

# **SALARY HANDBOOK**

*ADOPTED BY*

THE DALLAS INDEPENDENT SCHOOL DISTRICT  
SUPERINTENDENT OF SCHOOLS MICHAEL HINOJOSA

IN COMPLIANCE WITH DEA (LOCAL)

*SEPTEMBER 1, 2009*

# POSITION CLASSIFICATION

**POSITION CLASSIFICATION SCHEDULE**  
**TEACHER/RELATED INSTRUCTIONAL/PROFESSIONAL SUPPORT**  
**20-STEP SCHEDULE**

**TEACHER**

<u>JOB CODE</u>	<u>POSITION TITLE</u>	<u>JOB NAME</u>	<u>GRADE GROUP</u>
6000	TEACHER CTU	6000.TEACHER.CTU.TEAC	TEACHER
6010	TEACHER CATE	6010.TEACHER.CATE.TEAC	TEACHER
6020	TEACHER CATE CAREER PREP	6020.TEACHER.CATE CAREER PREP.TEAC	TEACHER
6030	TEACHER CATE PEL	6030.TEACHER.CATE PEL.TEAC	TEACHER
6040	TEACHER CATE FCSCP/AG SCI	6040.TEACHER.CATE FCSCP/AG SCI.TEAC	TEACHER
6050	TEACHER VOCATIONAL ADJUSTMENT	6050.TEACHER.VOCATIONAL ADJUSTMENT.	TEACHER
6060	TEACHER SPECIAL EDUCATION	6060.TEACHER.SPECIAL EDUCATION.TEAC	TEACHER
6061	TEACHER SPEC ED/ADAPTIVE PE	6061.TEACHER.SPEC ED/ADAPTIVE PE.TEAC	TEACHER
6062	TEACHER SPEC ED/CENTRALIZED UNIT	6062.TEACHER.SPEC ED/CENTRALIZED UNIT.	TEACHER
6063	TEACHER SPEC ED/DEAF EDUCATION	6063.TEACHER.SPEC ED/DEAF EDUCATION.	TEACHER
6064	TEACHER SPEC ED/HOSPITAL/HOMEBOUND	6064.TEACHER.SPEC ED/HOSPITAL/HOME	TEACHER
6065	TEACHER SPEC ED/ITINERANT VISION	6065.TEACHER.SPEC ED/ITINERANT VISION.	TEACHER
6066	TEACHER SPEC ED/ITINERANT	6066.TEACHER.SPEC ED/ITINERANT.TEAC	TEACHER
60C0	TEACHER ACADEMY/VANGUARD	60C0.TEACHER.ACADEMY/VANGUARD.TEAC	TEACHER
60D0	TEACHER FINE ARTS	60D0.TEACHER.FINE ARTS.TEAC	TEACHER
60E0	TEACHER BASIC SKILLS	60E0.TEACHER.BASIC SKILLS.TEAC	TEACHER
60F0	TEACHER BILINGUAL	60F0.TEACHER.BILINGUAL.TEAC	TEACHER
60G0	TEACHER DUTY FREE	60G0.TEACHER.DUTY FREE.TEAC	TEACHER
60H0	TEACHER ESOL	60H0.TEACHER.ESOL.TEAC	TEACHER
60I0	TEACHER ALTERNATIVE EDUCATION	60I0.TEACHER.ALTERNATIVE.ED EDUCATION.	TEACHER
60J0	TEACHER TAG	60J0.TEACHER.TAG.TEAC	TEACHER
60K0	TEACHER PRE-K	60K0.TEACHER.PRE-K.TEAC	TEACHER
60KB	TEACHER PRE-K BILINGUAL	60KB.TEACHER.PRE-K BILINGUAL.TEAC	TEACHER
60KE	TEACHER PRE-K ESL	60KE.TEACHER.PRE-K ESL.TEAC	TEACHER
60M0	TEACHER READING IMPROVEMENT	60M0.TEACHER.READING IMPROVEMENT.	TEACHER
60P0	TEACHER NEWCOMER	60P0.TEACHER.NEWCOMER.TEAC	TEACHER
60S0	TEACHER MAGNET	60S0.TEACHER.MAGNET.TEAC	TEACHER
60W0	TEACHER ESL	60W0.TEACHER.ESL.TEAC	TEACHER
60X0	TEACHER READING DEMO/COMPUTER	60X0.TEACHER.READING DEMO/COMPUTER.	TEACHER
60Z0	TEACHER HONORS	60Z0.TEACHER.HONORS.TEAC	TEACHER
6100	TEACHER CLUSTER LEAD	6100.TEACHER.CLUSTER LEAD.TEAC	TEACHER
6120	TEACHER CATE DCP	6120.TEACHER.CATE DCP.TEAC	TEACHER
6150	TEACHER TITLE I	6150.TEACHER.TITLE I.P	TEACHER
6150	TEACHER TITLE I	6150.TEACHER.TITLE I.TEAC	TEACHER
6160	TEACHER 5-6	6160.TEACHER.5-6.TEAC	TEACHER
6180	TEACHER BILINGUAL TITLE 1	6180.TEACHER.BILINGUAL TITLE 1.TEAC	TEACHER
6190	TEACHER INSTRUMENTAL MUSIC	6190.TEACHER.INSTRUMENTAL MUSIC.TEAC	TEACHER
61F0	TEACHER BILINGUAL 5-6 GRADE	61F0.TEACHER.BILINGUAL 5-6 GRADE.TEAC	TEACHER
61W0	TEACHER ESL 5-6	61W0.TEACHER.ESL 5-6.TEAC	TEACHER
6200	TEACHER ROTC HS	6200.TEACHER.ROTC HS.TEAC	TEACHER
6210	TEACHER ROTC MS	6210.TEACHER.ROTC MS.TEAC	TEACHER
6290	TEACHER CATE - MS	6290.TEACHER.CATE - MS.TEAC	TEACHER
6310	TEACHER ITINERANT	6310.TEACHER.ITINERANT.TEAC	TEACHER
6860	SOCIAL SERVICES ADVISOR	6860.ADVISOR.SOCIAL SERVICES.ADMN	TEACHER
6000	TEACHER CTU	6000.TEACHER.CTU.TEAC	TEACHER
6010	TEACHER CATE	6010.TEACHER.CATE.TEAC	TEACHER
6020	TEACHER CATE CAREER PREP	6020.TEACHER.CATE CAREER PREP.TEAC	TEACHER
6030	TEACHER CATE PEL	6030.TEACHER.CATE PEL.TEAC	TEACHER
6040	TEACHER CATE FCSCP/AG SCI	6040.TEACHER.CATE FCSCP/AG SCI.TEAC	TEACHER
6050	TEACHER VOCATIONAL ADJUSTMENT	6050.TEACHER.VOCATIONAL ADJUSTMENT	TEACHER

**POSITION CLASSIFICATION SCHEDULE**  
**TEACHER/RELATED INSTRUCTIONAL/PROFESSIONAL SUPPORT**  
**20-STEP SCHEDULE**

**TEACHER**

<u>JOB CODE</u>	<u>POSITION TITLE</u>	<u>JOB NAME</u>	<u>GRADE GROUP</u>
6060	TEACHER SPECIAL EDUCATION	6060.TEACHER.SPECIAL EDUCATION.TEAC	TEACHER
6061	TEACHER SPEC ED/ADAPTIVE PE	6061.TEACHER.SPEC ED/ADAPTIVE PE.TEAC	TEACHER
6062	TEACHER SPEC ED/CENTRALIZED UNIT	6062.TEACHER.SPEC ED/CENTRALIZED UNIT.	TEACHER

**RELATED INSTRUCTIONAL**

<u>JOB CODE</u>	<u>POSITION TITLE</u>	<u>JOB NAME</u>	<u>GRADE GROUP</u>
4490	SPECIALIST DRUG PREVENTION	4490.SPECIALIST.DRUG PREVENTION.ADMN	RELATED INSTRUCTIONAL
6710	AUDIOLOGIST	6710.AUDIOLOGIST.N/A.APSY	RELATED INSTRUCTIONAL
6720	INTERN PSYCHOLOGY	6720.INTERN.PSYCHOLOGY.PSYL	RELATED INSTRUCTIONAL
6750	NURSE STAFF DEGREED	6750.NURSE.STAFF DEGREED.NURS	RELATED INSTRUCTIONAL
6775	SPECIALIST INSTRUCTIONAL	6775.SPECIALIST.INSTRUCTIONAL.INSS	RELATED INSTRUCTIONAL
6776	INSTRUCTIONAL COACH	6776.COACH.INSTRUCTIONAL.INSS	RELATED INSTRUCTIONAL
6777	INSTRUCTIONAL COACH CAMPUS BASED	6777.COACH CAMPUS BASED.INSTRUCTION	RELATED INSTRUCTIONAL
6785	SPECIALIST MEDIA	6785.SPECIALIST.MEDIA.LIBR	RELATED INSTRUCTIONAL
6825	TRAINER	6825.TRAINER.N/A.THER	RELATED INSTRUCTIONAL
6930	MOBILITY THERAPIST	6930.THERAPIST.MOBILITY.THER	RELATED INSTRUCTIONAL

