

# 2012 - 2013 COMPENSATION MANUAL

**Fort Worth Independent School District**  
**Business and Finance Division**  
**100 N. University Drive**  
**Fort Worth, TX 76107**  
**(817) 871-2000**  
[www.fortworthisd.org](http://www.fortworthisd.org)

AN EQUAL OPPORTUNITY EMPLOYER

The Board of Education adopts a new compensation plan each year. *Salary increases are not given automatically.*

Neither past *nor* future salaries can be accurately calculated or predicted from information in this manual. *Only salaries for the 2012 - 2013 school year may be obtained from the information in this manual.*

The Compensation and/or Payroll departments shall determine final calculations of all salaries, *regardless of possible typographical errors contained in this manual.*

The Board of Education, the Superintendent, and/or the Deputy Superintendent of Finance, Business, and Operations *retain the right to adjust salaries anytime during the fiscal year.*

The contents of this manual will be updated throughout the year as needed due to new jobs being added, changed and/or deleted. Updates will also be made to correct for any typographical errors.

For further clarification or information, please contact the Compensation Department at (817) 814-2080, or the Payroll Department at (817) 814-2180.



**Compensation Department**  
**CONTACT INFORMATION**

The Compensation Department is committed to excellence when providing salary information, relative to pay, to employees of the Fort Worth Independent School District. This information should not be construed as a remedy to correct pay disparities on a retroactive basis.

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### Notice of Non-Discrimination

The Fort Worth Independent School District does not discriminate on the basis of race, color, religion, national origin, sex, disability, sexual orientation, age, gender identity and expression, and military/veteran status in its programs and activities. The following persons are designated to handle inquiries regarding the non-discrimination policies:

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Fort Worth, TX 76107  
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# BOARD OF TRUSTEES



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**President**  
**District 4**

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**District 7**

**Joe Ralph Martinez**  
**District 8**

**Juan Rangel**  
**District 9**

From their founding in 1882, the public schools were operated by the Fort Worth city government. In 1925, however, the Texas Legislature removed the city's authority and created the Fort Worth Independent School District, as we know it today, to manage and operate the schools.

The Fort Worth Independent School District is controlled locally through a Board of Education Trustees elected by voters within each district. Nine Trustees serve as single-member district representatives. All Trustees serve four-year terms without pay. The Board of Education conducts the school program in accordance with the state constitution and the standards set by the Texas Education Agency. A policy-making body, the board delegates the day-to-day administration of the schools to the Superintendent and the professional staff.

Regular board meetings are open to the public. Meetings are televised live on Charter Cable Channel 30. To read archived board meeting minutes, you may access from the website under the link for the Board of Education. For additional information, please contact the Office of the Board of Education, (817) 814-1900.

# SUPERINTENDENT'S CABINET



**Walter Dansby**  
**Superintendent**

**Margaret Balandran**  
Assistant Superintendent, Learning Network

**Sherry Breed**  
Chief, Leadership, Learning, and Support Services

**Art Cavazos**  
Chief of District Operations & Administrative Services

**Kyle Davie**  
Chief Technology Officer

**Barbara Griffith**  
Sr. Communications Officer

**Hank Johnson**  
Deputy Superintendent, Finance, Business, and Operations

**Dr. Sharon Meng**  
Assistant Superintendent, Advanced, Accelerated and Innovative Learning

**Sammy Monge**  
Chief, Human Capital Management

**Robert Ray**  
Deputy Superintendent, Efficiency, Effectiveness, and Sustainability

**Maria Sanchez**  
Assistant Superintendent, Learning Network

**Michael Sorum**  
Deputy Superintendent, Leadership, Learning, and Support Services

**Bertha Whatley**  
Chief Legal Counsel

**Section I**

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**Compensation Guidelines**

## **COMPENSATION PHILOSOPHY**

Each year the Compensation Department develops and recommends a pay system for all District personnel to the Superintendent, who shall present the pay system to the Board of Education for adoption. The pay system shall be designed to provide appropriate pay for the assessed worth of individual jobs. The system shall be administered with the intention that employee pay will:

- stay competitive with appropriate labor markets so that the District may attract and retain qualified personnel
- reflect the levels of skill, effort, and responsibility required for different jobs
- reward continued length of service to the District
- be fiscally controlled and cost effective
- comply with all federal, state, and local laws and Board of Education policies
- encourage outstanding individual and team performance.

### **Pay Structures and Pay Ranges**

The pay system shall consist of salary structures of the major employee groups: teacher, campus support professional, administrative/professional, technical, clerical, instructional assistant and manual trades.

Pay ranges for each pay grade are based on an assessment of the job worth, which establishes the minimum and maximum pay rates within the range. Employees will be paid the daily or hourly rates within the ranges as established for their assigned position. Pay rates outside the established range requires the Superintendent's approval.

### **Salary Advancement**

Pay ranges shall be structured to allow the opportunity to increase employee pay within the range for continued service to the District. On an annual basis the Superintendent shall make recommendations to the Board of Education regarding salary increases. Recommendations shall be based on consideration of factors such as cost of living indexes, wage increases, salary structure adjustments within competitive job markets, and District budget resources.

### **Transfers between Employee Job Groups**

Compensation for employee groups is unique and the years of experience for most are not transferable between groups. For example, teacher/related instructional personnel and professional support employees are on a step schedule with different rates of pay according to degree level and years of experience, and are eligible for longevity pay sooner than employees whose salaries are placed on the ranges of pay.

A professional employee who subsequently becomes a certified teacher, receives credit for all professional years as long as the employee possessed a bachelor's degree and the percent of time and minimum required days were met (i.e., accountant, MBA with 17 years to certified teacher, receives master's level pay and 17 years of experience on the teacher salary structure).

Positions eligible for transfer between groups are:

1. teacher assistant to secretary/clerk;
2. secretary/clerk to teacher assistant;
3. teacher assistant to teacher (see Experience Credit as a Teacher Assistant);
4. teacher to teacher assistant (certified teacher who transfers to a teacher assistant non-punitive receives salary consideration for all teacher experience as a teacher assistant);
5. teacher, nurse, librarian, counselor within each campus support professional pay structure.

### **Review and Approval Policies**

1. Relevant work experience is determined by Compensation and/or the administrator for the applicable area of employment.
2. If no agreement can be reached over relevant experience, the final determination is made by the Senior Officer of Compensation and Employee Records.

## Salary Guidelines for New Hires

### Credit for Prior Experience Policies

#### Teachers

- FWISD grants one (1) year of teaching experience for each year of approved experience according to the rules and regulations set by the Texas Education Agency (TEA) and local policy. Experience credit is granted by placement on the Teacher Salary Schedule according to degree level and years of creditable experience.
- Experience from foreign private schools, colleges, and universities accredited by a recognized accrediting agency of the foreign country may be recognized for salary increment purposes, provided the minimum requirements in subsection (f) of Chapter 153; School District Personnel, Subchapter CC; Commissioner's Rule on Creditable Years of Service are met. The recognized accrediting entity in the foreign country is the Department of Education or the Higher Education authority for that country. It is the responsibility of the foreign authority to provide relevant, credible, and accurate information before any credit is given (documents must be translated in English format). Such experience will be considered on a case by case basis with final approval from TEA.

Placement on the appropriate salary schedule becomes effective after final approval from TEA is received. Upon TEA/Compensation approval, the pay is given for that year and no prior years. **The District is not liable for any previously non-compensated salary related to such experience.**

- Beginning with the 1998-1999 school year, a certified substitute teacher (as defined in subsection (a) of the Commissioner's Rules for Creditable Years of Service), employed in an entity recognized for years of service as prescribed by subsection (g) of this section, is eligible for creditable service. Such experience must be verified on the teacher service record form (FIN-115) or a similar form containing the same information.

#### Junior Reserve Officers Corp (JROTC) and Middle School Junior Cadet Corp (JCC)

- The **Junior Reserve Officers Corp (JROTC)** employee pay is based on a salary schedule, computed by the JROTC Director in compliance with mandates from Title 10, U.S. Code, Section 2031, of the Defense Departments Active Duty Finance Tables, and military service regulations, which also includes the JROTC stipend scale.
- The **Junior Cadet Corp (JCC)** instructor salaries (middle school) are based on a 187-day teacher salary schedule. The salary scale for MS/JCC is based on the level of years of active military service, teaching experience (military service schools or civilian), military and post-secondary education, leadership background and experience, and other intangible professional credits.

School experience and active duty experience may be counted for a local step adjustment under provisions of the Commissioner's Rule on Credible Years of Service, Chapter 153.1021, for Career and Technology Teachers.

- Ten (10) years of full-time experience will initially be credited toward advanced base salary according to degree level, education, and military records. This also includes a JCC stipend. **The 10-year credit is applicable only to the position of JCC instructor and is not transferable to other positions.**

JROTC/JCC instructors transferring to a full-time position will not receive military experience credit unless it meets TEA guidelines.

## All Employees

- New hires who meet the requirements for an advertised position will be placed at the minimum of the salary range.
- Employees who provide service records with verifiable experience may receive additional salary if service records are submitted to Compensation ***no later than 5:00 pm on June 30<sup>th</sup>, following your hire date - of the current school year.*** Service Records received after this date, which qualifies for a salary adjustment will be processed for the following school year by Compensation. **Records received after June 30<sup>th</sup> of the school year hired will not qualify for/or receive back pay.**

## Campus Support Professionals

(Speech Therapist, OT, PT, O&M Specialist, Audiologist, and Psychologist)

- FWISD grants one (1) year of experience for each 12-months of full-time professional employment. This includes employment in public and/or private schools, post-secondary schools, and teaching hospitals.  
  
Ten (10) years of full-time experience with a certified or licensed public agency that provides social services for children or youth will be credited toward advanced salary placement.
- *New hire employees* shall be granted one year of experience on the salary schedule for *each 12-months (1/1) of full-time professional employment, according to local district agreement.* This includes employment in public and/or private schools, post-secondary schools, and teaching hospitals. Full-time employment includes certified or licensed public agencies that provide social services for children or youth.
- The limit on the number of (non-education related) creditable years accepted is 10. ***This is a local credit only (FWISD).*** As a local credit this service credit may/may not be recognized by other Texas school districts (public or private). This credit is not granted to orientation and mobility specialist or athletic trainers.
- A service record validating prior service must be provided to Compensation, ***no later than 5:00 pm on June 30<sup>th</sup>, following your hire date - of the current school year.*** Service Records received after this date which qualifies for a salary adjustment will be processed the following school year by Compensation. **Records received after June 30<sup>th</sup> of the school year hired will not qualify for/or receive back pay.**

## Service Records and Related Pay Placement Requirements for New Hires

- 1) Employees who do not receive advanced salary placement and initially are placed at the minimum of the appropriate salary schedule, shall receive, upon receipt and approval of creditable years, an adjusted pay, retroactive to the first day of work in their position for the current fiscal year.
- 2) Service records that qualify for salary adjustments and are submitted after the June 30<sup>th</sup> deadline will be paid in the pay period the service record is received and date-stamped by Compensation.
  - a. Should service record information received by FWISD reflect conflicting information than was reported by the employee at the time of application, an investigation may be initiated. Depending on the results of the investigation, disciplinary action may be utilized, up to and including reporting to the State Board for Educator Certification, and termination of employment.
  - b. Exceptions to this policy are not permitted without documentation of extenuating circumstances and written approval by the Deputy Superintendent of Finance, Business and Operations or the Sr. Officer of Compensation and Employee Records.

### Requirements for Teacher

#### Component

#### Description

**Salary Placement on the Teacher Salary Schedule**

Teachers are placed on the appropriate step of the Teacher Salary Schedule according to degree level and creditable years of experience.

**Experience Credit**

The Texas Education Agency guidelines are followed for determining creditable experience.

**Experience Credit as a Substitute Teacher**

Effective with the 1998-99 school year, a teacher may receive credit for experience as a certified substitute teacher for salary increment purposes, provided the teacher held a valid teaching certificate at the time the service was rendered, the teacher was employed in an entity recognized for creditable years of service, and the minimum requirements (minimum number of days and the percentage of day employed) were met. The rule includes substitute teaching out-of-state, as long as the teacher held a valid teaching certificate at the time the work was completed. A valid emergency or local permit also meets the certification requirement.

**Experience Credit as a Teacher Assistant**

Beginning with the 2004-2005 school year, a teacher assistant who subsequently becomes a certified teacher may receive up to two years of teacher assistant experience for salary increment purposes, provided they held a valid Educational Aide certificate, and worked the required number of days and percent of time when employed. Experience outside FWISD must be verified using the teacher service record form (FIN-115), or a similar form containing the same information.

## Requirements for JROTC and JCC Instructor

<u>Component</u>	<u>Description</u>
<b>Determination of Placement In the Pay Range</b>	The JROTC Director determines the appropriate placement for JROTC and JCC instructors in compliance with active duty Armed Forces pay requirements.

## Requirements for School Nurse

<u>Component</u>	<u>Description</u>
<b>Salary Placement on the Nurses Salary Schedule</b>	<p>Nurses are placed on the appropriate step of the Nurse's Salary Schedule according to degree level and creditable years of experience.</p> <p>A bachelor's degree and registered nurse's license (RN) are required for employment as a School Nurse.</p>
<b>Experience Credit</b>	<p>The Texas Education Agency guidelines will be followed for determining creditable experience. Experience used for salary placement decisions is determined by the Compensation Department, and is subject to the following exceptions:</p> <p><b><u>Exceptions to Compensation Policy</u></b></p> <ul style="list-style-type: none"><li>Validated non-school based nursing experience will be credited on a one-for-one year basis if that experience was in a hospital operated or owned by a public college or university accredited and recognized by TEA or a private college or university accredited by a TEA recognized regional accrediting agency.</li><li>Creditable experience is granted on a 1/1 basis for each year of validated experience. Placement is made on the Nurse's Salary Schedule according to degree level and years of creditable experience.</li></ul>
<b>Experience Credit as a Substitute Teacher</b>	<p>Effective with the 1999-00 school year, nurses may receive substitute teacher experience credit as a certified substitute teacher for salary increment purposes, provided the nurse held a valid teaching certificate at the time the service was rendered, the nurse was employed in an entity recognized for creditable years of service, and the minimum requirements (minimum number of days and the percentage of day employed) were met. The rule also applies to <u>out-of-state</u> substitute teaching experience. Beginning with the 1998-1999 school year, a substitute teacher (as defined in subsection (a) of the Commissioner's Rules) employed in an entity recognized for years of service (as prescribed by subsection (g) of the Commissioner's Rules) is eligible for creditable service.</p> <p>A valid emergency or local permit also meets the certification requirement.</p>

## **Requirements for Speech Therapist**

<b><u>Component</u></b>	<b><u>Description</u></b>
<b>Scope</b>	This applies to new employees or current employees who are new to the Speech Therapist classification.
<b>Determination of Placement in Pay Range</b>	Incumbents will be placed on the appropriate step of the Campus Support Professional Salary Schedule according to degree level and years of creditable experience.
<b>Experience Credit</b>	Non-education related experience is granted in accordance with local agreement for select campus support professionals (see Page 11 – Campus Support Professionals).  <b><u>Exception to Experience Credit Policy</u></b>  Speech Therapists with education related experience will be given credit for each year (1/1) of validated experience as documented on the official service record form and approved by the Supervisor. TEA guidelines will be used to determine service credit.

## **Requirements for Diagnostic Evaluation Specialist**

<b><u>Component</u></b>	<b><u>Description</u></b>
<b>Scope</b>	This applies to new hires or transfers who are new to the Diagnostic Evaluation Specialist classification.
<b>Determination of Placement in Pay Range</b>	Incumbents will be placed on the Campus Support Professional Salary Schedule for Diagnostic Evaluation Specialist according to degree level and years of creditable experience.
<b>Experience Credit</b>	The Texas Education Agency guidelines will be followed for determining creditable experience.

## **Requirements for Other Professional, Technical, Para-professional, and Auxiliary New Hires**

<b><u>Component</u></b>	<b><u>Description</u></b>
<b>Scope</b>	This applies to new employees.
<b>Determination of Placement in Pay Range</b>	Employees in these salary structures are placed in the appropriate salary range according to the job and years of creditable experience; and/or upon recommendation and approval of the employing department.
<b>Review and Approval Process</b>	Relevant work experience is determined by Compensation and the administrator of the applicable area of employment. If no agreement can be reached over relevant experience, the final determination is made by the Senior Officer of Compensation and Employee Records.

## **Approval Process for Policy Exceptions**

1. Upon the recommendation of the hiring administrator, the designated Cabinet level officer, the Deputy Superintendent of Finance, Business and Operations, and/or the Senior Officer of Compensation and Employee Records, may approve placement into the pay range for a salary level up to and including the midpoint.
2. Salary placement above midpoint of the pay range requires the approval of the Superintendent of Schools. Requests are made by the hiring department administrator, the Cabinet level authority, the Deputy Superintendent of Finance, Business, and Operations or the Senior Officer of Compensation and Employee Records.
3. Salary placement above established ranges may be requested by the Superintendent of Schools and requires approval by the Board of Education.

## **Promotions**

Promotions shall be defined as movement from a position in a lower classification to a different position in a higher classification (i.e., PG11 to PG 12).

Employees promoted at the beginning of the school year will first receive any general salary increase approved by the Board of Education prior to receiving any promotional increase. In calculating promotional salary increases, the following regulations shall apply:

- (1) A maximum salary will be calculated by increasing the current daily rate of pay (base salary only) by an amount equal to 10% of the daily rate midpoint of the new pay grade, if the employee's current daily rate is less than the daily rate midpoint for the new position; or
- (2) A minimum of 2.5% of the daily rate midpoint of the new pay grade if the employee's current daily rate is greater than the daily rate midpoint for the new position.

