

College Station ISD

**2020-2021 New Hire Guide for
Teachers, Librarians, and Nurses (RN)
\$45,500 starting, 1.9% GPI**

Years of Experience	New Hire Salary
0	\$45,500
1	\$45,600
2	\$45,900
3	\$46,200
4	\$46,400
5	\$46,900
6	\$47,200
7	\$48,050
8	\$48,450
9	\$48,750
10	\$49,050
11	\$49,350
12	\$50,000
13	\$50,750
14	\$51,150
15	\$51,954
16	\$52,813
17	\$53,675
18	\$54,536
19	\$55,144
20	\$56,005
21	\$56,867
22	\$57,726
23	\$58,586
24	\$59,446
25	\$60,306
26+	\$61,168

Continuing Teachers, Librarians, and Nurses (RN) will receive an increase of \$1,000

The salaries listed above are based on 10-month employment for the 2020-2021 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 Board of Trustees.

\$2,000 General Master's Degree Stipend

2020-2021 Proposed Administrative Professional Pay Plan
College Station ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Manager - Early Head Start Operations	240	\$196.43	\$242.50	\$288.58
	Specialist - Communications	240	240 Days	47,143	58,200
	Specialist - Compliance/Data, Head Start	240	262 Days	51,465	63,535
	Specialist - Textbook	240			75,608
	Supervisor - Custodial	262			
	Supervisor - Grounds	262			
2					
	Accountant	240	\$222.71	\$271.60	\$320.49
	Coordinator - Child Nutrition	240	187 Days	41,647	50,789
	Instructional Specialist - Early Edu	207	192 Days	42,760	52,147
	LSSP - Intern	202	202 Days	44,987	54,863
	Programmer I	240	207 Days	46,101	56,221
	Speech Language Pathology Assistant	187	240 Days	53,450	65,184
					76,918
3					
	Analyst - Data Systems	240	\$251.67	\$306.91	\$362.15
	Counselor - ES	192	187 Days	47,062	57,392
	Counselor - HS	207, 240	192 Days	48,321	58,927
	Counselor - IS	207	197 Days	49,579	60,461
	Counselor - MS	207	202 Days	50,837	61,996
	Facilitator - ARD	197, 202	207 Days	52,096	63,530
	Specialist - Behavioral	197	240 Days	60,401	73,658
	Specialist - Edu/Disability, Head Start	240	262 Days	65,938	80,410
	Specialist - Health Safety/Nutrition	207, 240			94,883
	Speech Language Pathologist - CFY	187			
	Supervisor - Community Ed	240			
	Supervisor - Computer Technicians	240			
	Supervisor - Maintenance	262			

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
4			Daily	\$266.76	\$325.32	\$383.88
	Analyst - Telecom	240	197 Days	52,552	64,088	75,624
	Asst Director - Child Nutrition	240	220 Days	58,687	71,570	84,454
	Asst Principal - ES	220	240 Days	64,022	78,077	92,131
	Asst Principal - Int	220	262 Days	69,891	85,234	100,577
	Coordinator - Custodial Services	262				
	Coordinator - Digital Learning	240				
	Coordinator - HS Testing	220, 240				
	Coordinator - MH & Crisis Intervention	192				
	Coordinator - Instructional Technology	240				
	Coordinator - SpEd Transition	197				
	Inspector - Construction	262				
	Network Administrator I	240				
	Payroll Manager	240				
	Programmer II	240				
	System Administrator I	240				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
5			Daily	\$282.77	\$344.84	\$406.91
	Asst Director - Transportation	240	187 Days	52,878	64,485	76,092
	Asst Principal - MS	220	202 Days	57,120	69,658	82,196
	Coordinator - AVID	220	207 Days	58,533	71,382	84,230
	Coordinator - Budget/Finance	240	220 Days	62,209	75,865	89,520
	Coordinator - Instructional	240	240 Days	67,865	82,762	97,658
	Coordinator - Instructional SpEd	207				
	Coordinator - Network	240				
	Coordinator - SpEd Specialized Programs	220				
	Coordinator - SpEd Specialized Support	207				
	Dean of Students	220				
	Diagnostician	202				
	Head Athletic Trainer	207				
	LSSP	202				
	Occupational Therapist	187				
	Physical Therapist	187				
	Speech Language Pathologist	187, 202				
	Systems Administrator II	240				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
6			Daily	\$299.73	\$365.53	\$431.33
	Asst Director - Athletics	240	220 Days	65,941	80,417	94,893
	Asst Director - Business Services	240	240 Days	71,935	87,727	103,519
	Asst Director - Special Services	240				
	Asst Principal - HS	220				
	Coordinator - Construction	240				

