

College Station ISD
Proposed New Hire Teacher Salaries
2016-2017

Completed Years of Experience	Bachelors Degree	Masters Degree
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0	\$41,200	\$43,200
1	\$41,718	\$43,718
2	\$42,032	\$44,032
3	\$42,240	\$44,240
4	\$42,441	\$44,441
5	\$42,638	\$44,638
6	\$42,917	\$44,917
7	\$43,346	\$45,346
8	\$44,033	\$46,033
9	\$44,574	\$46,574
10	\$45,320	\$47,320
11	\$45,956	\$47,956
12	\$47,001	\$49,001
13	\$47,842	\$49,842
14	\$48,683	\$50,683
15	\$49,319	\$51,319
16	\$50,160	\$52,160
17	\$50,969	\$52,969
18	\$51,844	\$53,844
19	\$52,683	\$54,683
20	\$53,524	\$55,524
21	\$54,365	\$56,365
22	\$55,207	\$57,207
23	\$56,047	\$58,047
24	\$56,887	\$58,887
25	\$57,729	\$59,729

**College Station Independent School District
Administrative/Professional Hire - In Salary Schedule
2016-2017 (2.25%)**

PAY GRADE	DAYS	MINIMUM	MID POINT	MAXIMUM
1A	187	25,303	30,857	36,411
	240	32,474	39,602	46,730
1	187	37,144	45,368	53,451
	192	38,137	46,581	54,881
	207	41,116	50,220	59,169
	220	43,699	53,374	62,885
	240	47,671	58,226	68,602
	260	51,644	63,079	74,318
2	187	39,745	48,469	57,193
	190	40,383	49,246	58,110
	207	43,996	53,652	63,309
	240	51,010	62,206	73,402
	260	55,260	67,389	79,518
3	187	42,527	51,861	61,197
	192	43,665	53,247	62,832
	197	44,802	54,634	64,468
	202	45,939	56,021	66,105
	207	47,076	57,407	67,741
	220	50,032	61,013	71,995
	240	54,581	66,559	78,540
4	187	45,503	55,492	65,480
	197	47,936	58,460	68,982
	207	50,369	61,427	72,483
	220	53,533	65,285	77,035
	240	58,399	71,220	84,038
5	220	57,280	69,854	82,428
	240	62,489	76,205	89,921
	260	67,696	82,555	97,414
6	187	52,096	63,532	74,967
	220	61,290	74,743	88,196
	240	66,862	81,538	96,214
	260	72,433	88,332	104,231
7	220	65,580	79,976	94,372
	240	71,544	87,247	102,950
8	240	76,550	93,354	110,158
	260	82,930	101,140	119,340
9	240	84,971	103,622	122,275
10	240	94,317	115,021	135,726

Pay Grade 1

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

Pay Grade 3

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

Pay Grade 5

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

Pay Grade 7

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

Pay Grade 9

Principal-High School
Executive Director

Pay Grade 10

Deputy Superintendent

Pay Grade 1A

Licensed Vocational Nurse
Communication Specialist
Technology Specialist
Staff Accountant

Pay Grade 2

EHS Specialist
LSSP Intern
Business/HR Analyst
Programmer /Sped. Analyst
Coordinator Child Nutrition

Pay Grade 4

Coordinator-Career Technology
Coordinator-Network
Counselor-Lead high School
Dean of Students - High School
Diagnostician
Licensed Specialist in School Psychology
Speech Pathologist
Coordinator of Mental Health Services
Occupational Therapist
Physical Therapist Placement

Pay Grade 6

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

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

**College Station Independent School District
Paraprofessional Hire - In Salary Schedule
2016-2017 (2.25%)**

Pay Grade	MIN	MID	MAX	
1	\$9.04	\$11.29	\$13.56	KG (or any grade level) PE, Workroom, Computer, ESL, Reading, Math, Library, etc....
2	\$10.17	\$12.72	\$15.27	All assistants at SK, CH and SWV. All DL, HS, SpEd, and ISS/disciplinary assistants at any campus
3	\$10.95	\$13.70	\$16.43	see below
4	\$13.68	\$17.11	\$20.53	see below
5	\$15.36	\$19.17	\$23.02	see below
6	\$17.17	\$21.47	\$25.76	see below

Pay rates are calculated at 7.5 hours per day.

