55,927.00	\$57,927.00
18	\$55,131.00	\$56,131.00	\$58,131.00
19	\$55,335.00	\$56,335.00	\$58,335.00
20	\$55,539.00	\$56,539.00	\$58,539.00
21	\$55,743.00	\$56,743.00	\$58,743.00
22	\$55,947.00	\$56,947.00	\$58,947.00
23	\$56,151.00	\$57,151.00	\$59,151.00
24	\$56,756.88	\$57,756.88	\$59,756.88
25	\$58,018.62	\$59,018.62	\$61,018.62
26	\$58,646.94	\$59,646.94	\$61,646.94
27	\$59,443.56	\$60,443.56	\$62,443.56
28	\$60,378.90	\$61,378.90	\$63,378.90
29	\$61,201.02	\$62,201.02	\$64,201.02
30	\$62,248.56	\$63,248.56	\$65,248.56
31	\$63,179.82	\$64,179.82	\$66,179.82
32	\$64,114.14	\$65,114.14	\$67,114.14
33	\$65,105.58	\$66,105.58	\$68,105.58
34	\$66,041.94	\$67,041.94	\$69,041.94
35	\$66,976.26	\$67,976.26	\$69,976.26
36	\$67,911.60	\$68,911.60	\$70,911.60
37	\$68,847.96	\$69,847.96	\$71,847.96

**ADMINISTRATIVE/PROFESSIONAL PAY STRUCTURE  
2017-2018**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
101	Assistant Coordinator Bond Construction Assistant Director Facility Services Assistant Coordinator Extended Care Buyer Coordinator Communications Dietician Financial Services Operations Supervisor	<b>Daily</b>	\$220.00	\$275.00	\$330.00
102	Coordinator Human Resources Coordinator Extended Day Program Coordinator Communication Coordinator Bond Pogram Assistant Director Child Nutrition Attendance Advocate Inst. Materials/Data Integration Specialist Pool Manger/Athletic Coordinator Tax Assessor-Collector Director of Communications Director of Facility Use Director-Payroll/Benefits Director-Risk Management	<b>Daily</b>	\$246.40	\$308.00	\$369.60
103	Assistant Principal Elementary Construction Project Manager Coordinator Special Education Counselor Alternative Education Counselor Elementary Counselor High School Counselor Middle School Counselor Student Advocacy Specialist Counselor Virtual Services Diagnostician Licensed School Psychologist Occupational Therapist Speech Pathologist	<b>Daily</b>	\$275.97	\$344.96	\$413.95
104	Assistant Principal Middle School Coordinator Assessment Coordinator Instructional Technology Coordinator CATE Coordinator Literacy Intervention Coordinator Technology Services Head Band Director	<b>Daily</b>	\$295.29	\$369.11	\$442.93

**ADMINISTRATIVE/PROFESSIONAL PAY STRUCTURE  
2017-2018**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
105	Academic Dean Collegiate Academy Academic Dean iUniversity Prep Assistant Principal High School Associate Principal High School Director-Advanced Academics Director Health Services Director Humanities Director Math Director Purchasing Director Science & Technology Director World Languages Director Athletics Director Student Services	<b>Daily</b>	\$315.96	\$394.95	\$473.94
106	Construction Project Manager Director Counseling Director Early Childhood Director Nutrition Services Director Transportation Principal Elementary	<b>Daily</b>	\$338.08	\$422.60	\$507.12
107	Director Alternative Ed Services Director Early College High School Director Emergency Mgmt. and School Security Director Fine Arts Director Virtual Services Head Football Coach/Athletic Coordinator Principal Middle School	<b>Daily</b>	\$361.74	\$452.18	\$542.62
108	Director Accountability/Continuous Improvement Director Career & Tech Ed Director Facility Services Director Finance Director Human Resources	<b>Daily</b>	\$387.06	\$483.83	\$580.60
109	Executive Director Communications Ex. Director-Instruct Leadership (Elementary) Ex. Director-Instruct Leadership (Secondary) Ex. Director-Athletics Ex. Director-Human Resources Ex. Director-Learning Ex. Director-Special Services Ex. Director-Technology Principal-High School Senior Construction Program Manager	<b>Daily</b>	\$455.12	\$556.40	\$667.68