**PROFESSIONAL SUPPORT**

<u>JOB CODE</u>	<u>POSITION TITLE</u>	<u>JOB NAME</u>	<u>GRADE GROUP</u>
6870	COUNSELOR	6870.COUNSELOR.N/A.COUN	PROFESSIONAL SUPPORT
6880	EDUCATIONAL DIAGNOSTICIAN	6880.DIAGNOSTICIAN.EDUCATIONAL.DIAG	PROFESSIONAL SUPPORT
6890	LICENSED SPECIAL SCHOOL PSYCHOLOGIST	6890.PSYCHOLOGIST.LICENSED SPECIAL	PROFESSIONAL SUPPORT
6910	SOCIAL WORKER	6910.SOCIAL WORKER.N/A.ADMN	PROFESSIONAL SUPPORT
6920	TEACHER VISITING	6920.TEACHER.VISITING.ADMN	PROFESSIONAL SUPPORT
6940	SPEECH THERAPIST	6940.THERAPIST.SPEECH.TEAC	PROFESSIONAL SUPPORT

## POSITION CLASSIFICATION SCHEDULE

### CAMPUS LEADERSHIP

### 6-GRADE SCHEDULE

### CAMPUS LEADERSHIP

<u>JOB CODE</u>	<u>POSITION TITLE</u>	<u>JOB NAME</u>	<u>GRADE CODE</u>
2010	PRINCIPAL – HIGH SCHOOL	2010.PRINCIPAL.HS.PRIN	6
2011	PRINCIPAL – MIDDLE SCHOOL	2011.PRINCIPAL.MS.PRIN	5
2012	PRINCIPAL – ELEMENTARY SCHOOL	2012.PRINCIPAL.ES.PRIN	4
2013	PRINCIPAL – MAGNET/METRO SCHOOL	2013.PRINCIPAL.MAGNET/METRO.PRIN	6
2029	DEAN OF SCHOOL – TOWNVIEW	2029.DEAN OF SCHOOL.TOWNVIEW.PRIN	6
2030	ASSISTANT PRINCIPAL – HIGH SCHOOL	2030.PRINCIPAL ASSISTANT.HS.APRN	3
2031	ASSISTANT PRINCIPAL – MIDDLE SCHOOL	2031.PRINCIPAL ASSISTANT.MS.APRN	2
2032	ASSISTANT PRINCIPAL – ELEMENTARY SCH	2032.PRINCIPAL ASSISTANT.ES.APRN	1
2033	ASSISTANT PRINCIPAL – MAGNET SCHOOL	2033.PRINCIPAL ASSISTANT.MAGNET	3
2034	ASSOCIATE PRINCIPAL – HIGH SCHOOL	2034.PRINCIPAL ASSOCIATE.HS.DEAN	3
2035	ASSOCIATE PRINCIPAL – MIDDLE SCHOOL	2035.PRINCIPAL ASSOCIATE.MS.DEAN	2
2036	ASSOCIATE PRINCIPAL – ELEMENTARY SCH	2036.PRINCIPAL ASSOCIATE.ES.DEAN	1
2037	ASSOCIATE PRINCIPAL – MAGNET SCHOOL	2037.PRINC.ASSOCIATE.MAGNET.DEAN	3

# SALARY SCHEDULE

## TEACHER POSITIONS

THE BASE SCHEDULES ARE 187/193-DAYS. EXTENDED-DAY SCHEDULES FOR 195, 202, 205, 207, 215, AND 226 DAYS ARE BASED ON THE 187-DAY SCHEDULES FOR EACH OF THE DEGREES LISTED BELOW. ALL SALARIES REFLECTED ON THESE SCHEDULES ARE AN ANNUAL, 100 PERCENT FULL-TIME EQUIVALENT (FTE) ASSIGNMENT. PART-TIME TEACHER SALARIES WOULD BE A REFLECTION OF THE EMPLOYEE'S FTE PERCENT OF THAT ASSIGNMENT OR THE HOURLY RATE OF THE BASE SALARY SCHEDULE. (NOTE: CYS INDICATES CREDITABLE YEARS OF SERVICE FOR ALL SALARY SCHEDULES.)

BACHELOR'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
1	0	45,350	47,290	48,988	49,715	50,200	52,140	54,808
2	1-2	46,051	48,021	49,745	50,484	50,976	52,946	55,655
3	3	46,901	48,907	50,663	51,416	51,917	53,924	56,682
4	4	47,751	49,794	51,581	52,347	52,858	54,901	57,710
5	5	48,601	50,680	52,499	53,279	53,799	55,878	58,737
6	6	49,451	51,567	53,418	54,211	54,740	56,855	59,764
7	7	50,301	52,453	54,336	55,143	55,681	57,833	60,792
8	8-9	51,151	53,339	55,254	56,075	56,622	58,810	61,819
9	10-11	52,001	54,226	56,172	57,006	57,563	59,787	62,846
10	12	52,851	55,112	57,090	57,938	58,504	60,765	63,873
11	13-15	53,701	55,998	58,009	58,870	59,444	61,742	64,901
12	16-17	54,551	56,885	58,927	59,802	60,385	62,719	65,928
13	18-19	56,192	58,596	60,699	61,601	62,202	64,606	67,911
14	20-21	57,042	59,482	61,618	62,533	63,143	65,583	68,938
15	22-23	58,304	60,798	62,981	63,916	64,540	67,034	70,464
16	24-25	59,154	61,685	63,899	64,848	65,481	68,011	71,491
17	26-27	60,004	62,571	64,817	65,780	66,422	68,989	72,518
18	28-29	60,854	63,457	65,735	66,712	67,362	69,966	73,545
19	30-31	61,704	64,344	66,654	67,643	68,303	70,943	74,573
20	32-33	62,554	65,230	67,572	68,575	69,244	71,920	75,600
21	34+	63,406	66,119	68,492	69,509	70,187	72,900	76,630
PAY GRADE		001B	0M1B	0N1B	0P1B	0V1B	0R1B	0U1B

MASTER'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
1	0	46,350	48,333	50,068	50,811	51,307	53,290	56,017
2	1-2	47,051	49,064	50,825	51,580	52,083	54,096	56,864
3	3	47,901	49,950	51,743	52,512	53,024	55,073	57,891
4	4	48,751	50,837	52,662	53,444	53,965	56,051	58,918
5	5	49,601	51,723	53,580	54,375	54,906	57,028	59,946
6	6	50,451	52,609	54,498	55,307	55,847	58,005	60,973
7	7	51,301	53,496	55,416	56,239	56,788	58,982	62,000
8	8-9	52,151	54,382	56,334	57,171	57,729	59,960	63,027
9	10-11	53,001	55,268	57,252	58,103	58,670	60,937	64,055
10	12	55,162	57,522	59,587	60,472	61,062	63,422	66,666
11	13-15	56,012	58,408	60,505	61,404	62,003	64,399	67,694
12	16-17	57,531	59,992	62,146	63,069	63,684	66,145	69,529
13	18-19	60,106	62,677	64,927	65,892	66,534	69,106	72,641
14	20-21	60,956	63,564	65,846	66,823	67,475	70,083	73,669
15	22-23	64,226	66,974	69,378	70,408	71,095	73,843	77,621
16	24-25	65,076	67,860	70,296	71,340	72,036	74,820	78,648

# SALARY SCHEDULE

## TEACHER POSITIONS

MASTER'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
17	26-27	65,926	68,746	71,214	72,272	72,977	75,797	79,675
18	28-29	66,776	69,633	72,132	73,204	73,918	76,775	80,703
19	30-31	67,626	70,519	73,051	74,135	74,859	77,752	81,730
20	32-33	68,476	71,405	73,969	75,067	75,800	78,729	82,757
21	34+	69,346	72,313	74,909	76,021	76,763	79,729	83,809
<b>PAY GRADE</b>		<b>001M</b>	<b>0M1M</b>	<b>0N1M</b>	<b>0P1M</b>	<b>0V1M</b>	<b>0R1M</b>	<b>0U1M</b>