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
7			Daily	\$323.71	\$394.77	\$465.83
	Asst Director - Facilities	240	220 Days	71,216	86,849	102,483
	Director - Assessment	240	240 Days	77,690	94,745	111,799
	Director - Child Nutrition	240				
	Director - Community Services	240				
	Director - Data Services	240				
	Director - Early Child Services	240				
	Director - Education Foundation	240				
	Director - Fine Arts	240				
	Director - Purchasing	240				
	Director - Student Services	240				
	Director - Transportation	240				
	Principal - Alt HS	240				
	Principal - ES	220				
	Principal - Int	220				
8			Daily	\$349.61	\$426.35	\$503.09
	Athletic Coordinator/Head Football Coach	240	240 Days	83,906	102,324	120,742
	Director - Business Services	240				
	Director - Communications	240				
	Director - CTE	240				
	Director - HR Employee Engagement	240				
	Director - HR Talent Mgmt	240				
	Director - Instructional Leadership Dev	240				
	Director - Student Activities	240				
	Director - Technology	240				
	Principal - MS	240				
9			Daily	\$405.55	\$494.57	\$583.59
	Exec Director - Facilities	240	240 Days	97,332	118,697	140,062
	Exec. Director - Special Programs	240				
	Principal - HS	240				
10			Daily	\$462.32	\$563.81	\$665.30
	Chief Academic Officer	240	240 Days	110,957	135,314	159,672
	Chief Administrative Officer	240				
	Chief Financial Officer	240				

2020-2021 Proposed Clerical Paraprofessional Pay Plan

College Station ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1						
	Clerk - Athletics	220	Hourly	\$10.64	\$12.97	\$15.30
	Instructional Asst - Computer Lab	187	187 Days	14,923	18,190	21,458
	Instructional Asst - ESL	187	220 Days	17,556	21,401	25,245
	Instructional Asst - General Ed	187				
	Instructional Asst - PE	187				
2						
	Instructional Asst - Dual Language	187	Hourly	\$11.07	\$13.83	\$16.59
	Instructional Asst - Head Start	187	187 Days	15,526	19,397	23,267
	Instructional Asst - ISS	187				
	Instructional Asst - Library	187				
	Instructional Asst - Office	187				
	Instructional Asst - Pre K	187				
	Instructional Asst - SpEd, AB	187				
	Instructional Asst - SpEd, Bridges	187				
	Instructional Asst - SpEd, CASL	187				
	Instructional Asst - SpEd, Life Skills	187				
	Instructional Asst - SpEd, PAL	187				
	Instructional Asst - SpEd, PPCD	187				
	Instructional Asst - SpEd, Project Search	187				
	Instructional Asst - SpEd, Resource	187				
	Instructional Asst - Title I	187				
	Receptionist - ES	187				
	Receptionist - Int	187				
3						
	Admin Asst - Child Nutrition	240	Hourly	\$12.36	\$15.45	\$18.54
	Attendance Clerk - ES	202	187 Days	17,335	21,669	26,002
	Attendance Clerk - HS	202	197 Days	18,262	22,827	27,393
	Attendance Clerk - Int	202	202 Days	18,725	23,407	28,088
	Attendance Clerk - MS	202	207 Days	19,189	23,986	28,783
	Catering Manager	220	220 Days	20,394	25,493	30,591
	Clerk - Data Input	240	240 Days	22,248	27,810	33,372
	Clerk - SpEd, Campus	197				
	Clerk - Textbooks HS	207				
	Driver - Early Childhood	240				
	Home Visitor - EHS	240				
	Facilitator - Family Services, Head Start	187				
	Program Asst - Pre K, Head Start	240				
	Receptionist - HS	240				
	Receptionist - MS	197				
	Receptionist - SpEd, C&I	240				
	Secretary - Counselor	220, 240				
	Secretary - EHS	240				
	Secretary - Office HS	187, 220				
	Secretary - Parent Center	240				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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Bookkeeper - HS	240
Clerk - PEIMS/Records, SpEd	240
Clerk - SHARS/Early Childhood Dev	220
Lead Facilitator - Family Services, Head Start	220
Receptionist - Communications	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 - Special Services	220

