



Arlington
INDEPENDENT SCHOOL DISTRICT
More Than a Remarkable Education

2016-2017 SALARY SCHEDULE

2016– 2017 Teacher/Librarian/Nurse Salary Structure

| MINIMUM | MIDPOINT | MAXIMUM |
|----------------|-----------------|----------------|
| \$51,500 | \$61,500 | \$71,500 |

AISD's previous step schedule for teacher/librarians/nurse positions has been replaced by the salary range listed above. Employees in these positions will be compensated at the starting range minimum (\$51,500) assuming no previous experience.

Experienced hires to the district will be considered at a rate contingent upon experience, education and internal equity. Teachers with a master's degree are paid an additional annual stipend of \$1500.00 that is not considered toward range penetration of base salary.

Current employees who have already exceeded the maximum range will not have any reduction to the current rate of pay.

2016-17 Administrative Professional Pay Plan
Arlington ISD

1

| Pay Grade | Job Title | Days Worked |
|-----------|---|-------------|
| 1 | Accountant I | 243 |
| 1 | Administrative Assistant - Superintendent | 243 |
| 1 | Food and Nutrition Supervisor | 212, 243 |
| 1 | Security - Lieutenant | 261 |
| 1 | Specialist - Bond Communications | 243 |
| 1 | Specialist - Energy Management | 261 |
| 1 | Specialist - Internal Communications | 243 |
| 1 | Specialist - Senior Purchasing | 261 |
| 1 | Supervisor - Building Maintenance | 261 |
| 1 | Supervisor - Custodian | 261 |
| 1 | Supervisor - Food Service Catering | 243 |
| 1 | Supervisor - Grounds | 261 |
| 1 | Supervisor - HVAC/Refrigeration | 261 |

| | Minimum | Midpoint | Maximum |
|-----------------|-----------------|-----------------|-----------------|
| Daily | \$203.41 | \$243.60 | \$283.79 |
| 212 Days | 43,123 | 51,643 | 60,163 |
| 243 Days | 49,429 | 59,195 | 68,961 |
| 261 Days | 53,090 | 63,580 | 74,069 |

2

| Pay Grade | Job Title | Days Worked |
|-----------|--|-------------|
| 2 | Accountant II | 243 |
| 2 | Assistant Manager - Payroll | 243 |
| 2 | Assistant Speech Pathologist | 187 |
| 2 | Attendance Navigator | 198 |
| 2 | Budget Analyst/Cost Control Specialist | 261 |
| 2 | Campus Testing Facilitator - Elementary | 198 |
| 2 | Campus Testing Facilitator - High School | 212 |
| 2 | Campus Testing Facilitator - Junior High | 202 |
| 2 | Coordinator - Communications | 243 |
| 2 | Coordinator - Food Service Compliance | 261 |
| 2 | Coordinator - Food Service Maintenance | 261 |
| 2 | Coordinator - Food Service Operations | 261 |
| 2 | Coordinator - Food Service/Warehouse | 261 |
| 2 | Coordinator - Nutrition Education | 243 |
| 2 | Coordinator - Purchasing FS | 243 |
| 2 | Coordinator - School Age Parent | 243 |
| 2 | Cost Accountant Departmental Supervisor | 243 |
| 2 | District Attendance Officer - AtRisk | 202 |
| 2 | District Attendance Officer - Student | 202 |
| 2 | Field Observer | 261 |
| 2 | Liaison - Transition | 212 |
| 2 | Media Production Technician | 243 |
| 2 | School Based Truancy Case Manager | 212 |
| 2 | Social Worker | 193, 198 |
| 2 | Social Worker - Families In Transition | 202 |
| 2 | Staff Auditor | 243 |
| 2 | Title I Parent Facilitator - Parent Outreach | 212 |

| | Minimum | Midpoint | Maximum |
|-----------------|-----------------|-----------------|-----------------|
| Daily | \$254.26 | \$304.50 | \$354.74 |
| 187 Days | 47,547 | 56,942 | 66,336 |
| 198 Days | 50,343 | 60,291 | 70,239 |
| 202 Days | 51,361 | 61,509 | 71,657 |
| 212 Days | 53,903 | 64,554 | 75,205 |
| 243 Days | 61,785 | 73,994 | 86,202 |
| 261 Days | 66,362 | 79,475 | 92,587 |

