



College Station Independent School District

Success...each life...each day...each hour

2019-20 Pay Scale Teachers, Librarians, and Nurses (RN)

Years of Experience	Salary
0	\$44,250
1	\$44,800
2	\$45,075
3	\$45,300
4	\$45,700
5	\$46,200
6	\$47,050
7	\$47,450
8	\$47,750
9	\$48,050
10	\$48,350
11	\$49,000
12	\$49,750
13	\$50,150
14	\$50,954
15	\$51,813
16	\$52,675
17	\$53,536
18	\$54,144
19	\$55,005
20	\$55,867
21	\$56,726
22	\$57,586
23	\$58,446
24	\$59,306
25	\$60,168
26+	\$61,026

\$2,000 Master's Degree Stipend

The salaries listed above are based on 10-month employment for the 2019-20 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the CSISD Board of Trustees.

2019-2020 Proposed Administrative Professional Pay Plan
College Station ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$194.40	\$240.00	\$285.60
	Manager, Early Head Start Operations	240	240 Days	46,656	57,600	68,544
	Specialist, Communications	240	261 Days	50,738	62,640	74,541
	Specialist, Compliance/Data, Head Start	240				
	Supervisor, Custodial	261				
	Supervisor, Grounds	261				
2			Daily	\$220.42	\$268.80	\$317.18
	Accountant	240	187 Days	41,219	50,266	59,313
	Coordinator, Child Nutrition	240	192 Days	42,321	51,610	60,899
	Coordinator, MH & Crisis Intervention (HS)	192	202 Days	44,525	54,298	64,070
	Coordinator, MH Counseling (ES)	192	207 Days	45,627	55,642	65,656
	LSSP - Intern	202	240 Days	52,901	64,512	76,123
	Programmer I	240				
	Specialist, Education/Disabilities Head Start	240				
	Specialist, Family Engagement Head Start	207				
	Speech Language Pathology, Asst	187				
3			Daily	\$249.07	\$303.74	\$358.41
	Analyst, Data Systems	240	187 Days	46,576	56,799	67,023
	Analyst, Telecommunications	240	192 Days	47,821	58,318	68,815
	Counselor, ES	192, 207	197 Days	49,067	59,837	70,607
	Counselor, HS	207, 240	207 Days	51,557	62,874	74,191
	Counselor, INT	207	240 Days	59,777	72,898	86,018
	Counselor, MS	207	261 Days	65,007	79,276	93,545
	Facilitator, ARD	197				
	Payroll Manager	240				
	Specialist, Behavioral	197				
	Specialist, Health Safety/Nutrition	207, 240				
	Speech Language Pathologist, CFY	187				
	Supervisor, Community Education	240				
	Supervisor, Computer Technician	240				
	Supervisor, Maintenance	261				
4			Daily	\$264.01	\$321.96	\$379.91
	Asst Director, Child Nutrition	240	197 Days	52,010	63,426	74,842
	Asst Principal, ES	220	220 Days	58,082	70,831	83,580
	Asst Principal, INT	220	240 Days	63,362	77,270	91,178
	Coordinator, Community Ed	240	261 Days	68,907	84,032	99,157
	Coordinator, Custodial Services	261				
	Coordinator, Digital Learning	240				
	Coordinator, HS Testing	220, 240				
	Coordinator, Instructional Tech	240				
	Coordinator, Payroll	240				

Coordinator, Specialized Programs	220
Coordinator, Transition	197
Inspector, Construction	261
Network Administrator I	240
Programmer II	240
System Administrator I	240
System Architect	240

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Asst Director, Transportation	240
Asst Principal MS	220
Asst Principal, Alt HS	220
Coordinator, AVID	220
Coordinator, Budget/School Finance	240
Coordinator, Instructional ELAR	240
Coordinator, Instructional Math	240
Coordinator, Instructional Science	240
Coordinator, Instructional SPED	202
Coordinator, Network	240
Coordinator, SPED Specialized Supports	207
Diagnostician	202
LSSP	202
Occupational Therapist	187
Physical Therapist	187
Speech Language Pathologist	187
Supervisor, Building Maintenance	261
Systems Administrator II	240