**ADMINISTRATIVE/PROFESSIONAL PAY STRUCTURE  
2017-2018**

110	<b>Daily</b>	\$511.89	\$639.86	\$767.83
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Chief Financial Officer  
Chief Operations Officer  
Deputy Superintendent

**TECHNOLOGY PAY STRUCTURE  
2017-2018**

Pay Grade	Job Title		Minimum	Midpoint	Maximum
1	Campus Technician	<b>Hourly</b>	\$15.20	\$19.00	\$22.80
2	Software Support Specialist Technology Asset Specialist	<b>Hourly</b>	\$18.24	\$22.80	\$27.36
3	Application Support Specialist Technical Support Specialist	<b>Hourly</b>	\$24.62	\$30.78	\$36.94
4	Coordinator of Campus Technology Network Administrator PEIMS Coordinator Network Support Specialist	<b>Daily</b>	\$240.00	\$300.00	\$360.00
5	Business Systems Analyst Systems Analyst	<b>Daily</b>	\$283.20	\$354.00	\$424.80
6	Systems Engineer	<b>Daily</b>	\$325.68	\$407.10	\$488.52

**CLERICAL PAY STRUCTURE  
2017-2018**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
1	Campus Monitor-HS Textbook Clerk	\$10.38	\$12.50	\$14.63
2	Campus Staff Assistant Office Assistant Parent Center Coordinator Parent Liaison-Bilingual Program Receptionist-HS Swim Center Assistant Manager Swim Center Evening Supervisor TECC Staff Assistant	\$11.41	\$13.75	\$16.09
3	Attendance Clerk-HS Attendance Clerk-MS Lead Attendance Clerk-HS Receptionist-Admin	\$12.56	\$15.13	\$17.70
4	Admin Assistant-Coordinator Ext Care Admin Assistant-Director Alt Ed Admin Assistant-Director of Risk Management Admin Assistant-Nutrition Services Assessment Clerk Compliance Specialist - Virtual Academy Counseling Clerk-HS Registrar Secretary-Assistant Principal HS Student Data Secretary-ES Student Data Secretary-MS Student Data Secretary-HS Student Services Clerk	\$13.81	\$16.64	\$19.47
5	Athletics Clerk Human Resources Clerk Purchase Clerk Tax Office Clerk Special Services Clerk	\$15.19	\$18.30	\$21.41

**CLERICAL PAY STRUCTURE  
2017-2018**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
6	Admin Assistant Director Purchasing Admin Assistant Principal Alt Admin Assistant Principal ES Admin Assistant Principal MS Admin Assistant Collegiate Academy Alt Ed Support Specialist	Hourly \$16.25	\$19.58	\$22.91
7	Admin Assistant Director Health Services Accounts Payable Clerk Admin Assistant Director Admin Assistant Principal HS Assessment Center Support Specialist Bookkeeper Athletics Bookkeeper HS Bookkeeper Nutrition Assessment Support Specialist Employee Benefits Clerk Finance Clerk Payroll Clerk Admin Assistant Facility Services Translator/Community Liaison Admin Assistant Special Education Special Education Support Specialist Skyward Student Support Specialist	Hourly \$17.60	\$20.95	\$24.30
8	Accounting Budget Assistant Admin Assistant-Exec Director Athletics Admin Assistant-Exec Director C&I Admin Assistant-Exec Director HR Admin Assistant-Exec Director Instructional Leadership Admin Assistant-Exec Director Special Education Admin Assistant-Exec Director Technology Federal Programs Specialist Operations Manager Virtual Services	Hourly \$19.36	\$23.05	\$26.74
9	Admin Assistant-CFO Admin Assistant Deputy Superintendent Admin Assistant-COO	Hourly \$21.30	\$25.36	\$29.42
10	Executive Assistant to the Superintendent and Board	Hourly \$26.63	\$31.70	\$36.77



**INSTRUCTIONAL SUPPORT PAY STRUCTURE  
2017-2018**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
201	Assistant Caregiver-EDP KidzU Site Aide KidzU Site Aide II	Hourly \$10.50	\$11.50	\$13.40
202	KidzU Site Coordinator KidzU Site Coordinator Year-Round Lead Caregiver ECDC	Hourly \$10.56	\$12.65	\$14.74
203	Bilingual Assistant Choir Assistant Classroom ESL Inclusion Assistant Instructional Assistant PE Assistant PreK Assistant	Hourly \$11.62	\$13.92	\$16.22
204	Health Aide Library Assistant Special Ed Assistant	Hourly \$12.43	\$14.89	\$17.35
205	ECDC Senior Lead Caregiver ISS Assistant KidzU Senior Site Coordinator Special Education Assistant Job Coach	Hourly \$13.68	\$16.38	\$19.08
206	Deaf Interpreter	Hourly \$17.20	\$20.48	\$23.76
207	Licensed Physical Therapy Assistant	Hourly \$19.78	\$23.55	\$27.32

