

College Station ISD

2018-19 New Hire Guide for Teachers, Librarians, and Nurses (RN)

Years of Experience	New Hire Salary
0	\$43,000
1	\$43,250
2	\$43,450
3	\$43,650
4	\$43,950
5	\$44,250
6	\$44,650
7	\$44,950
8	\$45,250
9	\$45,550
10	\$46,200
11	\$46,950
12	\$47,350
13	\$48,154
14	\$49,013
15	\$49,875
16	\$50,736
17	\$51,594
18	\$52,455
19	\$53,317
20	\$54,176
21	\$55,036
22	\$55,896
23	\$56,756
24	\$57,618
25	\$58,476
26+	\$59,337

\$2,000 General Master's Degree Stipend

2018-19 Proposed Administrative Professional Pay Plan

College Station ISD

Pay		17 - 11	re egye	16.11.4	ter in the	
Grade Job Title	Calendars			Minimum	Midpoint	Maximum
1			aily	\$190.35	\$235.00	\$279.65
Manager, Early Head Start Operations	240	240	Days	45,684	56,400	67,116
Specialist, Communications	240				•	
Specialist, Compliance/Data, Head Start	240					
2		D	aily	\$213.90	\$260.85	\$307.80
Accountant	240	187	Days	39,999	48,779	57,559
Coordinator, Child Nutrition	240	192	Days	41,069	50,083	59,098
LSSP - Intern	202	207	Days	44,277	53,996	63,715
Programmer I	240	240	Days	51,336	62,604	73,872
Specialist, Education/Disabilities, Head Start	240		•			
Specialist, Family Engagement, Head Start	207					
Specialist, Mental Health-Head Start	192					
Speech Pathologist, Asst	187					

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Analyst, Data Systems	240
Analyst, Telecommunications	240
Counselor, Alt HS	240
Counselor, ES	192
Counselor, HS	207
Counselor, INT	207
Counselor, MS	207
Facilitator, ARD	197
Facilitator, Head Start	240
LSSP Trainee	202
Payroll Administrator	240
Specialist, Transition	197
Specialist, Behavioral	197
Specialist, Health Safety/Nutrition	207
Speech Pathologist CFY	187
Supervisor, Community Ed	240
Supervisor, Computer Technician	240
Supervisor, Grounds Service	260
Supervisor, Maintenance	260
•	

Daily	\$244.91	\$298.67	\$352.43
187 Days	45,798	55,851	65,904
192 Days	47,023	57,345	67,667
197 Days	48,247	58,838	69,429
202 Days	49,472	60,331	71,191
207 Days	50,696	61,825	72,953
240 Days	58,778	71,681	84,583
260 Days	63,677	77,654	91,632

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Grade	Job Title	Calenda	S		Minimum	Midpoint	Maximum
4				aily	\$259.60	\$316.59	\$373.58
Asst	Director, Child Nutrition	240	187	Days	48,545	59,202	69,859
Asst	Principal, ES	220	197	Days	51,141	62,368	73,595
Asst	Principal, INT	220	202	Days	52,439	63,951	75,463
Coor	dinator, Budget/Financial	240	220	Days	57,112	69,650	82,188
Coor	dinator, Community Ed	240	240	Days	62,304	75,982	89,659
Coor	dinator, Custodial Services	260	260	Days	67,496	82,313	97,131
Coor	dinator, Digital Learner	240					
Coor	dinator, Instructional Tech	240					
_	to the Land	405					

	AGSC (Thicipal, HV)	220
	Coordinator, Budget/Financial	240
	Coordinator, Community Ed	240
	Coordinator, Custodial Services	260
	Coordinator, Digital Learner	240
	Coordinator, Instructional Tech	240
	Coordinator, Head Start	192
	Coordinator, Testing (HS)	220
	Coordinator, Transition	197
	Dean Of Students	220, 240
	Diagnostician	202
	Financial Programmer/Analyst	240
	Inspector, Construction	260
	LSSP	202
	Network Administrator I	240
	Occupational Therapist	187
	Physical Therapist	187
	Programmer II	240
	Speech Pathologist	187
	System Administrator I	240
	System Architect	240
5		

