



COMPENSATION PLAN



2023-2024

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Introduction

The Atlanta ISD Compensation Plan is intended to provide employees and other interested parties information about the district's compensation procedures. The content of this report will be updated each year to reflect any annual changes. Copies of the plan are available to employees and to the public upon request. All employees are welcome and encouraged to bring to the attention of the Administration any concerns related to compensation.

The compensation plan will be updated annually through a process that begins with the development of the coming year's budget.

The Superintendent shall determine final calculations of all wages and salaries.

Atlanta ISD employs both contractual and non-contractual staff. Nothing in this report should be construed as an alteration of either the contract status of contractual positions or the "at will" status of non-contractual positions.

This plan is neither a contract nor a substitute for the official district policy manual. These policies and procedures can change at any time; any changes shall supersede any provisions that are not compatible with the change. For more information, employees may refer to the policy codes that are associated with handbook topics, confer with their supervisor, or call the appropriate district office. District policies can be accessed online at www.atlisd.net.

Teacher Compensation

Atlanta ISD teachers are paid between \$2,507 and \$6,007 above the state minimum salary schedule, based on years of experience. The state salary schedule tops out at Step 20 and the AISD teacher salary schedule continues through Step 25. After Step 25, teachers will receive no increase under this plan.

Goals of the Compensation Plan

The goals of the Atlanta ISD Compensation Plan are as follows:

- To remain competitive with labor markets so that Atlanta ISD can continue to recruit and retain highly qualified personnel.
- To reflect the varying and changing levels of knowledge, skill, effort, scope, and responsibility required of the different jobs within the school district.
- To reflect compliance with all federal, state, and local laws and Board policies.

These goals allow Atlanta ISD to follow a job worth compensation system. A job worth compensation system is designed to provide appropriate pay for the assessed market worth of individual jobs. The system takes into account the knowledge, skills, and effort needed to perform various jobs.

Pay Systems Description

Purpose and Authority

The Atlanta ISD compensation system is designed and administered for the purpose of attracting and retaining highly qualified employees to achieve the goals of the district. The Superintendent is responsible for the development, maintenance, and administration of employee pay systems in accordance with Board policies and administrative procedures.

Description

Classroom teachers and full-time librarians, counselors and nurses will be paid no less than the state minimum salary schedule based on years of experience. Local salary schedules for staff will be determined annually with Board approval. For other employees, the Superintendent will assign positions to pay ranges that set the minimum and maximum pay for the position. Jobs are classified for pay purposes on the basis of qualifications and duties as defined by the district and market surveys of competitive pay rates. All employees will be paid within the assigned pay range unless exceptions are granted by the Superintendent. Pay ranges are reviewed annually and adjusted as needed.

Pay Distribution

Employees will receive direct deposits according to the district's payroll schedule. If an employee has a school issued email account, their wage and earnings statement will be emailed on the day of payroll. Pay statements for those without a school email account will be mailed to the home address on file in the payroll office.

Payroll Calendar

The schedule of pay dates is provided below:

Month	Cut-Off	Pay Date
September 2023	8/26/2023	9/25/2023
October 2023	9/30/2023	10/25/2023
November 2023	10/28/2023	11/17/2023
December 2023	11/25/2023	12/22/2023
January 2024	12/30/2023	1/25/2024
February 2024	1/27/2024	2/16/2024
March 2024	2/24/2024	3/22/2024
April 2024	3/30/2024	4/25/2024
May 2024	4/27/2024	5/24/2024
June 2024	5/25/2024	6/25/2024
July 2024	6/29/2024	7/25/2024
August 2024	7/27/2024	8/23/2024

IMPORTANT NOTES:

Cut-off Rules

All Extra Duty pay forms, time cards, etc. must be turned in to the Human Resources Department on Monday following the cut-off date. The cut-off date will also be the last day any changes to payroll will be accepted for that month (i.e., insurance changes, direct deposit changes, name changes, etc.)

New Hire Extra Duty Pay

Staff that are new to AISD will receive any extra duty pay earned during the summer in the first payroll of the new school year.