**AUXILIARY PAY STRUCTURE  
2017-2018**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
1	Bus Monitor-Spec Ed Custodian Nutrition Specialist -ES Nutrition Specialist-HS Nutrition Specialist-MS	Hourly \$10.50	\$12.00	\$14.04
2	Cafeteria Assistant Manager Cafeteria Manager-AlternativeEd Cafeteria Manager Trainee Campus Head Custodian Food Service Floater-Year Round Grounds	Hourly \$11.45	\$13.80	\$16.15
3	Cafeteria Manager-Elementary Cafeteria Floating Manager Distribution Shipping/Rec/Drive Grounds II	Hourly \$13.17	\$15.87	\$18.57
4	Custodial Lead	Hourly \$14.09	\$16.98	\$19.87
5	Maintenance Engineer I	Hourly \$15.08	\$18.17	\$21.26
6	Cafeteria Manager-MS Leasing and Distribution Clerk Project Coordinator-Training Transportation, Mechanic 1	Hourly \$16.14	\$19.44	\$22.74
Bus Driver	Bus Driver	Hourly \$17.21	\$20.10	\$22.99
Bus Driver	Bus Driver, Spec Route, Trainer Dispatcher/Admin. Assistant/Driver	Hourly \$18.21	\$21.10	\$23.99

**AUXILIARY PAY STRUCTURE  
2017-2018**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
7	Cafeteria Manager-HS Distribution Foreman Grounds Foreman Transportation Mechanic II	Hourly \$17.43	\$21.00	\$24.57
8	Kitchen Technician Journeyman, Master, Fire Tech Lead Transportation Trainer Maintenance Engineer II Maintenance Engineer III	Hourly \$18.82	\$22.68	\$26.54
9	Fleet Maintenance Manager Maintenance Lead Nutrition Services Supervisor Safety Coordinator & Lead Trainer	Hourly \$20.33	\$24.49	\$28.65
10	HVAC/Energy Coordinator Transportation Route Coordinator Transportation Ops Coordinator	Hourly \$23.17	\$27.92	\$32.67
SWIM	Swim Center Lifeguard	Hourly minimum \$9.25		
	Swim Center Instructor	\$12.00		
	Swim Center Lifeguard/Head Instruct	\$12.00		
	Swim Center Lifeguard/Instruct	\$12.00		
	Swim Water Aerobics Instructor	\$20.00		

<b>ACADEMIC STIPENDS</b>	<b>AMOUNT</b>
Bilingual Administrator	\$4,000
Bilingual Teacher	\$4,000
Bilingual Translator	\$1,000
Campus Contact-SAS	\$1,000
Campus Chair - HS Counselors	\$1,500
Learning Leader - Elementary	\$775
Learning Leader - Middle	\$1,500
Learning Leader - HS	\$2,000
Class Sponsor - HS (9-10)	\$1,000
Class Sponsor - HS (11-12)	\$1,000
Class Sponsor - MS	\$500
Debate - HS	\$4,100
Elementary over 650 students	\$5,000
Extra Zero Hour Section	\$5,253
Homeless Liaison	\$1,500
Lead Art Teacher	\$1,000
Lead Counselor	\$1,000
Lead Crisis Responder	\$500
Lead Diagnostician	\$3,000
Lead Gifted/Talented Teacher	\$1,000
Lead Librarian	\$2,000
Lead MS Foreign Language	\$500
Lead Music Teacher	\$1,000
Lead PE Teacher	\$1,500
Lead Psychologist	\$3,152
Lead Related Services	\$3,000
Lead Speech Pathologist	\$3,152
Lead Transition Specialist	\$3,000
Licensed Psychologist	\$3,000
LPAC Team Leader 0-50 students	\$500
LPAC Team Leader 50-125 students	\$750
LPAC Team Leader 125+ students	\$1,500
Math/Science - MS Sponsor	\$600
National Jr. Honor Society	\$450
National Honor Society	\$900
Newspaper - HS Sponsor	\$2,000
Oral Interpretation Sponsor	\$1,500