DOCTORATE DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
1	0	48,350	50,418	52,228	53,004	53,521	55,590	58,434
2	1-2	49,051	51,149	52,986	53,772	54,297	56,396	59,281
3	3	49,901	52,036	53,904	54,704	55,238	57,373	60,308
4	4	50,751	52,922	54,822	55,636	56,179	58,350	61,335
5	5	51,601	53,809	55,740	56,568	57,120	59,327	62,363
6	6	52,451	54,695	56,658	57,500	58,061	60,305	63,390
7	7	53,301	55,581	57,576	58,432	59,002	61,282	64,417
8	8-9	54,151	56,468	58,495	59,363	59,943	62,259	65,445
9	10-11	55,162	57,522	59,587	60,472	61,062	63,422	66,666
10	12	57,531	59,992	62,146	63,069	63,684	66,145	69,529
11	13-15	58,381	60,879	63,064	64,001	64,625	67,123	70,557
12	16-17	60,106	62,677	64,927	65,892	66,534	69,106	72,641
13	18-19	62,990	65,685	68,043	69,053	69,727	72,422	76,127
14	20-21	63,840	66,571	68,961	69,985	70,668	73,399	77,154
15	22-23	66,338	69,176	71,659	72,723	73,433	76,271	80,173
16	24-25	67,188	70,062	72,577	73,655	74,374	77,248	81,200
17	26-27	68,038	70,949	73,496	74,587	75,315	78,226	82,228
18	28-29	68,888	71,835	74,414	75,519	76,256	79,203	83,255
19	30-31	69,738	72,721	75,332	76,451	77,197	80,180	84,282
20	32-33	70,588	73,608	76,250	77,383	78,138	81,157	85,310
21	34+	71,416	74,471	77,145	78,290	79,054	82,109	86,310
<b>PAY GRADE</b>		<b>001D</b>	<b>0M1D</b>	<b>0N1D</b>	<b>0P1D</b>	<b>0V1D</b>	<b>0R1D</b>	<b>0U1D</b>

# SALARY SCHEDULE

## RELATED INSTRUCTIONAL PERSONNEL

THE BASE SCHEDULES ARE 185/187/193-DAYS. EXTENDED-DAY SCHEDULES FOR 195, 200, 205, 215, 217, AND 226 DAYS ARE BASED ON THE 185-DAY SCHEDULES FOR EACH OF THE DEGREES LISTED BELOW. ALL SALARIES REFLECTED ON THESE SCHEDULES ARE AN ANNUAL, 100 PERCENT FULL-TIME EQUIVALENT (FTE) ASSIGNMENT. PART-TIME TEACHER SALARIES WOULD BE A REFLECTION OF THE EMPLOYEE'S FTE PERCENT OF THAT ASSIGNMENT OR THE HOURLY RATE OF THE BASE SALARY SCHEDULE. (NOTE: CYS INDICATES CREDITABLE YEARS OF SERVICE FOR ALL SALARY SCHEDULES.)

BACHELOR'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		185/187/193	195	200	205	215	217	226
1	0	45,350	47,801	49,027	50,253	52,704	53,194	55,401
2	1-2	46,051	48,540	49,785	51,029	53,519	54,017	56,257
3	3	46,901	49,436	50,704	51,971	54,507	55,014	57,295
4	4	47,751	50,332	51,623	52,913	55,494	56,011	58,334
5	5	48,601	51,228	52,542	53,855	56,482	57,008	59,372
6	6	49,451	52,124	53,461	54,797	57,470	58,005	60,410
7	7	50,301	53,020	54,379	55,739	58,458	59,002	61,449
8	8-9	51,151	53,916	55,298	56,681	59,446	59,999	62,487
9	10-11	52,001	54,812	56,217	57,623	60,434	60,996	63,526
10	12	52,851	55,708	57,136	58,565	61,421	61,993	64,564
11	13-15	53,701	56,604	58,055	59,507	62,409	62,990	65,602
12	16-17	54,551	57,500	58,974	60,448	63,397	63,987	66,641
13	18-19	56,192	59,229	60,748	62,267	65,304	65,912	68,645
14	20-21	57,042	60,125	61,667	63,209	66,292	66,909	69,684
15	22-23	58,304	61,456	63,031	64,607	67,759	68,389	71,225
16	24-25	59,154	62,352	63,950	65,549	68,747	69,386	72,264
17	26-27	60,004	63,247	64,869	66,491	69,734	70,383	73,302
18	28-29	60,854	64,143	65,788	67,433	70,722	71,380	74,341
19	30-31	61,704	65,039	66,707	68,375	71,710	72,377	75,379
20	32-33	62,554	65,935	67,626	69,317	72,698	73,374	76,417
21	34+	63,406	66,833	68,547	70,261	73,688	74,374	77,458
PAY GRADE		S50B S00B S85 LSBA			S51B	S08B S63B OPEB		S09B

MASTER'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		185/187/193	195	200	205	215	217	226
1	0	46,350	48,855	50,108	51,361	53,866	54,367	56,622
2	1-2	47,051	49,594	50,866	52,138	54,681	55,190	57,479
3	3	47,901	50,490	51,785	53,079	55,669	56,187	58,517
4	4	48,751	51,386	52,704	54,021	56,657	57,184	59,555
5	5	49,601	52,282	53,623	54,963	57,644	58,181	60,594
6	6	50,451	53,178	54,542	55,905	58,632	59,178	61,632
7	7	51,301	54,074	55,461	56,847	59,620	60,175	62,670
8	8-9	52,151	54,970	56,379	57,789	60,608	61,172	63,709
9	10-11	53,001	55,866	57,298	58,731	61,596	62,169	64,747
10	12	55,162	58,144	59,635	61,125	64,107	64,704	67,387
11	13-15	56,012	59,040	60,554	62,067	65,095	65,701	68,425



# SALARY SCHEDULE

## RELATED INSTRUCTIONAL PERSONNEL

MASTER'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		185/187/193	195	200	205	215	217	226
12	16-17	57,531	60,641	62,196	63,751	66,860	67,482	70,281
13	18-19	60,106	63,355	64,979	66,604	69,853	70,503	73,427
14	20-21	60,956	64,251	65,898	67,546	70,841	71,500	74,465
15	22-23	64,226	67,698	69,434	71,169	74,641	75,335	78,460
16	24-25	65,076	68,594	70,352	72,111	75,629	76,332	79,498
17	26-27	65,926	69,490	71,271	73,053	76,617	77,329	80,537
18	28-29	66,776	70,386	72,190	73,995	77,605	78,326	81,575
19	30-31	67,626	71,281	73,109	74,937	78,592	79,323	82,613
20	32-33	68,476	72,177	74,028	75,879	79,580	80,320	83,652
21	34+	69,346	73,094	74,969	76,843	80,591	81,341	84,715
PAY GRADE		S50M OPAM S00M LSMA	S06M		S51M S07M	OPEM S63M S08M		S09M

DOCTORATE DEGREE									
STEP	CYS	LENGTH OF CONTRACT/DAYS							
		185/187/193	195	200	205	215	217	226	226 PSY INTERN
1	0	48,350	50,964	52,270	53,577	56,191	56,713	59,065	29,533
2	1-2	49,051	51,702	53,028	54,354	57,005	57,535	59,922	29,961
3	3	49,901	52,598	53,947	55,296	57,993	58,533	60,960	30,480
4	4	50,751	53,494	54,866	56,238	58,981	59,530	61,999	30,999
5	5	51,601	54,390	55,785	57,179	59,969	60,527	63,037	31,518
6	6	52,451	55,286	56,704	58,121	60,957	61,524	64,075	32,038
7	7	53,301	56,182	57,623	59,063	61,944	62,521	65,114	32,557
8	8-9	54,151	57,078	58,542	60,005	62,932	63,518	66,152	33,076
9	10-11	55,162	58,144	59,635	61,125	64,107	64,704	67,387	33,694
10	12	57,531	60,641	62,196	63,751	66,860	67,482	70,281	35,141
11	13-15	58,381	61,537	63,115	64,692	67,848	68,479	71,319	35,660
12	16-17	60,106	63,355	64,979	66,604	69,853	70,503	73,427	36,713
13	18-19	62,990	66,395	68,097	69,800	73,205	73,886	76,950	38,475
14	20-21	63,840	67,291	69,016	70,742	74,192	74,883	77,988	38,994
15	22-23	66,338	69,924	71,717	73,510	77,096	77,813	81,040	40,520
16	24-25	67,188	70,820	72,636	74,452	78,083	78,810	82,078	41,039
17	26-27	68,038	71,716	73,555	75,393	79,071	79,807	83,117	41,558
18	28-29	68,888	72,612	74,474	76,335	80,059	80,804	84,155	42,078
19	30-31	69,738	73,508	75,392	77,277	81,047	81,801	85,193	42,597
20	32-33	70,588	74,404	76,311	78,219	82,035	82,798	86,232	43,116
21	34+	71,416	75,276	77,206	79,137	82,997	83,769	87,243	43,622
PAY GRADE		S50D LSDA			S51D	S08D		S13 S09D	S86

# SALARY SCHEDULE

## PROFESSIONAL SUPPORT EMPLOYEES/185-DAY SCHEDULES

THE BASE SCHEDULES ARE 185 DAYS. EXTENDED-DAY SCHEDULES FOR 195, 200, 205, 215, 217, AND 226 DAYS ARE BASED ON THE 185-DAY SCHEDULES FOR EACH OF THE DEGREES LISTED BELOW. ALL SALARIES REFLECTED ON THESE SCHEDULES ARE AN ANNUAL, 100 PERCENT FULL-TIME EQUIVALENT (FTE) ASSIGNMENT. PART-TIME TEACHER SALARIES WOULD BE A REFLECTION OF THE EMPLOYEE'S FTE PERCENT OF THAT ASSIGNMENT OR THE HOURLY RATE OF THE BASE SALARY SCHEDULE. (NOTE: CYS INDICATES CREDITABLE YEARS OF SERVICE FOR ALL SALARY SCHEDULES.)