Hourly	\$13.92	\$17.30	\$20.68
220 Days	22,968	28,545	34,122
240 Days	25,056	31,140	37,224

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Admin Asst - Assessment/C&I	240
Admin Asst - Athletics	240
Admin Asst - C&I	240
Admin Asst - CTE	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
Clerk - Accounts Payable	240
HR Associate	240
Receptionist - Purchasing	240
Registrar - HS	240

Hourly	\$16.16	\$20.07	\$23.98
240 Days	29,088	36,126	43,164

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Communication Tech	240
Computer Tech II	240
Coordinator - Facility Use	240
Instructional Technology Technician	240
Specialist - Accounting	240
Specialist - Aquatics	240
Specialist - Business Services	240
Specialist - Child Nutrition	240
Specialist - Position Mgmt	240
Specialist - Purchasing	240
Specialist - Revenue	240
System Support Technician	240

Hourly	\$18.38	\$22.68	\$26.98
240 Days	33,084	40,824	48,564

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Admin Assoc - Admin Services	240
Admin Assoc - Facilities	240
Computer Tech - Lead	240
Coordinator - Benefits	240
LVN	192
Specialist - HR	240
Specialist - Lead Position Mgmt	240

Hourly	\$20.54	\$25.20	\$29.86
192 Days	29,578	36,288	42,998
240 Days	36,972	45,360	53,748

8

Exec Asst - Superintendent	240
Physical Therapist Asst	187

Hourly	\$23.97	\$29.23	\$34.49
187 Days	33,618	40,995	48,372
240 Days	43,146	52,614	62,082

2020-2021 Proposed Auxiliary Pay Plan
College Station ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$10.54	\$12.80	\$15.06
	Bus Monitor	174	174 Days	14,672	17,818	20,964
	Child Nutrition Asst	174, 183	183 Days	15,431	18,739	22,048
	Child Nutrition Cashier	174, 183	262 Days	22,092	26,829	31,566
	Crossing Guard/Parking Attendant	174				
	Custodian	262				
2			Hourly	\$12.14	\$14.72	\$17.30
	Child Nutrition Asst Manager	183	183 Days	17,773	21,550	25,327
	Child Nutrition Asst Manager - HS	183	262 Days	25,445	30,853	36,261
	Grounds Worker I	262				
	Head Custodian - ES	262				
	Head Custodian - Int	262				
	Routing Clerk	262				
	Warehouse/Courier	262				
3			Hourly	\$13.48	\$16.34	\$19.20
	Child Nutrition Manager - ES	181	181 Days	19,519	23,660	27,802
	Child Nutrition Manager - INT	181	262 Days	28,254	34,249	40,243
	Child Nutrition Manager - MS	181				
	Grounds Sprayer Tech	262				
	Grounds Worker II	262				
	Head Custodian - HS	262				
	Head Custodian - MS	262				
	Specialist - Irrigation	262				
4			Hourly	\$15.50	\$18.46	\$21.42
	Bus Driver	174, 262	174 Days	21,576	25,696	29,817
	Child Nutrition Manager - HS	181	181 Days	22,444	26,730	31,016
	Parts Clerk - Transportation	262	262 Days	32,488	38,692	44,896
	Specialist - Preventative Maintenance	262				
			Bus driver beginning at \$16.50			
5			Hourly	\$18.10	\$21.80	\$25.50
	Carpenter	262	262 Days	37,938	45,693	53,448
	Dispatcher	262				
	Locksmith/Carpenter	262				
	Mechanic	262				
	Painter	262				
	Specialist - Pest Control	262				
6			Hourly	\$21.02	\$25.33	\$29.64
	Electrician	262	262 Days	44,058	53,092	62,125
	HVAC - Refrigeration Tech	262				
	HVAC Tech	262				
	Plumber (Licensed)	262				
	Security Alarm Technician	262				
7			Hourly	\$23.34	\$28.12	\$32.90
	Foreman - Fleet/Shop	262	262 Days	48,921	58,940	68,958
	Supervisor - Warehouse	262				