In either case, the new daily rate will then be multiplied by the normal contract days in the new position to arrive at a new annual salary. This amount will be adjusted downward if the new salary is above the salaries of other employees in the same job with comparable experience. **The Superintendent reserves the right to make exceptions to the promotional guidelines.**

## **Lateral Transfer (Placements)**

A lateral transfer is defined as movement to another job assigned to the same or equivalent pay grade. Lateral placements involve no movement from the current pay grade. Lateral moves may involve a change of days (higher/lower); however, the daily rate of pay remains the same. Lateral placements can also be classified as voluntary or involuntary. Lateral transfers are not eligible for salary increases, except for adjustments required to reflect the work calendar days of the new job, if applicable. There may be peer equity adjustments given for lateral transfers where the normal salary of peer employees exceeds the salary of the new employee in that department. This type adjustment must be approved by the Cabinet level authority and the Senior Officer of Compensation and Employee Records .

## **Demotions**

Demotions shall be defined as movement from a position in a higher classification (pay grade) to a position in a lower classification. Demotions, for purposes of calculating salaries, shall be classified as either voluntary or involuntary.

### **Voluntary Demotion**

At the beginning of the school year, employees who voluntarily accept an assignment at a lower classification will first receive any general salary increase approved by the Board of Education prior to receiving any demotion decrease.

**In calculating demotion salary decreases, the following regulations will apply:**

The new salary will be calculated by decreasing the current daily rate of pay by an appropriate percentage of the daily rate midpoint of the new pay grade. The daily rate midpoint reduction will equal 5% for decreasing one pay grade, with 2% added for each additional pay grade.

To arrive at the new annual salary, multiply the new daily rate by the number of days assigned to the new position. Stipends or other supplemental pays may be included in any demotion calculation. ***The new salary may not exceed the maximum salary of the new pay grade without the approval of the Superintendent.***

## **Involuntary/Non-Punitive Demotion**

Employees involuntarily assigned to a position at a lower classification due to a reduction in force or other non-punitive circumstances, shall retain their current daily rate of pay for the remainder of that school year only (deviations from this policy will require the approval of the Superintendent). When this occurs, the annual salary is determined according to the number of days worked in the new position times the daily rate. At the beginning of the next school year, the regulations stated above in "Voluntary Demotions" will be applied to arrive at the new salary.

## **Involuntary/Punitive Demotion**

The Superintendent or designee shall determine salaries for employees involuntarily assigned to a position at a lower classification, as a result of punitive action.

## **Supplemental Pay**

Supplemental pay (stipends) represents remuneration in addition to, but separate from, regular base salary, and includes Career Ladder and cell phone allowance. **Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right.** Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay.

## **Job Classification/Reclassification**

All administrative/professional, technology, clerical, instructional assistant, and manual/ trades job are assigned to pay grades based on the level of skill, effort, and responsibility required for the job assignment. Compensation will classify new positions or reclassify existing positions as necessary based on job requirements and comparability to other positions in the District or in the marketplace. **An approved reclassification is granted 5% of the new pay grade midpoint.** Change in placement of a job is not necessarily a promotion or demotion.

## **Evaluation of Experience from Other Educational Entities**

Several factors are examined to determine whether prior experience from other educational entities is creditable. These factors include;

- (1) position held (similar or related positions)
- (2) accreditation status of the institution
- (3) percentage of days worked
- (4) number of days worked
- (5) dates of employment
- (6) type of institution

Approval of service credit is subject to state law and is regulated by the Texas Education Agency (TEA). Texas school districts must adhere to the minimum requirements as stated in Subchapter CC of the Commissioner's Rules on Creditable Years of Service. However, **TEA grants local school districts the authority to set the number of days required to receive credit for years of experience for local salary schedules, as long as contract teachers are not paid less than the state mandated minimum salary.**

Beginning with the 2000-2001 school year, the Fort Worth Independent School District recognizes any year of full-time, permanent service with a minimum of 90 days worked, as the standard requirement to receive salary credit for a year of experience locally. Day requirements are stated in terms of full-time equivalent days (**Note: employees must work 180 full days at 50% to equal 90 FTE days.**) **Local practice for the 90-day Rule states:**

**Beginning with the 2000-2001 school year, employees who were previously denied a year of service in which they completed 90 or more full-time equivalent days of permanent service will now have those years recognized for salary increment purposes only. The same TEA regulations apply to this rule: All prior-year service in this area may be claimed beginning with the 2000-2001 school year for salary placement purposes, as long as the minimum number of days and the certification requirements were met.**

## **Creditable Years**

Any full-time year of service that is eligible to be credited for terminal pay shall be defined as a year of service (for employees hired prior to September 1, 2003), including any authorized paid leaves of absence, for the standard service year for employees in similar positions, working not less than 20 hours per week or the regular hours per workweek as established from time to time by The District for such employment position, whichever is greater.

For the purpose of calculating terminal pay benefits, an employee is entitled to one year of service credit if employed and worked (or received pay for benefit days) 90 actual working days of service during a school year. **PLEASE SEE PAGES 62 – 63 FOR SPECIFIC ELIGIBILITY REQUIREMENTS.**

Creditable service does not include part-time/ temporary employment, or employment as a non-certified substitute, regardless of service time, date(s) of termination, or type of accumulation. However, any 92ZF part-time employee who works a 240/245 duty day schedule is eligible for vacation and insurance benefits **ONLY**; a 92ZF is not eligible for terminal pay upon retirement.

## **Service Record Substitutions**

Questions have been raised concerning the validity of creditable service documented on forms other than the Texas Teacher Service Record. Subsection (d) of Section 153.1021 states that: “The basic document in support of the number of years of professional service claimed for salary increment purposes and both the state’s sick and personal leave program data for all personnel is the teacher service record (form FIN-115) or a similar form containing the same information”.

It is the responsibility of the issuing school district and the employee (not FWISD) to ensure that service records are true and correct and that all service recorded on the service record was actually performed. Employees must sign the original service record and submit to Compensation. Employees submitting copies of an original service record must have all copies notarized from the previous district as the official document of record; if the originals are located later they must be destroyed (shredded) after the notarized copies are now the official document. This includes facsimile copies.

All eligible prior-year service as a certified substitute teacher may be claimed for placement beginning with the 1998-99 minimum salary schedule. Librarians were part of the initial ruling; however, this experience is for substitute teaching only.

In 1999-2000, counselors and nurses were added. For salary placement purposes, all prior-year service in this area may be claimed, effective with the 1999-2000 school year, as long as the minimum number of days, accreditation, and certification requirements are met.

Please contact Compensation (817/814-2080) to request a service record packet. This form may also be found on the District’s website or the TEA website ([www.tea.state.tx.us](http://www.tea.state.tx.us)).

## **College Transcripts**

College transcripts submitted from an accredited University or College must be provided to the Human Capital Management Department at the time of employment. Employees submitting these records at a later date must hand deliver those documents to **Employee Records**, not later than 5:00 pm on June 30<sup>th</sup>, following the hire date of the current school year. Transcripts received after this date that qualify for a salary adjustment will be processed at the beginning of the new (next) school year. Transcripts received after June 30<sup>th</sup> of the school year hired will not qualify for/or receive back pay.

***Part-time** employees providing transcripts to update pay must submit no later than August 31<sup>st</sup> at the beginning of the school year or not later than January 31<sup>st</sup> of each calendar year. Transcripts will no longer be accepted each month, but bi-annually. Pay adjustments will occur in the first month after receipt.*

## **Evaluations, Compensation, and Service Eligibility**

**Board Policy (DEA LOCAL) states: “To be eligible for a pay increase, an employee must have a satisfactory evaluation from the prior school year.”**

**Also, an employee is required to work a minimum of 90 days in a school year in a permanent position for a year of creditable service; part-time positions are not eligible.**

**BACKPAY FOR PRIOR SCHOOL YEARS IS NOT GRANTED WHEN SERVICE RECORDS or TRANSCRIPTS ARE RECEIVED IN A SUBSEQUENT YEAR.**

## **Section II**

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# **Classroom Teacher Salary Schedule**

Salary increases are not granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule. The Board of Education adopts a new compensation plan each year. Future salaries should not be assumed or predicted.

# 2012 - 2013 Teacher Salary Schedule



## Classroom Teachers Minimum Salary Schedule

<u>Year</u>	<u>Bachelor</u>	<u>Master</u>	<u>Doctorate</u>
0	\$45,200	\$46,200	\$49,100
1	\$45,405	\$46,404	\$49,313
2	\$46,570	\$47,568	\$50,478
3	\$47,735	\$48,785	\$51,841
4	\$47,975	\$48,991	\$52,089
5	\$48,481	\$49,529	\$52,307
6	\$48,813	\$49,950	\$52,592
7	\$49,347	\$50,489	\$52,865
8	\$49,883	\$51,061	\$54,092
9	\$50,217	\$51,380	\$54,368
10	\$50,543	\$51,693	\$54,572
11	\$50,869	\$52,010	\$54,662
12	\$51,193	\$52,760	\$54,744
13	\$51,519	\$52,885	\$55,421
14	\$51,954	\$53,105	\$55,694
15	\$52,286	\$53,475	\$55,826
16	\$52,812	\$54,163	\$55,993
17	\$53,423	\$54,703	\$56,180
18	\$54,675	\$55,700	\$59,088
19	\$54,948	\$56,231	\$59,423
20*	\$55,999	\$57,207	\$60,089
21	\$56,770	\$57,984	\$60,274
22	\$57,639	\$59,388	\$60,501
23	\$59,504	\$60,547	\$63,943
24	\$59,606	\$61,229	\$64,045
25	\$60,040	\$61,382	\$64,146
26	\$60,474	\$61,669	\$64,247
27**	\$61,403	\$62,996	\$64,762
28	\$63,269	\$64,269	\$67,809
29	\$63,561	\$65,221	\$68,185
30	\$64,214	\$65,893	\$68,926
31	\$64,682	\$66,360	\$69,382
32+	\$70,104	\$71,767	\$75,258

\* The \$500 longevity stipend is included in the base salary at 20 years of experience.

\*\* Another \$500 longevity stipend is included in the base salary at 27 years of experience.

New hires are required to submit original service records for verification of prior teaching experience to receive additional salary increment.

*This salary schedule is based on 187 days for the 2012 – 2013 school year only.*

## **Section III**

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# **Campus Support Professional Salary Schedules**

**ATHLETIC TRAINER, AUDIOLOGIST, OCCUPATIONAL  
and PHYSICAL THERAPIST**

**MINIMUM SALARY SCHEDULE**

Creditable Years	Bachelor's	Master's	Doctorate
0	\$51,825	\$52,906	\$56,039
1	\$52,047	\$53,126	\$56,269
2	\$53,305	\$54,384	\$57,527
3	\$54,564	\$55,699	\$59,000
4	\$54,822	\$55,919	\$59,268
5	\$55,370	\$56,503	\$59,503
6	\$55,727	\$56,955	\$59,810
7	\$56,305	\$57,539	\$60,105
8	\$56,883	\$58,155	\$61,430
9	\$57,244	\$58,501	\$61,729
10	\$57,598	\$58,840	\$61,949
11	\$57,949	\$59,181	\$62,046
12	\$58,299	\$59,991	\$62,135
13	\$58,652	\$60,127	\$62,866
14	\$59,121	\$60,363	\$63,161
15	\$59,480	\$60,765	\$63,304
16	\$60,048	\$61,509	\$63,484
17	\$60,709	\$62,090	\$63,686
18	\$62,060	\$63,169	\$66,827
19	\$62,355	\$63,741	\$67,189
20*	\$63,451	\$64,756	\$67,869
21	\$64,322	\$65,635	\$68,108
22	\$65,262	\$67,152	\$68,354
23	\$67,278	\$68,403	\$72,073
24	\$67,387	\$69,140	\$72,182
25	\$67,855	\$69,306	\$72,291
26	\$68,324	\$69,615	\$72,400
27**	\$69,289	\$71,008	\$72,917
28	\$71,344	\$72,423	\$76,248
29	\$71,659	\$73,453	\$76,654
30	\$72,364	\$74,178	\$77,454
31	\$72,871	\$74,683	\$77,947
32+	\$78,727	\$80,523	\$84,294

\* The \$500 longevity stipend is included in the base salary at 20 years of experience.

\*\* Another \$500 longevity stipend is included in the base salary at 27 years of experience.

***This salary schedule is based on 202 days for the 2012 – 2013 school year only.***

**COUNSELOR (188 days)  
MINIMUM SALARY SCHEDULE**

Creditable Years	Bachelor's	Master's	Doctorate
0	\$48,441	\$49,447	\$52,363
1	\$48,648	\$49,652	\$52,577
2	\$49,819	\$50,823	\$53,748
3	\$50,990	\$52,046	\$55,118
4	\$51,232	\$52,253	\$55,368
5	\$51,740	\$52,794	\$55,587
6	\$52,074	\$53,217	\$55,873
7	\$52,610	\$53,759	\$56,148
8	\$53,149	\$54,334	\$57,381
9	\$53,485	\$54,655	\$57,659
10	\$53,813	\$54,970	\$57,864
11	\$54,141	\$55,288	\$57,954
12	\$54,467	\$56,042	\$58,037
13	\$54,795	\$56,168	\$58,717
14	\$55,232	\$56,389	\$58,992
15	\$55,566	\$56,761	\$59,125
16	\$56,095	\$57,453	\$59,293
17	\$56,709	\$57,995	\$59,480
18	\$57,967	\$58,998	\$62,404
19	\$58,242	\$59,531	\$62,740
20*	\$59,296	\$60,510	\$63,408
21	\$60,073	\$61,294	\$63,596
22	\$60,947	\$62,706	\$63,824
23	\$62,822	\$63,870	\$67,285
24	\$62,924	\$64,557	\$67,388
25	\$63,362	\$64,710	\$67,489
26	\$63,797	\$64,999	\$67,591
27**	\$64,729	\$66,330	\$68,105
28	\$66,607	\$67,612	\$71,172
29	\$66,901	\$68,569	\$71,550
30	\$67,558	\$69,245	\$72,294
31	\$68,028	\$69,715	\$72,753
32+	\$73,478	\$75,151	\$78,661

\* The \$500 longevity stipend is included in the base salary at 20 years of experience.

\*\* Another \$500 longevity stipend is included in the base salary at 27 years of experience.

*This salary schedule is based on 188 days for the 2012 – 2013 school year only.*

**DIAGNOSTIC EVALUATION SPECIALIST  
MINIMUM SALARY SCHEDULE**

Creditable Years	Bachelor's	Master's	Doctorate
0	\$50,150	\$51,182	\$54,176
1	\$50,362	\$51,392	\$54,396
2	\$51,564	\$52,595	\$55,598
3	\$52,767	\$53,851	\$57,004
4	\$53,015	\$54,063	\$57,261
5	\$53,537	\$54,619	\$57,486
6	\$53,879	\$55,052	\$57,780
7	\$54,430	\$55,609	\$58,061
8	\$54,983	\$56,199	\$59,327
9	\$55,328	\$56,529	\$59,613
10	\$55,665	\$56,852	\$59,823
11	\$56,001	\$57,179	\$59,916
12	\$56,336	\$57,953	\$60,000
13	\$56,672	\$58,082	\$60,699
14	\$57,121	\$58,308	\$60,981
15	\$57,464	\$58,691	\$61,118
16	\$58,007	\$59,401	\$61,290
17	\$58,637	\$59,958	\$61,483
18	\$59,929	\$60,988	\$64,484
19	\$60,211	\$61,535	\$64,829
20*	\$61,280	\$62,526	\$65,501
21	\$62,091	\$63,345	\$65,707
22	\$62,988	\$64,794	\$65,942
23	\$64,913	\$65,989	\$69,495
24	\$65,018	\$66,694	\$69,600
25	\$65,467	\$66,852	\$69,704
26	\$65,914	\$67,148	\$69,809
27**	\$66,857	\$68,501	\$70,323
28	\$68,799	\$69,831	\$73,485
29	\$69,101	\$70,813	\$73,873
30	\$69,775	\$71,507	\$74,637
31	\$70,257	\$71,990	\$75,109
32+	\$75,853	\$77,570	\$81,173

\* The \$500 longevity stipend is included in the base salary at 20 years of experience.

\*\* Another \$500 longevity stipend is included in the base salary at 27 years of experience.

*This salary schedule is based on 193 days for the 2012 – 2013 school year only.*

**INSTRUCTIONAL SPECIALIST and SPEECH THERAPIST  
MINIMUM SALARY SCHEDULE**

Creditable Years	Bachelor's	Master's	Doctorate
0	\$48,200	\$49,200	\$52,100
1	\$48,405	\$49,404	\$52,313
2	\$49,570	\$50,568	\$53,478
3	\$50,735	\$51,785	\$54,841
4	\$50,975	\$51,991	\$55,089
5	\$51,481	\$52,529	\$55,307
6	\$51,813	\$52,950	\$55,592
7	\$52,347	\$53,489	\$55,865
8	\$52,883	\$54,061	\$57,092
9	\$53,217	\$54,380	\$57,368
10	\$53,543	\$54,693	\$57,572
11	\$53,869	\$55,010	\$57,662
12	\$54,193	\$55,760	\$57,744
13	\$54,519	\$55,885	\$58,421
14	\$54,954	\$56,105	\$58,694
15	\$55,286	\$56,475	\$58,826
16	\$55,812	\$57,163	\$58,993
17	\$56,423	\$57,703	\$59,180
18	\$57,675	\$58,700	\$62,088
19	\$57,948	\$59,231	\$62,423
20*	\$58,999	\$60,207	\$63,089
21	\$59,770	\$60,984	\$63,274
22	\$60,639	\$62,388	\$63,501
23	\$62,504	\$63,547	\$66,943
24	\$62,606	\$64,229	\$67,045
25	\$63,040	\$64,382	\$67,146
26	\$63,474	\$64,669	\$67,247
27**	\$64,403	\$65,996	\$67,762
28	\$66,269	\$67,269	\$70,809
29	\$66,561	\$68,221	\$71,185
30	\$67,214	\$68,893	\$71,926
31	\$67,682	\$69,360	\$72,382
32+	\$73,104	\$74,767	\$78,258

\* The \$500 longevity stipend is included in the base salary at 20 years of experience.