3

| Pay Grade | Job Title | Days Worked |
|-----------|--|-------------|
| 3 | Counselor - Elementary | 202 |
| 3 | Counselor - High School | 212, 226 |
| 3 | Counselor - Junior High | 207 |
| 3 | Counselor - Pregnancy, Education and Parenting | 202 |
| 3 | Counselor - PRS | 202 |
| 3 | Counselor - Special Education | 202 |
| 3 | Diagnostician | 202 |

| | Minimum | Midpoint | Maximum |
|-----------------|-----------------|-----------------|-----------------|
| Daily | \$284.77 | \$341.04 | \$397.31 |
| 193 Days | 54,961 | 65,821 | 76,681 |
| 202 Days | 57,524 | 68,890 | 80,257 |
| 207 Days | 58,947 | 70,595 | 82,243 |
| 212 Days | 60,371 | 72,300 | 84,230 |
| 226 Days | 64,358 | 77,075 | 89,792 |
| 243 Days | 69,199 | 82,873 | 96,546 |

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| | | | |
|-----------------|--------|--------|---------|
| 261 Days | 74,325 | 89,011 | 103,698 |
|-----------------|--------|--------|---------|

| | | |
|---|---|----------|
| 3 | Dyslexia Diagnostician | 202 |
| 3 | Facilitator - Crossroads | 202 |
| 3 | Facilitator - Pathways to Success | 193, 202 |
| 3 | Instructional Specialist - Advanced Academics | 212 |
| 3 | Instructional Specialist - Bilingual/ESL | 212 |
| 3 | Instructional Specialist - Dyslexia | 212 |
| 3 | Instructional Specialist - In Home and Parent Training | 212 |
| 3 | Instructional Specialist - Kindergarten Behavior Support | 212 |
| 3 | Instructional Specialist - Language Arts | 212 |
| 3 | Instructional Specialist - LOTE | 212 |
| 3 | Instructional Specialist - Mathematics | 212 |
| 3 | Instructional Specialist - Mathematics (Secondary) | 212 |
| 3 | Instructional Specialist - Science | 212 |
| 3 | Instructional Specialist - Science (Secondary) | 212 |
| 3 | Instructional Specialist - Social Studies | 212 |
| 3 | Instructional Specialist - Social Studies (K-6) | 212 |
| 3 | Instructional Specialist - Social Studies (Secondary) | 212 |
| 3 | Instructional Specialist - Special Education | 212 |
| 3 | Instructional Specialist - Special Education - Autism | 212 |
| 3 | Instructional Specialist - Special Education - Speech | 212 |
| 3 | Instructional Specialist - World Languages | 212 |
| 3 | Instructional Specialist Sp Ed - Secondary Alternate Curriculum | 212 |
| 3 | Instructional Specialist Writing - Language Arts | 212 |
| 3 | Intervention Specialist - Drug Free Schools Programs | 217 |
| 3 | LSSP | 202 |
| 3 | Manager - Adult Education and Literacy Liaison | 243 |
| 3 | Manager - School Store | 261 |
| 3 | Media Production Specialist | 243 |
| 3 | Music Therapist | 193 |
| 3 | Pathways Facilitator | 193 |
| 3 | Project Manager | 261 |
| 3 | SCE Support Interventionist | 193 |
| 3 | SDSS Facilitator - Elementary | 202 |
| 3 | SDSS Facilitator - Secondary | 202 |
| 3 | Senior Internal Auditor | 243 |
| 3 | Specialist - Advanced Academics | 212 |
| 3 | Specialist - Budget | 243 |
| 3 | Specialist - Career & Tech Ed Dual Credit/High School Academy | 243 |
| 3 | Specialist - Career & Technical Education | 243 |
| 3 | Specialist - Digital Learning | 243 |
| 3 | Specialist - Dropout Prevention | 243 |
| 3 | Specialist - Environmental and Safety | 261 |
| 3 | Specialist - Family Programs | 212 |
| 3 | Specialist - Fine Arts Elem and Transformational | 243 |
| 3 | Specialist - Guidance and Counseling | 212 |
| 3 | Specialist - Immigrant and Secondary Native Speakers | 212 |