D.	ally	\$275.18	\$335.59	\$396.00
207	Days	56,962	69,467	81,972
220	Days	60,540	73,830	87,120
240	Days	66,043	80,542	95,040
260	Days	71,547	87,253	102,960

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Asst Director, Transportation	240
Asst Principal, Alt HS	220
Asst Principal, MS	220
Construction Inspector	260
Coordinator, Accounting/Budgets	240
Coordinator, AVID	220
Coordinator, Construction	240
Coordinator, Instructional ELAR	220
Coordinator, Instructional Math	220
Coordinator, Instructional Sci	220
Coordinator, Special Services	207
Coordinator, Specialized Programs	207
Network Security Administrator	240
Systems Administrator II	240

6	
Asst Director, Athletics	240
Asst Director, Business Services	240
Asst Director, Facilities	240
Asst Director, HR	240
Asst Director, Special Services	240
Asst Principal, HS	220

Daily	\$291.70	\$355.73	\$419.76
220 Days	64,174	78,261	92,347
240 Days	70,008	85,375	100,742

Pay				26 (200			
Grade	Job Title	Calendars	1909/6796	Transconseil	Minimum	Midpoint	Maximum
7				aily	\$309,20	\$377.07	\$444.94
	r, Assessment	240	1	Days	68,024	82,955	97,887
	r, Child Nutrition	240	240	- 1	74,208	90,497	106,786
	r, Comm Ed	240	260	Days	80,392	98,038	115,684
	r, Data Services	240					
Directo	r, Education Foundation	240					
Director	r, Head Start	240					
Directo	r, Maintenance & Grounds	240					
Director	r, Purchasing	240					
Directo	r, Special Programs	240					
Director	r, Student Services	240					
Directo	r, Transportation	240					
Principa	il, ES	220					
Principa	il, INT	220					
8			D	aily	\$333.94	\$407.24	\$480.54
Athletic	Coordinator/Football Coach	240	240	Days	80,146	97,738	115,330
Director	r, Business Services	240					
Director	r, C&I	240					
Director	r, Communications	240					
Director	r, CTE	240					
Director	∯HR	240					
Director	, Special Services	240					
Director	, Student Activities	240					
Director	, Technology	240					
Principa	I, Alt HS	240					
Principa	ıl, MS	240					
9			Da	ally	\$387.87	\$473.01	\$558.15
Exec Dir	ector, Facilities	240	240	Days	93,089	113,522	133,956
Exec Dir	ector, Special Services & Assessment	240					· · · · · · · · · · · · · · · · · · ·
Principa	l, HS	240					
10			Da	aily	\$453.80	\$553.42	\$653.04
	ademic Officer	240	240	Days	108,912	132,821	156,730
Chief Ac	lministrative Officer	240					
Chief Fir	nancial Officer-Deputy Supt	240					

2018-19 Proposed Clerical/Paraprofessional Pay Plan

College Station ISD

*Annual amounts are based on 7.5 hours per day.

Pay Srade Job Title	Calendars			Minimum	Midnoint	Maximum
1		Нс	urly	\$10.25	\$12.75	\$15.25
Instructional Asst, Classroom	187	187	Days	14,376	17,882	21,388
Instructional Asst, Color Guard	187	197	Days	15,144	18,838	22,532
Instructional Asst, Computer Lab	187	220	Days	16,913	21,038	25,163
Instructional Asst, ESL	187	240	Days	18,450	22,950	27,450
Instructional Asst, Library	187					
Instructional Asst, Literacy	187					
Instructional Asst, Math	187					
Instructional Asst, PE	187					
Instructional Asst, Pre-K	187					
Instructional Asst, Reading	187					
Instructional Asst, Receptionist	187					
Instructional Asst, Sped	187					
Instructional Asst, Speech	187					
Instructional Asst, Workroom	187					