Job Classification

Job classification determines the assigned pay range for a position and is based on an assessment of job qualifications and assigned duties. All jobs are classified on the basis of common factors that include the level of skill, effort, and responsibility of assigned duties and working conditions. Atlanta ISD contracted with the Texas Association of School Boards (TASB) HR Services to collect job information, evaluate jobs for pay classification purposes, conduct a market survey, and recommend pay-grade assignments. The Superintendent has final authority concerning job classifications.

The basic classification system is organized into 4 divisions:

- Teachers
- Administrators/Professionals
- Para-Professionals/Clerical
- Auxiliary

The compensable factors used in the job classification process include the following:

Knowledge

Amount of education required for the job
Amount of expertise required for the job
Amount of experience required for the job
Amount of structure inherent in the job
Level of difficulty in the job
Level of supervision received in the job

Decision-Making

Clarity of choices in decision making
Scope of planning required in decision making
Degree of interpersonal communications required
Level of personal autonomy and responsibility

Job Responsibility/ Accountability

Level of organizational impact of the job
Level of responsibility for financial assets
Level and scope of interpersonal, business and public communications

Working Conditions

Environment

Job Reclassification

Pay-grade assignments may be changed based on changes in the job duties assigned or changes in the competitive job market. A job reclassification occurs when the same position is moved to a different pay grade. A job reclassification is not the same as an employee promotion to a different job. No immediate pay change will result from reclassification actions if the employee is already paid within the new pay range. An upward or downward job reclassification will result in greater or lesser potential for pay advancement.

Review of job classifications initiated by the supervisor will be conducted by the Human Resources Director, which will in turn make a recommendation to the Superintendent. The Human Resources Director will notify the supervisor and employee of any action and its effective date.

New Positions

New budgeted positions must have a written job description. The Chief Financial Officer will recommend the initial pay grade classification of new positions based on the job description and consultation with the job supervisor. New positions must be classified in the pay system prior to hiring new employees.

Exempt/Nonexempt Pay Basis

Classification

All jobs will be classified as exempt or nonexempt in accordance with the requirements of the federal Fair Labor Standards Act. The District will determine the classification of each position based on a description of assigned job duties and the method of compensation. Generally, an employee is exempt if the employee's primary duties are executive, administrative, or professional as defined in federal regulations and the employee is compensated on a salary basis.

Exempt Pay Basis

Exempt employees are paid on a monthly salary basis for the number of months in their annual employment period. Exempt employees are not entitled to overtime compensation. Exempt employees are paid to perform a job and compensation is not based on an hourly rate.

Nonexempt Pay Basis

Nonexempt employees are paid on an hourly or daily wage basis for all hours worked each week.

Overtime Compensation

Nonexempt employees who work more than 40 hours in any work week will receive overtime compensation at time-and-a-half rates in compensatory time off or pay.

Nonexempt employees shall not be allowed to work beyond their regular schedule without prior authorization from their supervisor.

Nonexempt employees who perform more than one job must report hours for both jobs for overtime calculations. An employee's regular work schedule may be adjusted during the week to prevent overtime. The district's work week begins 12:00 a.m. Sunday and ends at 11:59 pm on Saturday. Official time records of all hours worked, including overtime shall be entered through the time clock system.

Use of Compensatory Time

Compensatory time earned by nonexempt employees may not accrue beyond a maximum of 40 hours. If an employee has a balance of more than 40 hours of overtime, the employee will be required to use compensatory time or, at the District's option, will receive overtime pay.

An employee shall use compensatory time within the duty year in which it is earned. If an employee has any unused compensatory time remaining at the end of a fiscal year, the employee shall receive overtime pay. Compensatory time may be used at either the employee's or the District's option. An employee may use compensatory time in accordance with the District's leave policies and if such use does not unduly disrupt the operations of the District. The District may require an employee to use compensatory time when in the best interest of the District.

Compensatory time must be approved by the employee's supervisor. It must be recorded and submitted with each monthly time sheet.

