

College Station ISD
New Hire In Teacher Salaries
2012-2013

completed years of experience	Bachelors Degree 12-13	Masters Degree 12-13
0	38,500	40,500
1	38,824	40,824
2	39,078	41,078
3	39,468	41,468
4	40,094	42,094
5	40,587	42,587
6	41,080	43,080
7	41,845	43,845
8	42,611	44,611
9	43,376	45,376
10	44,142	46,142
11	44,908	46,908
12	45,673	47,673
13	46,409	48,409
14	47,206	49,206
15	47,971	49,971
16	48,736	50,736
17	49,502	51,502
18	50,268	52,268
19	51,034	53,034
20	51,798	53,798
21	52,565	54,565
22	53,329	55,329
23	54,096	56,096
24	54,862	56,862
25	55,631	57,631

**College Station Independent School District
Paraprofessional Hire - In Salary Schedule
2012-2013**

Pay Grade	Min.	Pay Range Mid.	Max.	
IA	\$8.24	\$10.30	\$12.36	KG (or any grade level) PE, Workroom, Computer, ESL, Reading, Math, Library, etc....
187 days	\$11,566	\$14,445	\$17,335	
SPIA	\$9.27	\$11.59	\$13.91	All assistants at SK, CH and SWV. All DL, HS, SpEd, and ISS/disciplinary assistants at any campus
187 days	\$13,001	\$16,254	\$19,508	
3	\$9.98	\$12.48	\$14.97	see below
187 days	\$13,996	\$17,503	\$20,995	
197 days	\$14,745	\$18,439	\$22,118	
220 days	\$16,467	\$20,592	\$24,700	
240 days	\$17,964	\$22,464	\$26,946	
4	\$12.47	\$15.59	\$18.71	see below
240 days	\$22,446	\$28,062	\$33,678	
260 days	\$24,316	\$30,400	\$36,484	
5	\$13.98	\$17.48	\$20.97	see below
240 days	\$25,164	\$31,464	\$37,746	
6	\$15.65	\$19.56	\$23.48	see below
240 days	\$28,170	\$35,208	\$42,264	

PARAPROFSSIONAL JOB TITLES

Pay Grade IA (187)

Instructional Assistants

Pay Grade SPIA (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

Administrative Assistant (High School Asst. Principal) (220)

Administrative Asst/Receptionist (Counselor) (220) HS and MS

Attendance Clerks (197) all campuses

Child Nutrition Manager (240)

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)

notes:

Minimum education requirement for each position (except as noted) is a high school diploma.

Salaries are calculated at 7.5 work hours per day.

Salary credits may be added for:

documentable years of experience from educational entities, with a TRS/ERS service record, and/or bilingual speaking, reading, and writing skills.

Salary credits are not available for additional education/certifications/degrees.

SBEC Paraprofessional Certificate is required for all positions involving classroom/instructional activities.

Pay Grade 4 (240 unless noted)

Accounts Payable Clerk

Accounts Payable Senior Analyst

Administrative Assistant (construction) (260)

Administrative Assistant (district and campus)

Certification Specialist

Child Nutrition Bookkeeper

Payroll/ Records Analyst

Purchasing Specialist

Registrar (High School)

Licensed Vocation Nurse (187)

Pay Grade 5 (240)

Benefits Coordinator

Executive Assistant (District)

Facility Use Coordinator

Pay Grade 6 (240)

Superintendent Executive Assistant

**College Station Independent School District
Manual Trades Hire - In Salary Schedule
2012-2013**

Pay Grade	Pay Range			Job Title
	Min.	Mid.	Max.	
1	\$8.03	\$10.04	\$12.05	See Below Job Classifications
2	\$9.27	\$11.59	\$13.91	See Below Job Classifications
3	\$11.55	\$14.44	\$17.33	See Below Job Classifications
4	\$13.85	\$17.31	\$20.78	See Below Job Classifications
5	\$16.62	\$20.78	\$24.93	See Below Job Classifications

Pay Grade 1

Bus Aide
Crossing Guard
Custodian
Child Nutrition Worker
Grounds Worker I
Parking Lot security

Pay Grade 2

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

Pay Grade 3

HVAC/Refrigeration Technician
Locksmith
Pest Control Technician II
Lead Grounds Worker
Lead Painter

Pay Grade 4

Electrician
HVAC Technician
Plumber
Mechanic
Carpenter
Child Nutrition Support Systems Supervisor
Computer Technician
Custodial Supervisor
Warehouse Supervisor
Transportation Trainer