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Instruc	ctional Asst, AVID	187
Instruc	ctional Asst, Child Care	187
Instruc	ctional Asst, Computer Lab - Title I	187
Instruc	ctional Asst, Counselor Office	187
Instruc	ctional Asst, Counselor Office (IS)	202
Instruc	ctional Asst, Credit Recovery	187
Instruc	ctional Asst, Discipline	187
Instruc	ctional Asst, Dual Language	187
Instruc	ctional Asst, Head Start	187
Instruc	ctional Asst, ISS	187
Instruc	ctional Asst, Sp Ed	187
Instruc	ctional Asst, Sp Ed AB	.187
Instruc	ctional Asst, Sp Ed CASL	187
Instruc	ctional Asst, Sp Ed CIVI	187
Instruc	ctional Asst, Sp Ed Inclusion	187
instruc	tional Asst, Sp Ed Life Skills	187
Instruc	tional Asst, Sp Ed Resource	187
Instruc	tional Asst, Sped PPCD	187
Instruc	ctional Asst, Title 1	187
Office .	Asst	187
Office	Asst, INT	187
Recept	tionist, ES	187
Recept	tionist, HS	240
Recept	tionist, INT	202
Recept	tionist, MS	197
Secreta	ary, Nurse	187

Но	urly	\$10.82	\$13.52	\$16.22
187	Days	15,175	18,962	22,749
197	Days	15,987	19,976	23,965
202	Days	16,392	20,483	24,573
220	Days	17,853	22,308	26,763
240	Days	19,476	24,336	29,196

Pay Grade	Job Title	Calendars
3		
	Attendance Clerk, ES	202
	Attendance Clerk, HS	202
	Attendance Clerk, INT	202
	Attendance Clerk, MS	202
	Clerk, Sp Ed (Campus)	220
	Clerk, Support Services	240
	Clerk, Testing Sp Ed	187
	Clerk, Textbooks HS	207
	Clerk, Transcripts/Scholarship	220, 240
	Facilitator, Family Services Head Start	187
	Home Visitor, EHS	240
	Program Asst, Head Start	240
	Secretary, Asst Principal HS	220
	Secretary, Counselor HS	240
	Secretary, Counselor INT	187
	Secretary, EHS	240
	Secretary, Office HS	202
	Secretary, Parent Center	240

Minimum	Midpoint	Maximum
\$11.58	\$14.47	\$17.36
16,241	20,294	24,347
17,109	21,379	25,649
17,544	21,922	26,300
17,978	22,465	26,951
19,107	23,876	28,644
20,844	26,046	31,248
	\$11.58 16,241 17,109 17,544 17,978 19,107	\$11.58 \$14.47 16,241 20,294 17,109 21,379 17,544 21,922 17,978 22,465 19,107 23,876

4	
Bookkeeper, HS	240
Clerk, PEIMS/Records Sp Ed	240
Clerk, SHARS/Early Childhood	220
Receptionist, Communications	240
Receptionist, Purchasing	240
Registrar, HS	240
Registrar, MS	240
Secretary, Education Foundation	240
Secretary, Kid's Klub	240
Secretary, Principal Alt HS	220
Secretary, Principal ES	220
Secretary, Principal INT	220
Secretary, Principal MS	240
Secretary, Special Education	220

Ho	urly	\$13.86	\$17.22	\$20.58
220	Days	22,869	28,413	33,957
240	Days	24,948	30,996	37,044

Pay		
Grade	Job Title	Calendars
5		
	Admin Asst, Assessment/C&I	240
	Admin Asst, Athletics	240
	Admin Asst, Child Nutrition	240
	Admin Asst. CTE	240
	Admin Asst, Head Start	240
	Admin Asst, PD/Instruction	240
	Admin Asst, Principal HS	240
	Admin Asst, Purchashing	240
	Admin Asst, Special Programs	240
	Admin Asst, Technology	240
	Admin Asst, Transportation	240
	Admin, Asst, C&I	240
	Clerk, Accounts Payable	240
	HR Associate	240

	Minimum	Midpoint	Maximum
Hourly	\$15.25	\$18.94	\$22.63
240 Days	27,450	34,092	40,734

6	
Computer Tech	240
Instructional Technology Technician	240
Specialist, Accounting	240
Specialist, Aquatics Facilities	240
Specialist, Business	240
Specialist, Child Nutrition	240
Specialist, Facility Use	240
Specialist, Lead Accounting	240
Specialist, Position Management	240
Specialist, Purchasing	240
Specialist, Revenue	240.
System Support Tech	240