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| | | |
|---|---|-----|
| 3 | Specialist - Immigrant Family/School Outreach | 212 |
| 3 | Specialist - Language Placement Center Testing | 212 |
| 3 | Specialist - Orientation & Mobility | 193 |
| 3 | Specialist - Professional Learning | 212 |
| 3 | Specialist - Safety & Security | 261 |
| 3 | Specialist - Student Behavioral Support Systems | 243 |
| 3 | Specialist - Student Development and Support Services | 243 |
| 3 | Specialist - Student Discipline | 243 |
| 3 | Specialist - Title 1 Family Involvement | 212 |
| 3 | Specialist - Title I | 212 |
| 3 | Specialist - Title I Family Engagement | 212 |
| 3 | Specialist - Title I Program Compliance | 212 |

4

| Pay Grade | Job Title | Days Worked |
|-----------|---|-------------|
| 4 | Audiologist | 212 |
| 4 | Assistant Principal - Elementary | 202 |
| 4 | Assistant Principal - Dual Language/Fine Arts | 222 |
| 4 | Coordinator - 504 Leadership | 243 |
| 4 | Coordinator - Advanced Academic | 243 |
| 4 | Coordinator - Career and Technical Education | 243 |
| 4 | Coordinator - Fine Arts | 243 |
| 4 | Coordinator - Fund Development | 243 |
| 4 | Coordinator - Health Services | 243 |
| 4 | Coordinator - Library Media Services | 243 |
| 4 | Coordinator - Response to Intervention | 243 |
| 4 | Coordinator - Title I | 243 |
| 4 | Focus School Support Dean | 202 |
| 4 | HR Specialist - Benefit and Wellness Services | 243 |
| 4 | Human Resources Generalist | 243 |
| 4 | Manager - Energy | 261 |
| 4 | Manager - Image Processing | 261 |
| 4 | Manager - Warehouse | 261 |
| 4 | Occupational Therapist | 193 |
| 4 | Physical Therapist | 193 |
| 4 | Specialist - Transportation | 243 |
| 4 | Speech Pathologist | 187 |
| 4 | Supervisor - Electrical/Plumbing | 261 |
| 4 | Title I School Support Dean - Elementary | 202 |
| 4 | Treasurer | 243 |

| | Minimum | Midpoint | Maximum |
|-----------------|-----------------|-----------------|-----------------|
| Daily | \$304.70 | \$364.91 | \$425.12 |
| 187 Days | 56,979 | 68,238 | 79,497 |
| 193 Days | 58,807 | 70,428 | 82,048 |
| 202 Days | 61,549 | 73,712 | 85,874 |
| 222 Days | 67,643 | 81,010 | 94,377 |
| 243 Days | 74,042 | 88,673 | 103,304 |
| 261 Days | 79,527 | 95,242 | 110,956 |

5

| Pay Grade | Job Title | Days Worked |
|-----------|---|-------------|
| 5 | Assistant Director - Food & Nutrition Services | 243 |
| 5 | Assistant Principal - Junior High | 217 |
| 5 | Coordinator - Accounts Payable | 243 |
| 5 | Coordinator - Professional Learning | 243 |
| 5 | Coordinator - Research and Evaluation | 243 |
| 5 | Coordinator - Safety | 261 |
| 5 | Coordinator - Secondary Educational Operations | 243 |
| 5 | Coordinator Early Childhood and Elementary Education Operations | 243 |
| 5 | Curriculum Coordinator - Language Arts/Library Services | 243 |
| 5 | Curriculum Coordinator - Math | 243 |

| | Minimum | Midpoint | Maximum |
|-----------------|-----------------|-----------------|-----------------|
| Daily | \$326.03 | \$390.45 | \$454.87 |
| 217 Days | 70,749 | 84,728 | 98,707 |
| 243 Days | 79,225 | 94,879 | 110,533 |
| 261 Days | 85,094 | 101,907 | 118,721 |