PARAPROFESSIONAL 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

Campus Receptionist

Pay Grade 3

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

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

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) (

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)

Certification Specialist

Child Nutrition Bookkeeper

Payroll/ Records Analyst

Purchasing Specialist

Registrar (High School)

Licensed Vocation Nurse (187)

Position Management Specialist

HR Records/Substitute Assistant

HR Assistant

Pay Grade 5 (240)

Benefits Coordinator

Executive Assistant (District)

Facility Use Coordinator

HR Lead Position Management Specialist

Pay Grade 6 (240)

Executive Assistant for Superintendent

**College Station Independent School District
Manual Trades Hire - In Salary Schedule
2016-2017 (2.25%)**

Pay Grade	Min	Mid	Max	Job Title
1	\$8.82	\$11.02	\$13.22	See Job Classifications below
2	\$10.17	\$12.72	\$15.28	See Job Classifications below
3	\$12.67	\$16.12	\$19.01	See Job Classifications below
4	\$15.21	\$19.01	\$22.80	See Job Classifications below
5	\$18.25	\$22.80	\$27.37	See Job Classifications below

Pay Grade 1

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

Pay Grade 3

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

Pay Grade 5

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

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

Pay Grade 4

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

College Station ISD
2016-2017 Athletic Stipends

<u>Sport</u>	<u>Stipend Amount</u>	<u>Extra Days</u>	<u>#</u>
Football			
Coordinator-Offense	\$5,500	10	1
Coordinator-Defense	\$5,500	10	1
9 th Grade Coach	\$3,000	10	6
MS Coordinator	\$4,500	10	1
MS Coach	\$1,750	10	6
Assistant Football	\$4,000	10	9
Basketball			
Head Coach	\$10,000	0	1
First Varsity Assistant Coach	\$4,000	0	1
Assistant Coach (boys) HS	\$3,250	0	3
Assistant Coach (girls) HS	\$3,250	0	2
MS Coach	\$2,500	0	6
Baseball			
Head Coach	\$6,500	0	1
First Varsity Assistant Coach	\$4,000	0	1
9 th Grade Coach	\$3,250	0	1
Assistant Coach HS	\$3,250	0	2
Softball			
Head Coach	\$6,500	0	1
First Varsity Assistant Coach	\$4,000	0	1
Assistant Coach	\$3,250	0	2
Soccer			
Head Coach	\$6,000	0	1
First Varsity Assistant Coach	\$3,500	0	1
Assistant Coach	\$3,000	0	2
Volleyball			
Head Coach	\$7,000	10	1
First Varsity Assistant Coach	\$3,500	10	1
Assistant Coach	\$2,500	10	2
MS Coach	\$1,750	5	3
Track			
Head Coach	\$5,000	0	1
First Varsity Assistant Coach	\$3,500	0	1
Assistant Coach	\$3,000	0	7
MS Coach	\$2,000	0	1
			0

<u>Sport</u>	<u>Stipend Amount</u>	<u>Extra Days</u>	<u>#</u>
Tennis			
Head Coach	\$6,500	10	1
Varsity Assistant Coach	\$3,500	10	1
MS Coach	\$2,000	10	1
Golf			
Head Coach	\$5,500	0	1
Assistant Coach	\$3,000	0	1
Swimming			
Head Coach	\$5,500	0	1
Assistant Coach	\$3,000	0	1
Cross Country			
Head Coach	\$3,750	5	1
Assistant Coach	\$2,000	5	1
MS Coach	\$2,000	0	2
Power Lifting			
Head Coach	\$4,500	0	1
Assistant Coach	\$3,000	0	1
Wrestling			
Head Coach	\$5,500	0	1
Assistant Coach	\$2,500	0	1
Gymnastics			
Head Coach	\$3,500	0	1
Assistant Coach	\$2,500	0	1
Sponsor	\$1,000	0	1
Trainer			
Head Trainer	\$6,500	20	
Assistant Trainer	\$5,500	20	
Game Administrator			
	\$1,750		4
Film			
	\$2,000		2
Weight Room			
	\$2,700		4