		BACHELOR'S DEGREE							
STEP	CYS	LENGTH OF CONTRACT/DAYS							
		185	195	200	205	210	215	217	226
1	0	47,350	49,909	51,189	52,469	53,749	55,028	55,540	57,844
2	1-2	48,051	50,648	51,947	53,246	54,544	55,843	56,363	58,700
3	3	48,901	51,544	52,866	54,188	55,509	56,831	57,360	59,739
4	4	49,751	52,440	53,785	55,129	56,474	57,819	58,357	60,777
5	5	50,601	53,336	54,704	56,071	57,439	58,807	59,354	61,815
6	6	51,451	54,232	55,623	57,013	58,404	59,794	60,351	62,854
7	7	52,301	55,128	56,542	57,955	59,369	60,782	61,348	63,892
8	8-9	53,151	56,024	57,461	58,897	60,334	61,770	62,345	64,930
9	10-11	54,001	56,920	58,379	59,839	61,298	62,758	63,342	65,969
10	12	54,851	57,816	59,298	60,781	62,263	63,746	64,339	67,007
11	13-15	55,701	58,712	60,217	61,723	63,228	64,734	65,336	68,046
12	16-17	56,551	59,608	61,136	62,665	64,193	65,721	66,333	69,084
13	18-19	58,192	61,338	62,910	64,483	66,056	67,629	68,258	71,089
14	20-21	59,042	62,233	63,829	65,425	67,021	68,616	69,255	72,127
15	22-23	60,304	63,564	65,194	66,823	68,453	70,083	70,735	73,669
16	24-25	61,154	64,460	66,112	67,765	69,418	71,071	71,732	74,707
17	26-27	62,004	65,356	67,031	68,707	70,383	72,059	72,729	75,745
18	28-29	62,854	66,252	67,950	69,649	71,348	73,047	73,726	76,784
19	30-31	63,704	67,147	68,869	70,591	72,313	74,034	74,723	77,822
20	32-33	64,554	68,043	69,788	71,533	73,278	75,022	75,720	78,861
21	34+	65,436	68,973	70,742	72,510	74,279	76,047	76,755	79,938
PAY GRADE		OCAB ODAB	OCBB	OCCB	ODDB		OCFB ODFB		OCGB

		MASTER'S DEGREE							
STEP	CYS	LENGTH OF CONTRACT/DAYS							
		185	195	200	205	210	215	217	226
1	0	48,350	50,964	52,270	53,577	54,884	56,191	56,713	59,065
2	1-2	49,051	51,702	53,028	54,354	55,680	57,005	57,535	59,922
3	3	49,901	52,598	53,947	55,296	56,644	57,993	58,533	60,960
4	4	50,751	53,494	54,866	56,238	57,609	58,981	59,530	61,999
5	5	51,601	54,390	55,785	57,179	58,574	59,969	60,527	63,037
6	6	52,451	55,286	56,704	58,121	59,539	60,957	61,524	64,075
7	7	53,301	56,182	57,623	59,063	60,504	61,944	62,521	65,114
8	8-9	54,151	57,078	58,542	60,005	61,469	62,932	63,518	66,152
9	10-11	55,001	57,974	59,461	60,947	62,434	63,920	64,515	67,190
10	12	57,162	60,252	61,797	63,342	64,887	66,432	67,049	69,830

# SALARY SCHEDULE

## PROFESSIONAL SUPPORT EMPLOYEES/185-DAY SCHEDULES

		MASTER'S DEGREE							
STEP	CYS	LENGTH OF CONTRACT/DAYS							
		185	195	200	205	210	215	217	226
11	13-15	58,012	61,148	62,716	64,284	65,851	67,419	68,047	70,869
12	16-17	59,531	62,749	64,358	65,967	67,576	69,185	69,828	72,724
13	18-19	62,106	65,463	67,142	68,820	70,499	72,177	72,849	75,870
14	20-21	62,956	66,359	68,061	69,762	71,464	73,165	73,846	76,908
15	22-23	66,226	69,806	71,596	73,386	75,175	76,965	77,681	80,903
16	24-25	67,076	70,702	72,515	74,327	76,140	77,953	78,678	81,941
17	26-27	67,926	71,598	73,434	75,269	77,105	78,941	79,675	82,980
18	28-29	68,776	72,494	74,352	76,211	78,070	79,929	80,672	84,018
19	30-31	69,626	73,390	75,271	77,153	79,035	80,917	81,669	85,057
20	32-33	70,476	74,286	76,190	78,095	80,000	81,905	82,666	86,095
21	34+	71,371	75,229	77,158	79,087	81,016	82,945	83,716	87,188
PAY GRADE		OCAM ODAM	OCBM	OCCM	OCDM ODDM		OCFM ODFM	OCHM ODHM	OCGM ODGM

		DOCTORATE DEGREE							
STEP	CYS	LENGTH OF CONTRACT/DAYS							
		185	195	200	205	210	215	217	226
1	0	50,350	53,072	54,432	55,793	57,154	58,515	59,059	61,509
2	1-2	51,051	53,811	55,190	56,570	57,950	59,330	59,881	62,365
3	3	51,901	54,706	56,109	57,512	58,915	60,317	60,878	63,403
4	4	52,751	55,602	57,028	58,454	59,880	61,305	61,875	64,442
5	5	53,601	56,498	57,947	59,396	60,844	62,293	62,873	65,480
6	6	54,451	57,394	58,866	60,338	61,809	63,281	63,870	66,519
7	7	55,301	58,290	59,785	61,279	62,774	64,269	64,867	67,557
8	8-9	56,151	59,186	60,704	62,221	63,739	65,257	65,864	68,595
9	10-11	57,162	60,252	61,797	63,342	64,887	66,432	67,049	69,830
10	12	59,531	62,749	64,358	65,967	67,576	69,185	69,828	72,724
11	13-15	60,381	63,645	65,277	66,909	68,541	70,173	70,825	73,763
12	16-17	62,106	65,463	67,142	68,820	70,499	72,177	72,849	75,870
13	18-19	64,990	68,503	70,259	72,016	73,772	75,529	76,232	79,393
14	20-21	65,840	69,399	71,178	72,958	74,737	76,517	77,229	80,432
15	22-23	68,338	72,032	73,879	75,726	77,573	79,420	80,159	83,483
16	24-25	69,188	72,928	74,798	76,668	78,538	80,408	81,156	84,522
17	26-27	70,038	73,824	75,717	77,610	79,503	81,396	82,153	85,560
18	28-29	70,887	74,719	76,635	78,550	80,466	82,382	83,149	86,597
19	30-31	71,738	75,616	77,555	79,493	81,432	83,371	84,147	87,637
20	32-33	72,588	76,512	78,474	80,435	82,397	84,359	85,144	88,675
21	34+	73,441	77,411	79,396	81,381	83,365	85,350	86,144	89,717
PAY GRADE		OCAD ODAD	OCBD ODBD	OCCD	OCDD ODDD		OCFD ODFD	OCHD	ODGD

# SALARY SCHEDULE

## PROFESSIONAL SUPPORT EMPLOYEES/187-DAY SPEECH THERAPISTS SCHEDULES

THE BASE SCHEDULES ARE 187/193-DAYS. EXTENDED-DAY SCHEDULES FOR 195, 202, 205, 207, 215, AND 226 DAYS ARE BASED ON THE 187-DAY SCHEDULES FOR EACH OF THE DEGREES LISTED BELOW. (NOTE: CYS INDICATES CREDITABLE YEARS OF SERVICE FOR ALL SALARY SCHEDULES.)