Daily	\$279.85	\$341.28	\$402.71
187 Days	52,332	63,819	75,307
202 Days	56,530	68,939	81,347
207 Days	57,929	70,645	83,361
220 Days	61,567	75,082	88,596
240 Days	67,164	81,907	96,650
261 Days	73,041	89,074	105,107

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Asst Director, Athletics	240
Asst Director, Business Services	240
Asst Director, HR	240
Asst Director, Special Services	240
Asst Principal, HS	220
Coordinator, Construction	240

Daily	\$296.64	\$361.76	\$426.88
220 Days	65,261	79,587	93,914
240 Days	71,194	86,822	102,451

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Asst Director, Facilities	240
Director, Assessment	240
Director, Child Nutrition	240
Director, Community Services	240
Director, Data Services	240
Director, Education Foundation	240
Director, Head Start	240
Director, Purchasing	240
Director, Special Programs	240
Director, Student Services	240
Director, Transportation	240
Principal, Alt HS	240
Principal, ES	220, 240

Daily	\$320.37	\$390.70	\$461.03
220 Days	70,481	85,954	101,427
240 Days	76,889	93,768	110,647

Principal, INT

220

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Athletic Coordinator/Head Football	240
Director, Business Services	240
Director, Communications	240
Director, CTE	240
Director, HR - Talent Management	240
Director, HR - Employee Engagement	240
Director, Instructional Leadership Development	240
Director, Special Services	240
Director, Student Activities	240
Director, Technology	240
Principal, MS	240

Daily	\$346.01	\$421.96	\$497.91
240 Days	83,042	101,270	119,498

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Exec Director, Facilities	240
Principal, HS	240

Daily	\$401.37	\$489.47	\$577.57
240 Days	96,329	117,473	138,617

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Chief Academic Officer	240
Chief Administrative Services Officer	240
Chief Financial Officer/Dept Supt	240

Daily	\$457.56	\$558.00	\$658.44
240 Days	109,814	133,920	158,026

2019-2020 Proposed Clerical Paraprofessional Pay Plan
College Station ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$10.25	\$12.75	\$15.25
	Clerk, Athletics	220	185 Days	14,222	17,691	21,159
	Instructional Asst, Computer Lab	187	187 Days	14,376	17,882	21,388
	Instructional Asst, ESL	187	220 Days	16,913	21,038	25,163
	Instructional Asst, General Education	185, 187				
	Instructional Asst, Kindergarten	187				
	Instructional Asst, Literacy	187				
	Instructional Asst, Math	187				
	Instructional Asst, PE	187				
	Instructional Asst, Workroom	187				
2			Hourly	\$11.02	\$13.77	\$16.52
	Attendance Clerk, ES	187, 197	187 Days	15,456	19,312	23,169
	Facilitator, Family Services Head Start	187	197 Days	16,282	20,345	24,408
	Instructional Asst, AVID	187	240 Days	19,836	24,786	29,736
	Instructional Asst, Child Care	187				
	Instructional Asst, Computer Lab - Title I	187				
	Instructional Asst, DAEP	187				
	Instructional Asst, DL	187				
	Instructional Asst, Head Start	187				
	Instructional Asst, ISS	187				
	Instructional Asst, Library	187				
	Instructional Asst, Math Lab	187				
	Instructional Asst, Office	187				
	Instructional Asst, PreK	187				
	Instructional Asst, SPED	240				
	Instructional Asst, Title I	187				
	Receptionist, ES	187				
	Receptionist, INT	187				
3			Hourly	\$12.12	\$15.15	\$18.18
	Admin Asst, Asst Principal HS	240	187 Days	16,998	21,248	25,497
	Admin Asst, Child Nutrition	240	193 Days	17,544	21,930	26,316
	Attendance Clerk, ES	187, 202, 220	197 Days	17,907	22,384	26,861
	Attendance Clerk, HS	202	202 Days	18,362	22,952	27,543
	Attendance Clerk, INT	202	207 Days	18,816	23,520	28,224
	Attendance Clerk, MS	202	210 Days	19,089	23,861	28,634
	Catering Manager	220	220 Days	19,998	24,998	29,997
	Clerk, Data Input	240	240 Days	21,816	27,270	32,724
	Clerk, Sp Ed (Campus)	197, 220				
	Clerk, Special Services	220				
	Clerk, Textbook HS	207				
	Clerk, Transcripts/Scholarship	220, 240				
	Facilitator, Family Services Head Start	187				