Time Sheets/Time Clocks and Hourly Employees

All nonexempt employees will clock in and out using the Time Clocks on each campus. Monthly time reports will be submitted to the Human Resources department. These reports must be verified for accuracy and electronically verified/signed by the employee and supervisor.

If an employee leaves campus for a personal reason, he/she must reflect this on his/her time record. An employee must have authorization from his/her supervisor to leave campus for any reason during the scheduled work time.

Every employee is expected to report to work promptly at his/her scheduled time and to be ready to work at start time.

An employee may record his/her start of work time up to five minutes before the scheduled start time.

Paid Holidays for Hourly Employees

The following holidays are paid holidays for hourly employees:

New Year's Day, Martin Luther King Day, Memorial Day, Juneteenth National Independence Day, July 4th, Labor Day, Thanksgiving Day, Christmas Day

Work Calendars/Compensable Time

Work Calendars

Work calendars and required duty days are designated by the Superintendent. Atlanta ISD has established seven work calendars, designated by 10-month (187 days), 10-month (192 days), 10-month (197 days), 11-month (202 days), 11-month (207 days), 12-month (226 days), and 12-month (260 days).

Compensable Time

In accordance with board policy DEA (Local), an exempt employee's salary includes compensation for all scheduled work days during the employment period. All salaries will be paid out in equal payments over a twelve-month calendar period regardless of the number of months assigned to the position.

Nonexempt employees are paid on an hourly or daily wage basis for all hours worked plus earned paid leave benefits. Positions such as cafeteria workers, instructional aides, campus clerical staff salaries are calculated on an hourly or daily basis and paid out in equal payments over a twelve-month calendar. If breaks and meal periods of less than 30

minutes are provided, the time shall be included as compensable time worked for nonexempt employees.

Docking Pay

Purpose

An employee's pay will be reduced in one-half day or daily increments for absences that occur on a scheduled work day after all paid leave benefits have been used.

Calculation of Dock Rates

Nonexempt employees will be docked on the basis of their regular daily wage rate. For docking purposes, base salaries of exempt employees will be converted to daily increments on the basis of all compensable time in the 10-, 11-, or 12-month work calendars listed above.

Employee Pay Increases

Purpose and Eligibility

Employee salaries and wages are reviewed by the Superintendent annually for adjustment. General pay increases are given to employees to reward continued service to the district and to retain employees through competitive pay practices. In any event, classroom teachers, full-time librarians, and nurses will be paid at least the minimum salary based on the state salary schedule.

Pay Increases/Budget

The Superintendent will recommend an amount for employee pay increases to the Board each year as part of the annual budget process. Budget recommendations for pay increases will be based on available revenue, cost of living increases, changes in minimum pay laws, competitive job markets, and district compensation objectives. Employee pay increases will be based on the budget approved by the Board.

General Pay Increases

The percent increase approved by the Board will be applied to each employee's pay to calculate general pay increases. An employee who is already at maximum pay will not receive a pay increase unless an adjustment to the pay range is made or an exception is granted. Pay increases for classroom teachers, full-time librarians, and nurses will be planned in accordance with adjustments to the state minimum salary schedule and or the local teacher salary scale.

Promotions

Promotion Defined

A promotion occurs when an employee is selected for a different job in a higher pay range. Reclassification of an existing job does not constitute a promotion.

Promotion Increase

A promotion increase is based on an employee's current base pay less any stipends paid for supplemental duties. Promotion increases are awarded in addition to any general annual pay raise given. The Superintendent or designee, in accordance with established guidelines, will determine promotion increases.

Hiring

Salary Placement for Full-time Teachers, Librarians, and Nurses

Hiring rates for full-time classroom teachers will be based on creditable years of experience according to state regulations and the district's salary schedule. Creditable experience is experience in accredited school districts, as determined by the Texas Education Agency and recorded on the employee's official service record. Salary schedules are subject to change each year.

Atlanta ISD may hire retired staff when necessary. Any Texas retire-rehire employee must acknowledge that, because of the employee's retiree status, the District will incur expenses over and above those associated with hiring a non-retiree in a similar position with similar years of experience. An addendum will be added to the contract of any retired employee.