\*\* Another \$500 longevity stipend is included in the base salary at 27 years of experience.

[This salary schedule is based on 187 days for the 2012 – 2013 school year only.](#)

**LIBRARIAN  
MINIMUM SALARY SCHEDULE**

Creditable Years	Bachelor's	Master's	Doctorate
0	\$46,700	\$47,700	\$50,600
1	\$46,905	\$47,904	\$50,813
2	\$48,070	\$49,068	\$51,978
3	\$49,235	\$50,285	\$53,341
4	\$49,475	\$50,491	\$53,589
5	\$49,981	\$51,029	\$53,807
6	\$50,313	\$51,450	\$54,092
7	\$50,847	\$51,989	\$54,365
8	\$51,383	\$52,561	\$55,592
9	\$51,717	\$52,880	\$55,868
10	\$52,043	\$53,193	\$56,072
11	\$52,369	\$53,510	\$56,162
12	\$52,693	\$54,260	\$56,244
13	\$53,019	\$54,385	\$56,921
14	\$53,454	\$54,605	\$57,194
15	\$53,786	\$54,975	\$57,326
16	\$54,312	\$55,663	\$57,493
17	\$54,923	\$56,203	\$57,680
18	\$56,175	\$57,200	\$60,588
19	\$56,448	\$57,731	\$60,923
20*	\$57,499	\$58,707	\$61,589
21	\$58,270	\$59,484	\$61,774
22	\$59,139	\$60,888	\$62,001
23	\$61,004	\$62,047	\$65,443
24	\$61,106	\$62,729	\$65,545
25	\$61,540	\$62,882	\$65,646
26	\$61,974	\$63,169	\$65,747
27**	\$62,903	\$64,496	\$66,262
28	\$64,769	\$65,769	\$69,309
29	\$65,061	\$66,721	\$69,685
30	\$65,714	\$67,393	\$70,426
31	\$66,182	\$67,860	\$70,882
32+	\$71,604	\$73,267	\$76,758

\* The \$500 longevity stipend is included in the base salary at 20 years of experience.

\*\* Another \$500 longevity stipend is included in the base salary at 27 years of experience.

**[This salary schedule is based on 187 days for the 2012 – 2013 school year only.](#)**

**SCHOOL NURSE (BS, RN)  
MINIMUM SALARY SCHEDULE**

Year	Bachelor's	Master's	Doctorate
00	\$45,200	\$46,200	\$49,100
01	\$45,405	\$46,404	\$49,313
02	\$46,570	\$47,568	\$50,478
03	\$47,735	\$48,785	\$51,841
04	\$47,975	\$48,991	\$52,089
05	\$48,481	\$49,529	\$52,307
06	\$48,813	\$49,950	\$52,592
07	\$49,347	\$50,489	\$52,865
08	\$49,883	\$51,061	\$54,092
09	\$50,217	\$51,380	\$54,368
10	\$50,543	\$51,693	\$54,572
11	\$50,869	\$52,010	\$54,662
12	\$51,193	\$52,760	\$54,744
13	\$51,519	\$52,885	\$55,421
14	\$51,954	\$53,105	\$55,694
15	\$52,286	\$53,475	\$55,826
16	\$52,812	\$54,163	\$55,993
17	\$53,423	\$54,703	\$56,180
18	\$54,675	\$55,700	\$59,088
19	\$54,948	\$56,231	\$59,423
20*	\$55,999	\$57,207	\$60,089
21	\$56,770	\$57,984	\$60,274
22	\$57,639	\$59,388	\$60,501
23	\$59,504	\$60,547	\$63,943
24	\$59,606	\$61,229	\$64,045
25	\$60,040	\$61,382	\$64,146
26	\$60,474	\$61,669	\$64,247
27**	\$61,403	\$62,996	\$64,762
28	\$63,269	\$64,269	\$67,809
29	\$63,561	\$65,221	\$68,185
30	\$64,214	\$65,893	\$68,926
31	\$64,682	\$66,360	\$69,382
32+	\$70,104	\$71,767	\$75,258

\* The \$500 longevity stipend is included in the base salary at 20 years of experience.

\*\* Another \$500 longevity stipend is included in the base salary at 27 years of experience.

**[This salary schedule is based on 187 days for the 2012 – 2013 school year only.](#)**

**SCHOOL PSYCHOLOGIST (LSSP)  
MINIMUM SALARY SCHEDULE**

Creditable Years	Bachelor's	Master's	Doctorate
0	\$54,259	\$55,383	\$58,640
1	\$54,490	\$55,611	\$58,879
2	\$55,798	\$56,919	\$60,187
3	\$57,106	\$58,286	\$61,717
4	\$57,376	\$58,516	\$61,996
5	\$57,944	\$59,121	\$62,241
6	\$58,317	\$59,593	\$62,561
7	\$58,916	\$60,199	\$62,867
8	\$59,518	\$60,841	\$64,245
9	\$59,893	\$61,200	\$64,556
10	\$60,259	\$61,551	\$64,784
11	\$60,626	\$61,907	\$64,885
12	\$60,990	\$62,750	\$64,977
13	\$61,356	\$62,890	\$65,737
14	\$61,844	\$63,136	\$66,044
15	\$62,217	\$63,553	\$66,193
16	\$62,808	\$64,325	\$66,380
17	\$63,494	\$64,931	\$66,590
18	\$64,900	\$66,051	\$69,855
19	\$65,207	\$66,647	\$70,231
20*	\$66,326	\$67,681	\$70,918
21	\$67,252	\$68,616	\$71,187
22	\$68,228	\$70,193	\$71,442
23	\$70,323	\$71,494	\$75,308
24	\$70,437	\$72,260	\$75,422
25	\$70,925	\$72,432	\$75,536
26	\$71,412	\$72,754	\$75,649
27**	\$72,394	\$74,182	\$76,165
28	\$74,550	\$75,673	\$79,649
29	\$74,879	\$76,742	\$80,072
30	\$75,612	\$77,497	\$80,903
31	\$76,138	\$78,022	\$81,416
32+	\$82,226	\$84,094	\$88,015

\* The \$500 longevity stipend is included in the base salary at 20 years of experience.

\*\* Another \$500 longevity stipend is included in the base salary at 27 years of experience.

[This salary schedule is based on 210 days for the 2012 – 2013 school year only.](#)

**Section IV**

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**Campus Administrator  
Salary Schedule**

**2012 - 2013  
Campus Administrator Placement Schedule**

Minimum	Midpoint	Maximum		2012/2013
<b>PAY GRADE 11B (S11B)</b>				Assistant Principal ES
282.93	335.05	387.17	DAILY	Dean of Instruction ES
58,000	68,685	79,369	205	Assistant Principal Intern ES
<b>PAY GRADE 12B (S12B)</b>				Assistant Principal MS
283.73	349.49	415.25	DAILY	Dean of Instruction MS
61,001	75,140	89,274	215	Assistant Principal Intern MS
<b>PAY GRADE 13B (S13B)</b>				Assistant Principal HS
316.28	365.77	415.25	DAILY	Dean of Instruction HS
68,000	78,640	89,274	215	Assistant Principal Intern HS
<b>PAY GRADE 14B (S14B)</b>				Principal ES
354.55	394.5	434.45	DAILY	Principal Intern ES
78,001	86,790	95,579	220	
<b>PAY GRADE 14C (S14C)</b>				Principal MS
377.28	421.61	465.94	DAILY	Principal Alternative MS
83,001	92,754	102,506	220	Principal Intern MS/Alternative MS
<b>PAY GRADE 14D (S14D)</b>				Principal Alternative HS
377.28	421.61	465.94	DAILY	Principal Alternative Intern HS
90,547	101,186	111,825	240	
<b>PAY GRADE 15B (S15B)</b>				Principal HS
395.84	477.02	558.2	DAILY	Principal Intern HS
95,001	114,484	133,966	240	

## **Section V**

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### **Position Titles, Job Code, Pay Grades and Duty Days**

BU'S	POSITION TITLE	JOB CLS	PG	FLSA	DAYS
8360	ACADEMIC COORDINATOR	817G	CAMSUP	EX	187
9200	ACCOUNTANT - ACCOUNTING	96KC	10	EX	240
9200	ACCOUNTANT - CNS	96KC	10	EX	240
9100	ADM ASOC IA ADMISSIONS ADVISOR	AS01	05	NX	198
9100	ADM ASOC IA ADULT EDUCATION	AS01	05	NX	240
9100	ADM ASOC IA ADVANCED ACADEMICS	AS01	05	NX	240
9100	ADM ASOC IA ATHLETICS	AS01	05	NX	240
9100	ADM ASOC IA ATTENDANCE CONTROL	AS01	05	NX	183
9100	ADM ASOC IA BILINGUAL/ESL	AS01	05	NX	240
9100	ADM ASOC IA BUDGET & MANAGEMENT	AS01	05	NX	240
9100	ADM ASOC IA CAREER RESOURCES	AS01	05	NX	240
9100	ADM ASOC IA COUNSELOR PROGRAM	AS01	05	NX	240
9100	ADM ASOC IA CURRICULUM INSTRUCTION	AS01	05	NX	240
9100	ADM ASOC IA DISTRICT RECEPTIONIST	AS01	05	NX	240
9100	ADM ASOC IA EARLY CHILDHOOD CLERK	AS01	05	NX	240
9100	ADM ASOC IA ELEMENTARY LITERACY	AS01	05	NX	240
9100	ADM ASOC IA FAMILY RESOURCE CENTER	AS01	05	NX	240
9100	ADM ASOC IA FEDERAL PROGRAMS	AS01	05	NX	240
9100	ADM ASOC IA FINE ARTS	AS01	05	NX	240
9100	ADM ASOC IA HCM EMPLOYEE RECORDS	AS01	05	NX	240
9100	ADM ASOC IA HCM EMPLOYEE RELATIONS	AS01	05	NX	240
9100	ADM ASOC IA HEALTH SERVICES	AS01	05	NX	240
9100	ADM ASOC IA HOMEBOUND	AS01	05	NX	240
9100	ADM ASOC IA LEGAL OFFICE	AS01	05	NX	240
9100	ADM ASOC IA LIBRARY	AS01	05	NX	240
9100	ADM ASOC IA MATH	AS01	05	NX	210
9100	ADM ASOC IA MEDICAID	AS01	05	NX	240
9100	ADM ASOC IA NETWORK OPERATIONS	AS01	05	NX	240
9100	ADM ASOC IA NUTRITION SERVICES	AS01	05	NX	240
9100	ADM ASOC IA PEIMS	AS01	05	NX	240
9100	ADM ASOC IA PROF DEVELOP TECHNOLOGY	AS01	05	NX	240
9100	ADM ASOC IA RECORDS SP ED	AS01	05	NX	240
9100	ADM ASOC IA SERS	AS01	05	NX	240
8100	ADM ASOC IA SERS	AS01	05	NX	220
9100	ADM ASOC IA STRATEGIC OPERATIONS	AS01	05	NX	240
9100	ADM ASOC IA STUDENT RECORDS	AS01	05	NX	240
9100	ADM ASOC IA STUDENT SUPPORT SERVICES	AS01	05	NX	240
9100	ADM ASOC IA TRANSPORTATION PAYROLL ASSOCIATE	AS01	05	NX	240
8100	ADM ASOC IC LIBRARY CLERK	82LF	05	NX	183
8100	ADM ASOC IC MS COUNSELOR CLERK	82KD	05	NX	183
8100	ADM ASOC IC SIP SECRETARY	82NA	05	NX	210
9100	ADM ASOC IIA ACCOUNTING	AS06	06	NX	240
9100	ADM ASOC IIA ACCOUNTS PAYABLE	AS07	06	NX	240
9100	ADM ASOC IIA ADULT ED	AS02	06	NX	240
9100	ADM ASOC IIA APP DEV/STRAT OPER	AS02	06	NX	240
9100	ADM ASOC IIA ATTENDANCE CONTROL	AS02	06	NX	183
9100	ADM ASOC IIA BENEFITS AND RISK MGMT	AS02	06	NX	240
9100	ADM ASOC IIA BILINGUAL/ESL	AS02	06	NX	240
9100	ADM ASOC IIA BOE	AS02	06	NX	240
3100	ADM ASOC IIA CAMPUS SUPPORT	AS02	06	NX	240
9100	ADM ASOC IIA CAREER & TECH	AS02	06	NX	240
9100	ADM ASOC IIA CASH MANAGEMENT ASSISTANT	93AN	06	NX	240
9100	ADM ASOC IIA CIP BOND PROGRAM	AS02	06	NX	240
9100	ADM ASOC IIA CURRICULUM	AS02	06	NX	240
3100	ADM ASOC IIA CUSTOMER SERVICE	AS02	06	NX	240
9100	ADM ASOC IIA DANCE THEATRE	AS02	06	NX	240
3100	ADM ASOC IIA DISTRIBUTION SERVICES	AS02	06	NX	240

9100	ADM ASOC IIA DISTRICT OPERATIONS	AS02	06	NX	240
9100	ADM ASOC IIA EDUCATION TECH	AS02	06	NX	240
9100	ADM ASOC IIA ES LEADERSHIP	AS02	06	NX	240
9100	ADM ASOC IIA FAMILY COMM RESOURCE	AS02	06	NX	240
9200	ADM ASOC IIA FLEET MAINTENANCE OPERATIONS	AS02	06	NX	240
9100	ADM ASOC IIA FORT WORTH AFTER SCHOOL	AS02	06	NX	240
9100	ADM ASOC IIA GRANTS & DEVELOP	AS02	06	NX	240
9100	ADM ASOC IIA HCM EMPLOYEE RECORDS	AS02	06	NX	240
9100	ADM ASOC IIA HCM EMPLOYEE RELATIONS	AS02	06	NX	240
9100	ADM ASOC IIA HCM RECRUITING	AS02	06	NX	240
9100	ADM ASOC IIA HCM STAFFING	AS02	06	NX	240
9100	ADM ASOC IIA HEALTH SERVICES	AS02	06	NX	240
9100	ADM ASOC IIA INSTRUMENTAL MUSIC	AS02	06	NX	240
9100	ADM ASOC IIA LEADERSHIP DEVELOPMENT	AS02	06	NX	240
9100	ADM ASOC IIA LIBRARY MEDIA	AS02	06	NX	183
9100	ADM ASOC IIA LITERACY & HUMANITIES	AS02	06	NX	240
9200	ADM ASOC IIA MAINTENANCE BUSINESS OPERATIONS	AS02	06	NX	240
9100	ADM ASOC IIA MAINTENANCE SVCS	AS02	06	NX	240
9100	ADM ASOC IIA NUTRITION SVCS	AS02	06	NX	240
9100	ADM ASOC IIA PEIMS	AS02	06	NX	240
3100	ADM ASOC IIA PROCUREMENT	AS02	06	NX	240
9100	ADM ASOC IIA PROF DEVELOP	AS02	06	NX	240
9100	ADM ASOC IIA PURCHASING	AS02	06	NX	240
9100	ADM ASOC IIA PURCHASING TRAVEL	AS02	06	NX	240
9100	ADM ASOC IIA SCHOOL LEADERSHP	AS02	06	NX	240
9100	ADM ASOC IIA SCI MATH HEALTH & PE	AS02	06	NX	240
9100	ADM ASOC IIA STUDENT RECORDS	AS02	06	NX	240
3100	ADM ASOC IIA TECH OFFICE	AS02	06	NX	240
3100	ADM ASOC IIA TELECOMMUNICATIONS	AS02	06	NX	240
9100	ADM ASOC IIA TITLE CLAIMS ASSISTANT	AS02	06	NX	240
5100	ADM ASOC IIA TRANSPORTATION DISPATCHER	AS02	06	NX	240
8100	ADM ASOC IIC ES SEC	82LA	06	NX	215
8100	ADM ASOC IIC HS COUNS CLERK	82JD	06	NX	198
8100	ADM ASOC IIC SP/ALT	82MA	05	NX	210
9100	ADM ASOC IIIA CIP	AS03	07	NX	240
9100	ADM ASOC IIIA ES SCHL LEADERSHP	AS03	07	NX	240
9100	ADM ASOC IIIA STUDENT SOCIAL SVCS	AS03	07	NX	240
9100	ADM ASOC IIIA TRANSPORTATION	AS03	07	NX	245
9100	ADM ASOC IIIA TRANSPORTATION PAYROLL	AS03	07	NX	240
8100	ADM ASOC IIIC HS SECREATARY	82JA	07	NX	240
8100	ADM ASOC IIIC HS SECRETARY	82JH	07	NX	193
8100	ADM ASOC IIIC MS SEC	82KA	07	NX	215
8100	ADM ASOC IIIC STUDENT SCHEDULER	82JJ	07	NX	240
9100	ADM ASST IA ACCOUNTABILITY	ADM1	07	NX	240
9100	ADM ASST IA ADVANCED ACADEMICS	ADM1	07	NX	240
9100	ADM ASST IA BENEFITS & RISK MANAGEMENT	ADM1	07	NX	240
9100	ADM ASST IA BROADCAST TRAFFIC	ADM1	07	NX	240
9100	ADM ASST IA BUDGET AND MANAGEMENT	ADM1	07	NX	240
9100	ADM ASST IA CENTRAL SERVICES	ADM1	07	NX	240
9100	ADM ASST IA CIP BUSINESS OPERATIONS	ADM1	07	NX	240
9100	ADM ASST IA CONTROLLER	ADM1	07	NX	240
9100	ADM ASST IA CURRICULUM PRODUCTION	ADM1	07	NX	240
9100	ADM ASST IA DISTRICT OPERATIONS	ADM1	07	NX	240
9100	ADM ASST IA HCM SERVICES	ADM1	07	NX	240
9100	ADM ASST IA IT CUSTOMER SERVICE	ADM1	07	NX	240
9100	ADM ASST IA IT STRATEGIC OPERATIONS	ADM1	07	NX	240
9100	ADM ASST IA NUTRITION SERVICES	ADM1	07	NX	240
9100	ADM ASST IA SCHOOL LEADERSHIP	ADM1	07	NX	240
9100	ADM ASST IA SCIENCE	ADM1	07	NX	240
9100	ADM ASST IA STUDENT SUPPORT SERVICES	ADM1	07	NX	240