Home Visitor, EHS	240
Program Asst, Head Start/Pre K	240
Receptionist, HS	220, 240
Receptionist, MS	193, 197
Receptionist, Sp Ed/C&I	240
Secretary, Asst Principal HS	220
Secretary, Counselor	187, 220
Secretary, Counselor HS	210, 240
Secretary, EHS	240
Secretary, Office HS	202
Secretary, Parent Center	240

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Bookkeeper, HS	240
Clerk, PEIMS/Records Sp Ed	240
Clerk, SHARS/Early Childhood	220
Receptionist, Communications	240
Registrar, HS	240
Registrar, MS	240
Secretary, Community Ed	240
Secretary, Education Foundation	240
Secretary, Principal Alt HS	240
Secretary, Principal ES	220
Secretary, Principal INT	220
Secretary, Principal MS	240
Secretary, Principal ES	220

Hourly	\$13.90	\$17.27	\$20.64
220 Days	22,935	28,496	34,056
240 Days	25,020	31,086	37,152

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Admin Asst, Assessment/C&I	240
Admin Asst, Athletics	240
Admin Asst, C&I	240
Admin Asst, Head Start	240
Admin Asst, Operations	240
Admin Asst, Principal HS	240
Admin Asst, Special Programs	240
Admin Asst, Technology	240
Admin Asst, Transportation	240
Administrative Asst, CTE	240
Clerk, Accounts Payable	240
Computer Tech I	240
HR Associate	240
Receptionist, Purchasing	240

Hourly	\$15.85	\$19.69	\$23.53
240 Days	28,530	35,442	42,354

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Computer Tech II	240
Coordinator, Facility Use	240
Instructional Technology Technician	240
Specialist, Accounting	240
Specialist, Aquatics Facilities	240
Specialist, Business Services	240

Hourly	\$18.19	\$22.45	\$26.71
240 Days	32,742	40,410	48,078

Specialist, Child Nutrition	240
Specialist, Position Management	240
Specialist, Purchasing	240
Specialist, Revenue	240
System Support Tech	240

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Admin Associate, Administrative Services	240
Admin Associate, Academic Services	240
Admin Associate, Facilities	240
Admin Associate, Special Services	240
Computer Tech, Lead	240
Coordinator, Benefits	240
LVN	187, 192
Specialist, HR	240
Specialist, Lead Position Management	240

Hourly	\$20.49	\$25.14	\$29.79
187 Days	28,737	35,259	41,780
192 Days	29,506	36,202	42,898
240 Days	36,882	45,252	53,622

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Exec Asst, Superintendent	240
Occupational Therapy Assistant	187
Physical Therapy Assistant	187

Hourly	\$23.91	\$29.16	\$34.41
187 Days	33,534	40,897	48,260
240 Days	43,038	52,488	61,938