Other Personnel

Hiring rates for all other employees will be determined on an individual basis based on job-related qualifications, salary history, and salaries of other employees in the position. Job postings may advertise a starting salary range.

Hiring rates for persons other than full-time teachers, librarians, and nurses will be set in accordance with these guidelines:

1. New hires in positions that require little or no previous job experience will be placed at the minimum of the pay range whenever possible.
2. Previous, relevant job experience or special skills may be considered when determining the rate within the pay range. Starting pay will be determined with consideration given to each new employee's qualifications for the job, market competition, and previous salary history.

3. Whenever possible, new employees will not start at pay rates above other district employees with comparable experience in the same position.
4. Salary credit for work experience that is directly job-related will generally be given.

Demotion

Demotion Defined

A demotion occurs when an employee is reassigned to a different job with a reduction in their base pay. Demotions may be voluntary or involuntary. A demotion does not occur as the result of general salary structure or position reclassification change or reassignment to another position that does not result in a base pay reduction.

Pay Changes

When a pay reduction is made, the employee's base rate will generally be reduced to the same relative position in the new pay range. Pay adjustments may also be made for a longer or shorter work year associated with the demotion.

Adjusting Pay Structures

Adjustment Process

District pay structures will be reviewed annually and adjusted as needed by the Superintendent with the approval of the Board. Pay ranges may be adjusted to ensure that the pay structure remains competitive and maintains its value against inflation. The percent of structure adjustment will be applied equally to the minimum and maximum rate of each pay range to preserve the design of the structure.

Supplemental Duty Pay

Supplemental Duty Compensation

Supplemental pay occurs in addition to, but separate from, the employee's regular, contracted salary. Supplemental pay is authorized by the Board on a year-to-year basis and is not a property right. Supplemental pay is discontinued upon cessation of the assignment originally generating it or upon the occurrence of any other event, which would cause the employee to become ineligible to receive the supplemental. In the area of supplemental pay, as in other areas of compensation, Atlanta ISD strives to maintain amounts that are competitive within our market.

Exempt employees who are assigned supplemental duties that accrue extra pay will be compensated with salary stipends according to the district's supplemental duty pay schedule approved by the Board. Nonexempt employees who are assigned to supplemental duties will be compensated on an hourly basis including overtime compensation when necessary.

Other Compensation Programs

Master's Stipend

Prior to September 2016, a master's stipend of \$1,000 was paid to new teachers on the teacher salary schedule. Any teacher who earned the master's stipend is grandfathered and will continue to receive the stipend. All new teachers hired after September 2016 will not receive the master's stipend.

Math, Science & Foreign Language Stipend

Teachers that hold appropriate SBEC certification and teach math, science, or foreign language in the 6-12th grades for at least half of each day receive a teacher shortage stipend of \$3,000. Temporary or intern certificates do not qualify for this stipend.

This stipend is due to the high market demand and need in these areas, given a limited supply of teaching candidates. This stipend is not based on the value of one subject area over another, but based solely on supply and demand to enable us to compete in the market.

Teachers wishing to obtain additional certification may do so by taking and passing the appropriate certification exam. To register for an exam, please visit the Texas Educator Certification Examination Program web site for assistance or for additional information regarding certification please contact the Human Resources Director at 903-796-4194, extension 1022.

November Check

Employees paid on the teacher salary schedule will receive one additional check in November. Similar to a Christmas Club, this pay is deducted from the monthly pay all year long and is actually a part of the overall salary. This compensation is TRS-eligible and will be included in the employee's W-2 as taxable wages. The November check will be adjusted for additional days in the employee's contract as follows:

187 days \$1,337

192 days \$1,373

197 days \$1,408

202 days \$1,444

207 days \$1,480

Retirement Incentive - Unused State & Local Days Benefit

To encourage attendance and longevity with AISD, employees who have state and/or local days remaining at the time of retirement will receive a Retirement Incentive benefit payment upon retirement as follows:

- Contract & Professional Work Agreement employees will receive \$100 per unused leave day
- At-will employees will receive \$50 per unused leave day

To be eligible for this benefit, the employee must have been employed by AISD for the five consecutive years leading up to retirement. The potential liability will be calculated each year and included in the budget. The Retirement Incentive benefit does not transfer to other districts. This benefit will be included on the employee's Form W-2 as taxable wages and is ineligible compensation for TRS purposes.