PDI Behavior/Levels	\$500
PSAT Prep 1	\$4,000
PSAT Prep 2	\$2,000
Safe & Drug Free Schools	\$6,000
SAT Coordinator	\$800
Special Olympics	\$3,000
Student Council - MS	\$1,500
Student Council - HS	\$1,500
UIL Coach - HS - 1 Event	\$600
UIL Coach - HS - 2 Events	\$1,200
UIL Coach - HS - 3 Events	\$1,800
UIL Coach - HS - 4 Events	\$2,400
UIL Director - HS	\$1,500
UIL Sponsor - MS	\$800
Yearbook - HS Sponsor	\$2,000
Yearbook/Newspaper - MS	\$1,000
<b>MISCELLANEOUS STIPENDS</b>	<b>AMOUNT</b>
Backflow License	\$4,200
Certified TX School Business Official	\$1,000
Certified TX School Business Specialist	\$500
Doctorate Degree	\$3,000
Game Day Experience 1	\$3,000
Game Day Experience 2	\$2,000
Internet for Virtual Instructors	\$300
Lead Applications Support	\$1,000
Lead Systems Engineer	\$2,000
Lead Tech Support	\$1,000
Master Electrician/Plumber	\$2,100
Private Music Instructor Coordinator	\$2,250
Video Assistant	\$3,000
Website Liaison	\$525
<b>PERFORMING ARTS STIPENDS</b>	<b>AMOUNT</b>
Auditorium Manager - HS	\$2,000
Band - MS Director	\$9,500
Band - MS Assistant Director	\$8,000
Band - HS Assistant Director	\$9,500

Cheerleading - Freshman	\$2,000
Cheerleading - Junior Varsity	\$4,500
Cheerleading - MS	\$2,000
Cheerleading - Varsity	\$6,000
Choir - Elementary	\$400
Choir - MS Director	\$3,100
Choir - HS Assistant Director	\$3,700
Choir - HS Director	\$7,500
Dance - MS	\$1,250
Drama - MS	\$1,500
Drama - HS Assistant Director	\$3,000
Drama - HS Director	\$6,000
Drill Team - JV Sponsor	\$4,500
Drill Team - Varsity Sponsor	\$7,000
Spirit Wranglers/Pep Boys/Mascots	\$1,800
<b>ATHLETIC STIPENDS</b>	<b>AMOUNT</b>
Athletic Coordinator - MS	\$1,300
Athletic Coordinator - HS	\$5,000
Athletic Trainer	\$12,100
Baseball Assistant	\$3,500
Baseball Head	\$9,000
Basketball Assistant	\$5,000
Basketball Head	\$9,000
Coach - MS - 3 Sports	\$6,900
Cross Country Assistant	\$3,500
Cross Country Head	\$7,500
Dive Head	\$7,000
Football - Varsity Assistant Head	\$9,000
Football Assistant	\$6,200
Football Offensive Coordinator	\$9,000
Football Defensive Coordinator	\$9,000
Football Special Teams Coordinator	\$9,000
Football 9th Grade	\$4,000
Golf Assistant	\$4,000
Golf Head	\$9,000
Gymnastics Head	\$8,000
MS Part-time (After School)	\$1,103

Soccer Assistant	\$4,000
Soccer Head	\$7,500
Softball Assistant	\$3,500
Softball Head	\$9,000
Swimming Assistant	\$3,500
Swimming/Water Polo Head	\$9,000
Tennis Assistant	\$3,500
Tennis Head	\$9,000
Track Assistant	\$5,500
Track Head	\$7,500
Volleyball Assistant	\$5,000
Volleyball Head	\$9,000
Water Polo Assistant	\$3,500
Wrestling Assistant	\$3,500
Wrestling Head	\$7,500

Grapevine-Colleyville ISD  
2017-2018 Substitute Pay Schedule

<b>Days</b>	<b>Daily Rate</b>
60+College hours	\$85.00
Certified Teachers	\$90.00
Long Term – on 31 <sup>st</sup> day of same assignment	\$154.00
Paraprofessional Substitute Pay	\$70.00