College Station ISD

2016-2017 Extra and Co-Curricular Stipends

<u>Extra/Co-Curriculum</u>	<u>Stipend Amount</u>	<u>Extra Days</u>	<u>#</u>
Band			
HS Director	\$9,000	33	1
Assistant Director	\$4,200	20	1
MS Director	\$4,200	10	1
MS Assistant Director	\$2,800	10	1
IS Director	\$2,000	0	1
Choir			
HS Director	\$ 5,250	5	1
HS Assistant Director <i>(150+ Students)</i>	\$ 5,000	0	1
MS Director	\$ 3,250	0	1
Orchestra			
HS Director	\$8,100	10	1
HS Assistant Director <i>(150+ Students)</i>	\$5,000	5	1
MS & Intermediate Director	\$3.250	5	1
Cheerleading			
HS Sponsor	\$2,000	10	1
HS Assistant Sponsor	\$1,800	5	1
MS Sponsor	\$1,600	0	1
Spirit Sponsor	\$1000	0	1
Dance			
HS Director	\$3,500	10	1
HS Assistant Director	\$2,500	5	1
MS Sponsor	\$1,600	0	1
Theater Arts			
HS Advisor	\$3,500	0	1
HS Assistant Advisor	\$2,500	0	1
Theater/Auditorium Manager	\$2,000	0	1
MS Advisor	\$700	0	1
Newspaper			
HS Advisor	\$2,500	0	1
HS Assistant Advisor	\$750	0	1
Robotics			
HS Sponsor	\$1,500	0	1
HS Assistant Sponsor	\$750	0	1
MS Advisor	\$750		
UIL Coordinator			
	\$2500	0	1
Nurse Coordinator			
	\$2,000	5	1

<u>Extra/Co-Curriculum</u>	<u>Stipend Amount</u>	<u>Extra Days</u>	<u>#</u>
Speech/Debate			
HS Advisor	\$2,500	0	1
HS Assistant Advisors	\$500	0	2
MS Advisor	\$1,500	0	1
Yearbook			
HS Advisor	\$2,500	5	1
HS Assistant Advisor	\$1,000	0	1
MS Advisor	\$950	0	1
HS Class Advisor			
Grade Level	\$1,000	0	1
NHS Advisor			
HS Advisor	\$1000	0	1
MS Advisor	\$750	0	1
Student Council			
HS Advisor	\$2,500	0	1
HS Assistant	\$1,000	0	1
MS Advisor	\$1,400	0	1
UIL Academic Sponsor			
HS – per club/team	\$600	0	8
MS – per club/team	\$500	0	4
Academic Coaches			
Instructional Coaches	\$2,250	0	
CATE Sponsors			
BPA Sponsor	\$500	0	3
SKILLS USA Sponsor	\$500	0	5
HOSA Sponsor	\$1,000	0	2
Media Technician	\$1,000	10	1
FCCLS Sponsor	\$1,000	0	2
Department Chair			
HS <i>(CTE, PE, FA, E, SS, M, Sci, FL)</i>	\$2,250	0	8
MS <i>(CTE, PE, FA, E, SS, M, Sci, FL)</i>	\$1,000	0	8
Campus Technology Facilitator			
All Campuses	\$2,200	0	21
Interact Sponsor			
	\$500	0	1
Color Guard			
	\$2,000	0	1