Employee Bonuses

Annual bonuses may be included in compensation upon the Superintendent's approval. In order for bonuses to be awarded, they must be discussed at least once at a budget workshop prior to budget adoption. If funds are available, employees may receive one-time bonuses of amounts to be determined at a later date. This benefit will be included on the employee's Form W-2 as taxable wages and is ineligible compensation for TRS purposes.

Atlanta ISD 2023-2024
Salary Schedule for Teachers, Librarians, and RN's (including Nov. check)

Step	State Minimum 187 Days	AISD Above Base	Total Salary 187 Days
0	\$ 33,660	\$ 2,507	\$ 36,167
1	\$ 34,390	\$ 2,507	\$ 36,897
2	\$ 35,100	\$ 2,507	\$ 37,607
3	\$ 35,830	\$ 2,507	\$ 38,337
4	\$ 37,350	\$ 2,507	\$ 39,857
5	\$ 38,880	\$ 2,707	\$ 41,587
6	\$ 40,410	\$ 2,707	\$ 43,117
7	\$ 41,830	\$ 2,707	\$ 44,537
8	\$ 43,170	\$ 2,707	\$ 45,877
9	\$ 44,440	\$ 2,707	\$ 47,147
10	\$ 45,630	\$ 3,007	\$ 48,637
11	\$ 46,770	\$ 3,007	\$ 49,777
12	\$ 47,850	\$ 3,007	\$ 50,857
13	\$ 48,850	\$ 3,007	\$ 51,857
14	\$ 49,810	\$ 3,007	\$ 52,817
15	\$ 50,710	\$ 3,507	\$ 54,217
16	\$ 51,570	\$ 3,507	\$ 55,077
17	\$ 52,370	\$ 3,507	\$ 55,877
18	\$ 53,140	\$ 3,507	\$ 56,647
19	\$ 53,860	\$ 3,507	\$ 57,367
20	\$ 54,540	\$ 3,507	\$ 58,047
21		\$ 4,007	\$ 58,547
22		\$ 4,507	\$ 59,047
23		\$ 5,007	\$ 59,547
24		\$ 5,507	\$ 60,047
25		\$ 6,007	\$ 60,547

Atlanta ISD 2023-2024

Salary for Locally-Certified Teachers

Locally certified teachers who are actively enrolled in a certification program to obtain certification through Texas Education Agency may be paid State Minimum Pay commensurate with 0 years' experience for up to two school years.

Documentation of enrollment and regular certification status updates are required.

Atlanta ISD 2023-2024
Substitute Teacher Pay Scale

Daily Teacher Substitute Rate - Noncertified	\$75 per day
Daily Teacher Substitute Rate - Certified	\$100 per day
Long Term Substitute* with appropriate Texas teacher certification in teaching field	Daily rate based on Atlanta ISD Teacher Pay Scale

*A Long Term Substitute serves more than 10 consecutive workdays in the same assignment.

Atlanta ISD 2023-2024 Supplemental Duty Stipend Schedule

Assignment	Stipend Amount
High School Band Assistant	\$6,500
High School Band Percussion Assistant	\$6,000
High School Band Part-Time Percussion Assistant	\$4,000
High School Band Color Guard	\$3,000
Middle School Band Head	\$7,500
Middle School Band Assistant	\$5,000
High School Varsity Cheer Sponsor	\$4,000
High School Jr. Varsity Cheer Sponsor	\$2,500
Middle School Cheer Sponsor	\$4,000
Head Yearbook Sponsor	\$3,500
Assistant Yearbook Sponsor	\$1,500
Textbook Coordinator	\$2,000
Testing Coordinator	\$5,000
STUCO Sponsor	\$1,500
Department Head/Grade Level Chair	\$775
CPI Trainers	\$2,000
Math & Science Team Sponsors	\$750
Math & Science Team Coordinator	\$1,500
Elementary UIL Coordinator (\$1,500 total; total split if more than one coordinator)	\$1,500
Secondary School UIL Coordinator	\$1,500
UIL Sponsor (per event)	\$200
High School One Act Play Sponsor/Theater Arts	\$1,000