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| | | |
|---|---|-----|
| 5 | Curriculum Coordinator - Science and Health | 243 |
| 5 | Curriculum Coordinator - Social Studies | 243 |
| 5 | Curriculum Coordinator - Special Education | 243 |
| 5 | Manager - Fleet Services | 261 |
| 5 | Manager - HR Compensation, Benefits and Culture | 243 |
| 5 | Manager - Maintenance | 261 |
| 5 | Manager - Operations | 261 |
| 5 | Manager - Security | 261 |
| 5 | Manager - Staffing | 243 |
| 5 | Manager - Transportation | 243 |
| 5 | Senior Program Evaluator | 243 |
| 5 | Senior Program Evaluator - Title I | 243 |
| 5 | Staff Architect | 261 |
| 5 | Title I School Support Dean - Junior High | 217 |

6

| Pay Grade | Job Title | Days Worked |
|-----------|--|-------------|
| 6 | Assistant Director - Special Education | 243 |
| 6 | Assistant Principal - Alternative | 222 |
| 6 | Assistant Principal - High School | 222 |
| 6 | Coordinator - Adolescent Pregnancy | 243 |
| 6 | Coordinator - High School Athletics | 222 |
| 6 | Coordinator - Student Services | 243 |
| 6 | Curriculum Coordinator - Art | 243 |
| 6 | Dean of Instruction | 243 |
| 6 | Head Football Coach | 217 |
| 6 | Manager - Payroll | 243 |

| | Minimum | Midpoint | Maximum |
|-----------------|-----------------|-----------------|-----------------|
| Daily | \$348.85 | \$417.78 | \$486.71 |
| 222 Days | 77,445 | 92,747 | 108,050 |
| 243 Days | 84,771 | 101,521 | 118,271 |

7

| Pay Grade | Job Title | Days Worked |
|-----------|--|-------------|
| 7 | Assistant Director - Athletics Boys | 243 |
| 7 | Assistant Director - Athletics Girls | 243 |
| 7 | Director - Assessment | 243 |
| 7 | Director - School Improvement | 243 |
| 7 | Principal - Elementary | 220 |
| 7 | Principal - Elementary Dual Language/Fine Arts | 243 |

| | Minimum | Midpoint | Maximum |
|-----------------|-----------------|-----------------|-----------------|
| Daily | \$373.26 | \$447.02 | \$520.78 |
| 220 Days | 82,117 | 98,344 | 114,572 |
| 243 Days | 90,702 | 108,626 | 126,550 |

8

| Pay Grade | Job Title | Days Worked |
|-----------|---|-------------|
| 8 | Associate Principal - High School | 243 |
| 8 | Chief Internal Auditor | 243 |
| 8 | Director - Accounting | 243 |
| 8 | Director - Bilingual/ESL | 243 |
| 8 | Director - Budget/Cash Management | 243 |
| 8 | Director - Career and Technical Education | 243 |
| 8 | Director - Communications | 243 |
| 8 | Director - Drop-Out Prevention | 243 |
| 8 | Director - Facility Planning and Construction | 261 |
| 8 | Director - Food Service | 243 |
| 8 | Director - Guidance/Counseling | 243 |
| 8 | Director - Human Resources Customer Service Center | 243 |
| 8 | Director - Human Resources Development & Employee Relations | 243 |

| | Minimum | Midpoint | Maximum |
|-----------------|-----------------|-----------------|-----------------|
| Daily | \$406.56 | \$478.31 | \$550.06 |
| 243 Days | 98,794 | 116,229 | 133,665 |

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| | | |
|---|---|-----|
| 8 | Director - Human Resources Recruitment & Sourcing | 243 |
| 8 | Director - Parent and Community Engagement | 243 |
| 8 | Director - Professional Learning | 243 |
| 8 | Director - Purchasing | 243 |
| 8 | Director - State and Federal Programs | 243 |
| 8 | Director - Transportation | 261 |
| 8 | Principal - Alternative | 243 |
| 8 | Principal - Alternative High School | 243 |
| 8 | Principal - Junior High | 243 |