Pay Grade 5

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

**College Station Independent School District
Administrative/Professional Hire - In Salary Schedule
2012-2013**

PAY GRADE	DAYS	MINIMUM	MID POINT	MAXIMUM
1	187	34,329	41,865	49,401
	192	35,247	42,984	50,722
	207	38,001	46,343	54,684
	220	40,387	49,253	58,118
	240	44,059	53,730	63,402
2	187	36,732	44,796	52,859
	190	37,322	45,514	53,707
	240	47,143	57,492	67,840
3	187	39,304	47,931	56,559
	197	41,405	50,494	59,583
	202	42,456	51,776	61,096
	207	43,507	53,058	62,608
	220	46,240	56,390	66,540
	240	50,443	61,516	72,589
4	187	42,055	51,286	60,518
	197	44,304	54,029	63,754
	207	46,553	56,772	66,990
	220	49,476	60,337	71,198
	240	53,974	65,822	77,670
5	220	52,940	64,561	76,181
	240	57,752	70,430	83,107
	260	62,565	76,299	90,033
6	220	56,645	69,080	81,514
	240	61,795	75,360	88,925
	260	66,945	81,640	96,335
7	220	60,611	73,915	87,220
	240	66,121	80,635	95,149
8	240	70,749	86,279	101,810
	260	76,645	93,469	110,294
9	240	78,532	95,770	113,009
10	240	87,170	106,305	125,440

Pay Grade 1

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

Pay Grade 3

Accountant
Coordinator-Community/Parent
Coordinator-Family/Community Partnership
Coordinators/Specialists-Head Start
Counselor (HS 207, MS 202, ES 197)
Dean of Student Services - ALC
EHS Supervisor
Payroll Supervisor
Registrar - High School
LSSP Intern

Pay Grade 5

Academic Coordinator
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
Testing Coordinator - High School

Pay Grade 7

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

Pay Grade 9

Principal-High School

Pay Grade 2

Occupational Therapist
Physical Therapist
EHS Coordinator
LSSP Trainee

Pay Grade 4

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

Pay Grade 6

Assistant Principal-High School
Director-Child Nutrition Services
Director-Computer Services
Director-Purchasing/Stores/Textbooks
Director-Transportation

Pay Grade 8

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
Principal-Middle School

Pay Grade 10

Deputy Superintendent

College Station ISD
2012-2013 Stipends

ATHLETICS		
POSITION	stipend	days
Football		
Coordinator	5,000	10
Varsity Assistant Coach	3,500	10
9th grade Coach	2,500	10
JH Coach	1,750	10
Basketball		
Head Coach	10,000	0
Varsity Assistant Coach	3,500	0
9th grade Coach	3,000	0
JH Coach	2,000	0
Baseball		
Head Coach	6,500	0
Varsity Assistant Coach	3,500	0
9th grade Coach	3,000	0
Softball		
Head Coach	6,500	0
Varsity Assistant coach	3,500	0
9th grade Coach	3,000	0
Soccer		
Head Coach	5,500	0
Varsity Assistant coach	3,500	0
Assistant Coach	3,000	0
Volleyball		
Head Coach	5,500	10
Varsity Assistant Coach	3,500	10
Assistant Coach	2,500	10
JH Coach	1,750	5
Track		
Head Coach	4,500	5
Assistant Coach	2,000	5
JH Track	1,750	0

2012-2013 Stipends

EXTRA/CO - CURR.

POSITION	stipend	days
Band		
HS Director	8,657	33
Assistant Director	3,000	20
JH Director	4,200	10
Choir		
HS Director	5,250	5
HS Assistant Director	5,000	0
JH Director	3,250	0
Orchestra		
HS Director	8,100	10
HS Asst Director	5,000	5
JH Director	2,150	5
Cheerleading		
HS Sponsor	2,000	10
HS Asst Sponsor	2,000	5
JH Sponsor	1,600	0
Dance		
Director	3,500	10
Assistant Director	2,500	0
Drama		
Advisor	3,500	0
JH Advisor	700	0
Newspaper		
Advisor	2,500	0
Assistant	750	0
Robotics		
Sponsor	1,500	0
Assistant	750	0

ATHLETICS		
POSITION	stipend	days
Tennis		
Head Coach	6,500	5
Varsity Assistant	3,500	5
JH Coach	1,750	0
Golf		
Head Coach	4,500	0
Assistant	3,000	0
Swimming		
Head Coach	5,500	0
Assistant Coach	3,000	0
Cross Country		
Head Coach	3,000	5
Assistant Coach	1,250	5
Power Lifting		
Head Coach	4,500	0
Assistant	3,000	0
Wrestling		
Head Coach	5,500	0
Varsity Assistant coach	2,500	0
Gymnastics		
Head Coach	3,500	0
Asst Coach	2,500	0
Sponsor	1,000	0
Trainer		
Head Trainer	5,650	20
Assistant Trainer	5,500	10
Game Administrator		
	1,750	0
Film		
	2,000	0
Weight room		
	2,700	0

EXTRA/CO - CURR.

POSITION	stipend	days
Speech/Debate		
Advisor	2,000	0
Yearbook		
Advisor	2,000	5
HS Class Advisor		
	1,000	0
NHS Advisor		
	1,000	0
Student Council		
HS Advisor	2,500	0
HS Assistant	1,000	0
JH Advisor	1,400	0
UIL Acad Sponsor		
HS - by event	600	0
JH - by event	500	0
Academic Coaches		
Instructional Coaches	2,250	0
CATE Sponsors		
BPA sponsor	500	0
SKILLS USA sponsor	500	0
HOSA sponsor	1,000	0
Media Tech	1,000	10
FCLSA sponsor	1,000	0
Department Chair		
High School	2,250	0
Middle School	1,000	0
Campus Technology Facilitator		
All campuses	2,250	0
Interact Sponsor		
	500	0