BACHELOR'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
1	0	47,350	49,376	51,148	51,908	52,414	54,440	57,225
2	1-2	48,051	50,107	51,905	52,676	53,190	55,246	58,072
3	3	48,901	50,993	52,824	53,608	54,131	56,223	59,100
4	4	49,751	51,879	53,742	54,540	55,072	57,200	60,127
5	5	50,601	52,766	54,660	55,472	56,013	58,178	61,154
6	6	51,451	53,652	55,578	56,404	56,954	59,155	62,181
7	7	52,301	54,538	56,496	57,335	57,895	60,132	63,209
8	8-9	53,151	55,425	57,414	58,267	58,836	61,109	64,236
9	10-11	54,001	56,311	58,333	59,199	59,777	62,087	65,263
10	12	54,851	57,198	59,251	60,131	60,717	63,064	66,291
11	13-15	55,701	58,084	60,169	61,063	61,658	64,041	67,318
12	16-17	56,551	58,970	61,087	61,994	62,599	65,019	68,345
13	18-19	58,192	60,681	62,860	63,793	64,416	66,905	70,328
14	20-21	59,042	61,568	63,778	64,725	65,357	67,883	71,356
15	22-23	60,304	62,884	65,141	66,109	66,754	69,333	72,881
16	24-25	61,154	63,770	66,059	67,040	67,695	70,311	73,908
17	26-27	62,004	64,657	66,978	67,972	68,635	71,288	74,935
18	28-29	62,854	65,543	67,896	68,904	69,576	72,265	75,963
19	30-31	63,704	66,429	68,814	69,836	70,517	73,243	76,990
20	32-33	64,554	67,316	69,732	70,768	71,458	74,220	78,017
21	34+	65,436	68,235	70,685	71,735	72,435	75,234	79,083
<b>PAY GRADE</b>		<b>OSAB</b>	<b>OSBB</b>		<b>OSDB</b>			

MASTER'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
1	0	48,350	50,418	52,228	53,004	53,521	55,590	58,434
2	1-2	49,051	51,149	52,986	53,772	54,297	56,396	59,281
3	3	49,901	52,036	53,904	54,704	55,238	57,373	60,308
4	4	50,751	52,922	54,822	55,636	56,179	58,350	61,335
5	5	51,601	53,809	55,740	56,568	57,120	59,327	62,363
6	6	52,451	54,695	56,658	57,500	58,061	60,305	63,390
7	7	53,301	55,581	57,576	58,432	59,002	61,282	64,417
8	8-9	54,151	56,468	58,495	59,363	59,943	62,259	65,445
9	10-11	55,001	57,354	59,413	60,295	60,883	63,236	66,472
10	12	57,162	59,607	61,747	62,664	63,276	65,721	69,083
11	13-15	58,012	60,494	62,665	63,596	64,216	66,698	70,111
12	16-17	59,531	62,078	64,306	65,261	65,898	68,445	71,947
13	18-19	62,106	64,763	67,088	68,084	68,748	71,405	75,059
14	20-21	62,956	65,649	68,006	69,016	69,689	72,383	76,086
15	22-23	66,226	69,059	71,538	72,601	73,309	76,142	80,038

# SALARY SCHEDULE

## PROFESSIONAL SUPPORT EMPLOYEES/187-DAY SPEECH THERAPISTS SCHEDULES

MASTER'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
16	24-25	67,076	69,946	72,456	73,533	74,250	77,119	81,065
17	26-27	67,926	70,832	73,375	74,464	75,191	78,097	82,092
18	28-29	68,776	71,718	74,293	75,396	76,132	79,074	83,120
19	30-31	69,626	72,605	75,211	76,328	77,073	80,051	84,147
20	32-33	70,476	73,491	76,129	77,260	78,014	81,029	85,174
21	34+	71,371	74,424	77,096	78,241	79,004	82,058	86,256
PAY GRADE		OSAM	OSBM		OSDM			

DOCTORATE DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
1	0	50,350	52,504	54,389	55,197	55,735	57,889	60,851
2	1-2	51,051	53,235	55,146	55,965	56,511	58,695	61,698
3	3	51,901	54,121	56,064	56,897	57,452	59,672	62,725
4	4	52,751	55,008	56,982	57,829	58,393	60,650	63,753
5	5	53,601	55,894	57,901	58,760	59,334	61,627	64,780
6	6	54,451	56,780	58,819	59,692	60,275	62,604	65,807
7	7	55,301	57,667	59,737	60,624	61,216	63,581	66,834
8	8-9	56,151	58,553	60,655	61,556	62,156	64,559	67,862
9	10-11	57,162	59,607	61,747	62,664	63,276	65,721	69,083
10	12	59,531	62,078	64,306	65,261	65,898	68,445	71,947
11	13-15	60,381	62,964	65,224	66,193	66,839	69,422	72,974
12	16-17	62,106	64,763	67,088	68,084	68,748	71,405	75,059
13	18-19	64,990	67,770	70,203	71,246	71,941	74,721	78,544
14	20-21	65,840	68,657	71,121	72,178	72,882	75,698	79,571
15	22-23	68,338	71,262	73,820	74,916	75,647	78,570	82,590
16	24-25	69,188	72,148	74,738	75,848	76,588	79,548	83,618
17	26-27	70,038	73,034	75,656	76,780	77,529	80,525	84,645
18	28-29	70,887	73,920	76,573	77,710	78,468	81,501	85,671
19	30-31	71,738	74,807	77,492	78,643	79,411	82,480	86,699
20	32-33	72,588	75,693	78,411	79,575	80,351	83,457	87,727
21	34+	73,441	76,583	79,332	80,510	81,296	84,438	88,758
PAY GRADE		OSAD			OSDD			

**CAMPUS LEADERSHIP  
CENTRAL STAFF**

# SALARY SCHEDULE

## CAMPUS LEADERSHIP AND CENTRAL STAFF

THE MOST COMMON SCHEDULES FOR CAMPUS LEADERSHIP ARE 226-DAY AND 207-DAY SCHEDULES. THE MOST COMMON SCHEDULE FOR CENTRAL STAFF IS THE 226-DAY SCHEDULE. FOR THOSE THAT WORK ON OTHER CONTRACT TERMS AVAILABLE IN THE DISTRICT, PLEASE REFER TO THE CHART THAT REFLECTS THE LENGTH OF DAYS INCLUDED IN YOUR JOB ASSIGNMENT/EMPLOYMENT AGREEMENT WITH DALLAS ISD. PART-TIME SALARIES WOULD BE A REFLECTION OF THE HOURLY RATE OF THE BASE SALARY SCHEDULE

GRADE	CAMPUS LEADERSHIP LENGTH OF CONTRACT/207 & 226 DAYS				
	MIN	1Q	MID	3Q	MAX
1-207 DAYS	55,200	59,750	64,300	68,900	73,500
2- 207 DAYS	59,400	63,700	68,000	72,250	76,500
3-207 DAYS	67,200	70,450	73,700	76,900	80,100
3-226 DAYS	73,368	76,916	80,465	83,958	87,452
4-226 DAYS	78,800	83,900	89,000	94,150	99,300
5-226 DAYS	86,400	91,250	96,100	100,950	105,800
6-226 DAYS	90,000	97,975	105,950	113,925	121,900

GRADE	CENTRAL STAFF LENGTH OF CONTRACT/226 DAYS				
	MIN	1Q	MID	3Q	MAX
1	22,800	25,650	28,500	31,350	34,200
2	26,300	29,825	33,350	36,875	40,400
3	29,900	34,925	39,950	44,975	50,000
4	33,860	39,552	45,244	50,935	56,627
5	39,339	46,254	53,170	60,085	67,000
6	44,000	51,921	59,842	67,763	75,684
7	50,000	59,250	68,500	77,750	87,000
8	57,000	68,500	80,000	91,500	103,000
9	67,000	80,281	93,563	106,844	120,125
10	78,000	92,250	106,500	120,750	135,000
11	90,000	105,750	121,500	137,250	153,000
12	102,000	117,750	133,500	149,250	165,000

GRADE	CENTRAL STAFF LENGTH OF CONTRACT/217 DAYS				
	MIN	1Q	MID	3Q	MAX
1	21,892	24,629	27,365	30,102	32,838
2	25,253	28,637	32,022	35,407	38,791
3	28,709	33,534	38,359	43,184	48,009
4	32,512	37,977	43,442	48,907	54,372
5	37,772	44,412	51,052	57,692	64,332
6	42,248	49,853	57,459	65,065	72,670
7	48,009	56,890	65,772	74,654	83,535
8	54,730	65,772	76,814	87,856	98,898
9	64,332	77,084	89,837	102,589	115,341
10	74,894	88,576	102,259	115,941	129,624
11	86,416	101,539	116,662	131,784	146,907
12	97,938	113,061	128,184	143,306	158,429

GRADE	CENTRAL STAFF LENGTH OF CONTRACT/215 DAYS				
	MIN	1Q	MID	3Q	MAX
1	21,690	24,402	27,113	29,824	32,535
2	25,020	28,373	31,727	35,080	38,434
3	28,445	33,225	38,006	42,786	47,566
4	32,212	37,627	43,041	48,456	53,871
5	37,424	44,003	50,582	57,160	63,739
6	41,858	49,394	56,929	64,465	72,000
7	47,566	56,366	65,166	73,966	82,765
8	54,226	65,166	76,106	87,046	97,987
9	63,739	76,374	89,009	101,643	114,278
10	74,204	87,760	101,316	114,873	128,429
11	85,619	100,603	115,586	130,570	145,553