220-2021 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
HS Assistant Director	\$4,200	20	HS Assistant Advisor	\$500	0
MS Director	\$4,200	15	MS Advisor	\$1,500	0
MS Assistant Director	\$3,250	15			
IS Director	\$3,250	15	<u>Yearbook</u>		
Color Guard Director	\$3,250	20	HS Advisor	\$2,500	5
			HS Assistant Advisor	\$1,000	0
			MS Advisor	\$950	0
<u>Choir</u>			<u>HS Class Advisor</u>		
HS Director	\$5,250	5	Grade level	\$1,000	0
HS Asst Director	\$3,250	5			
MS Director	\$3,250	5			
IS Choir Director	\$1,000	0			
			<u>NHS Advisor</u>		
			HS Advisor	\$1,000	0
<u>Orchestra</u>			MS Advisor	\$750	0
HS Director	\$8,100	10			
HS Assistant Director	\$4,200	5	<u>Student Council</u>		
MS Director	\$4,200	10	HS Advisor	\$2,500	0
IS Director	\$3,250	10	HS Assistant Advisor	\$1,000	0
IS Assistant Director	\$3,250	5	MS Advisor	\$1,400	0
<u>Cheerleading</u>			<u>UIL Academic Sponsor</u>		
HS Sponsor	\$2,000	10	HS - per club/team	\$700	0
HS Assistant Sponsor	\$1,800	5	MS - per club/team	\$500	0
MS Sponsor	\$1,600	0			
Spirit Sponsor	\$1,000	0			
			<u>CTE/CTSO Sponsors</u>		
			BPA Sponsor	\$1,000	0
<u>Dance</u>			SKILLS USA Sponsor	\$1,000	0
HS Director	\$6,000	10	HOSA Sponsor	\$1,000	0
HS Assistant Director	\$2,500	5	FCCLA Sponsor	\$1,000	0
MS Sponsor	\$1,600	0	Agriculture Teacher		39
<u>Theater Arts</u>			<u>Department Chair</u>		
HS Director	\$5,250	10	HS (CTE, PE, FA, E, SS, M, Sci, FL, SPED)	\$2,250	0
HS Assistant Director	\$3,250	10	MS (CTE, PE, FA, E, SS, M, Sci, FL, SPED)	\$1,000	0
Theater/Auditorium Manager	\$2,000	0			
MS Director	\$1,000	0	<u>Campus Tech Facilitator</u>		
IS Director	\$1,000	0		\$2,250	0
<u>Newspaper</u>			<u>Interact Sponsor</u>		
HS Advisor	\$2,500	0		\$500	0
HS Assistant Advisor	\$750	0	<u>Speech Language Pathologist, CCC</u>		
			<u>Diagnostician</u>	\$6,000	0
			<u>LSSP</u>	\$6,000	0
<u>Robotics</u>			<u>Lead Speech/LSSP/Diag</u>	\$2,500	0
HS Sponsor	\$1,500	0	<u>Bilingual Certified Teacher</u>	\$5,000	0
HS Assistant Advisor	\$750	0	<u>Bilingual Assessment Staff</u>	\$5,000	0
MS Advisor	\$750	0			
<u>HS UIL Coordinator</u>			<u>Social Studies Campus Facilitator (ES and IS only)</u>		
MS UIL coordinator	1000	0		500	
<u>Nurse Coordinator</u>			<u>Science Campus Facilitator (ES and IS only)</u>		
	\$2,000	5	HS Science Bowl	750	
<u>HS Library</u>			MS Science Bowl	500	
	\$500	0			
<u>Night School Coordinator</u>					
	\$2,000	0			
<u>Night School Teacher</u>					
	\$20/hour				
<u>HS Media Technology</u>					
	\$1,000	10			

2020-2021 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	<u>Cross Country</u>		
MS Coach	\$2,500	0	Head Coach	\$3,750	10
			Assistant Coach	\$2,000	10
			MS Coach	\$2,000	0
<u>Baseball</u>			<u>Power Lifting</u>		
Head Coach	\$6,500	0	Head Coach	\$4,500	0
First Varsity Assistant Coach	\$4,000	0	Assistant Coach	\$3,000	0
Assistant Coach HS	\$3,250	0			
9th Grade Coach	\$3,250	0	<u>Wrestling</u>		
			Head Coach	\$5,500	0
			Assistant Coach	\$2,500	0
<u>Softball</u>			<u>Gymnastics</u>		
Head Coach	\$6,500	0	Head Coach	\$3,500	0
First Varsity Assistant Coach	\$4,000	0	Assistant Coach	\$2,500	0
Assistant Coach	\$3,250	0	Sponsor	\$1,000	0
<u>Soccer</u>			<u>Trainer</u>		
Head Coach	\$6,000	0	HS Assistant Trainer	\$8,000	20
First Varsity Assistant Coach	\$3,500	0			
Assistant Coach	\$3,000	0	<u>Game Administrator</u>	\$1,750	0
			<u>Film</u>	\$2,000	0
			<u>Weight Room</u>	\$2,700	0
<u>Volleyball</u>			<u>HS Athletic Liaison</u>		
Head Coach	\$7,000	10		\$6,000	15
First Varsity Assistant Coach	\$3,500	10			
Assistant Coach	\$2,500	10			
MS Coach	\$1,750	5			
<u>Track</u>					
Head Coach	\$5,000	0			
First Varsity Assistant Coach	\$3,500	0			
Assistant Coach	\$3,000	0			
MS Coach	\$2,000	0			