9

| Pay Grade | Job Title | Days Worked |
|-----------|---|-------------|
| 9 | Director - Athletics / PE | 243 |
| 9 | Director - Curriculum & Instruction | 243 |
| 9 | Director - Fine Arts | 243 |
| 9 | Director - Special Education | 243 |
| 9 | Senior Director Transformational Learning | 243 |

| | Minimum | Midpoint | Maximum |
|----------|----------|----------|----------|
| Daily | \$435.02 | \$511.79 | \$588.56 |
| 243 Days | 105,710 | 124,365 | 143,020 |

10

| Pay Grade | Job Title | Days Worked |
|-----------|---|-------------|
| 10 | Executive Director - Educational Support Services | 243 |
| 10 | Executive Director - Finance | 243 |
| 10 | Executive Director - Plant Services | 261 |
| 10 | Executive Director - Research & Accountability | 243 |
| 10 | Executive Director - Teaching and Learning | 243 |
| 10 | Executive Director - Transformational Learning | 243 |
| 10 | Principal - CTE Center | 243 |
| 10 | Principal - Early College High School | 243 |
| 10 | Principal - High School | 243 |

| | Minimum | Midpoint | Maximum |
|----------|----------|----------|----------|
| Daily | \$465.48 | \$547.62 | \$629.76 |
| 243 Days | 113,112 | 133,072 | 153,032 |
| 261 Days | 121,490 | 142,929 | 164,367 |

11

| Pay Grade | Job Title | Days Worked |
|-----------|--|-------------|
| 11 | Area Superintendent - Elementary | 243 |
| 11 | Area Superintendent - Secondary | 243 |
| 11 | Assistant Superintendent - Administration | 243 |
| 11 | Assistant Superintendent - Human Resources | 243 |
| 11 | Assistant Superintendent - Telecommunications & Tech | 243 |

| | Minimum | Midpoint | Maximum |
|----------|----------|----------|----------|
| Daily | \$521.33 | \$613.33 | \$705.33 |
| 243 Days | 126,683 | 149,039 | 171,395 |

12

| Pay Grade | Job Title | Days Worked |
|-----------|-------------------------|-------------|
| 12 | Chief Academic Officer | 243 |
| 12 | Chief Financial Officer | 243 |

| | Minimum | Midpoint | Maximum |
|----------|----------|----------|----------|
| Daily | \$599.53 | \$705.33 | \$811.13 |
| 243 Days | 145,686 | 171,395 | 197,105 |

2016-17 Technology Pay Plan
Arlington ISD

| T1 | | | | | | |
|-----------|--|-------------|---------|----------|---------|---------|
| Pay Grade | Job Title | Days Worked | Minimum | Midpoint | Maximum | |
| T1 | LAN Technician | 217 | Hourly | \$21.22 | \$25.88 | \$30.54 |
| T1 | Specialist - PEIMS Attendance | 243 | | | | |
| T1 | Specialist - Transfer | 243 | | | | |
| T1 | Specialist - Telephone Technical Support | 243 | | | | |
| T1 | Technician - Research & Accountability | 243 | | | | |

| T2 | | | | | | |
|-----------|----------------------------------|-------------|---------|----------|---------|---------|
| Pay Grade | Job Title | Days Worked | Minimum | Midpoint | Maximum | |
| T2 | Lead Specialist - PEIMS | 243 | Hourly | \$25.90 | \$31.58 | \$37.26 |
| T2 | Specialist - Help Desk | 243 | | | | |
| T2 | Specialist - Information Systems | 243 | | | | |
| T2 | Specialist - Software Support | 243 | | | | |
| T2 | Specialist - Technology Support | 243 | | | | |
| T2 | Trainer - Technology | 243 | | | | |

