

College Station ISD
Proposed New Hire Teacher Salaries
2015-2016

Completed Years of Experience	Bachelors Degree	Masters Degree
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0	\$40,800	\$42,800
1	\$41,107	\$43,107
2	\$41,311	\$43,311
3	\$41,507	\$43,507
4	\$41,700	\$43,700
5	\$41,973	\$43,973
6	\$42,392	\$44,392
7	\$43,064	\$45,064
8	\$43,593	\$45,593
9	\$44,123	\$46,123
10	\$44,945	\$46,945
11	\$45,767	\$47,767
12	\$46,589	\$48,589
13	\$47,412	\$49,412
14	\$48,234	\$50,234
15	\$49,056	\$51,056
16	\$49,847	\$51,847
17	\$50,703	\$52,703
18	\$51,524	\$53,524
19	\$52,346	\$54,346
20	\$53,169	\$55,169
21	\$53,992	\$55,992
22	\$54,814	\$56,814
23	\$55,635	\$57,635
24	\$56,459	\$58,459
25	\$57,279	\$59,279

Bilingual Teacher stipend of \$3,500 per year

College Station Independent School District
Administrative/Professional Hire - In Salary Schedule
Proposed for 2015-2016

PAY GRADE	DAYS	MINIMUM	MID POINT	MAXIMUM
1A	187	24,746	30,178	35,610
	240	32,315	39,409	46,503
1	187	36,327	44,301	52,275
	192	37,298	45,486	53,673
	207	40,212	49,039	57,866
	220	42,737	52,119	61,500
	240	46,623	56,857	67,091
	260	50,508	61,595	72,682
2	187	38,870	47,402	55,934
	190	39,493	48,163	56,832
	240	49,886	60,837	71,788
	260	54,043	65,907	77,770
3	187	41,591	50,720	59,850
	192	42,703	52,076	61,450
	197	43,815	53,433	63,050
	202	44,927	54,789	64,651
	207	46,039	56,145	66,251
	220	48,930	59,671	70,412
	240	53,378	65,095	76,813
4	187	44,502	54,271	64,039
	197	46,882	57,173	67,464
	207	49,261	60,075	70,888
	220	52,355	63,848	75,340
	240	57,115	69,652	82,190
5	220	56,020	68,317	80,614
	240	61,113	74,528	87,943
	260	66,206	80,738	95,271
6	220	59,941	73,099	86,257
	240	65,391	79,745	94,099
	260	70,840	86,390	101,940
7	220	64,137	78,216	92,295
	240	69,968	85,327	100,686
8	240	74,866	91,300	107,734
	260	81,105	98,908	116,712
9	240	83,101	101,343	119,584
10	240	92,242	112,490	132,739

Pay Grade 1

Computer Analyst
Coordinator - Grounds
High School Network Manager
Payroll Manager
Child Nutrition Program Coordinator
Team Leader - Transportation
Transition Specialist - HS
Child Nutrition Dietician

Pay Grade 1A

Licensed Vocational Nurse
Communication Specialist
Technology Specialist
Staff Accountant

Pay Grade 2

Occupational Therapist
Physical Therapist
EHS Coordinator
LSSP Trainee

Pay Grade 3

Accountant
Speech Lanuage Pathologist Intern
Coordinator-Community/Parent
Coordinator-Family/Community Partnership
Coordinators/Specialists-Head Start
Counselor (gr 5-12 207, PK-4 192)
Dean of Student Services - ALC
EHS Supervisor
LSSP Intern
Payroll Supervisor
Registrar - High School

Pay Grade 4

Coordinator-Career Technology
Coordinator-Network
Counselor-Lead high School
Dean of Students - High School
Diagnostician (207)
Licensed Specialist in School Psychology (2C)
Speech Pathologist (187)
Coordinator of Mental Health Services

Pay Grade 5

Assistant Principal - Elementary
Assistant Principals-Intermediate
Assistant Principals-Middle School
At-Risk Coordinator - High School
Business Coordinator
Construction Inspector
Coordinator - Maintenance
Coordinator - Special Services
Coordinator-Custodial
Director-Head Start and Early Head Start

Pay Grade 6

Assistant Director - Athletics
Assistant Principal-High School
Director-Child Nutrition Services
Director-Computer Services
Director-Purchasing/Stores/Textbooks
Director-Transportation
Coordinator Math and Science (220)
Coordinator of ELA (220)
Coordinator of Human Resources