GRADE	CENTRAL STAFF LENGTH OF CONTRACT/207 DAYS				
	MIN	1Q	MID	3Q	MAX
1	20,883	23,494	26,104	28,714	31,325
2	24,089	27,318	30,546	33,775	37,004
3	27,386	31,989	36,591	41,194	45,796
4	31,013	36,227	41,440	46,653	51,866
5	36,032	42,366	48,699	55,033	61,367
6	40,301	47,556	54,811	62,066	69,321
7	45,796	54,269	62,741	71,213	79,686
8	52,208	62,741	73,274	83,808	94,341
9	61,367	73,532	85,697	97,861	110,026
10	71,442	84,494	97,546	110,598	123,650
11	82,434	96,860	111,285	125,711	140,137

# SALARY SCHEDULE

## CAMPUS LEADERSHIP AND CENTRAL STAFF

12	97,035	112,019	127,002	141,986	156,969
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12	93,425	107,851	122,277	136,702	151,128
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GRADE	CENTRAL STAFF LENGTH OF CONTRACT/205 DAYS				
	MIN	1Q	MID	3Q	MAX
1	20,681	23,267	25,852	28,437	31,022
2	23,856	27,054	30,251	33,449	36,646
3	27,122	31,680	36,238	40,796	45,354
4	30,714	35,877	41,039	46,202	51,365
5	35,684	41,956	48,229	54,502	60,774
6	39,912	47,096	54,281	61,466	68,651
7	45,354	53,744	62,135	70,525	78,916
8	51,704	62,135	72,566	82,998	93,429
9	60,774	72,821	84,869	96,916	108,963
10	70,752	83,678	96,604	109,530	122,456
11	81,637	95,924	110,210	124,497	138,783
12	92,522	106,809	121,095	135,382	149,668

GRADE	CENTRAL STAFF LENGTH OF CONTRACT/195 DAYS				
	MIN	1Q	MID	3Q	MAX
1	19,673	22,132	24,591	27,050	29,509
2	22,692	25,734	28,775	31,817	34,858
3	25,799	30,134	34,470	38,806	43,142
4	29,215	34,127	39,038	43,949	48,860
5	33,943	39,910	45,876	51,843	57,810
6	37,965	44,799	51,634	58,468	65,303
7	43,142	51,123	59,104	67,085	75,066
8	49,181	59,104	69,027	78,949	88,872
9	57,810	69,269	80,729	92,188	103,648
10	67,301	79,596	91,892	104,187	116,482
11	77,655	91,244	104,834	118,424	132,013
12	88,009	101,598	115,188	128,778	142,367

GRADE	CENTRAL STAFF LENGTH OF CONTRACT/185 DAYS				
	MIN	1Q	MID	3Q	MAX
1	18,664	20,997	23,330	25,663	27,996
2	21,529	24,414	27,300	30,185	33,071
3	24,476	28,589	32,702	36,816	40,929
4	27,717	32,376	37,036	41,695	46,354
5	32,202	37,863	43,524	49,184	54,845
6	36,018	42,502	48,986	55,470	61,954
7	40,929	48,501	56,073	63,645	71,217
8	46,659	56,073	65,487	74,900	84,314
9	54,845	65,717	76,589	87,461	98,332
10	63,850	75,514	87,179	98,844	110,509
11	73,673	86,565	99,458	112,351	125,243
12	83,496	96,388	109,281	122,174	135,066



**SUPPORT STAFF**

# SALARY SCHEDULE - SUPPORT STAFF

## TEACHER ASSISTANTS/PARAPROFESSIONALS

		STEPS																							
PAY GRADE	DAYS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
7	185	19,168	19,527	20,016	20,393	20,920	21,317	21,874	22,293	22,885	23,337	23,773	24,239	24,710	25,203	25,702	26,211	27,307	27,869	28,408	29,034	29,640	30,249	30,880	31,176
12	185	20,408	20,796	21,333	21,742	22,313	22,747	23,352	23,812	24,451	24,937	25,422	25,931	26,443	26,981	27,516	28,080	29,262	29,871	30,489	31,146	31,799	32,471	33,156	33,474
19	185	22,630	23,067	23,680	24,143	24,790	25,282	25,974	26,496	27,220	27,774	28,325	28,906	29,484	30,095	30,704	31,343	32,686	33,374	34,080	34,753	35,494	36,252	37,031	37,387
19	195	23,824	24,284	24,930	25,419	26,100	26,619	27,348	27,900	28,661	29,246	29,827	30,440	31,048	31,691	32,335	33,007	34,423	35,149	35,892	36,602	37,383	38,182	39,003	39,379
19	205	25,018	25,502	26,181	26,695	27,411	27,957	28,723	29,302	30,103	30,718	31,328	31,972	32,612	33,289	33,964	34,673	36,161	36,922	37,705	38,450	39,273	40,112	40,975	41,370
19	215	26,211	26,719	27,431	27,970	28,722	29,293	30,097	30,704	31,545	32,190	32,830	33,505	34,176	34,885	35,596	36,338	37,898	38,697	39,517	40,300	41,161	42,043	42,947	43,362
19	226	27,528	28,060	28,809	29,377	30,166	30,767	31,612	32,250	33,134	33,812	34,485	35,195	35,901	36,646	37,392	38,172	39,813	40,651	41,515	42,336	43,241	44,167	45,119	45,556
21	185	22,876	23,320	23,943	24,420	25,093	25,603	26,308	26,849	27,589	28,162	28,738	29,329	29,937	30,560	31,185	31,841	33,220	33,926	34,666	35,272	36,044	36,816	37,622	37,983

## BILINGUAL/DEAF EDUCATION

		STEPS																							
PAY GRADE	DAYS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
28	185	24,059	24,536	25,044	25,537	26,046	26,570	27,113	27,654	28,213	28,787	29,394	30,003	30,626	31,267	31,924	32,596	33,285	34,010	34,715	35,338	36,111	36,882	37,669	38,032
32	205	28,480	29,073	29,904	30,530	31,410	32,075	33,007	33,714	34,703	35,458	36,202	36,988	37,776	38,604	39,426	40,293	42,132	43,067	44,025	44,622	45,619	46,643	47,690	48,151
32	226	31,210	31,862	32,779	33,470	34,439	35,175	36,201	36,979	38,070	38,902	39,722	40,590	41,459	42,370	43,275	44,233	46,259	47,290	48,346	49,006	50,104	51,231	52,389	52,896
33	185	27,260	27,802	28,655	29,280	30,085	30,774	31,660	32,367	33,057	33,778	34,502	35,272	35,701	36,471	37,785	38,639	39,492	40,395	41,299	42,037	42,990	43,958	44,960	45,395
34	185	27,732	28,292	29,150	29,791	30,619	31,311	32,228	32,947	33,645	34,384	35,125	35,905	36,348	37,140	38,472	39,347	40,217	41,132	42,052	42,804	43,774	44,765	45,788	46,229
34	205	30,670	31,291	32,243	32,952	33,871	34,639	35,652	36,449	37,223	38,043	38,863	39,728	40,218	41,097	42,572	43,541	44,506	45,520	46,537	47,374	48,448	49,545	50,678	51,169
34	226	33,759	34,443	35,493	36,275	37,288	38,133	39,252	40,130	40,984	41,886	42,792	43,745	44,286	45,253	46,879	47,948	49,013	50,129	51,253	52,174	53,358	54,567	55,817	56,360