| T3 | | | | | | |
|-----------|---|-------------|----------|----------|----------|----------|
| Pay Grade | Job Title | Days Worked | Minimum | Midpoint | Maximum | |
| T3 | Coordinator - Structured Cabling | 243 | Daily | \$258.96 | \$315.80 | \$372.64 |
| T3 | Database Specialist | 261 | 243 Days | 62,927 | 76,739 | 90,552 |
| T3 | Manager - Software Support | 243 | 261 Days | 67,589 | 82,424 | 97,259 |
| T3 | Manager - Software Support - Food Service | 243 | | | | |
| T3 | Manager - TEAMS Support | 243 | | | | |
| T3 | Network Specialist | 243 | | | | |
| T3 | Network Specialist - Server | 243 | | | | |
| T3 | Production Manager | 243 | | | | |
| T3 | Specialist - Instructional Technology | 243 | | | | |
| T3 | Specialist - Telecommunications | 243 | | | | |
| T3 | Webmaster | 243 | | | | |

| T4 | | | | | | |
|-----------|---|-------------|----------|----------|----------|----------|
| Pay Grade | Job Title | Days Worked | Minimum | Midpoint | Maximum | |
| T4 | Coordinator - PEIMS | 243 | Daily | \$305.56 | \$372.64 | \$439.72 |
| T4 | Data Warehouse Senior Programmer | 243 | 243 Days | 74,251 | 90,552 | 106,852 |
| T4 | Manager - Help Desk | 243 | | | | |
| T4 | Research & Project Programmer | 243 | | | | |
| T4 | Senior Programmer/Analyst | 243 | | | | |
| T4 | Senior Programmer/Analyst - Food Services | 243 | | | | |
| T4 | Systems Integration Analyst | 243 | | | | |

| T5 | | | | | | |
|-----------|--|-------------|----------|----------|----------|----------|
| Pay Grade | Job Title | Days Worked | Minimum | Midpoint | Maximum | |
| T5 | Coordinator - Instructional Technology | 243 | Daily | \$326.95 | \$398.72 | \$470.49 |
| T5 | Network Administrator | 243 | 243 Days | 79,449 | 96,889 | 114,329 |
| T5 | Network Manager - Communications | 243 | | | | |
| T5 | Network Manager - Systems | 243 | | | | |
| T5 | Network Server Manager | 243 | | | | |
| T5 | TEAMS Technical Manager | 243 | | | | |

| T6 | | | | | | |
|-----------|---|-------------|----------|----------|----------|----------|
| Pay Grade | Job Title | Days Worked | Minimum | Midpoint | Maximum | |
| T6 | Director - Instructional Technology | 243 | Daily | \$425.04 | \$518.34 | \$611.64 |
| T6 | Director - Network Services | 243 | 243 Days | 103,285 | 125,957 | 148,629 |
| T6 | Director - Technical Services & Systems Integration | 243 | | | | |

2016-17 Technology Pay Plan

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| | | |
|----|-------------------------------|-----|
| T6 | Director - Technology Support | 243 |
|----|-------------------------------|-----|

2016-17 Administrative Support Pay Plan
Arlington ISD

1

| Pay Grade | Job Title | Days Worked |
|-----------|---|-------------|
| 1 | Attendance Clerk - Elementary | 198 |
| 1 | Attendance Clerk - High School | 193 |
| 1 | Attendance Clerk - Junior High School | 198 |
| 1 | Attendance Clerk - Off Campus Health Services | 198 |
| 1 | Clerk - Central Mail | 243 |
| 1 | Clerk - Language Placement Center | 212 |
| 1 | Clerk - Media Materials | 217 |
| 1 | Clerk - Pregnancy Related Services | 243 |
| 1 | Clerk - Special Education - High School | 193 |
| 1 | Clerk - Translator | 193 |
| 1 | Copy Clerk | 193 |

| | Minimum | Midpoint | Maximum |
|--------|---------|----------|---------|
| Hourly | \$11.28 | \$14.46 | \$17.65 |