Pay Grade 7

Associate Principal - High School
Director of Assessment
Director of Curriculum
Director of Instruction
Director of Student Services
Principal-Alternative Education Program
Principal-Elementary
Principal-Intermediate

Pay Grade 8

Athletic Coordinator - High School
Director of Business Services
Director of Communications
Director of Construction
Director of CSISD Education Foundation
Director of Human Resources
Director of Special Programs
Director of Student Activities
Director-CATE and Community Education
Director-Maintenance and Operations
Director-Special Services
Director-Technology
Principal-Middle School

Pay Grade 9

Principal-High School
Executive Director

Pay Grade 10

Deputy Superintendent

College Station Independent School District
Proposed Paraprofessional Hire - In Salary Schedule
2015-2016

Pay Grade	MIN	MID	MAX	
I	\$8.84	\$11.05	\$13.26	KG (or any grade level) PE, Workroom, Computer, ESL, Reading, Math, Library, etc....
2	\$9.95	\$12.44	\$14.94	All assistants at SK, CH and SWV. All DL, HS, SpEd, and ISS/disciplinary assistants at any campus
3	\$10.71	\$13.40	\$16.07	see below
4	\$13.38	\$16.73	\$20.08	see below
5	\$15.02	\$18.75	\$22.51	see below
6	\$16.80	\$21.00	\$25.20	see below

Pay rates are calculated at 7.5 hours per day.

PARAPROFESSIONAL JOB TITLES

Pay Grade I (187)

Instructional Assistants

Pay Grade II (187)

Title I Instructional Assistants

(Required minimum 48 hours of college credit at SK, SWV and CH)

Special Education Instructional Assistants

Head Start Assistant

Bilingual Assistant

Disciplinary Instructional Assistants

Pay Grade 3

Adm. Assistant (HS Asst. Principal) (220)

Adm. Asst/Recept. (HS and MS Counselor) (220)

Attendance Clerks (197) all campuses

Early Head Start Home Visitor (220)

Head Start Family Services Facilitator (187)

PEIMS clerk (central office) (240)

Receptionist (Central Office) (240)

Receptionist (High School) (240)

VAC Job Coach (187)

Sped Assessment Clerk (187)

Pay Grade 4 (240 unless noted)

Accounts Payable Clerk

Accounts Payable Senior Analyst

Administrative Assistant (construction) (260)

Administrative Assistant (district and campus)

Child Nutrition Bookkeeper

Payroll/ Records Analyst

Purchasing Specialist

Registrar (High School)

Licensed Vocation Nurse (187)

Human Resources Records/Substitute Associate

Human Resources Assistant

Human Resources Management Associate

Human Resources Lead Position Management Specialist

High School Ticket Manager (part-time)

Pay Grade 5 (240)

Benefits Coordinator

Executive Assistant (District)

Facility Use Coordinator

Pay Grade 6 (240)

Superintendent Executive Assistant

College Station Independent School District
Proposed Manual Trades Hire - In Salary Schedule
2015-2016

Pay Grade	Min	Mid	Max	Job Title
1	\$8.63	\$10.78	\$12.93	See Job Classifications below
2	\$9.95	\$12.44	\$14.94	See Job Classifications below
3	\$12.39	\$15.50	\$18.59	See Job Classifications below
4	\$14.88	\$18.59	\$22.30	See Job Classifications below
5	\$17.85	\$22.30	\$26.77	See Job Classifications below

Pay Grade 1

Bus Monitor
 Crossing Guard
 Custodian
 Child Nutrition Worker
 Grounds Worker I
 Parking Lot security (177)

Pay Grade 2

Pest Control Technician I
 Head Custodian
 Painter I
 Mechanic Helper
 Warehouse Worker/Courier
 Grounds Worker II
 Audio Visual Technician
 Transportation - Parts/records clerk
 Transportation - Routing Specialist
 Transportation - Dispatcher
 Child Nutrition Assistant
 Child Nutrition Manager

Pay Grade 3

HVAC/Refrigeration Technician
 Locksmith
 Pest Control Technician II
 Lead Grounds Worker
 Lead Painter
 Transportation - Bus Drivers
 Child Nutrition Manager