Sr. Class Sponsor	\$750
NHS Sponsor	\$300
Mentor Teacher (paid only in May)	\$500
Elementary Dyslexia Teacher	\$3,500
Secondary Dyslexia Teacher	\$4,500
ESL Stipend	\$2,000
Interventionist	\$2,500
eSports Coordinator	\$3,500
Frontline Security	\$1,200
Communication Stipends:	
Superintendent	\$1,800
Assistant Superintendent	\$1,200
Principals, Directors, & Diagnosticians	\$900
Nurses	\$600
Computer Techs	\$360

Atlanta ISD 2023-2024 Athletic Stipend Schedule

High School Football Position Coach	\$2,500
High School Football Coordinator	\$3,000
High School Football Assistant Head Coach	\$4,000
High School Head Coach - Volleyball	\$3,000
High School Head Coach - Tennis	\$3,000
High School Head Coach - Basketball	\$3,000
High School Head Coach - Soccer	\$3,000
High School Head Coach - Powerlifting	\$3,000
High School Head Coach - Baseball	\$3,000
High School Head Coach - Softball	\$3,000
High School Head Coach – Boys’ Track	\$3,000
High School Head Coach – Girls’ Track	\$3,000
High School Head Coach - Cross Country	\$3,000
High School Head Coach - Golf	\$3,000
High School Head Coach – Fishing	\$3,000
High School Assistant Coach	\$1,500
Junior High Coach	\$1,500
Coach Base Stipend	\$500
Middle School Coordinator	\$1,000

High School Girls' Coordinator	\$4,500
FT Summer	\$2,500
Assist Summer	\$1,000
HUDL	\$4,000
Football Operations	\$3,000
Offseason Coordinator	\$3,000
Turf Maintenance	\$2,500
Academic Advisor	\$1,500
Athletic Supervision/Game Worker - Secondary	\$1,500
Athletic Supervision/Game Worker - Primary, Elementary, Alternative	\$500

2023-2024 Administrative/Professional Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Daily	\$193.31	\$264.08	\$334.86
	Counselor, Co-Op	187	187 Days	36,149	49,384	62,618
	Counselor, High School	226	202 Days	39,049	53,345	67,641
	Counselor, Middle School	226	207 Days	40,016	54,665	69,315
	Counselor, Elementary	207	226 Days	43,688	59,683	75,677
	Counselor, Primary	202				
	Family Engagement, 21st Century	226				
	Instructional Technology Asst	207				
	Police Officer	187				
	Site Coordinator, Community Learning 21st Century	207				
	Social Worker	207				
	Student Advisor	207				
	Foundation Director	187				
2			Daily	\$234.82	\$288.12	\$341.42
	Assistant Principal, Primary	207	207 Days	48,607	59,642	70,674
	Assistant Principal, Elementary	207	226 Days	53,069	65,116	77,161
	Systems Administrator	226				
3			Daily	\$255.64	\$308.00	\$361.20
	Asst Principal, High School	226	192 Days	49,083	59,136	69,350
	Asst Principal, Middle School	226	197 Days	50,361	60,676	71,156
	Asst Director, Band	207	207 Days	52,918	63,756	74,768
	Chief of Police	226	226 Days	57,775	69,609	81,631
	Director, Alternative Ed (DAEP)	226				
	Director, Band	226				
	Director, Libraries	207				
	Director, Health Services	207				
	Diagnostician	197				
	Speech Therapy	192				
	Athletic Trainer	207				
4			Daily	\$276.09	\$332.64	\$393.75
	Director, Community Learning 21st Century	226	207 Days	57,151	68,858	81,506
	Director, Instructional Programs	226	226 Days	62,397	75,178	88,987
	Director, Blended Learning	207				
	Data Fellow	226				