9100	ADM ASST IA TRANSPORTATION	ADM1	07	NX	240
8100	ADM ASST IC DEVELOPMENT WRITER -YWLA	82KB	07	NX	215
9100	ADM ASST IIA ADVANCED ACADEMICS	ADM2	08	NX	240
9100	ADM ASST IIA COMMUNICATIONS	ADM2	08	NX	240
9100	ADM ASST IIA CURRICULUM	ADM2	08	NX	240
9100	ADM ASST IIA LEARNING NETWORK	ADM2	08	NX	240
9100	ADM ASST IIA GOVERNMENTAL	ADM2	08	NX	240
9100	ADM ASST IIA HCM	ADM2	08	NX	240
9100	ADM ASST IIA LEGAL SERVICES	ADM2	08	NX	240
9100	ADM ASST IIA MATH, SCIENCE, HEALTH & PE	ADM2	08	NX	240
9100	ADM ASST IIA PARENT & PUBLIC ENGAGE	ADM2	08	NX	240
9100	ADM ASST IIA STUDENT SUPPORT SERVICES	ADM2	08	NX	240
9100	ADM ASST IIIA ACCOUNTABILITY	ADM3	09	NX	240
9100	ADM ASST IIIA BUSINESS & FINANCE	ADM3	09	NX	240
9100	ADM ASST IIIA COMMUNICATIONS	ADM3	09	NX	240
9100	ADM ASST IIIA CTO/IT	ADM3	09	NX	240
9100	ADM ASST IIIA CURRICULUM	ADM3	09	NX	240
9100	ADM ASST IIIA DISTRICT OPERATIONS	ADM3	09	NX	240
9100	ADM ASST IIIA LIBRARY MEDIA	ADM3	09	NX	210
9100	ADM ASST IIIA LEARNING NETWORK	ADM3	09	NX	240
9100	ADM ASST IVA SUPERINTENDENT	ADM4	10	NX	240
9200	ANALYST I ACCOUNTABILITY	ANA1	09	EX	240
9200	ANALYST I BILINGUAL FINANCIAL RECORDS	ANA1	09	EX	240
9200	ANALYST I ENERGY	ANA1	09	EX	240
9200	ANALYST II COMPENSATION	ANA2	10	EX	240
9200	ANALYST III BUDGET AND MANAGEMENT	ANA3	11	EX	240
9200	ANALYST III BUDGET/STUDENT SUPPORT SVCS	ANA3	11	EX	240
9200	ANALYST III COMPENSATION LEAD	ANA3	11	EX	240
9200	ANALYST III NUTRITION SVCS BUSINESS	ANA3	11	EX	240
9200	ANALYST IV ACCOUNTABILITY	ANA4	12	EX	240
9200	ANALYST IV BUSINESS	ANA4	12	EX	240
9200	ANALYST IV RESEARCH ACCOUNT. & DATA QUALITY	ANA4	12	EX	240
9200	ANALYST IV RESEARCH QUANTITATIVE	ANA4	12	EX	240
9200	ANALYST IV RESEARCH STATISTICIAN	ANA4	12	EX	240
4100	APPLIANCE REPAIR TECH I	44FG	05	NX	245
4100	APPLIANCE REPAIR TECH II	44FI	08	NX	245
4100	APPRENTICE MECHANIC	44HP	05	NX	245
9200	ARCHITECT	970A	14	EX	240
8000	ASPIRING PRINCIPAL RESIDENCY	823M	10C	EX	187
8200	ASSESSMENT DATA ANALYST	8123	CAMSUP	EX	187
9200	ASSIGNMENT EDITOR/PHOTOGRAPHER	99BA	11	EX	240
9200	ASST CONTROLLER	96KH	14	EX	240
9200	ASST DIR ATHLETICS	960F	13	EX	240
9200	ASST DIR ATTENDANCE CONTROL	960F	13	EX	240
9200	ASST DIR AUDITORY VISUAL	960F	13	EX	240
9200	ASST DIR NUTRITION SVCS	960F	13	EX	240
9200	ASST DIR SCHOOL SOLUTIONS	960F	13	EX	240
9200	ASST DIR SPECIAL STUDIES	960F	13	EX	240
9200	ASST DIR STUDENT DISCIPLINE	960F	13	EX	240
9200	ASST DIR TRANSITION SERVICES	960F	13	EX	240
4100	ASST FOREPERSON LANDSCAPE METAL SHOP	44RQ	10	EX	245
4100	ASST FOREPERSON AUDIO VISUAL	44RQ	10	EX	245
4100	ASST FOREPERSON AUTO SHOP EQUIP REPAIR	44RQ	10	EX	245
4100	ASST FOREPERSON CABINET SHOP	44RQ	10	EX	245
4100	ASST FOREPERSON ELECTRIC SHOP	44RQ	10	EX	245
4100	ASST FOREPERSON FLOORS HARDWARE	44RQ	10	EX	245
4100	ASST FOREPERSON HVAC CHILLERS	44RQ	10	EX	245
4100	ASST FOREPERSON HVAC ROOFTOP	44RQ	10	EX	245
4100	ASST FOREPERSON PAINT SHOP DAYS	44RQ	10	EX	245
4100	ASST FOREPERSON PLUMBING	44RQ	10	EX	245

8000	ASST PRINCIPAL ELEMENTARY	823D	11B	EX	205
8000	ASST PRINCIPAL HIGH	823F	13B	EX	215
8000	ASST PRINCIPAL MIDDLE	823E	12B	EX	215
9200	ASST SUPT AAIL	920C	16	EX	240
9200	ASST SUPT LEARNING NETWORK	920C	16	EX	240
9200	ASST SUPT SAFETY SECURITY OPERATIONS	920C	16	EX	240
8200	ATHLETIC TRAINER	82BE	CAMSUP	EX	202
8100	ATTENDANCE CLERK HS	82JE	06	NX	187
8100	ATTENDANCE CLERK MS	82KE	06	NX	183
8100	ATTENDANCE CLERK SP	82ME	06	NX	210
9200	ATTORNEY STAFF	970C	14	EX	240
8200	AUDIOLOGIST	816T	CAMSUP	EX	202
4100	BACKHOE OPERATOR	44GI	06	NX	245
4100	BUILDING MGR - CENTRAL	44IC	08	NX	245
5100	BUS ATTENDANT – HOURLY	5VB1	02	NX	183
5100	BUS DRIVER -- RELIEF	55VR	06	NX	183
5100	BUS DRIVER TEAM LEADER	55VI	07	NX	183
5100	BUS DRIVER-REG--HOURLY	5VA1	06	NX	183
5100	BUS DRIVER--CONTRACT	5VF1	06	NX	183
9200	BUYER	96KJ	09	EX	240
9200	BUYER CHILD NUTRITION SERVICES	96KJ	09	EX	240
8100	CAMPUS MONITOR	909M	03	NX	183
8200	CAREER ADVISOR YWLA	901S	13	EX	198
4100	CARPENTER I	44CA	05	NX	245
4100	CARPENTER II	44CC	08	NX	245
9100	CASHIER	93AJ	06	NX	240
9000	CHIEF FINANCIAL OFFICER	920M	17	EX	240
9200	CHIEF INTERNAL AUDITOR	9201	15	EX	240
9200	CHIEF LEGAL COUNSEL	970D	16	EX	240
9000	CHIEF OF DISTRICT OPERATIONS	920M	17	EX	240
9000	CHIEF OF HUMAN CAPITAL MANAGEMENT	920M	17	EX	240
9000	CHIEF OF LEADERSHIP, LEARNING, & SUPPORT SERVICES	920M	17	EX	240
9000	CHIEF TECHNOLOGY OFFICER	920M	17	EX	240
9100	COMPENSATION ASSISTANT	93AL	07	NX	240
4100	CONCRETE FINISHER I	44EA	05	NX	245
4100	CONCRETE FINISHER II	44EA	06	NX	245
9200	CONTRACT ADMINISTRATOR	96KK	11	EX	240
9200	CONTROLLER	920H	15	EX	240
9200	COORDINATOR I ACADEMIC ADVISEMENT PROJECT	CDR1	09	EX	240
9200	COORDINATOR I ADOPT-A-SCHOOL	CDR1	09	EX	240
9200	COORDINATOR I FWAS	CDR1	09	EX	210
9200	COORDINATOR I GIS	CDR1	09	EX	240
9200	COORDINATOR I PROCUREMENT TECH	CDR1	09	EX	240
9200	COORDINATOR I SCHOOL COMPLETION	CDR1	09	EX	240
9200	COORDINATOR II ADOPT-A-SCHOOL	CDR2	10	EX	240
9200	COORDINATOR II CURRICULUM	CDR2	10	EX	240
9200	COORDINATOR II HS SPECIAL INTEREST PROGRAM	CDR2	10	EX	210
9200	COORDINATOR II INSTRUCTIONAL SUPPORT ADULT ED	CDR2	10	EX	210
9200	COORDINATOR II MS SPECIAL INTEREST PROGRAM	CDR2	10	EX	210
9200	COORDINATOR II PARENT ENGAGEMENT	CDR2	10	EX	240
9200	COORDINATOR II SPECIAL EVENTS	CDR2	10	EX	240
9200	COORDINATOR II SPECIAL PROJECTS	CDR2	10	EX	240
9200	COORDINATOR II STUDENT ENGAGEMENT	CDR2	10	EX	240
9200	COORDINATOR II TRANSLATOR	CDR2	10	EX	240
9200	COORDINATOR II TTIPS HOME SCHOOL COMMUNITY	CDR2	10	EX	240
9200	COORDINATOR III AES	CDR3	11	EX	240
9200	COORDINATOR III BRANDING	CDR3	11	EX	240
9200	COORDINATOR III CURRICULUM OFFICE MGR	CDR3	11	EX	240
9200	COORDINATOR III EMERGENCY PREPAREDNESS	CDR3	11	EX	240
9200	COORDINATOR III ES LITERACY INITIATIVES AND AES	CDR3	11	EX	240

9200	COORDINATOR III EXTERNAL COMMUNICATIONS	CDR3	11	EX	240
9200	COORDINATOR III FAMILY RESOURCE CENTER	CDR3	11	EX	240
9200	COORDINATOR III INSIGHT GRANT	CDR3	11	EX	240
9200	COORDINATOR III MEDICAID	CDR3	11	EX	240
9200	COORDINATOR III PROJECT INSIGHT	CDR3	11	EX	240
9200	COORDINATOR III PURCHASING CARD	CDR3	11	EX	240
9200	COORDINATOR III PURCHASING CIP	CDR3	11	EX	240
9200	COORDINATOR III REMS GRANT PROJECT	CDR3	11	EX	240
9200	COORDINATOR III SAFETY SECURITY OPERATIONS	CDR3	11	EX	240
9200	COORDINATOR III SPECIAL EDUCATION (CHAPT 21)	CDR3	11	EX	220
9200	COORDINATOR III WEBMASTER CREATIVE	CDR3	11	EX	240
9200	COORDINATOR IV ACCOUNTABILITY	CDR4	12	EX	240
9200	COORDINATOR IV ADVANCED ACADEMICS	CDR4	12	EX	240
9200	COORDINATOR IV BUDGET COMPLIANCE	CDR4	12	EX	240
9200	COORDINATOR IV CATE	CDR4	12	EX	240
9200	COORDINATOR IV CIP	CDR4	12	EX	240
9200	COORDINATOR IV CIP OFFICE MGR	CDR4	12	EX	240
9200	COORDINATOR IV COMPLIANCE MONITOR	CDR4	12	EX	240
9200	COORDINATOR IV CURR BUDGET, BUSINESS, & CONTRACT	CDR4	12	EX	240
9200	COORDINATOR IV EFFICIENCY, EFFECT., & SUSTAIN.	CDR4	12	EX	240
9200	COORDINATOR IV FINANCIAL SVCS CIP	CDR4	12	EX	240
9200	COORDINATOR IV GUIDANCE & COUNSELING	CDR4	12	EX	220
9200	COORDINATOR IV HCM CERTIFICATION	CDR4	12	EX	240
9200	COORDINATOR IV HCM EMPLOYEE EVALS/CONTRACTS	CDR4	12	EX	240
9200	COORDINATOR IV HCM EMPLOYEE RECORDS	CDR4	12	EX	240
9200	COORDINATOR IV HCM EMPLOYEE RELATIONS	CDR4	12	EX	240
9200	COORDINATOR IV HCM INDUCTION MENTORING	CDR4	12	EX	240
9200	COORDINATOR IV HCM STAFFING & RECRUITING	CDR4	12	EX	240
9200	COORDINATOR IV HIGH SCHOOL REDESIGN	909R	12	EX	240
9200	COORDINATOR IV HUB	CDR4	12	EX	240
9200	COORDINATOR IV LIBRARY MEDIA	CDR4	12	EX	240
9200	COORDINATOR IV PROFESSIONAL DEVELOPMENT	CDR4	12	EX	240
9200	COORDINATOR IV SAFETY CIP	CDR4	12	EX	240
9200	COORDINATOR IV SPECIAL EDUCATION	CDR4	12	EX	240
9200	COORDINATOR IV STUDENTS RECORDS	CDR4	12	EX	240
9200	COORDINATOR IV TRANSFORMATIONAL LEADERSHIP	CDR4	12	EX	240
9200	COORDINATOR IV TTIPS OPERATIONS	CDR4	12	EX	240
9200	COORDINATOR IV TTIPS PROJECTS	CDR4	12	EX	240
9200	COORDINATOR V ACCOUNTABILITY	CDR5	13	EX	240
9200	COORDINATOR V ASSESSMENT	CDR5	13	EX	240
9200	COORDINATOR V CURRICULUM DEVELOPMENT	CDR5	13	EX	240
9200	COORDINATOR V DANCE	CDR5	13	EX	240
9200	COORDINATOR V LEADERSHIP DEVELOPMENT	CDR5	13	EX	240
9200	COORDINATOR V NUTRITION SERVICES	CDR5	13	EX	240
9200	COORDINATOR V THEATRE	CDR5	13	EX	240
9200	COORDINATOR V TRANSITION SERVICES	CDR5	13	EX	240
8200	COUNSELOR	809A	CAMSUP	EX	188/198
8200	COUNSELOR VOCATIONAL	809B	CAMSUP	EX	202/210
4100	CUSTODIAN HEAD CENTRAL ADMIN	4TB4	07	NX	245
4100	CUSTODIAN I	4TD1	04	NX	245
4100	CUSTODIAN II (HEAD ES)	44TA	05	NX	245
4100	CUSTODIAN III (HEAD MS)	4TB1	06	NX	245
4100	CUSTODIAN IV (HEAD HS)	4TB2	07	NX	245
4100	CUSTODIAN/CARETAKER	4TB3	07	NX	245
8100	DATA CLERK HS	82JC	07	NX	210
8100	DATA CLERK MS	82KC	07	NX	193
8100	DATA CLERK SP/ALT/MAG	82MC	07	NX	210
9200	DATABASE MANAGER CIP	96LK	10	EX	240
8100	DEAF EDUCATION TRANSCRIBER	8194	07	NX	183
8100	DEAF INTERPRETER	8195	07	NX	183