Pay Grade 4

Electrician
 HVAC Technician
 Plumber
 Mechanic
 Carpenter
 Child Nutrition Support Systems Supervisor
 Computer Technician
 Warehouse Supervisor
 Transportation Trainer
 Child Nutrition Manager - High School
 Child Nutrition Manager - Multiple Campuses

Pay Grade 5

Lead HVAC Specialist
 Lead Computer Technician
 Maintenance Supervisor
 Grounds Supervisor
 Shop Foreman
 Custodial Supervisor

**College Station Independent School District
Proposed Stipend Schedule for 2015-2016**

ATHLETICS

POSITION	stipend	days
Football		
Coordinator	5,500	10
First Varsity Assistant Coach	4,000	10
9th grade Coach	3,000	10
MS Coordinator	4,500	0
MS Coach	1,750	10

Basketball		
Head Coach	10,000	0
First Varsity Assistant Coach	4,000	0
Assistant Coach	3,250	0
MS Coach	2,500	0

Baseball		
Head Coach	6,500	0
First Varsity Assistant Coach	4,000	0
9th grade Coach	3,250	0

Softball		
Head Coach	6,500	0
First Varsity Assistant Coach	4,000	0
Assistant Coach	3,250	0

Soccer		
Head Coach	6,000	0
First Varsity Assistant Coach	3,500	0
Assistant Coach	3,000	0

Volleyball		
Head Coach	5,500	10
First Varsity Assistant Coach	3,500	10
Assistant Coach	2,500	10
MS Coach	1,750	5

Track		
Head Coach	5,000	5
First Varsity Assistant Coach	3,500	5
Assistant Coach	3,000	5
MS Coach	2,000	0

ATHLETICS

POSITION	stipend	days
Tennis		
Head Coach	6,500	5
Varsity Assistant	3,500	5
MS Coach	1,750	0

Golf		
Head Coach	5,500	0
Assistant	3,000	0

Swimming		
Head Coach	5,500	0
Assistant Coach	3,000	0

Cross Country		
Head Coach	3,750	5
Assistant Coach	2,000	5
MS Coach	2,000	0

Power Lifting		
Head Coach	4,500	0
Assistant Coach	3,000	0

Wrestling		
Head Coach	5,500	0
Assistant coach	2,500	0

Gymnastics		
Head Coach	3,500	0
Asst Coach	2,500	0
Sponsor	1,000	0

Trainer		
Head Trainer	6,500	20
Assistant Trainer	5,500	20

Game Administrator	1,750	0
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Film	2,000	0
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Weight room	2,700	0
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EXTRA/CO - CURR.

POSITION	stipend	days
Band		
HS Director	8657	33
Assistant Director	4200	20
MS Director	4200	10
MS Asst. Director	2800	10
IS Director	2000	0

Choir		
HS Director	5250	5
HS Assistant Director	5000	0
JH Director	3250	0

Orchestra		
HS Director	8100	10
HS Asst Director	5000	5
JH Director	2150	5

Cheerleading		
HS Sponsor	2000	10
HS Asst Sponsor	2000	5
JH Sponsor	1600	0

Dance		
Director	3500	10
Assistant Director	2500	10

Theater Arts		
Advisor	3500	0
JH Advisor	700	0

Newspaper		
Advisor	2500	0
Assistant	750	0

Robotics		
Sponsor	1500	0
Assistant	750	0

2 HS Travel @.555/mile	208	0
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Speech/Debate		
Advisor	2500	0

EXTRA/CO - CURR.

POSITION	stipend	days
Yearbook		
Advisor	2500	5

HS Class Advisor	1000	0
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NHS Advisor	1000	0
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Student Council		
HS Advisor	2500	0
HS Assistant	1000	0
JH Advisor	1400	0

UIL Acad Sponsor		
HS - by event	700	0
JH - by event	500	0

CATE Sponsors		
BPA sponsor	500	0
SKILLS USA sponsor	500	0
HOSA sponsor	1000	0
Media Tech	1000	10
FCLSA sponsor	1000	0

Interact Sponsor	500	0
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Color Guard	3000	0
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ACADEMIC AND INSTRUCTIONAL

Campus Technology Facilitator		
All campuses	2250	0

Academic Coaches		
Instructional Coaches	2250	0

Department Chair		
High School	2250	0
Middle School	1000	0

Special Services		
Lead Assessment	3000	0