Director, Support Services	226
Principal, Elementary	226
Principal, Primary	226

5	
Principal, Middle School	226
Director, Sp Ed SSA	226
Director, Communications	207

Daily		\$301.78	\$359.26	\$416.74
207	Days	62,469	74,366	86,266
226	Days	68,203	81,192	94,184

6	
Asst Supt, Finance	226
Asst Supt	226
Principal, High School	226
Director, Athletics	226
Director, Band	226
Director, HR	226
Director, Technology	226

Daily		\$332.86	\$391.60	\$518.12
226	Days	75,225	88,501	117,095

7	
Chief Financial Officer	226

Daily		\$511.08	\$582.62	\$664.19
226	Days	115,503	131,673	150,108

2023-2024 Clerical/Paraprofessional Pay Plan

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
1							
	Teacher’s Aide	187, 192	Hourly		\$9.10	\$11.15	\$13.20
			187	Days	12,756	15,631	18,507
			192	Days	13,097	16,049	19,002
2							
	Campus Technician	226	Hourly		\$10.13	\$12.48	\$14.84
	Classroom Aide, ISS	187	187	Days	14,208	17,506	20,818
	Computer Lab Aide	187	192	Days	14,588	17,974	21,375
	Library Aide	187	202	Days	15,348	18,910	22,488
	Office Aide	187, 192, 202	226	Days	17,171	21,157	25,160
	Teacher Aide, Behavioral Adj	187					
	Teacher Aide, DAEP	187					
	Teacher’s Aide, HS	187					
3							
	Secretary, 21st Community Learning	207	Hourly		\$11.98	\$14.60	\$17.24
	Secretary, Administrative	226	207	Days	18,598	22,671	26,759
	Secretary, Counselor HS	207	226	Days	20,305	24,751	29,215
4							
	Campus Secretary, Elementary	226	Hourly		\$14.09	\$17.17	\$20.25
	Campus Secretary, High School	226	226	Days	23,883	29,095	34,325
	Campus Secretary, Middle School	226					
	Campus Secretary, Primary	226					
	Secretary, Co-Op	226					
	Print Shop Operator	226					
5							
	Administrative Assistant, Student Services/Admin	226	Hourly		\$16.12	\$19.65	\$23.18
	Food Services Coordinator	226	226	Days	27,324	33,303	39,282
	Technology Asst	226					
	Administrative Assistant, Co-Op	226					
6							
	Bookkeeper	226	Hourly		\$17.68	\$21.58	\$25.48
	PEIMS Coordinator	226	226	Days	29,964	36,574	43,183
	HR Specialist	226					
	Secretary, Superintendent	226					

2023-2024 Proposed Auxiliary Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$8.63	\$10.66	\$12.69
	Cafeteria	177	177 Days	10,696	13,212	15,727
	Custodian	260	260 Days	17,957	22,179	26,402
	Maint Sub	260				
2			Hourly	\$11.37	\$13.86	\$16.36
	Maintenance	260	260 Days	23,642	28,827	34,032
3			Hourly	\$13.08	\$15.94	\$18.81
	Bus Driver	177	177 Days	9,257	11,285	13,320
	Cafeteria Manager, ES	192	192 Days	20,083	24,483	28,898
	Cafeteria Manager, MS	192	260 Days	27,196	33,154	39,132
	Lead Custodian	260				
	Maintenance Supervisor	260				
	Mechanic, Helper	260				
			Hourly	\$14.24	\$17.26	\$20.28
4			192 Days	21,874	26,505	31,151
	Cafeteria Manager, HS	192				
5			Hourly	\$16.65	\$20.19	\$24.60
	Maintenance, Carpenter	260	260 Days	34,638	41,996	51,173
	Maintenance, Electrician	260				
	Maintenance, Plumber	260				
	Mechanic	260				