2019-2020 Proposed Auxiliary Pay Plan
College Station ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$10.52	\$12.75	\$14.98
	Bus Monitor	174	174 Days	14,644	17,748	20,852
	Child Nutrition, Asst	174, 183, 261	183 Days	15,401	18,666	21,931
	Child Nutrition, Cashier	174, 183	261 Days	21,966	26,622	31,278
	Crossing Guard/Parking Attendant	174				
	Custodian	174, 261				
2			Hourly	\$11.57	\$14.03	\$16.49
	Child Nutrition, Asst Manager	183	183 Days	16,938	20,540	24,141
	Child Nutrition, Asst Manager HS	183	261 Days	24,158	29,295	34,431
	Custodian, Head ES	261				
	Custodian, Head INT	261				
	Grounds Worker I	261				
	Routing Clerk	261				
	Warehouse/Courier	261				
3			Hourly	\$12.73	\$15.43	\$18.13
	Child Nutrition, Manager ES	181	181 Days	18,433	22,343	26,252
	Child Nutrition, Manager INT	181	261 Days	26,580	32,218	37,855
	Child Nutrition, Manager MS	181				
	Custodian, Head HS	261				
	Custodian, Head MS	261				
	Grounds Sprayer Tech	261				
	Grounds Worker II	261				
	Specialist, Irrigation	261				
4			Hourly	\$15.00	\$17.86	\$20.72
	Bus Driver	174, 261	174 Days	20,880	24,861	28,842
	Child Nutrition Manager, HS	181	181 Days	21,720	25,861	30,003
	HVAC Filter	261	261 Days	31,320	37,292	43,263
	Specialist, Preventative Maintenance	261				
5			Hourly	\$17.64	\$21.25	\$24.86
	Carpenter	261	261 Days	36,832	44,370	51,908
	Dispatcher	261				
	Locksmith/Carpenter	261				
	Mechanic	261				
	Painter	261				
	Specialist, Pest Control	261				
6			Hourly	\$20.99	\$25.29	\$29.59
	Electrician	261	261 Days	43,827	52,806	61,784
	HVAC Tech	261				
	HVAC, Refrigeration Tech	261				

Plumber (Licensed)	261
Security Alarm Technician	261

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Fleet/Shop Foreman	261
Supervisor, Warehouse	261

Hourly		\$23.30	\$28.07	\$32.84
261	Days	48,650	58,610	68,570

2019-2020 Extra and Co-Curricular and Other Stipends
College Station ISD

Extra/Co-Curricular	Stipend Amount	Extra Days	Extra/Co-Curricular	Stipend Amount	Extra Days
<u>Band</u>			<u>Speech/Debate</u>		
HS Director	\$9,000	33	HS Advisor	\$2,500	0
Assistant Director	\$4,200	20	HS Assistant Advisor	\$500	0
MS Director	\$4,200	10	MS Advisor	\$1,500	0
MS Assistant Director	\$2,800	10			
IS Director	\$2,000	0	<u>Yearbook</u>		
			HS Advisor	\$2,500	5
<u>Choir</u>			HS Assistant Advisor	\$1,000	0
HS Director	\$5,250	5	MS Advisor	\$950	0
HS Asst Director (150+ students)	\$5,000	0			
MS Director	\$3,250	0	<u>HS Class Advisor</u>		
			Grade level	\$1,000	0
<u>Orchestra</u>					
HS Director	\$8,100	10	<u>NHS Advisor</u>		
HS Assistant Director (150+ students)	\$5,000	5	HS Advisor	\$1,000	0
MS & Intermediate Director	\$3,250	5	MS Advisor	\$750	0
<u>Cheerleading</u>			<u>Student Council</u>		
HS Sponsor	\$2,000	10	HS Advisor	\$2,500	0
HS Assistant Sponsor	\$1,800	5	HS Assistant Advisor	\$1,000	0
MS Sponsor	\$1,600	0	MS Advisor	\$1,400	0
Spirit Sponsor	\$1,000	0			
			<u>UIL Academic Sponsor</u>		
<u>Dance</u>			HS - per club/team	\$700	0
HS Director	\$3,500	10	MS - per club/team	\$500	0
HS Assistant Director	\$2,500	5			
MS Sponsor	\$1,600	0	<u>CTE/CTSO Sponsors</u>		
			BPA Sponsor	\$1,000	0
<u>Theater Arts</u>			SKILLS USA Sponsor	\$1,000	0
HS Advisor	\$3,500	0	HOSA Sponsor	\$1,000	0
HS Assistant Advisor	\$2,500	0	FCCLA Sponsor	\$1,000	0
Theater/Auditorium Manager	\$2,000	0	Agriculture		39
MS Advisor	\$700	0			
			<u>Department Chair</u>		
<u>Newspaper</u>			HS (CTE, PE, FA, E, SS, M, Sci, FL, SPED)	\$2,250	0
HS Advisor	\$2,500	0	MS (CTE, PE, FA, E, SS, M, Sci, FL, SPED)	\$1,000	0
HS Assistant Advisor	\$750	0			
			<u>Campus Tech Facilitator</u>	\$2,200	0
<u>Robotics</u>					
HS Sponsor	\$1,500	0	<u>Interact Sponsor</u>	\$500	0
HS Assistant Advisor	\$750	0	<u>Color Guard</u>	\$2,000	10
MS Advisor	\$750	0	<u>Speech Language Path</u>	\$5,000	0
			<u>Diagnostician</u>	\$6,000	0
<u>UIL Coordinator</u>	\$2,500	0	<u>LSSP</u>	\$2,500	0
<u>Nurse Coordinator</u>	\$2,000	5	<u>Lead Speech/LSSP/Diag</u>	\$2,500	0
<u>Library</u>	\$500	0	<u>Bilingual Certified Teacher</u>	\$5,000	
<u>Night School</u>	\$2,000	0			
<u>Media Technician - HS</u>	\$1,000	10			