Ho	urly	\$17.34	\$21.40	\$25.46
240	Days	31,212	38,520	45,828

7	
Admin Associate, Admin Services	240
Admin Associate, C&I	240
Admin Associate, Maintenance	240
Admin Associate, Special Services	240
Coordinator, Benefits	240
Nurse (LVN)	192
Specialist, HR	240
Specialist, Lead Position Management	240
Admin Associate, Facilities	240
Admin Associate, Academic Services	240
Lead Computer Tech	

Но	urly	\$19.19	\$23.54	\$27.89
187	Days	26,914	33,015	39,116
192	Days	27,634	33,898	40,162
240	Days	34,542	42,372	50,202

8	
Exec Asst, Superintendent	240
Physical Therapist Asst	187
Occupational Therapist Asst	187

Но	urly	\$21.81	\$26.60	\$31.39
187	Days	30,589	37,307	44,024
240	Days	39.258	47.880	56.502

2018-19 Proposed Auxiliary Pay Plan

College Station ISD

Painter

Pest Control Specialist

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ade Job Title	Calendars			Minimum	Midpoint	Maximun
1		Ho	urly	\$10.25	\$12.50	\$14.75
Bus Monitor	174	174	Days	14,268	17,400	20,532
Child Nutrition Asst	174, 183	183	Days	15,006	18,300	21,594
Child Nutrition Asst, Cashier	174, 183	260	Days	21,320	26,000	30,680
Crossing Guard/Parking Attendant	174					
Custodian	260					
2		Но	urly	\$11.31	\$13.88	\$16.4!
Child Nutrition, Asst Manager	183	183	Daγs	16,558	20,320	24,08
Grounds Worker I	260	260	Days	23,525	28,870	34,210
Head Custodian, ES	260					
Head Custodian, INT	260					
Routing Clerk	260					
Warehouse/Courier	260					
3		Ho	urly	\$12.33	\$15.13	\$17.9
Child Nutrition Manager, ES	182	182	Days	17,952	22,029	26,10
Child Nutrition Manager, INT	182	220	Days	21,701	26,629	31,55
Child Nutrition Manager, MS	182	260	Days	25,646	31,470	37,29
Child Nutrition, Catering Manager	220		•		· · · · · ·	
Grounds Worker II	260					
Head Custodian, HS	260					
Head Custodian, MS	260					
Irrigation Tech	260					
Grounds Sprayer Tech	260					
Parts Clerk	260					
4		Но	urly	\$14.49	\$17.25	\$20.0
Bus Driver	174, 260	174	Days	20,170	24,012	27,85
Bus Driver, Helper	260	182	Days	21,097	25,116	29,13
Child Nutrition Manager, HS	182	260	Days	30,139	35,880	41,623
HVAC Filter	260					
Custodial Manager, Warehouse	260					
Refrigation Tech, Kitchen Equip	260					
Preventative Maint Specialist	260					
5		Но	urly	\$16.87	\$20.70	\$24.5
Carpenter	260	260	Days	35,090	43,056	51,02
Dispatcher	260					
Locksmith/Carpenter	260					
Mechanic	260					

260

260

Pay Grade Job Title	Calendars			Minimum	Midpoint	Maximum
6		Но	urly	\$19.86	\$24.22	\$28.58
Electrician	260	260	Days	41,309	50,378	59,446
HVAC Tech	260				· · · · · · · ·	
Plumber (Licensed)	260					
Security Alarm Technician	260					
7		Но	urly	\$21.18	\$25.67	\$30.16
Custodian Supervisor	260	260	Days	44,054	53,394	62,733
Fleet/Shop Foreman	260					
Warehouse Supervisor	260					
Electrician, Lead	260					
Coordinator, Grounds Service	260					