8000	DEAN OF INSTRUCTION ELEMENTARY	823G	11B	EX	205
8000	DEAN OF INSTRUCTION HIGH	823J	13B	EX	215
8000	DEAN OF INSTRUCTION MIDDLE	823L	12B	EX	215
9000	DEPUTY SUPT FINANCE, BUSINESS, & OPERATIONS	990C	17	EX	240
9000	DEPUTY SUPT LEADERSHIP, LEARNING, & STU. SUPPORT	990C	17	EX	240
9000	DEPUTY SUPT EFFICIENCY, EFFECT. & SUSTAINABILITY	990C	17	EX	240
8200	DIAGNOSTIC EVALUATION SPECIALIST	82AA	CAMSUP	EX	240/187
9200	DIRECTOR I ADOLESCENT PREGNANCY SERVICES	DIR1	13	EX	220
9200	DIRECTOR I ATTENDANCE CONTROL	DIR1	13	EX	240
9200	DIRECTOR I CENTRAL SVCS	DIR1	13	EX	240
9200	DIRECTOR I ENERGY MANAGEMENT	DIR1	13	EX	240
9200	DIRECTOR I FACILITIES AND DEMOGRAPHICS	DIR1	13	EX	240
9200	DIRECTOR I FAMILY/COMMUNITY	DIR1	13	EX	240
9200	DIRECTOR I GUIDANCE COUNSELING	DIR1	13	EX	240
9200	DIRECTOR I INTERVENTION	DIR1	13	EX	240
9200	DIRECTOR I PARENT ENGAGEMENT	DIR1	13	EX	240
9200	DIRECTOR I POLICY AND GOVERNANCE	DIR1	13	EX	240
9200	DIRECTOR I PUBLIC ENGAGEMENT	DIR1	13	EX	240
9200	DIRECTOR I SAFETY & SECURITY	DIR1	13	EX	240
9200	DIRECTOR I STUDENT SUPPORT SVCS	DIR1	13	EX	240
9200	DIRECTOR I TEXTBOOKS	DIR1	13	EX	240
9200	DIRECTOR II ACCOUNTABILITY	DIR2	14	EX	240
9200	DIRECTOR II ADULT EDUCATION CENTER	DIR2	14	EX	240
9200	DIRECTOR II ADVANCED ACADEMICS	DIR2	14	EX	240
9200	DIRECTOR II ART	DIR2	14	EX	240
9200	DIRECTOR II AUXILIARY SVCS MAINTENANCE	DIR2	14	EX	240
9200	DIRECTOR II BILINGUAL/ESL	DIR2	14	EX	240
9200	DIRECTOR II CAREER TECHNOLOGY	DIR2	14	EX	240
9200	DIRECTOR II CENTRAL MAINTENANCE	DIR2	14	EX	240
9200	DIRECTOR II COMMUNICATIONS	DIR2	14	EX	240
9200	DIRECTOR II ELEMENTARY LITERACY	DIR2	14	EX	240
9200	DIRECTOR II ENVIRONMENTAL & CONSTRUCTION	DIR2	14	EX	240
9200	DIRECTOR II FEDERAL STATE COMPLIANCE & ADM	DIR2	14	EX	240
9200	DIRECTOR II FISCAL & BUSINESS OPERATIONS	DIR2	14	EX	240
9200	DIRECTOR II FLEET MAINTENANCE	DIR2	14	EX	240
9200	DIRECTOR II FORT WORTH AFTER SCHOOL	DIR2	14	EX	240
9200	DIRECTOR II HCM INDUCTION, DEV & RETENTION	DR24	14	EX	240
9200	DIRECTOR II HCM STAFFING & RECRUITING	DR24	14	EX	240
9200	DIRECTOR II HEALTH SERVICES	DIR2	14	EX	240
9200	DIRECTOR II HEALTH/PE	DIR2	14	EX	240
9200	DIRECTOR II HIGH SCHOOL REDESIGN	DIR2	14	EX	240
9200	DIRECTOR II INSTRUMENTAL MUSIC	DIR2	14	EX	240
9200	DIRECTOR II JROTC	DIR2	14	EX	240
9200	DIRECTOR II LANGUAGE ARTS	DIR2	14	EX	240
9200	DIRECTOR II LIBRARY MEDIA	DIR2	14	EX	240
9200	DIRECTOR II MAINTENANCE AREAS I, II, III	DIR2	14	EX	240
9200	DIRECTOR II MATHEMATICS	DIR2	14	EX	240
9200	DIRECTOR II MUSIC DEPARTMENT	DIR2	14	EX	240
9200	DIRECTOR II OFFICE OF PROFESSIONAL STANDARDS	DIR2	14	EX	240
9200	DIRECTOR II PSYCHOLOGICAL SERVICES	DIR2	14	EX	240
9200	DIRECTOR II RELATED SERVICES & STAFF DEVEL	DIR2	14	EX	240
9200	DIRECTOR II RESEARCH DATA ANALYSIS	DIR2	14	EX	240
9200	DIRECTOR II RESEARCH DATA ANALYST	DIR2	14	EX	240
9200	DIRECTOR II SCHOOL DATA MANAGEMENT	DIR2	14	EX	240
9200	DIRECTOR II SCIENCE	DIR2	14	EX	240
9200	DIRECTOR II SOCIAL STUDIES	DIR2	14	EX	240
9200	DIRECTOR II SPECIAL EDUCATION	DIR2	14	EX	240
9200	DIRECTOR II STUDENT DISCIPLINE/PLACEMENT	DIR2	14	EX	240
9200	DIRECTOR II STUDENT ENGAGEMENT	DIR2	14	EX	240
9200	DIRECTOR II WORLD LANGUAGES	DIR2	14	EX	240

9200	DIRECTOR III ATHLETICS	DR34	15	EX	240
9200	DIRECTOR III LEARNING NETWORK	DR34	15	EX	240
9200	DIRECTOR III NUTRITION SVCS	DIR3	15	EX	240
9200	DIRECTOR III TEACHING QUALITY	DR34	15	EX	240
9200	DIRECTOR III TRANSFORMATIONAL LEADERSHIP	DR34	15	EX	240
9200	DIRECTOR III TRANSPORTATION	DIR3	15	EX	240
8100	DYSLEXIA ASSISTANT	8196	07	NX	183
4100	ELECTRICIAN I	44CM	05	NX	245
4100	ELECTRICIAN II JOURNEYMAN	44CP	09	NX	245
4100	ELECTRONIC TECH I	44GT	05	NX	245
4100	ELECTRONIC TECH III	44GV	08	NX	245
4100	ENVIRONMENTAL WORKER I	44FR	07	NX	245
4100	ENVIRONMENTAL WORKER II	44FV	09	NX	245
8000	ES ASST PRIN ON SPECIAL ASGN	820L	11B	EX	205
8000	ES PRIN SPEC ON ASGN	820P	14B	EX	220
9200	EVALUATION ASSOCIATE RESEARCH	98AE	10	EX	240
9200	EXEC ASST TO THE SUPERINTENDENT	990D	13	EX	240
9200	EXEC DIRECTOR ACCOUNTABILITY	920D	15	EX	240
9200	EXEC DIRECTOR BENEFITS/RISK MANAGEMENT	920D	15	EX	240
9200	EXEC DIRECTOR BILINGUAL/ESL	920D	15	EX	240
9200	EXEC DIRECTOR CUSTOMER SERVICE	920D	15	EX	240
9200	EXEC DIRECTOR EARLY ACAD. SUCCESS & ACCEL.	920D	15	EX	240
9200	EXEC DIRECTOR EDUCATION TECHNOLOGY	920D	15	EX	240
9200	EXEC DIRECTOR FINE ARTS	920D	15	EX	240
9200	EXEC DIRECTOR EMPLOYEE RELATIONS	920D	15	EX	240
9200	EXEC DIRECTOR GRANTS	920D	15	EX	240
9200	EXEC DIRECTOR LEADERSHIP DEVELOPMENT/SUPPORT	920D	15	EX	240
9200	EXEC DIRECTOR LITERACY/HUMANITIES	920D	15	EX	240
9200	EXEC DIRECTOR MAINTENANCE	920D	15	EX	240
9200	EXEC DIRECTOR MATH/HEALTH/PE	920D	15	EX	240
9200	EXEC DIRECTOR PARENT/PUBLIC ENGAGEMENT	920D	15	EX	240
9200	EXEC DIRECTOR PURCHASING	920D	15	EX	240
9200	EXEC DIRECTOR SCIENCE	920D	15	EX	240
9200	EXEC DIRECTOR SPECIAL EDUCATION	920D	15	EX	240
9200	EXEC DIRECTOR STUDENT SUPPORT SVCS	920D	15	EX	240
9100	EXEC SECRETARY BOE	99FF	08	NX	240
4100	EXTERMINATOR	44FX	08	NX	245
4100	FLOOR/HARDWARE TECH I	44EG	05	NX	245
4100	FLOOR/HARDWARE TECH II	44EI	06	NX	245
4000	FOREPERSON AUDIO VISUAL	44RA	11	EX	245
4000	FOREPERSON AUTO SHOP EQUIP REPAIR	44RA	11	EX	245
4000	FOREPERSON CABINET SHOP	44RA	11	EX	245
4000	FOREPERSON ELECTRIC SHOP	44RA	11	EX	245
4000	FOREPERSON ENERGY MANAGEMENT	44RA	11	EX	245
4000	FOREPERSON FLOORS HARDWARE	44RA	11	EX	245
4000	FOREPERSON HVAC CHILLERS	44RA	11	EX	245
4000	FOREPERSON HVAC ROOFTOP	44RA	11	EX	245
4000	FOREPERSON LANDSCAPE METAL SHOP	44RA	11	EX	245
4000	FOREPERSON PAINT SHOP	44RA	11	EX	245
4000	FOREPERSON PAINT SHOP NIGHTS	44RA	11	EX	245
4000	FOREPERSON PLUMBING	44RA	11	EX	245
4000	FOREPERSON ROOFING	44RA	11	EX	245
5000	FOREPERSON TRANSPORTATION	55VC	10	EX	245
4000	FOREPERSON WAREHOUSE/SPECIAL PROJECTS	44RA	11	EX	245
4100	FUEL ATTENDANT	44VB	02	NX	245
4100	FUEL ATTENDANT (MONTHLY)	44HX	03	NX	245
9200	GEN MANAGER BUSINESS OPERATIONS CIP	920I	15	EX	240
4100	GENERAL MAINTENANCE WORKER I	44GK	04	NX	245
4100	GENERAL MAINTENANCE WORKER II	44GP	06	NX	245
4100	GLAZIER	44DR	09	NX	245

4100	GROUNDS WORKER	44GM	05	NX	245
9100	HCM RECEPTIONIST	AS01	05	NX	240
9100	HCM STAFF ASST CERTIFICATION & ESL CERT.	93AI	07	NX	240
8100	HEALTH ASSOCIATE	8197	05	NX	183
9200	HEARING OFFICER	90BB	11	EX	193
8000	HS ASST PRIN ON SPECIAL ASGN	820N	13B	EX	215
8000	HS PRIN ON SPEC ASGN	820R	15B	EX	240
4100	HVAC TECH I CHILLERS	4DAC	05	NX	245
4100	HVAC TECH I ROOFTOPS	4DAR	05	NX	245
4100	HVAC TECH II CHILLERS	4DCC	08	NX	245
4100	HVAC TECH II ROOFTOPS	4DCR	08	NX	245
8200	INSTRUCTIONAL SPECIALIST	827M	CAMSUP	EX	187
9200	INTERNAL AUDITOR	96KD	11	EX	240
9200	INTERNAL AUDITOR CIP BOND	9600	12	EX	240
9200	INVESTIGATOR	90BC	11	EX	240
4100	IRRIGATOR TECH I	44CR	05	NX	245
4100	IRRIGATOR TECH III	44CS	08	NX	245
3000	IT .NET PROGRAMMER	36LW	12	EX	240
3000	IT ANALYST IV APPLICATIONS	3AN4	12	EX	240
3000	IT ANALYST IV BUSINESS APPLICATION DEVELOP	3AN4	12	EX	240
3000	IT BUSINESS INTELLIGENCE ADMINISTRATOR	36K0	14	EX	240
3000	IT COORDINATOR II PROCUREMENT	3C01	09	NX	240
3000	IT COORDINATOR III EXTERNAL COMMUNICATIONS	3C03	11	EX	240
3000	IT COORDINATOR IV DATA MANAGEMENT	3C04	12	EX	240
3000	IT COORDINATOR IV ED TECH	3C04	12	EX	240
3000	IT COORDINATOR IV E-RATE MGMT SUPPORT	3C04	12	EX	240
3000	IT COORDINATOR IV LEADERSHIP TRNG	3C04	12	EX	240
3000	IT COORDINATOR IV TECH CIP	3C04	12	EX	240
3000	IT COORDINATOR IV TECH OFFICE	3C04	12	EX	240
3000	IT COORDINATOR IV UNIFIED COMMUNICATIONS LEAD	3C04	12	EX	240
3000	IT COORDINATOR V CAMPUS SPECIALIST	3C05	13	EX	240
3000	IT COORDINATOR V ED TECH	3C05	13	EX	240
3000	IT DATABASE ADMINISTRATOR	36LF	12	EX	240
3000	IT DIRECTOR II SCHOOL SUPPORT	3DI2	14	EX	240
3000	IT DIRECTOR II SUPPORT	3DI2	14	EX	240
3000	IT DIRECTOR III APPLICATION DEVELOP	3DI3	15	EX	240
3000	IT DIRECTOR III STRATEGIC OPERATIONS	3DI3	15	EX	240
3100	IT ELECTRONIC TECH III	34GV	08	NX	240
3000	IT EMAIL EXCHANGE ADMINISTRATOR	36MU	11	EX	240
3100	IT FIELD SUPPORT TECH	36MV	09	NX	240
3000	IT MGR I DATABASE	3TM1	12	EX	240
3000	IT MGR II APPLICATION DEVELOP	3TM2	13	EX	240
3000	IT MGR II APPLICATION SUPPORT	3TM2	13	EX	240
3000	IT MGR II CAMPUS SUPPORT	3TM2	13	EX	240
3000	IT MGR II CUSTOMER SERVICE	3TM2	13	EX	240
3000	IT MGR II NETWORK ENGINEER	3TM2	13	EX	240
3000	IT MGR II PEIMS	3TM2	13	EX	240
3000	IT MGR II TELECOMMUNICATIONS	3TM2	13	EX	240
3000	IT MGR III NETWORK SVCS	3TM3	14	EX	240
3000	IT NETWORK ADMINISTRATOR	36MW	12	EX	240
3000	IT NETWORK ENGINEER	3NE1	12	EX	240
3000	IT NETWORK SECURITY SPECIALIST	36LX	11	EX	240
3000	IT NETWORK SPECIALIST	36MP	11	EX	240
3000	IT OPERATOR NETWORK SVCS	36MF	07	NX	240
3000	IT SHAREPOINT ADMINISTRATOR	36MH	11	EX	240
3100	IT SPEC I INFRASTRUCTURE	3SP1	08	NX	240
3100	IT SPEC II APPLICATION SUPPORT	3SP2	09	NX	240
3100	IT SPEC II CAMPUS	3SP2	09	NX	240
3100	IT SPEC II CAMPUS	3SP2	09	NX	240
3100	IT SPEC II CUSTOMER SVC	3SP2	09	NX	240

3100	IT SPEC II INFRASTRUCTURE	3SP2	09	NX	240
3100	IT SPEC II PEIMS	3SP2	09	NX	240
3100	IT SPEC III CAMPUS CUSTOMER SVC	3SP3	10	NX	240
3100	IT SPEC III CS 2nd LEVEL	3SP3	10	NX	240
3100	IT SPEC III DOCUMENTATION	3SP3	10	NX	240
3000	IT SPEC III ED TECH	3SP3	10	EX	240
3100	IT SPEC III LEGACY	3SP3	10	NX	240
3000	IT SPEC IV APPLICATION SUPPORT	3SP4	11	EX	240
3000	IT SPEC IV COMPUTER BASED TRAINING	3SP4	11	EX	240
3000	IT SPEC IV NETWORK ENGINEER	3SP4	11	EX	240
3000	IT SPEC V	3SP5	12	EX	240
3000	IT SPEC VI TECH CIP	3SP6	13	EX	240
3000	IT SPVR I OPERATIONS	3SV1	09	EX	240
3000	IT SPVR II INFRASTRUCTURE	3SV2	10	EX	240
3000	IT SPVR IV COMPUTER OPERATIONS	3SV4	11	EX	240
3000	IT SPVR IV LEGACY APPLICATIONS	3SV4	12	EX	240
3000	IT SR NETWORK ENGINEER	3SE1	13	EX	240
3100	IT TECH II KRONOS	3TE2	07	NX	240
3100	IT TECH III TELECOMMUNICATIONS	3TE3	08	NX	240
3100	IT TECH IV	3TE4	09	NX	240
3000	IT TRAINER IV ED TECH	3TR4	10	EX	240
3100	IT TRUCK DRIVER III TECHNOLOGY	35UA	05	NX	240
3100	IT WAREHOUSE MGR	35PJ	08	NX	240
8360	JROTC INSTRUCTOR	814P	10	EX	260
9200	JROTC STAFF	914Q	10	EX	260
4100	LAY-IN CEILING TECH I	44FK	05	NX	245
4100	LAY-IN CEILING TECH II	44FM	08	NX	245
8200	LIBRARIAN	829M	CAMSUP	EX	187
4100	LOCKER REPAIR PERSON	4TL1	06	NX	245
4100	LOCKSMITH TECH II	44DV	08	NX	245
4100	MACHINE OPERATOR	4TL2	06	NX	245
9200	MAGNET COMMUNICATION TECH	927L	09	EX	210
4100	MASON I	44EM	05	NX	245
4100	MASON JOURNEYMAN	44EP	07	NX	245
4100	MECHANIC	44HU	05	NX	245
4100	MECHANIC ASST	44HK	05	NX	245
4100	MECHANIC SMALL ENGINE	44HM	05	NX	245
4100	MECHANIC TRAINEE – HOURLY	5STU	02	NX	245
4100	MECHANIC TRANSPORTATION	54HT	08	NX	245
9200	MGR I CIP OFFICE	9MR1	12	EX	240
9200	MGR I LIBRARY MEDIA	9MR1	12	EX	240
9200	MGR II BUDGET OPERATIONS	9MR2	13	EX	240
9200	MGR II ENVIRONMENTAL	9MR2	13	EX	240
9200	MGR II MOC	9MR2	13	EX	240
9200	MGR II PAYROLL	9MR2	13	EX	240
9200	MGR III BUSINESS SUPPORT SVCS	9MR3	14	EX	240
9200	MGR III MAINTENANCE BUSINESS OPERATIONS	9MR3	14	EX	240
8000	MS ASST PRIN ON SPECIAL ASGN	820M	12B	EX	215
8000	MS/ALT PRIN ON SPECIALIST ASGN	820Q	14C	EX	220
6100	NUTR SVCS MGR I (ES)	6MR1	06	NX	189
6100	NUTR SVCS MGR II (MS)	6MR2	07	NX	189
6100	NUTR SVCS MGR III (HS)	6MR3	07	NX	189
6100	NUTRITION SVCS WORKER	66WA	04	NX	189
8200	OCCUPATIONAL THERAPIST	8OAK	CAMSUP	EX	202
9100	OFFICE ASST IIA CURRIICULUM & INSTRUCTION	90AA	04	NX	240
9100	OFFICE ASST IIA DISTRICT OPERATIONS & ADM SVCS	90AA	04	NX	240
9100	OFFICE ASST IIA MAIL ROOM	90AA	04	NX	240
9100	OFFICE ASST IIA RECEPTIONIST	90AA	04	NX	240
9100	OFFICE ASST IIA SERS	90AA	04	NX	240
9100	OFFICE ASST IIA SPECIAL ED RECORDS	90AA	04	NX	240