2

| Pay Grade | Job Title | Days Worked |
|-----------|---|-------------|
| 2 | Clerk - Adult Education and Literacy | 217 |
| 2 | Clerk - Attendance Officers | 202 |
| 2 | Clerk - Audiology Support | 198 |
| 2 | Clerk - Career and Technical Education | 243 |
| 2 | Clerk - Drop Out Prevention | 243 |
| 2 | Clerk - Families in Transition | 243 |
| 2 | Clerk - Family Involvement Title I | 212 |
| 2 | Clerk - Family Literacy | 198 |
| 2 | Clerk - Food Service - 243 | 243 |
| 2 | Clerk - High School Counselor | 202 |
| 2 | Clerk - Image Processing | 243 |
| 2 | Clerk - Library Services | 243 |
| 2 | Clerk - Library Services - Technical Services | 243 |
| 2 | Clerk - Pre-Kinder Early Start Grant | 212 |
| 2 | Clerk - Records Management | 243 |
| 2 | Clerk - Special Education | 193, 243 |
| 2 | Clerk - Special Education ARD Support | 187 |
| 2 | Clerk - Special Education SHARS | 217 |
| 2 | Data Clerk - High School | 202, 222 |
| 2 | Data Clerk - Junior High | 202 |
| 2 | PEIMS Clerk - High School | 222 |
| 2 | Receptionist / PBX | 243 |
| 2 | Registrar - High School | 217 |

| | Minimum | Midpoint | Maximum |
|--------|---------|----------|---------|
| Hourly | \$12.97 | \$16.64 | \$20.31 |

3

| Pay Grade | Job Title | Days Worked |
|-----------|-----------------------------------|-------------|
| 3 | Clerk - Athletics/PE | 243 |
| 3 | Clerk - Bilingual/ESL | 243 |
| 3 | Clerk - Bilingual/ESL Testing | 202 |
| 3 | Clerk - Health Services | 243 |
| 3 | Clerk - Lunch Program | 212 |
| 3 | Clerk - Public Information | 243 |
| 3 | Clerk - Special Trips | 261 |
| 3 | Clerk - Student Services | 243 |
| 3 | Clerk - Title I Compliance | 243 |
| 3 | Clerk - Title III Compliance | 243 |
| 3 | Family Engagement Liaison | 183 |
| 3 | Guidance Technician - Elementary | 198 |
| 3 | Guidance Technician - High School | 198 |

| | Minimum | Midpoint | Maximum |
|--------|---------|----------|---------|
| Hourly | \$14.02 | \$17.97 | \$21.92 |

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| | | |
|---|---|-----|
| 3 | Guidance Technician - Junior High | 198 |
| 3 | Parent Instructor Title 1 | 212 |
| 3 | Secretary - Curriculum and Instruction | 243 |
| 3 | Secretary - Curriculum Coordinators | 243 |
| 3 | Secretary - Special Education Support Services | 243 |
| 3 | Secretary - Special Populations | 243 |
| 3 | Secretary - Student Development and Support Services | 243 |
| 3 | Secretary - Language Arts | 243 |
| 3 | Secretary - Special Education Curriculum Coordinators | 243 |
| 3 | Technician - PDC Facilities | 243 |
| 3 | Title I ECHS Family Engagement Liaison | 183 |

4

| Pay Grade | Job Title | Days Worked |
|-----------|---|-------------|
| 4 | Bookkeeper - High School | 217 |
| 4 | Clerk - Data Community Engagement Programs | 243 |
| 4 | Clerk - Energy Management | 261 |
| 4 | Clerk - Fine Arts | 243 |
| 4 | Clerk - Food Service Operations | 243 |
| 4 | Clerk - Maintenance | 261 |
| 4 | Clerk - Operations | 261 |
| 4 | Clerk - Room Reservations and Records Management | 243 |
| 4 | Clerk - State & Federal Programs Accounting | 243 |
| 4 | Clerk - Transportation Payroll/Certification | 261 |
| 4 | Secretary - Director Career and Technical Education | 243 |
| 4 | Secretary - Director Communications | 243 |
| 4 | Secretary - Director Drop Out Prevention | 243 |
| 4 | Secretary - Director Facility Planning & Construction | 261 |
| 4 | Secretary - Director Instructional Technology | 243 |
| 4 | Secretary - Director of World Languages | 243 |
| 4 | Secretary - Director State & Federal Programs | 243 |
| 4 | Secretary - Elementary | 212 |
| 4 | Secretary - Junior High | 243 |
| 4 | Secretary - Security | 261 |
| 4 | Secretary - Transportation | 261 |
| 4 | Secretary - Warehouse | 261 |
| 4 | Specialist - HR Customer Service/Employee Records | 243 |