2019-2020 Athletic Stipends
College Station ISD

Extra/Co-Curricular	Stipend Amount	Extra Days	Extra/Co-Curricular	Stipend Amount	Extra Days
<u>Football</u>			<u>Tennis</u>		
Coordinator - Offense	\$5,500	10	Head Coach	\$6,500	10
Coordinator - Defense	\$5,500	10	Varsity Assistant Coach	\$3,500	10
9th Grade Coach	\$3,000	10	MS Coach	\$2,000	10
MS Coordinator	\$4,500	10			
MS Coach	\$1,750	10	<u>Golf</u>		
Assistant Football	\$4,000	10	Head Coach	\$5,500	0
			Assistant Coach	\$3,000	0
			MS Coach	\$2,000	0
<u>Basketball</u>			<u>Swimming</u>		
Head Coach	\$10,000	0	Head Coach	\$5,500	0
First Varsity Assistant Coach	\$4,000	0	Assistant Coach	\$3,000	0
Assistant Coach - HS boys	\$3,250	0			
Assistant Coach - HS girls	\$3,250	0			
MS Coach	\$2,500	0			
			<u>Cross Country</u>		
<u>Baseball</u>			Head Coach	\$3,750	10
Head Coach	\$6,500	0	Assistant Coach	\$2,000	10
First Varsity Assistant Coach	\$4,000	0	MS Coach	\$2,000	0
Assistant Coach HS	\$3,250	0			
9th Grade Coach	\$3,250	0	<u>Power Lifting</u>		
			Head Coach	\$4,500	0
<u>Softball</u>			Assistant Coach	\$3,000	0
Head Coach	\$6,500	0			
First Varsity Assistant Coach	\$4,000	0	<u>Wrestling</u>		
Assistant Coach	\$3,250	0	Head Coach	\$5,500	0
			Assistant Coach	\$2,500	0
<u>Soccer</u>					
Head Coach	\$6,000	0	<u>Gymnastics</u>		
First Varsity Assistant Coach	\$3,500	0	Head Coach	\$3,500	0
Assistant Coach	\$3,000	0	Assistant Coach	\$2,500	0
			Sponsor	\$1,000	0
<u>Volleyball</u>			<u>Trainer</u>		
Head Coach	\$7,000	10	Head Trainer	\$6,500	20
First Varsity Assistant Coach	\$3,500	10	Assistant Trainer	\$5,500	20
Assistant Coach	\$2,500	10			
MS Coach	\$1,750	5	<u>Game Administrator</u>	\$1,750	0
			<u>Film</u>	\$2,000	0
<u>Track</u>			<u>Weight Room</u>	\$2,700	0
Head Coach	\$5,000	0			
First Varsity Assistant Coach	\$3,500	0			
Assistant Coach	\$3,000	0			
MS Coach	\$2,000	0			