8100	OFFICE ASST IIC ES	82LG	04	NX	183
8100	OFFICE ASST IIC HS	82JG	04	NX	183
8100	OFFICE ASST IIC HS ASST PRIN	82JI	04	NX	198
8100	OFFICE ASST IIC MS	82KG	04	NX	183
8100	OFFICE ASST IIC SP/ALT/SIP	82MG	04	NX	183
8200	ORIENTATION & MOBILITY SPECIALIST	80AL	CAMSUP	EX	202
4100	PAINTER I	44CG	05	NX	245
4100	PAINTER II	44CI	06	NX	245
4100	PAINTER III	44CK	07	NX	245
9100	PARENT EDUCATOR	921P	06	NX	183
9100	PAYROLL ASSISTANT	93AK	07	NX	240
9100	PHOTOGRAPHER/AUDIOGRAPHER/EDITOR	99BL	10	NX	240
8200	PHYSICAL THERAPIST	80AJ	CAMSUP	EX	202
4100	PICK-UP/DELIVERY	45UJ	03	NX	245
4100	PLASTERER	44EV	08	NX	245
4100	PLUMBER I	44CT	05	NX	245
4100	PLUMBER II	44CV	08	NX	245
4100	PM SERVICE PERSON	44HV	05	NX	245
8000	PRINCIPAL ELEMENTARY	823A	14B	EX	220
8000	PRINCIPAL HIGH	823C	15B	EX	240
8000	PRINCIPAL HS ALTERNATIVE	823K	14D	EX	240
8000	PRINCIPAL MIDDLE and MS ALTERNATIVE	823B	14C	EX	220
8100	PROGRAM ASSISTANT SPECIAL EDUCATION	8110	06	NX	183
9200	PROJECT MANAGER - CIP/DESIGN AND CONSTRUCTION	97JM	14	EX	240
9200	PROJECT MANAGER II - TTIPS	9PM2	13	EX	240
8200	PSYCHOLOGIST	80AD	CAMSUP	EX	210
9200	PSYCHOLOGY INTERN	90AE	08	EX	240
4100	REFRIGERATION TECH I	44DF	05	NX	245
4100	REFRIGERATION TECH III	44DF	08	NX	245
8100	REGISTRAR	82JB	07	NX	240
4100	ROOFER I	44DH	05	NX	245
4100	ROOFER II	44DI	06	NX	245
5100	ROUTER SCHEDULER I	55GS	06	NX	245
5100	ROUTER SCHEDULER II	55GR	08	NX	245
5100	SAFETY OFFICER TRANSPORTATION	55XC	06	NX	245
8200	SCHOOL NURSE (N00)	829P	CAMSUP	EX	187
8200	SCHOOL NURSE (N01)	828P	CAMSUP	EX	187
4100	SECURITY MONITOR	45XB	05	NX	245
4100	SEWER TECH	44CX	08	NX	245
4100	SHEET METAL WORKER II	44GC	08	NX	245
9200	SOCIAL WORKER I	9AG1	10	EX	210
9200	SOCIAL WORKER II	9AG2	11	EX	210
4100	SPEC I CENTRAL WAREHOUSE	SPE1	08	NX	245
6100	SPEC I CNS PROCUREMENT	SPE1	08	NX	240
9200	SPEC I COMPENSATION	SPE1	08	NX	240
6100	SPEC I FREE LUNCH OFFICE	SPE1	08	NX	240
9200	SPEC I EMPLOYEE RECORDS	SPE1	08	NX	240
9200	SPEC I PAYROLL	SPE1	08	NX	240
9200	SPEC I PROFESSIONAL STANDARDS	SPE1	08	NX	240
6100	SPEC I SNACK BAR/CATERING	SPE1	08	NX	240
9100	SPEC I STUDENT RECORDS ACTIVE	SPE1	08	NX	240
5100	SPEC I TRANSPORTATION	SPE1	08	NX	245
9200	SPEC II ASSESSMENT	SPE2	09	EX	240
9200	SPEC II BENEFITS	SPE2	09	NX	240
9200	SPEC II COLLEGE CAREER READINESS	SPE2	09	EX	187
9200	SPEC II HOME LIAISON	SPE2	09	EX	210
9200	SPEC II MIGRANT RECRUITER	SPE2	09	EX	210
9200	SPEC II PARENT OUTREACH	SPE2	09	EX	210
9200	SPEC II RESEARCH	SPE2	09	EX	240
9200	SPEC II RISK MANAGEMENT	SPE2	09	EX	240

9200	SPEC II SAFETY & SECURITY	SPE2	09	NX	240
9200	SPEC II STUDENT PLACEMENT CENTER	SPE2	09	EX	240
9200	SPEC II TRANSPORTATION	SPE2	09	EX	240
9200	SPEC III ASSESSMENT	SPE3	10	EX	240
9200	SPEC III CAREER TECHNOLOGY	SPE3	10	EX	240
9200	SPEC III CIP	SPE3	10	EX	240
9200	SPEC III INTERNAL FINANCE	SPE3	10	EX	240
9200	SPEC III PARENT ENGAGEMENT	SPE3	10	EX	220
9200	SPEC III PROJECT DEVELOP	SPE3	10	EX	240
9200	SPEC III RESEARCH	SPE3	10	EX	240
9200	SPEC III RESEARCH DATA	SPE3	10	EX	240
9200	SPEC III SCHOOL SOLUTIONS	SPE3	10	EX	240
9200	SPEC IV ATTENDANCE CONTROL	90BE	11	EX	187
9200	SPEC IV CRITICAL INCIDENT	SPE4	11	EX	240
9200	SPEC IV ENVIRONMENTAL	SPE4	11	EX	240
9200	SPEC IV INTERVENTION	907X	11	EX	187
9200	SPEC IV SAFETY & SECURITY	SPE4	11	EX	193
9200	SPEC IV SCHOOL SOLUTIONS	SPE4	11	EX	240
9200	SPEC IV SR PROJECT DEVELOP GRANTS	SPE4	11	EX	240
9200	SPEC IV STUDENT SVCS	SPE4	11	EX	200
9200	SPEC V ASSESS ACCOUNT & DATA QUALITY	SPE5	12	EX	240
9200	SPEC V BILINGUAL	SPE5	12	EX	240
8360	SPEC V TTIPS CRITICAL SUCCESS	907Z	TCHR	EX	197
9200	SPEC V NURSE	SPE3	12	EX	240
8200	SPEECH LANGUAGE PATHOLOGIST (SLP)	816F	CAMSUP	EX	187
9200	SPVR I LIBRARY MEDIA	9SV1	09	EX	240
9200	SPVR I NUTRITION SVCS	9SV1	09	EX	198
9200	SPVR I OPERATIONS	9SV1	09	EX	240
9200	SPVR I SERS	9SV1	09	EX	217
9200	SPVR I STUDENT PLACEMENT	9SV1	09	EX	240
9200	SPVR II CENTRAL CALLING	9SV2	10	NX	240
9200	SPVR II CUSTODIAL SVCS	9SV2	10	NX	245
9200	SPVR II PRINT SHOP	9SV2	10	EX	240
9200	SPVR III ACCOUNTS PAYABLE	9SV3	11	EX	240
9200	SPVR III ATHLETIC FACILITY	9SV3	11	EX	240
9200	SPVR III BENEFITS	9SV3	11	EX	240
9200	SPVR III CAMPUS MONITORS	9SV3	11	EX	240
9200	SPVR IV ADULT EDUCATION	9SV4	12	EX	240
5000	SPVR IV TRANSPORTATION PLANNER	57TR	12	EX	240
9200	SR ACCOUNTANT	96KI	11	EX	240
9200	SR BUYER	96KL	11	EX	240
9100	SR CLERK ACCOUNTING	93A2	07	NX	240
9100	SR CLERK ACCOUNTS PAYABLE	93A2	07	NX	240
9200	SR INTERNAL AUDITOR	96KE	12	EX	240
9200	SR INTERNAL AUDITOR CIP	96KM	12	EX	240
9200	SR OFFICER BOND PROG	990M	16	EX	240
9200	SR OFFICER BUDGET & FINANCE	990M	16	EX	240
9200	SR OFFICER COMMUNICATIONS	990M	16	EX	240
9200	SR OFFICER COMPENSATION & EMPLOYEE RECORDS	990M	16	EX	240
9200	SR OFFICER PAYROLL & EMPLOYEE BENEFITS	990M	16	EX	240
8100	STOREKEEPER/DELIVERY SPECIAL EDUCATION	43BM	03	NX	220
9000	SUPERINTENDENT	990A	19	EX	240
8100	TA I BILINGUAL	8106	03	NX	183
8100	TA I ES	8191	03	NX	183
8100	TA I HS	8101	03	NX	183
8100	TA I KG	8102	03	NX	183
8100	TA I MS	8103	03	NX	183
8100	TA I Pre-K	8104	03	NX	183
8100	TA I RESOURCE SP ED	8105	03	NX	183
8100	TA I RESOURCE TITLE I	8198	03	NX	183

8100	TA II LINC	8192	04	NX	183
8100	TA III BIC	8193	05	NX	183
8100	TA III CAI LAB	8107	05	NX	183
8100	TA III DEAF EDUCATION	8108	05	NX	183
8100	TA III ES SCIENCE LAB	8122	05	NX	187
8100	TA III HS/MS SCIENCE LAB	8121	05	NX	198
8100	TA III IN-HOUSE	8109	05	NX	183
8100	TA III PPCD	8116	05	NX	183
8100	TA III SESC (SEVERE NEEDS CAMPUS)	8119	05	NX	183
8100	TA III TAP	8111	05	NX	183
8100	TA III TRANSITION	8120	05	NX	183
8300	TCHR - ADAPTIVE PE	816M	TCHR	EX	187
1400	TCHR - ADULT ED W/TRS (ANOTHER ISD)	818H	TCHR	EX	187
8300	TCHR - ADULT EDUCATION FT	818J	TCHR	EX	187
1400	TCHR - ADULT EDUCATION FT	818M	HRLY	EX	187
1450	TCHR - ADULT EDUCATION PT	818L	HRLY	EX	187
8300	TCHR - ART	817B	TCHR	EX	187
8300	TCHR - BAND DIR	814S	TCHR	EX	187
8300	TCHR - CHILD DEVELOP	815H	TCHR	EX	187
8300	TCHR - COACH	814R	TCHR	EX	187
8300	TCHR - COMPUTER LITERACY	817K	TCHR	EX	187
1400	TCHR - DACS INSTRUCTOR	818P	HRLY	EX	187
8350	TCHR - DEAF EDUCATION	816A	TCHR	EX	187
8300	TCHR - DISTRIBUTIVE EDUCATION	815E	TCHR	EX	202
8300	TCHR - EARLY CHILDHOOD	816N	TCHR	EX	187
8300	TCHR - GEN ELEMENTARY	814O	TCHR	EX	187
8300	TCHR - GRADE 1	814C	TCHR	EX	187
8300	TCHR - GRADE 1 - 2	815A	TCHR	EX	187
8300	TCHR - GRADE 1 - 3	815F	TCHR	EX	187
8300	TCHR - GRADE 2	814D	TCHR	EX	187
8300	TCHR - GRADE 2 - 3	814M	TCHR	EX	187
8300	TCHR - GRADE 3	814E	TCHR	EX	187
8300	TCHR - GRADE 3 - 4	814Q	TCHR	EX	187
8300	TCHR - GRADE 4	814F	TCHR	EX	187
8300	TCHR - GRADE 4 - 5	814V	TCHR	EX	187
8300	TCHR - GRADE 5	814G	TCHR	EX	187
8300	TCHR - GRADE 6	814J	TCHR	EX	187
8300	TCHR - GRADE 6 - 8	814L	TCHR	EX	187
8300	TCHR - GRADE 7 - 8	814K	TCHR	EX	187
8300	TCHR - GRADE 8	814W	TCHR	EX	187
8300	TCHR - GRADE 9 - 12	814N	TCHR	EX	187
8300	TCHR - HEALTH OCCUPATIONS	815G	TCHR	EX	187
8350	TCHR - HEARING IMPAIRED	816K	TCHR	EX	187
8350	TCHR - HOMEBOUND	816J	TCHR	EX	187
8350	TCHR - HOMEMAKING	815K	TCHR	EX	202
8350	TCHR - HOSPITAL	816H	TCHR	EX	187
8300	TCHR - IN HOUSE SUSPENSION	814U	TCHR	EX	187
8350	TCHR - INCLUSION	816I	TCHR	EX	187
8360	TCHR - JCC	814T	TCHR	EX	187
8360	TCHR - JROTC INSTRUCTOR	814P	RANGE	EX	260
8300	TCHR - JUVENILE CNTR	818K	TCHR	EX	187
8300	TCHR - K - 1	815B	TCHR	EX	187
8300	TCHR - KINDERGARTEN	814B	TCHR	EX	187
8300	TCHR - LANGUAGE CENTER	817L	TCHR	EX	187
8350	TCHR - LINC	816C	TCHR	EX	187
8300	TCHR - MUSIC	817C	TCHR	EX	187
8350	TCHR - ORTHOPEDIC	816E	TCHR	EX	187
8300	TCHR - PHYSICAL EDUCATION	814H	TCHR	EX	187
8300	TCHR - PRE K	814A	TCHR	EX	187
8350	TCHR - REGULAR SPECIAL EDUCATION	816B	TCHR	EX	187

8350	TCHR - RESOURCE	816R	TCHR	EX	187
8300	TCHR - RESOURCE TITLE I	817Y	TCHR	EX	187
8360	TCHR - SPEC ASGN 187	817P	TCHR	EX	187
8360	TCHR - SPEC ASGN 217	817R	TCHR	EX	187
8360	TCHR - SPEC ASGN 2BH MASTER TCHR	82BH	TCHR	EX	220
8360	TCHR - SPEC ASGN 2BJ CLUSTER COACH	82BJ	TCHR	EX	220
8360	TCHR - SPEC ASGN 2BK LITERACY COACH	82BK	TCHR	EX	187
8360	TCHR - SPEC ASGN 2BL LEAD CONTENT	82BL	TCHR	EX	187
8360	TCHR - SPEC ASGN 2BM MATH COACH	82BM	TCHR	EX	220
8360	TCHR - SPEC ASGN TTIPS	82BT	TCHR	EX	220
8360	TCHR - SPECIAL ASSIGNMENTS	812T	TCHR	EX	217
8360	TCHR - SPECIAL INTEREST PROGRAM	817H	TCHR	EX	187
1400	TCHR - SUMR SCHL W/TRS DEDUCTION	818S	HRLY	EX	187
8300	TCHR - TRADES & INDUSTRIES	815M	TCHR	EX	187
8350	TCHR - TRANSITION	816G	TCHR	EX	187
8350	TCHR - VAC	816L	TCHR	EX	187
8350	TCHR - VISUAL	816D	TCHR	EX	187
8300	TCHR - VOCATION and BUSINESS ED	815D	TCHR	EX	187
8300	TCHR - VOCATIONAL	815C	TCHR	EX	187
8300	TCHR - VOCATIONAL IND ARTS	815R	TCHR	EX	187
8200	TEACHER MANAGER	823H	10	EX	210
9100	TECH I MAILROOM	TEC1	06	NX	240
9100	TECH I PRINT SHOP	TEC1	06	NX	240
9100	TECH II CENTRAL CALLING	TEC2	07	NX	240
9100	TECH II USER SUPPORT SCHOOL SOLUTIONS	TEC2	07	NX	240
4100	TECH III ENERGY MANAGEMENT SYSTEMS	TEC3	08	NX	240
3100	TECH IV LIBRARY MEDIA	TEC4	09	NX	240
4100	TECH IV PM SHOP	TEC4	09	NX	245
9100	TRAINER I TRANSPORTATION	TRN1	07	NX	245
6100	TRAINER II NUTRITION SVCS	TRN2	08	NX	240
9200	TRAINER III SCHOOL SOLUTIONS	TRN3	09	EX	240
6000	TRAINER IV NUTRITION SVCS	TRN4	10	EX	240
5000	TRANSPORTATION MGR I	55PH	12	EX	245
9200	TREASURER	97JF	13	EX	240
4100	TRUCK DRIVER I	4UA1	04	NX	245
4100	TRUCK DRIVER II	4UA2	05	NX	245
4100	WAREHOUSE DISTRIBUTION SUPERVISOR	4SPV	08	NX	245
4100	WAREHOUSE PERSON I	45U1	05	NX	245
4100	WAREHOUSE PERSON II	45U2	06	NX	245
4100	WATER FOUNTAIN REPAIR	44CZ	08	NX	245
4100	WELDER I	44FA	05	NX	245
4100	WELDER II	44FC	08	NX	245

## **Section VI**

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### **Pay Grade/Ranges of Pay**

**Pay Grade**

**Range**

	MIN	MID	MAX	
PAY GRADE 1	70.42	90.05	109.68	DAILY
	16,900	21,612	26,323	240
PAY GRADE 2	78.75	99.63	120.51	DAILY
	18,900	23,911	28,922	240
PAY GRADE 3	84.17	107.54	130.92	DAILY
	20,200	25,809	31,420	240
PAY GRADE 4	95.00	119.25	143.49	DAILY
	22,800	28,620	34,437	240
PAY GRADE 5	115.42	147.66	179.91	DAILY
	27,700	35,438	43,178	240
PAY GRADE 6	125.42	160.47	195.51	DAILY
	30,100	38,512	46,922	240
PAY GRADE 7	142.92	183.09	223.26	DAILY
	34,300	43,941	53,582	240
PAY GRADE 8	159.17	204.00	248.83	DAILY
	38,200	48,960	59,719	240
PAY GRADE 9	174.17	223.20	272.24	DAILY
	41,800	53,568	65,337	240
PAY GRADE 10	189.17	242.41	295.65	DAILY
	45,400	58,178	70,956	240
PAY GRADE 11	225.84	289.35	352.87	DAILY
	54,201	69,444	84,688	240
PAY GRADE 12	242.50	310.26	378.01	DAILY
	58,200	74,462	90,722	240
PAY GRADE 13	260.00	332.88	405.76	DAILY
	62,400	79,891	97,382	240
PAY GRADE 14	300.42	384.52	468.62	DAILY
	72,100	92,284	112,468	240

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PAY GRADE 15

359.17	458.68	558.20	DAILY
86,200	110,083	133,968	240

PAY GRADE 16

426.67	544.63	662.59	DAILY
102,400	130,711	159,021	240

PAY GRADE 17

566.67	723.34	880.01	DAILY
136,000	173,601	211,202	240

PAY GRADE 19

SALARY NEGOTIATED

## Section VII

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### Supplemental Pay Schedules (Stipends)

Supplemental pay (stipends) represents remuneration in addition to, but separate from, regular base salary, and includes Career Ladder, assignment stipends, coaching stipends, auto and cell phone allowances, and others as identified. **Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right.** Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay.