# SALARY SCHEDULE - SUPPORT STAFF

## OFFICE SUPPORT

PAY GRADE	DAYS	STEPS																							
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
6	226	22,816	23,236	23,858	24,319	24,961	25,443	26,125	26,627	27,350	27,889	28,432	29,013	29,575	30,177	30,778	31,420	32,764	33,446	34,107	34,871	35,592	36,355	37,116	37,473
7	217	22,150	22,572	23,150	23,593	24,209	24,672	25,326	25,817	26,501	27,040	27,560	28,099	28,658	29,236	29,812	30,411	31,699	32,354	32,991	33,723	34,435	35,149	35,888	36,234
8	185	19,619	19,984	20,498	20,883	21,423	21,834	22,411	22,845	23,455	23,916	24,376	24,861	25,342	25,852	26,357	26,890	28,018	28,595	29,184	29,839	30,459	31,097	31,751	32,054
8	195	20,572	20,964	21,499	21,915	22,486	22,919	23,524	23,974	24,615	25,100	25,583	26,103	26,608	27,141	27,679	28,231	29,426	30,037	30,655	31,347	32,005	32,679	33,362	33,682
8	217	23,013	23,441	24,043	24,495	25,129	25,611	26,288	26,798	27,512	28,052	28,593	29,161	29,726	30,323	30,915	31,542	32,864	33,541	34,232	35,000	35,728	36,475	37,243	37,598
13	226	24,982	25,464	26,165	26,686	27,448	27,991	28,811	29,414	30,015	30,678	31,280	31,922	32,383	33,065	34,188	34,970	35,712	36,494	37,277	37,919	38,761	39,623	40,486	40,877
14	195	22,127	22,558	23,162	23,618	24,257	24,739	25,414	25,926	26,645	27,188	27,732	28,299	28,867	29,466	30,064	30,691	32,014	32,692	33,385	34,027	34,751	35,498	36,262	36,609
20	217	26,096	26,617	27,367	27,926	28,753	29,351	30,216	30,834	31,509	32,162	32,856	33,588	33,954	34,723	35,919	36,689	37,517	38,345	39,153	39,866	40,752	41,677	42,619	43,031
20	226	27,107	27,648	28,432	29,013	29,875	30,498	31,400	32,042	32,744	33,426	34,148	34,910	35,292	36,093	37,336	38,140	39,002	39,864	40,706	41,449	42,372	43,334	44,317	44,745
21	195	24,009	24,476	25,134	25,636	26,345	26,882	27,626	28,197	28,976	29,581	30,187	30,810	31,450	32,108	32,767	33,459	34,912	35,657	36,434	37,075	37,889	38,701	39,550	39,931
21	200	24,575	25,054	25,730	26,243	26,972	27,522	28,286	28,870	29,669	30,291	30,912	31,551	32,208	32,883	33,556	34,267	35,759	36,522	37,320	37,977	38,810	39,646	40,515	40,905
21	205	25,141	25,633	26,324	26,852	27,598	28,161	28,944	29,545	30,363	31,000	31,636	32,292	32,965	33,656	34,347	35,076	36,604	37,386	38,205	38,878	39,733	40,588	41,480	41,880
21	215	26,273	26,789	27,513	28,069	28,849	29,442	30,262	30,892	31,751	32,419	33,087	33,773	34,479	35,205	35,929	36,693	38,295	39,115	39,973	40,681	41,577	42,474	43,409	43,828
29	200	26,014	26,545	27,273	27,859	28,640	29,244	30,061	30,682	31,570	32,226	32,899	33,592	34,286	35,013	35,759	36,522	38,137	38,954	39,806	40,463	41,349	42,255	43,194	43,611
29	205	26,616	27,161	27,907	28,507	29,308	29,927	30,763	31,401	32,310	32,983	33,675	34,384	35,094	35,840	36,604	37,386	39,042	39,879	40,752	41,426	42,335	43,263	44,227	44,655
29	226	29,154	29,756	30,579	31,240	32,122	32,804	33,725	34,429	35,431	36,174	36,936	37,719	38,501	39,322	40,165	41,028	42,853	43,775	44,738	45,480	46,484	47,507	48,570	49,040
30	195	25,761	26,286	27,038	27,609	28,404	29,028	29,858	30,482	31,121	31,831	32,438	33,164	33,614	34,324	35,551	36,314	37,127	37,958	38,771	39,481	40,364	41,280	42,217	42,622
32	195	27,185	27,749	28,538	29,136	29,972	30,605	31,493	32,165	33,104	33,821	34,530	35,279	36,028	36,813	37,597	38,421	40,170	41,060	41,971	42,539	43,488	44,461	45,458	45,898
32	215	29,774	30,397	31,269	31,926	32,849	33,547	34,525	35,265	36,303	37,092	37,874	38,698	39,525	40,392	41,257	42,165	44,093	45,075	46,079	46,706	47,750	48,824	49,923	50,406
32	217	30,034	30,662	31,542	32,205	33,136	33,842	34,828	35,575	36,622	37,420	38,208	39,041	39,875	40,750	41,621	42,539	44,485	45,475	46,489	47,123	48,177	49,259	50,369	50,857
32	226	31,210	31,862	32,779	33,470	34,439	35,175	36,201	36,979	38,070	38,902	39,722	40,590	41,459	42,370	43,275	44,233	46,259	47,290	48,346	49,006	50,104	51,231	52,389	52,896

# SALARY SCHEDULE - SUPPORT STAFF

		STEPS																							
PAY GRADE	DAYS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
37	226	41,599	42,626	43,677	44,756	45,861	46,993	48,155	49,344	50,565	51,815	53,097	54,410	55,757	57,137	58,551	60,001	61,488	63,011	64,573	66,173	67,814	69,495	71,218	72,277

## SUPPORT SUPERVISORS

		STEPS																							
PAY GRADE	DAYS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
35	226	36,052	36,836	37,917	38,782	39,924	40,787	42,070	43,014	43,915	44,919	45,922	46,925	47,548	48,629	50,355	51,538	52,701	53,884	55,089	56,091	57,375	58,700	60,063	60,646
38	226	43,690	44,657	46,010	47,035	48,467	49,552	51,074	52,223	53,836	55,055	56,275	57,554	58,838	60,183	61,527	62,939	65,337	66,846	68,389	69,014	70,614	72,253	73,933	74,655
39	226	47,585	48,648	50,136	51,267	52,844	54,040	55,713	56,979	58,753	60,096	61,441	62,853	64,262	65,742	67,222	68,775	71,412	73,072	74,774	75,398	77,158	78,962	80,811	81,599

## SECURITY

		STEPS																							
PAY GRADE	DAYS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
11	235	25,160	25,661	26,370	26,891	27,642	28,206	28,998	29,602	30,437	31,083	31,710	32,377	33,043	33,752	34,433	35,150	36,650	37,423	38,209	39,043	39,874	40,725	41,597	41,998
11	260	13.38	13.65	14.03	14.30	14.70	15.00	15.42	15.75	16.19	16.53	16.87	17.22	17.58	17.95	18.32	18.70	19.50	19.91	20.32	20.77	21.21	21.66	22.13	22.34
17	235	27,288	27,788	28,560	29,039	29,832	30,416	31,167	31,793	32,419	33,024	33,607	34,274	34,670	35,337	36,610	37,778	38,133	38,905	39,698	40,344	41,178	42,117	43,054	43,470
21	185	22,876	23,320	23,943	24,420	25,093	25,603	26,308	26,849	27,589	28,162	28,738	29,329	29,937	30,560	31,185	31,841	33,220	33,926	34,666	35,272	36,044	36,816	37,622	37,983
35	185	29,855	30,495	31,381	32,088	33,024	33,730	34,781	35,551	36,290	37,111	37,933	38,754	39,263	40,149	41,562	42,531	43,484	44,451	45,436	46,257	47,309	48,391	49,508	49,988
36	235	39,314			41,838				45,202				48,566												

## MAINTENANCE/OPERATIONS (ALL HOURLY RATES ARE BASED ON 8 HOURS/DAY)

		STEPS																							
PAY GRADE	DAYS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
1	185	9.27	9.51	9.74	9.98	10.23	10.50	10.70																	
1	260	9.27	9.51	9.74	9.98	10.23	10.50	10.70																	