2020-2021 College Station ISD Premiums

TRS ActiveCare and HMO Plans

	Monthly Cost	Monthly District Contribution	Monthly Cost to Employee	*24-PAY* Cost to Employee per Pay Check
ActiveCare Primary (NEW)				
Employee	\$386.00	\$386.00 **	\$0.00	\$0.00
Employee & Spouse	\$1,089.00	\$470.00	\$619.00	\$309.50
Employee & Child(ren)	\$695.00	\$435.00	\$260.00	\$130.00
Family	\$1,301.00	\$485.00	\$816.00	\$408.00
Pooled Family - Pooled Enrolled	\$1,301.00	\$830.00	\$471.00	\$235.50
Split Employee & Spouse - Split Enrolled	\$544.50	\$470.00	\$74.50	\$37.25
Split Family - Split Enrolled	\$650.50	\$485.00	\$165.50	\$82.75
ActiveCare HD (formerly 1-HD)				
Employee	\$397.00	\$397.00 **	\$0.00	\$0.00
Employee & Spouse	\$1,120.00	\$470.00	\$650.00	\$325.00
Employee & Child(ren)	\$715.00	\$435.00	\$280.00	\$140.00
Family	\$1,338.00	\$485.00	\$853.00	\$426.50
Pooled Family - Pooled Enrolled	\$1,338.00	\$830.00	\$508.00	\$254.00
Split Employee & Spouse - Split Enrolled	\$560.00	\$470.00	\$90.00	\$45.00
Split Family - Split Enrolled	\$669.00	\$485.00	\$184.00	\$92.00
ActiveCare Primary + (formerly Select)				
Employee	\$514.00	\$405.00	\$109.00	\$54.50
Employee & Spouse	\$1,264.00	\$470.00	\$794.00	\$397.00
Employee & Child(ren)	\$834.00	\$435.00	\$399.00	\$199.50
Family	\$1,588.00	\$485.00	\$1,103.00	\$551.50
Pooled Family - Pooled Enrolled	\$1,588.00	\$830.00	\$758.00	\$379.00
Split Employee & Spouse - Split Enrolled	\$632.00	\$470.00	\$162.00	\$81.00
Split Family - Split Enrolled	\$794.00	\$485.00	\$309.00	\$154.50
ActiveCare 2 (CLOSED TO NEW ENROLLEES)				
Employee	\$937.00	\$405.00	\$532.00	\$266.00
Employee & Spouse	\$2,222.00	\$470.00	\$1,752.00	\$876.00
Employee & Child(ren)	\$1,393.00	\$435.00	\$958.00	\$479.00
Family	\$2,627.00	\$485.00	\$2,142.00	\$1,071.00
Pooled Family - Pooled Enrolled	\$2,627.00	\$830.00	\$1,797.00	\$898.50
Split Employee & Spouse - Split Enrolled	\$1,111.00	\$470.00	\$641.00	\$320.50
Split Family - Split Enrolled	\$1,313.50	\$485.00	\$828.50	\$414.25
HMO - Scott & White				
Employee	\$551.10	\$405.00	\$146.10	\$73.05
Employee & Spouse	\$1,382.06	\$470.00	\$912.06	\$456.03
Employee & Child(ren)	\$883.50	\$435.00	\$448.50	\$224.25
Family	\$1,478.56	\$485.00	\$993.56	\$496.78
Pooled Family - Pooled Enrolled	\$1,478.56	\$830.00	\$648.56	\$324.28
Split Employee & Spouse - Split Enrolled	\$691.03	\$470.00	\$221.03	\$110.52
Split Family - Split Enrolled	\$739.28	\$485.00	\$254.28	\$127.14

** Denotes Change from prior year