Stipends or supplemental pay not described in this section of the handbook must be verified and approved by Compensation before submitting to Payroll for processing. All unapproved rates submitted without approval will be adjusted by Payroll and/or Compensation, at the approved rate on record. All approvals require the signature of the appropriate Cabinet Level Member.

Also, please note that some stipends are dependent upon the employee meeting professional development and/or other job-specific requirements. Failure to meet those requirements will cause the employee to be ineligible to receive the stipend.

## Academic Coaches Evaluation

Each academic coach shall be evaluated in writing by the principal. An academic coach will not be permitted to continue performing the function of this position or receive compensation for this position if the coach's performance is not completely satisfactory as evidenced by the annual evaluation.

## Academic Decathlon Stipend

Each high school that fields/enters an academic decathlon team and participates in the contest shall be allocated \$1,800 for the purpose of paying stipends for coaches of the team. **These funds are distributed as a stipend by the principal to the head coach, assistant coaches, and/or subject area specialist.**

### Whiz Quiz

- a. Each **high school** that fields a Whiz Quiz team and participates in the contest shall be allocated \$1,469 for the purpose of paying stipends for coaches of the team. These funds shall be distributed as stipends to the head coach and assistant coaches. No single individual shall receive more than \$781 as a high school Whiz Quiz coach.
- b. Each **middle school** that fields both sixth grade and seventh/eighth grade Whiz Quiz teams and participates in the contest shall be allocated \$1,469 for the purpose of paying stipends for coaches of those teams. These funds shall be distributed as stipends to the head coach and assistant coaches. No single individual shall receive more than \$630 as a high school Whiz Quiz coach. Sixth grade only and seventh/eighth grade only schools shall be allocated \$735 for stipends, with no single individual receiving more than \$630.

Academic Decathlon Advisor	\$ 2,025
Academic Octathlon	450
Advisor, High School Theatre Arts	1710
Coordinator, Academic	1800
Coordinator, UIL Campus High School	540
Coordinator, UIL Campus Middle School	480
Sponsor, Citizen Bee	450
Sponsor, Current Event	180
Sponsor, Math Club**	369
Sponsor, Middle School Theatre Arts	450
Sponsor, Science Club**	369
UIL Cross X Debate	720
UIL High School One-Act Play	810
UIL LD Debate	720
UIL Non-athletic Event Coach/High School (excludes one-act play, LD and Cross X Debate)	414
Whiz Quiz/UIL Judge (degreed/certified – <b>per event</b> )	50
Whiz Quiz/UIL Judge (non-degreed/not certified – <b>per event</b> )	25

- STIPENDS MAY BE COMBINED PENDING PROGRAM REQUIREMENTS
- STIPENDS ARE CONTINGENT UPON FULFILLMENT OF DEPARTMENTAL REQUIREMENTS (CONTACT PROGRAM DIRECTOR)

## Athletic Coaches Stipends

Coaches are expected to do the job for which they are employed. However, for the purpose of clarifying the minimum number of regular working days for coaches, the following will be used:

1. All middle and high school coaches will attend in-service (coach's) activities as scheduled.
2. Coaches assisting with football and volleyball will report for duty as stipulated by the head coach of their assigned school or feeder high school. Additionally, there will be times during the school year, after completion of the season and during summer, when coaches may be assigned duties by their head coach or principal. These duties will fall within the realm of their responsibility as a coach in the **Fort Worth Independent School District**.

3. Middle and high school coaches will work with their feeder schools as follows:
  - a. Report for meetings and workouts as stipulated by the head coach;
  - b. Scout for the high school as assigned by the head coach.
4. Special meetings, in-service training, and special demands of the job may require a coach to occasionally work extra days.

**Athletic stipends are paid on a 12 month basis - September through August.**

<b>Athletic Stipend (Other)</b>	
Athletic Coordinator	\$ 2520
Defensive Coordinator – Football	630
Offensive Coordinator – Football	630
Trainer	2700

<b>Head Coach for High School</b>	
Head Baseball	\$ 4770
Head Basketball	5400
Head Cross Country	2520
Head Football	9037
Head Golf	3600
Head Golf – Spring	1800
Head Soccer	4050
Head Softball	4770
Head Swimming	3600
Head Tennis	3600
Head Tennis – Semester	1800
Head Track	4230
Head Volleyball	4500
Head Wrestling	3240

<b>Assistant Coach for High School</b>	
Assistant Baseball	\$ 2790
Assistant Basketball	2790
Assistant Cross Country	900
Assistant Football	3263
Assistant Golf	2356
Assistant Soccer	2790
Assistant Softball	2790
Assistant Tennis	1440
Assistant Track	2790
Assistant Volleyball	2790
Assistant Wrestling	1941

<b>Head Coach for Middle School</b>	
Head Basketball	\$ 1980
Head Cross Country	1170
Head Football	2700
Head Track	1710
Head Volleyball	2520

<b>Assistant Coach for Middle School</b>	
Assistant Basketball	\$ 1170
Assistant Cross Country	630
Assistant Soccer	630
Assistant Track	900
Assistant Volleyball	1620

<b>Cheerleading/Drill Team Stipend</b>	
Assistant Cheerleading	\$ 1112
Head Cheerleading	1710
Head Drill Team	1894

### **Auto Allowance**

The auto allowance is designed to compensate employees who travel on District business. The following positions are approved to receive a one-twelfth of the annual amount indicated.

<b>Position</b>	<b>Annual Rate</b>
Assistant Director – Athletics	\$ 2160
Chief Legal Counsel	2246
Deputy Superintendent	4500
Director - After School Program	2160
Director - Athletics	2160
Director - Facilities and Planning	2160
Director – Learning Network	3510
Division Chief	4500
Executive Director/ Asst. Superintendent/ Senior Officer	3510
Facilities Manager - Athletics	2160
Superintendent	6480

### **Bilingual/ESL Education Stipend**

These stipends are designed to compensate employees who provide bilingual services to students and/or departments. For additional information please call **817/814-2410**.

<b>Position</b>	<b>Annual Rate</b>
Language Center Team Leader	\$ 675
Language Center Team Leader (Secondary)	1125
Secretary/Clerk, Bilingual <i>(must pass proficiency exam)</i>	450
Teacher, Elementary Bilingual (Full)	2430
Teacher, Elementary Bilingual (Modified)	900
Teacher, English Only (ESL)	450
Teacher, Language Center Elementary/Secondary	450
Teacher, Transition ESL (Secondary)	900

### **Cell Phone Allowance**

This rate is designed to compensate certain District personnel (listed below) to cover cellular phone expenses when used for The District. For additional approvals or information please contact your Cabinet level staff member.

<b>Position</b>	<b>Annual Rate</b>
All Managerial Staff	\$ 480
Deputy Superintendents and Division Chiefs	720
Other Executive Staff/Senior Staff	600
Principals	480

### **Doctorate Stipend**

Non-teaching professional employees up to and including directors with a doctorate degree from an accredited institution will receive a \$540 annual stipend.

### **Enrollment Stipend**

This stipend is for PRINCIPALS ONLY. For additional information please contact Human Capital Management at **817/814.2724**.

<b>Enrollment Count</b>	<b>Elementary</b>	<b>Middle</b>	<b>High</b>
1801 – +	X	X	\$ 1800
1200 – 1800	X	X	900
901 – +	\$ 2700	\$ 2700	X
701 – 900	1800	1800	X
350 – 700	900	900	X

### **Extra Duty or Additional Pay**

When an employee's contractual duties extend beyond the normal contract period, they are paid their normal daily rate for these extra days. If the employee performs duties of a different nature, the summer school, part-time, or tutorial rates will apply. Extra duty pay requires the approval of the Cabinet level member.

### **Instructional Coach Stipend**

This stipend is designed to compensate master teachers. The master teacher mentors the classroom teacher as they meet the diverse needs of students. These stipends are paid on a monthly basis, September through August. For additional information please call **817/814-2080**.

<b>Position</b>	<b>Annual Rate</b>
Master Reading Teacher	\$ 2700
Secondary Master Science Teacher	2700
Secondary Master Math Teacher	2700
Secondary Master Literacy Teacher Specialist	2700

### **JROTC Stipend**

This stipend (amounts vary) is designed to compensate high school JROTC/JCC instructors for extra curricular duties. For additional information please call **817/871-3495**.

### **Longevity Stipend I (\$500)**

This stipend is designed to compensate employees for valuable service to The District. Beginning in the 1996-97 school year, the \$500 longevity stipend was included in the base salary at 20 years of experience on the teacher salary structure for employees tied to the teacher pay structure. All other employees having 10 or more years of experience beginning with the 1977-78 school year receive \$500 annually after 21 years of experience (or at the beginning of the 22<sup>nd</sup> year of service) in the Fort Worth Independent School District. For additional information please contact Compensation at **817/814-2080**

### **Longevity Stipend II (\$500)**

Beginning in the 1996-97 school year, an additional amount (\$500) was included in the base salary at 27 years of experience on the teacher salary structure for employees tied to the teacher pay structure. All other employees having 27 or more years of experience beginning with the 1998-99 school year receive an additional \$500 annually (or at the beginning of the 28<sup>th</sup> year of service), not to exceed a total of \$1000 annually for both stipends.

## **Maintenance Department Stipend**

### Night Stipend

Every full-time, 8 hour per day auxiliary employee in a manual trade's classification who works a continuous 8-hour shift, which ends at or after 7:00 p.m., will be paid a night stipend for the entire shift. For additional information please call **817/871-3300**.

Hourly Employee – Night Shift (Custodians)	PER YEAR	\$ 420.00
Substitute Head Custodian (Acting – current employee)	PER DAY	16.00
Truck Driver Warehouse	PER YEAR	540.00
Substitute Lead Mechanic Substitute	PER DAY	20.00

## **Math Stipend**

The math stipend is designed to attract and retain highly qualified math teachers. Secondary personnel must comply with criteria to earn this pay. For additional information please call **817/814-2540**.

Teacher, Secondary Math (campus based – one time payment)	\$ 1800
Teacher, Math Specialist	2700

## **Mileage Reimbursement**

District employees not eligible for the auto allowance stipend must complete a mileage reimbursement form to be compensated for travel on District business when using their personal vehicle. Employees in this category will be reimbursed based on the mileage rate from the Texas State Comptroller's mileage guide. The current rate is **55 ½ cents per mile**. For additional information please call **817/814-2200**.

## **Miscellaneous**

These rates are paid in 12 monthly payments from September through August of each year. For additional information please contact Compensation at **817/814-2080**.

<b>Position</b>	<b>Annual Rate</b>	<b>Daily Rate</b>	<b>Hourly Rate</b>
Assistant, Vocational	\$ 405		
Learning/Curriculum Network Specialist	1500		
Coordinator, Technology	900		
Counselor, Lead	450		
Harvard Fellows	1350		
Teacher, Bridge	675		
Teacher, Resource	313		
Panelist (Legal Department)		\$ 130	
New Teacher Conference		60	
Mobile Campus Monitor	1350		
Second Appraiser			\$ 35
Title I Support Teacher (TAKS Support)		90	
*Paid January and June in each fiscal year			

## Performing Arts Stipend

These stipends are designed to compensate teachers providing services to the performing arts program. These stipends are contingent upon fulfillment of department requirements. For additional information please contact the Director at 817/814-2640.

Position	Annual Rate
High School Assistant Band Director	\$ 4235
High School Choral Assistant	2790
High School Choral Director	4590
High School Head Band Director	6893
High School Jazz Band Director	2799
High School Mariachi Director	3150
High School Mariachi Director (supplement to other duties)	2105
High School Orchestra Director	2799
High School Jazz Band Director	2799
Middle School Assistant Band Director	2622
Middle School Choral Director	2250
Middle School Head Band Director	4235
Middle School Orchestra Director	1878
Middle School Mariachi Director	1890
Middle School Mariachi Director (supplement to other duties)	1475
Middle School/High School Orchestra School Director (conducts both HS & MS)	3735
Sixth Grade Assistant Band Director	1446
Sixth Grade Choral Director	1350
Sixth Grade Head Band Director	2493
Sixth Grade Orchestra Director	980
Elementary Strings Teacher	842

## Professional Standards Certification Stipend for Secretaries and Clerks

These stipends are designed to compensate highly qualified education secretaries and clerks who elevate the standards of the organization and unite in ideas/ideals toward a finer, more efficient and professional service to the school(s) and the community, and for providing advanced education experience to the FWISD. These stipends are contingent upon fulfillment of position/organization requirements and valid certificates and active memberships. For additional information please contact the [Fort Worth Association of Educational Office Professionals \(FWAEO\)](#) at 817/814-3001.

Certificate Type	Annual Rate
Basic	\$ 216
Associate	324
Advanced I	378
Advanced II	432
Advanced III	486
Bachelor's Degree	594
Master's Degree	702
STEM (non-renewable and paid over a 2-year period)	1350

## Science Stipend

This is an incentive to attract and retain highly qualified teachers for secondary positions. The stipends are paid in 12 monthly payments, September through August.

Position	Annual Rate
Teacher, Physics and Chemistry	\$ 1800
Teacher, Science Specialist	2700

## Special Education Stipend

These stipends are designed to attract and retain qualified teachers and paraprofessionals for special education positions and provide special services to students and/or departments. For additional information please call 817/814-2834.

Position	Annual Rate
Assistant, Special Education Deaf Interpreter Level I	\$ 900
Assistant, Special Education Intensive	900
Assistant, Special Education Regular	405
Teacher, Special Education Intensive	900
Teacher, Special Education Regular	450

**Teacher Assistant Stipend (annual)**

These stipends were designed to compensate teacher assistants for achieving higher education and providing campus-based instruction to students. College transcripts are required for verification and should be submitted to Employee Records of the Human Capital Management Division. For additional information please call **817/814-2080**.

Associates Degree	\$ 450
Bachelors Degree	594

## **Section VIII**

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### **Supplemental Pay Schedules (Substitutes, Summer & Hourly Rates)**

Stipends or supplemental pay not described in this section of the handbook must be verified and approved by Compensation before submitting to Payroll for processing. All unapproved rates submitted without approval will be adjusted by Payroll and/or Compensation, at the approved rate on record. All approvals require the signature of the appropriate Cabinet Level Member.

## Athletic Worker Rates

<b>Football Field (all)</b>	<b>One Game</b>	<b>2 Games</b>
Manager	55.00	X
Seller	40.00	X
Taker	35.00	X
Press Box	30.00	X
Scoreboard/Clock	40.00	X
Announcer	35.00	X
Field Gate	42.00	X
Down Box	30.00	X
Chain	30.00	X
Clock (25 Second)	30.00	X

<b>Freshman/Junior Varsity and Middle School Football</b>		
	<b>1 Game</b>	<b>2 Games</b>
Clock	25.00	50.00

<b>Basketball</b>			
	<b>1 Game</b>	<b>2 Games</b>	<b>3 Games</b>
Manager/WGAC	40.00	50.00	55.00
Manager/BFC	40.00	50.00	55.00
Seller	30.00	40.00	50.00
Gate - Ticket Taker	30.00	40.00	50.00
Announcer	25.00	30.00	35.00
Clock Operator	30.00	40.00	50.00
Scorer (Varsity only)	30.00	40.00	50.00

<b>Baseball</b>			
Manager	35.00	45.00	X
Gate	30.00	40.00	X
Scoreboard Operator/Announcer	32.00	64.00	X

<b>Swimming</b>			
Clock/Announcer	30.00	X	X
Data/Scorer	30.00	X	X
Official	25.00	X	X

<b>Volleyball (CENTRAL)</b>			
Scorer	20.00	25.00	28.00
Seller/Gate	25.00	30.00	35.00

<b>High School Gymnasium</b>			
Seller/Gate	25.00	30.00	35.00
Scorer (Varsity only)	17.00	25.00	30.00
Clock Operator (Basketball only)	20.00	25.00	30.00

<b>Middle School Gymnasium</b>			
Seller/Gate	15.00	20.00	25.00
Clock (Basketball only)	15.00	20.00	25.00

<b>Softball</b>			
Seller/Manager	35.00	45.00	50.00
Taker/Gate	25.00	40.00	45.00
Scoreboard Operator/Announcer	32.00	64.00	80.00

<b>Soccer</b>			
Seller	30.00	40.00	X
Taker	30.00	40.00	X
Keeper	30.00	40.00	X
Manager (when necessary)	40.00	50.00	X

### Adult Education- Vocational Technical Rate

For compliance with the Department of Labor regulations, the Service Contract Act of 1965 determines that Instructors for the prison HVAC position be paid in accordance with terms and conditions of contract DJB50907783. For additional information contact CATE.