# SALARY SCHEDULE - SUPPORT STAFF

		STEPS																							
PAY GRADE	DAYS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
2	260	9.27	9.51	9.74	9.98	10.23	10.48	10.73	10.99	11.22	11.56	11.77	12.11	12.36	12.71	12.97	13.31	13.54	13.87	14.14	14.42	14.71	14.90	15.25	15.64
5	260	12.36	12.62	12.95	13.21	13.60	13.86	14.27	14.55	14.87	15.18	15.50	15.81	16.01	16.35	16.90	17.28	17.64	18.04	18.42	18.73	19.16	19.58	20.02	20.21
9	260	10.51	10.75	11.02	11.28	11.56	11.82	12.11	12.4	12.7	13.03	13.27	13.65	13.97	14.29	14.57	15.01	15.38	15.69	15.98	16.29	16.71	17.12	17.55	17.98
11	260	10.76	11.02	11.29	11.56	11.83	12.12	12.41	12.71	13.01	13.29	13.55	13.92	14.21	14.49	14.9	15.33	15.64	16.03	16.43	16.77	17.12	17.48	17.85	18.22
13	260	11.12	11.39	11.66	11.95	12.23	12.52	12.82	13.13	13.45	13.68	13.93	14.33	14.62	15.01	15.23	15.58	15.91	16.23	16.55	16.83	17.17	17.53	17.88	18.33
15	260	11.59	11.9	12.23	12.56	12.9	13.24	13.6	13.97	14.34	14.66	15.01	15.41	15.8	16.16	16.59	17.08	17.59	18.07	18.55	19.24	19.66	20.2	20.6	21.01
16	260	12.15	12.48	12.82	13.16	13.52	13.88	14.27	14.65	15.04	15.45	15.86	16.29	16.74	17.18	17.64	18.13	18.61	19.12	19.63	20.17	20.7	21.27	21.84	22.43
19	260	14.67	14.97	15.46	15.78	16.23	16.59	17.05	17.42	17.80	18.17	18.55	18.96	19.21	19.63	20.29	20.75	21.21	21.66	22.18	22.56	23.05	23.59	24.11	24.35
20	260	13.68	13.93	14.33	14.62	15.04	15.34	15.79	16.12	16.46	16.83	17.16	17.52	17.77	18.14	18.77	19.2	19.61	20.04	20.47	20.83	21.29	21.77	22.25	22.47
22	260	13.96	14.27	14.65	14.96	15.42	15.75	16.16	16.5	16.87	17.23	17.58	17.97	18.19	18.6	19.23	19.65	20.1	20.51	20.98	21.35	21.83	22.31	22.81	23.03
23	260	14.22	14.52	14.95	15.25	15.68	16.01	16.48	16.85	17.18	17.54	17.92	18.32	18.55	18.96	19.6	20.04	20.46	20.91	21.38	21.75	22.24	22.72	23.27	23.48
24	260	14.67	14.97	15.46	15.78	16.23	16.59	17.05	17.42	17.80	18.17	18.55	18.96	19.21	19.63	20.29	20.75	21.21	21.66	22.18	22.56	23.05	23.59	24.11	24.35
25	260	15.44	15.75	16.17	16.52	17.03	17.40	17.90	18.29	18.67	19.08	19.51	19.91	20.18	20.62	21.56	22.02	22.52	23.00	23.54	23.94	24.47	25.03	25.61	25.86
26	260	15.66	15.99	16.46	16.83	17.31	17.70	18.19	18.60	18.97	19.37	19.81	20.24	20.48	20.95	21.68	22.19	22.66	23.21	23.71	24.12	24.67	25.22	25.81	26.06
27	260	15.93	16.08	16.55	16.93	17.41	17.8	18.3	18.72	19.09	19.49	19.93	20.36	20.6	21.07	21.82	22.31	22.79	23.34	23.85	24.28	24.81	25.39	25.96	26.21
30	260	16.20	16.54	17.03	17.40	17.90	18.29	18.83	19.23	19.65	20.10	20.48	20.95	21.24	21.69	22.48	22.97	23.49	24.03	24.53	25.00	25.56	26.15	26.75	27.01
31	260	16.66	16.67	17.14	17.47	17.96	18.31	18.79	19.18	19.56	19.94	20.37	20.79	21.03	21.47	22.17	22.62	23.1	23.6	24.09	24.48	25.02	25.59	26.17	26.43
35	260	19.80	20.23	20.83	21.31	21.94	22.41	23.13	23.65	24.14	24.70	25.25	25.81	26.15	26.75	27.71	28.36	29.00	29.66	30.32	30.88	31.58	32.32	33.08	33.39
37	260	20.48	20.95	21.57	22.06	22.70	23.24	23.95	24.48	25.05	25.60	26.17	26.75	27.09	27.73	28.73	29.38	30.06	30.76	31.44	32.03	32.75	33.51	34.30	34.64

# SALARY SCHEDULE - SUPPORT STAFF

GRAPHICS (ALL HOURLY RATES ARE BASED ON 8 HOURS/DAY)

		STEPS																							
PAY GRADE	DAYS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
5	260	12.36	12.62	12.95	13.21	13.60	13.86	14.27	14.55	14.87	15.18	15.50	15.81	16.01	16.35	16.90	17.28	17.64	18.04	18.42	18.73	19.16	19.58	20.02	20.21
13	260	13.68	13.93	14.33	14.62	15.04	15.34	15.79	16.12	16.46	16.83	17.16	17.52	17.77	18.14	18.77	19.20	19.61	20.04	20.47	20.83	21.29	21.77	22.25	22.47
24	260	15.44	15.75	16.17	16.52	17.03	17.40	17.90	18.29	18.67	19.08	19.51	19.91	20.18	20.62	21.56	22.02	22.52	23.00	23.54	23.94	24.47	25.03	25.61	25.86
34	260	18.51	18.94	19.47	19.90	20.48	20.95	21.60	22.08	22.56	23.05	23.57	24.09	24.63	25.17	25.86	26.46	27.06	27.67	28.28	28.80	29.45	30.15	30.85	31.15

## SERVICE CENTER (ALL HOURLY RATES ARE BASED ON 8 HOURS/DAY)

		STEPS																							
PAY GRADE	DAYS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
5	260	12.36	12.62	12.95	13.21	13.60	13.86	14.27	14.55	14.87	15.18	15.50	15.81	16.01	16.35	16.90	17.28	17.64	18.04	18.42	18.73	19.16	19.58	20.02	20.21
9	260	13.03	13.27	13.65	13.92	14.31	14.60	15.02	15.33	15.64	15.98	16.33	16.68	16.87	17.23	17.83	18.20	18.61	19.02	19.43	19.78	20.20	20.65	21.13	21.32
13	260	13.68	13.93	14.33	14.62	15.04	15.34	15.79	16.12	16.46	16.83	17.16	17.52	17.77	18.14	18.77	19.20	19.61	20.04	20.47	20.83	21.29	21.77	22.25	22.47
20	260	14.85	15.15	15.58	15.90	16.38	16.73	17.22	17.58	17.96	18.33	18.74	19.17	19.37	19.82	20.50	20.95	21.43	21.91	22.36	22.77	23.30	23.81	24.37	24.61
22	260	15.18	15.50	15.97	16.29	16.78	17.14	17.61	17.99	18.38	18.77	19.20	19.61	19.86	20.28	20.98	21.45	21.94	22.41	22.92	23.33	23.84	24.40	24.95	25.19
24	260	15.44	15.75	16.17	16.52	17.03	17.40	17.90	18.29	18.67	19.08	19.51	19.91	20.18	20.62	21.56	22.02	22.52	23.00	23.54	23.94	24.47	25.03	25.61	25.86
26	260	15.66	15.99	16.46	16.83	17.31	17.70	18.19	18.60	18.97	19.37	19.81	20.24	20.48	20.95	21.68	22.19	22.66	23.21	23.71	24.12	24.67	25.22	25.81	26.06
31	260	16.66	16.67	17.14	17.47	17.96	18.31	18.79	19.18	19.56	19.94	20.37	20.79	21.03	21.47	22.17	22.62	23.10	23.60	24.09	24.48	25.02	25.59	26.17	26.43
33	260	18.05	18.41	18.99	19.41	19.95	20.41	21.02	21.50	21.96	22.44	22.94	23.45	23.74	24.28	25.15	25.74	26.31	26.91	27.54	28.03	28.68	29.31	30.00	30.30

## FOOD SERVICES (ALL HOURLY RATES ARE BASED ON 8 HOURS/DAY)

		STEPS																							
PAY GRADE	DAYS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
3	180	9.55	9.71	9.93	10.1	10.38	10.55	10.8	11	11.2	11.4	11.62	11.81	11.95	12.2	12.57	12.81	13.05	13.28	13.54	13.75	14.02	14.32	14.6	14.75
5	180	9.81	9.99	10.25	10.46	10.76	10.97	11.27	11.49	11.73	11.97	12.22	12.46	12.62	12.86	13.29	13.60	13.87	14.16	14.46	14.70	15.02	15.35	15.69	15.84

# SALARY SCHEDULE - SUPPORT STAFF

		STEPS																								
PAY GRADE	DAYS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	
15	184	14.36	14.63	14.92																						
19	184	22,159	22,599	23,318	23,793	24,461	24,985	25,653	26,193	26,765	27,321	27,875	28,462	28,838	29,443	30,440	31,108	31,778	32,464	33,198	33,770	34,505	35,272	36,057	36,402	
20	184	22,398	22,763	23,503	23,943	24,607	25,026	25,710	26,262	26,813	27,365	27,972	28,525	28,911	29,628	30,455	31,172	31,888	32,553	33,325	33,877	34,649	35,422	36,195	36,541	
23	184	23,033	23,487	23,942	24,417	24,912	25,404	25,918	26,435	26,971	27,523	28,076	28,648	29,243	29,855	30,468	31,190	31,933	32,570	33,366	33,896	34,691	35,434	36,198	36,549	
25	184	23,487	23,942	24,417	24,912	25,404	25,918	26,435	26,971	27,523	28,076	28,648	29,243	29,855	30,468	31,103	31,755	32,427	33,120	33,831	34,452	35,187	35,941	36,715	37,068	
28	184	23,939	24,412	24,920	25,409	25,915	26,438	26,977	27,515	28,071	28,642	29,247	29,850	30,472	31,108	31,761	32,431	33,116	33,836	34,538	35,158	35,925	36,694	37,478	37,837	
28	226	29,403	29,984	30,609	31,209	31,830	32,473	33,134	33,796	34,478	35,180	35,922	36,664	37,427	38,209	39,011	39,833	40,675	41,558	42,422	43,183	44,126	45,070	46,033	46,474	
30	184	24,417	24,912	25,622	26,160	26,912	27,499	28,284	28,870	29,474	30,144	30,717	31,403	31,826	32,497	33,656	34,374	35,142	35,925	36,694	37,363	38,195	39,061	39,943	40,327	