College Station ISD

2018-2019 Extra and Co-Curricular Stipends

Extra/Co-Curriculum	Stipend Amount	Extra Days	#
<u>Band</u>			
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
<u>Choir</u>			
HS Director	\$ 5,250	5	1
HS Assistant Director (150+ Students)	\$ 5,000	0	1
MS Director	\$ 3,250	0	1
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<u>Orchestra</u>			
HS Director	\$8,100	10	1
HS Assistant Director (150+ Students)	\$5,000	5	1
MS & Intermediate Director	\$3,250	5	1
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Cheerleading			
HS Sponsor	\$2,000	10	1
HS Assistant Sponsor	\$1,800	5	1
MS Sponsor	\$1,600	0	1
Spirit Sponsor	\$1,000	0	1
<u>Dance</u>			
HS Director	\$3,500	10	1
HS Assistant Director	\$2,500	5	1
MS Sponsor	\$1,600	0	1
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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
<u>Newspaper</u>			
HS Advisor	\$2,500	0	1
HS Assistant Advisor	\$750	0.	1
Robotics			<u> </u>
HS Sponsor	\$1,500	-0.	1
HS Assistant Sponsor	\$750	.0	1
MS Advisor	\$750		
UIL Coordinator	\$2,500	0	1
Nurse Coordinator	\$2,000	5	1
Library	\$500	0	1
Night School	\$2,000	Ò	1
Media Technician (HS Campus)	\$1,000	10	1

Extra/Co-Curriculum	Stipend	<u>Extra</u>	#
	Amount	<u>Days</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	Ö	1
NHS Advisor			
HS Advisor	\$1,000	Ó	1.
MS Advisor	\$750	0	1
Student Council			
HS Advisor	\$2,500	0	1
HS Assistant	\$1,000	O.	1.
MS Advisor	\$1,400	0.	1
	· · · · · · · · · · · · · · · · · · ·		
UIL Academic Sponsor	<u> </u>		
HS – per club/team	\$700	0	8
MS – per club/team	\$500	0	4.
	-		
Teacher Leaders	\$1,125	0	32
(CO-3 - CSHS 5, AMCHS 4, MS's 2, Elem 1 each)		-	
CATE Sponsors			
BPA Sponsor	\$1,000	0	3
SKILLS USA Sponsor	\$1,000	0	5
HOSA Sponsor	\$1,000	0	2
FCCLA Sponsor	\$1,000	0	2
Agriculture	0	39	2
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Department Chair			
HS (CTE, PE, FA, E, SS, M, Sci, FL)	\$2,250	0	8
MS (CTE, PE, FA, E, SS, M, Sci, FL)	\$1,000	0	8
Campus Technology Facilitator	\$2,200	0	21
Interact Sponsor	\$500	0	1
Color Guard	\$2,000	10	1
Speech Language Pathologist	\$5,000	0	-
Diagnostician/LSSP	\$6,000	0	
Lead Speech Pathologist	\$2,500	0	1
Lead Assessment/Diagnostician	\$2,500	o	1
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College Station ISD

2018-2019 Athletic Stipends

<u>Sport</u>	Stipend Amount	Extra Days	#
<u>Football</u>			
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
MS Coach	\$2,500	0	6
Assistant Coach (girls) HS	\$3,250	0	2
Baseball			
Head Coach	\$6,500	0	1
First Varsity Assistant Coach	\$4,000	0.	1
Assistant Coach HS	\$3,250	0	2
9 th Grade Coach	\$3,250	0	2
2 Orac Code	73,230	<u> </u>	~
<u>Softball</u>			
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
nio count	- Jay 100		J.
<u>Track</u>			
Head Coach	\$5,000	0	1
First Varsity Assistant Coach	\$3,500	0	1
Assistant Coach	\$3,000	Ó	7
MS Coach	\$2,000	0	10

Sport	Stipend Amount	Extra Days	#
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	O	1
MS Golf Coach	\$2,000	0	1
Swimming			
Head Coach	\$5,500	.0	1
Assistant Coach	\$3,000	0	1
Cross Country			
Head Coach	\$3,750	-10	1
Assistant Coach	\$2,000	10	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
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Trainer			
Head Trainer	\$6,500	20	
Assistant Trainer	\$5,500	20	
	7-,		
Game Administrator	\$1,750	0	4
Film	\$2,000	0	2
Weight Room	\$2,700	0	4
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