Position	Hourly Rate
HVAC (PRISON)	\$ 22.61

### Campus Safety and Security Hourly Rates

For additional information please call **817/814-2662**.

Position		
Metal Detector Detail/Court Related Services (special approval only)	PER HOUR	21.00
Metal Detector Facility Coordinator	PER HOUR	23.00
Off Duty Police Officers	PER HOUR	30.00
Off Duty Police Sergeants and Lieutenants	PER HOUR	38.50

### Child Nutrition Services Additional Rates

These amounts are designed to employ and retain qualified employees to provide nutrition services to the students and the department program. For additional information please call **817/814-3500**.

Position		
Nutrition Services Education Stipend (TCCD Approved/Maximum 12 courses)	P/COURSE	25.00
Nutrition Services Emergency Gasoline Allowance	P/DAY	2.50
Nutrition Services Sub Worker	P/HOUR	7.50
Nutrition Services Substitute Manager (current employee)	P/HOUR	0.75
Nutrition Services Uniform Allowance	P/HOUR	7.00
Emergency Gasoline Allowance	P/DAY	2.50

### Extra Duty or Additional Pay

When an employee's normal job duties extend beyond the normal number of annual days, they are paid their normal daily rate for these extra days if the employee is performing the same duties.. Extra duty pay requires the approval of the Cabinet level member.

If the employee performs duties of a different nature, the summer school, part-time, or tutorial rates will apply.

### Fort Worth After-School (FWAS) Tutorial Program Rates

These rates are approved for the after-school tutoring program only. For additional information please call **817/492-7945**.

Position	Hourly Rate
Tutor - Certified Teacher	21.00
Tutor - Degree/Not certified	19.00
Tutor - No Degree/90 college hours	17.00
Tutor - No Degree/60 college hours	15.00
Tutor - No Degree/30 college hours	12.00
Tutor - No Degree/less than 30 college hours or High School Student	10.00
FWAS Program Coordinator	13.00

Employees paid for the After-School tutorial program should be reported with the applicable code:

Position	Pay Code
Tutor for Elementary Schools	Pay Code 454
Tutor for Middle Schools	Pay Code 456
Tutor for High Schools	Pay Code 455

### Part-time and other Hourly Rates

These hourly rates are designed to compensate individuals performing duties assigned in various departments of The District. The duties performed are not part of a permanent job duty and the rates are not for tutorial duties. For additional approvals or information please call **817/871-2080** or **817/814-2180**.

Position	Hourly Rate
Teacher, Nurse, Librarian, Counselor, Social Worker, OT, PT, Audiologist, LSSP, SLP (or other certified school based professional employees)	\$ 21.00
Teacher Assistant/Paraprofessional	8.00
Bilingual Tester	9.00
Cafeteria Monitor	<b>*7.25</b>
Campus Monitor	10.00
Clerk	9.00
GED Tester	9.00
High School Student (new federal minimum wage)	<b>*7.25</b>
Parent Liaison	8.00
Secretary	10.00
Warehouse Textbooks Summer employee	10.50
* rate in compliance with new federal minimum wage	

### Summer School Rates of Pay

Summer school rates are designed to compensate employees for academic summer sessions and maintain consistent pay for summer employment. **These rates apply to summer school work only.** For other rates of pay relative to summer school contact Compensation at **817/814-2080**.

Position	Hourly	Daily
Teacher, Nurse, Librarian, Counselor (or other certified school based professional employees)	\$ 23.00	\$ 77.00
Teacher Assistant/Paraprofessional	10.00	58.00
Campus Monitor	10.00	58.00
Child Find Speech Therapist	23.00	77.00
Clerk	9.00	58.00
Degreed Professional/Not Certified	19.00	-
Degreed Professional/Certified in Field	23.00	-
Professional/Degree and Certified	23.00	-
Professional/Degree Not Certified in Field	21.00	-
Secretary*	10.00	60.00

Employees working in summer school programs will earn the summer school rates of pay after they fulfill the normal contractual and/or assigned days for the position. When school and summer school work runs concurrently - THERE IS NO ADDITIONAL PAY FOR THESE DAYS WHEN WORKED WITHIN THE CONTRACT PERIOD.

### Summer School Administrator Rates

Position	Daily Rate	Hourly Rate
Principal	\$ 100.00	\$ 25.00
Assistant Principal	92.00	23.00
Instructional Specialist	88.00	22.00
Instructional Coordinator	88.00	22.00
Principal Intern	88.00	22.00
Administrative Intern (rate determined by Cabinet level administrator)	-	-

### Transportation Department Additional Amounts

These rates are designed to compensate transportation employees providing services to students and/or the department. For additional information please call **817/815-7900**.

Position		
Bus Driver/Team Leader	PER YEAR	\$ 765.00
Transportation Certification Training	PER HOUR	5.00
Transportation Field Trips	PER HOUR	8.25
Transportation Gasoline Allowance	PER DAY	2.40
Transportation Split Routes (am/pm)	FLAT RATE	1.20

### **Tutorial Rates (school-based ONLY)**

Tutorial rates are designed to compensate employees providing campus-based tutoring (instruction) services to students. These rates also apply to summer school tutor positions. A college transcript is required; hours are verified by the HCM department. Tutors are limited to 20 hours weekly as a part-time employee; hours beyond 20 require an approval of the designated Cabinet level officer. Locations must adhere to this process: mishandling of work hours will not be tolerated.

<b>Position</b>	<b>Hourly Rate</b>
Tutor - Certified Teacher	\$ 21
Tutor - Degree/Not certified	19
Tutor - No Degree/90 college hours	17
Tutor - No Degree/60 college hours	15
Tutor - No Degree/30 college hours	12
Tutor - No Degree/less than 30 college hours or High School Student	10

Employees paid as tutors should be paid using the applicable codes below:

<b>Position/School Level</b>	<b>Pay Code</b>
Tutor for Elementary Schools	<b>Pay Code 454</b>
Tutor for High Schools	<b>Pay Code 456</b>
Tutor for Middle Schools	<b>Pay Code 455</b>

### **Substitute Teacher – Continuous Assignment**

Substitutes with a bachelor's degree, working in a single assignment past ten days, are eligible for the regular substitute daily rate of pay plus an additional daily amount. This compensation shall remain at the higher rate of pay until such time as the substitute teacher changes or completes the assignment. DPB (LOCAL). If the substitute misses more than one day per month, then the rate will revert to the regular rate of \$77/day for the next ten days. **Non-degreed substitutes are not eligible for the higher rate of pay regardless of the number of days worked.**

### **Substitute Teacher Absences**

Substitutes **are not paid for absences**. An absence while working a long-term assignment (single assignment of 11 days or more) is cause for the higher rate of pay to end. **EXCEPTION:** Principals have the discretion to continue long-term rates if they choose, upon the substitute's return to the same assignment. If not, the substitute will be required to start over if in the same assignment and teach an additional ten days in order to receive the higher rate of pay.

### **FICA Alternative**

Any employee working in a substitute, temporary, or part-time position is not eligible for membership in the Teacher Retirement System of Texas, will participate in the District's Tax-Sheltered Annuity Plan for Part-time Employees in lieu of participating in social security. **Effective September 1, 2005, all employees not participating in TRS will automatically be set-up to participate in an alternative plan.**

**Substitute Rates**

<b>Position</b>	<b>Requirement</b>	<b>Daily or Hourly Rate</b>
Substitute Teacher	60 college hours/daily	\$ 73.00
Substitute Teacher/Librarian/Counselor/Nurse	Bachelor's degree/daily	77.00
(long term rate beginning the 11 <sup>th</sup> day in same assignment)		127.00
Compliance Substitute Teacher	Degreed/certified/daily	75.00
Pyramid Substitute Teacher	Bachelor's Degree/daily	130.00

Substitute Clerk	Daily	58.00
Substitute Firewalkers	Daily	58.00
Substitute Nutrition Manager (Retired)	Hourly	9.50
Substitute Nutrition Trainer	Hourly	9.00
Substitute Nutrition Services Worker	Hourly	7.50
Substitute Professional	Daily	68.00
Substitute Secretary (site based)	Daily	60.00
Substitute Teacher Assistant	Daily	58.00
Substitute Technical	Daily	75.00

## **Section IX**

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### **Retire/Rehire Salary Information**

Information provided in this section is relative to policy and procedures of the Fort Worth Independent School District regarding employment after retirement. These policies are not necessarily the policies of TRS. For policy and practices of TRS please contact them directly for information.

**You may call:** 1/800/223-8778

**You may also write:**

TRS  
1000 Red River Street  
Austin, TX 78701

**Or visit the website at:** [www.trs.state.tx.us/](http://www.trs.state.tx.us/)

**The Fort Worth Independent School District is not an authorized provider of employee information regarding processes and procedures for retiring from the Teacher Retirement System of Texas (TRS). Employees must contact TRS directly for information regarding their personal retirement and the rules for employment after retirement.**

**There have been significant changes to TRS rules for employment after service retirement. IT IS THE RESPONSIBILITY OF THE RETIREE TO VERIFY HOW THESE CHANGES WILL IMPACT THEIR ANNUITY SHOULD THEY DECIDE TO RETURN TO WORK AT A TRS-PARTICIPATING ENTITY. It is also important to note that any newly hired retirees will be responsible for any and all surcharges related to their employment after retirement.**

#### **FWISD RETIREMENT PROGRAM FOR TERMINAL PAY**

**Important Note:** Effective September 1, 2012, terminal pay benefits for unused leave days and number of years of District experience for eligible employees will be frozen at the amounts earned as of August 31, 2012. See the section titled ***Program Phase-Out*** on page 63 for more detailed information.

Terminal pay shall not be provided to employees hired after August 31, 2003. To be eligible to receive terminal pay, a full-time employee must have been employed prior to September 1, 2003, and meet the following conditions:

1. Certifies that he or she has been continuously employed by the District for at least five years, including any authorized leaves of absence;
2. Voluntarily terminates employment for retirement purposes;
3. Informs the Board that he or she desires to retire and he or she is a member in good standing of the Teacher Retirement System of Texas;
4. Certifies that he or she is eligible to receive and has applied for retirement benefits or allowances as provided in the Teacher Retirement Act; and
5. Certifies that he or she has not previously received any amount of terminal pay from the District.

The five years or more of continuous employment must directly precede the employee's retirement. Only full-time years of service to the District, as defined herein, shall be creditable for terminal pay.

For purposes of this policy, a full-time year of service that earns credit toward terminal pay shall be defined as the standard service year, including authorized paid leave, for employees in similar positions, requiring 20 hours or more per week or the regular hours per workweek established by the District for the position, whichever is greater.

For the purpose of calculating terminal pay benefits, an employee is entitled to one year of service credit if employed four and one-half months, a full semester of more than four calendar months, or 90 actual working days of service during a school year.

Creditable service shall not include part-time employment (less than 20 hours per week), temporary employment, or employment as a substitute.

Beginning with the 1996–97 school year, only years of satisfactory service (as indicated by a performance evaluation of “meets expectations” or better) shall be credited for terminal pay. As long as an employee meets the eligibility requirement of five years of continuous employment by the District, all the employee’s years of permanent, full-time service are creditable, even if broken by periods when the employee was not employed by the District.

### **Calculation**

Terminal pay is calculated by adding the products of the following two operations:

1. Multiply days of accumulated sick leave, state and local sick and state personal leave, if any, but not exceeding 20 days, by the employee’s computed daily rate of pay. The computed daily rate of pay is calculated by dividing the employee’s last annual salary by 183, and
2. Multiply the employee’s computed daily rate of pay, as calculated above, by the number of creditable years of the employee’s permanent, full-time service as an employee in the District.

### **Program Phase-Out**

Effective September 1, 2012, District employees shall no longer be eligible to accrue benefits under the program for reimbursement of unused leave at retirement (terminal pay).

Effective September 1, 2012, each eligible employee who has previously accrued unused leave benefits through August 31, 2012, shall be paid, at the time of his or her retirement, the terminal pay amount earned under this program, if any, as of August 31, 2012, calculated by adding the products of the following two operations:

3. Multiply by the computed daily rate of pay the number of days of accumulated sick leave, state and local sick and state personal leave, if any, at the time of retirement, not to exceed 20 days, and not to exceed the number of days earned as of August 31, 2012.

The computed daily rate of pay is calculated by dividing the employee’s salary on August 31, 2012, by 183.

4. Multiply the employee’s computed daily rate of pay as calculated above on August 31, 2012, by the number of creditable years of permanent, full-time service with the District that the employee has earned as of August 31, 2012.

### **Alternative Qualification**

Effective September 1, 2012, the amount of terminal pay provided with alternative qualification, if any, shall be computed as described at PROGRAM PHASE-OUT in the section, above.

If any employee with 20 creditable years of service or more dies prior to retirement, and, if at the time of death, he or she was a member in good standing with the Teacher Retirement System of Texas and would have been eligible to receive benefits, his or her designated beneficiary, if any, or his or her heirs or estate shall be entitled to receive the deceased employee’s terminal pay computed as described. This entitlement shall also extend to the designated beneficiary, if any, or the heirs of the estate of an otherwise eligible employee with 20 or more years of creditable service who while working reduced hours or while on leave of absence for health reasons dies prior to retirement.

## Employees Who Retire and Return as FWISD Employees

Individuals who voluntarily retire from Fort Worth ISD and the Teacher Retirement System of Texas (TRS), and return to any position in FWISD, do not qualify for any stipend, special contract/calendar days, additional terminal pay, or other benefit or privilege previously received as a pre-retiree in a permanent position. Previous stipends will not be restored upon return.

**Employees who retire from other retirement agencies (not TRS) are treated as new hire employees. TRS retirees from other Texas school districts (not Fort Worth ISD), do not qualify for retiree rates listed in this Compensation Handbook.**

## FWISD Salary Information for Certain Positions after Retirement

Retired employees substituting in any of the positions below must have valid certification. The following rates apply only if substituting in the absence of an employee. Extra help assignments paid as noted.

Retired Position	Requirement	Daily Rate of Pay
Counselor	Master's degree/counselor certification	210
Nurse	Bachelor's degree and RN license	210
Librarian	Bachelor's degree	127
Teacher	Bachelor's degree	127
Secretary/Clerk	Former FWISD Secretary/Clerk	100
Auxiliary Employee Extra Help	Former FWISD auxiliary employee	58/60
Professional Employee (EX)	Former FWISD professional employee	Negotiated
Nurse and Counselor Extra Help	Former FWISD employees	77

Retired Position Substituting Daily As	Requirement	Rate of Pay
Assistant Principal/ES	Former FWISD Administrator	Minimum daily rate of the pay grade assigned to substitute in.
Assistant Principal/MS	Former FWISD Administrator	
Assistant Principal/HS	Former FWISD Administrator	
Principal/ES	Former FWISD Administrator	
Principal/MS	Former FWISD Administrator	
Principal/HS	Former FWISD Administrator	

RATES NOT LISTED REQUIRE THE APPROVAL OF THE SUPERINTENDENT OR APPROPRIATE CABINET MEMBER.

Important Note: any newly hired retirees will be responsible for any and all surcharges related to their employment after retirement.

## **Section X**

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# **Employee Benefits Information**

## **Employee Insurance and Fringe Benefits**

In addition to the salary amount provided in the adopted schedule, the Board of Education contributes to the employee health and life insurance plans.

<b>Medical</b>	Four PPO plans, including one plan that meets IRS definition of a high deductible health plan, are available from TRS ActiveCare through payroll deduction.
<b>Dental</b>	One DMO (Dental Maintenance Organization) and one Indemnity Plan are available to each employee at group rates through payroll deductions.
<b>Life</b>	Each employee of The District is provided \$5,000 in life insurance. Supplemental insurance up to \$250,000 and dependent insurance up to \$10,000 for each child, and \$20,000 spousal coverage is available to employees at group rates.
<b>Workers' Compensation</b>	The benefits provided and prescribed by the Workers' Compensation Law are available without cost to all District employees.
<b>Income Protection</b>	Insurance at group rates is available to District employees as a protection against loss of income due to disability caused by accident or illness.
<b>Tax-sheltered Annuity</b>	Tax-sheltered annuities are available through payroll deduction (403B and 457 plans).
<b>Leaves of Absence</b>	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
<b>Sick Leave</b>	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
<b>Bereavement Leave</b>	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
<b>Family Emergency/Illness Leave</b>	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
<b>Personal Leave</b>	SEE BOARD POLICY, <i>SECTION DEC (LOCAL)</i>
<b>Flexible Spending Accounts</b>	Permits employees to pay certain medical and dependent care expenses with <u>untaxed</u> income.
<b>Long Term Care</b>	Help with health or personal care needs over an extended period of time are available from TRS through payroll deduction.
<b>Health Savings Accounts Vacation</b>	Available to employees who select a High Deductible health plan. Twelve-month employees, with total service in FWISD; <ul style="list-style-type: none"><li>• Two weeks per year for the first ten years.</li><li>• Three weeks per year after ten years - beginning with the eleventh year.</li><li>• Four weeks per year after twenty years - beginning with the twenty-first year.</li></ul>
<b>Payroll Deductions</b>	<ol style="list-style-type: none"><li>1) Credit Union/Bank Deposits</li><li>2) Dues</li><li>3) Annuities</li><li>4) Insurance</li><li>5) United Way Contributions</li><li>6) MACE Contributions</li><li>7) UNCF</li></ol>

**NOTE:** All policies and procedures are in accordance with FWISD BOARD OF EDUCATION POLICY AND/OR LOCAL REGULATIONS AS OF **SEPTEMBER 1, 2012**. Any adopted revisions to Board policies and/or regulations will become effective immediately and thereby supersede the above policies and/or regulations.