| | Minimum | Midpoint | Maximum |
|--------|---------|----------|---------|
| Hourly | \$15.14 | \$19.41 | \$23.68 |

5

| Pay Grade | Job Title | Days Worked |
|-----------|--|-------------|
| 5 | Bookkeeper - Payroll | 243 |
| 5 | Clerk - Administration | 243 |
| 5 | Clerk - Administrative Accounts Payable | 243 |
| 5 | Clerk - Administrative Food Service | 243, 202 |
| 5 | Clerk - Food Service | 202 |
| 5 | Clerk - Purchasing | 243 |
| 5 | Clerk - Textbook Inventory Control | 243 |
| 5 | Secretary - Director Accounting | 243 |
| 5 | Secretary - Director Athletics/PE | 243 |
| 5 | Secretary - Director Budget/Cash Management | 243 |
| 5 | Secretary - Director Curriculum and Instruction | 243 |
| 5 | Secretary - Director Fine Arts | 243 |
| 5 | Secretary - Director Human Resources | 243 |
| 5 | Secretary - Director of Guidance and Counseling | 243 |
| 5 | Secretary - Director Parent and Community Engagement | 243 |

| | Minimum | Midpoint | Maximum |
|--------|---------|----------|---------|
| Hourly | \$16.35 | \$20.96 | \$25.57 |

2016-17 Administrative Support Pay Plan
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| | | |
|---|--|-----|
| 5 | Secretary - Director Special Education | 243 |
| 5 | Secretary - Director Technology Support | 243 |
| 5 | Secretary - High School | 243 |
| 5 | Secretary - Professional Learning | 243 |
| 5 | Secretary - Purchasing | 243 |
| 5 | Secretary - Senior Director Transformational Learning | 243 |
| 5 | Secretary - Student Services | 243 |
| 5 | Specialist - Food Service Lunch Office | 202 |
| 5 | Specialist - Grants Facilitator | 243 |
| 5 | Specialist - HR Senior Customer Service/Employee Records | 243 |
| 5 | Specialist - HR Staffing Support | 243 |
| 5 | Specialist - Library Srv Cataloger/Supervisor | 243 |
| 5 | Specialist - Records Management | 243 |

6

| Pay Grade | Job Title | Days Worked | Minimum | Midpoint | Maximum | |
|-----------|-------------------------------|-------------|---------|----------|---------|---------|
| 6 | Records Management Officer | 243 | Hourly | \$17.50 | \$22.43 | \$27.36 |
| 6 | Specialist - Accounts Payable | 243 | | | | |
| 6 | Specialist - Purchasing | 243 | | | | |
| 6 | Specialist - Risk Management | 261 | | | | |

7

| Pay Grade | Job Title | Days Worked | Minimum | Midpoint | Maximum | |
|-----------|---|-------------|---------|----------|---------|---------|
| 7 | Secretary - Administration | 243 | Hourly | \$18.72 | \$24.00 | \$29.28 |
| 7 | Secretary - Executive Director Educational Support Services | 243 | | | | |
| 7 | Secretary - Executive Director of Research and Accountability | 243 | | | | |
| 7 | Secretary - Executive Director Plant Services | 261 | | | | |
| 7 | Secretary - Executive Director Teaching and Learning | 243 | | | | |
| 7 | Secretary - Executive Director Transformational Learning | 243 | | | | |
| 7 | Specialist - FNS/Admin Support | 243 | | | | |

8

| Pay Grade | Job Title | Days Worked | Minimum | Midpoint | Maximum | |
|-----------|--|-------------|---------|----------|---------|---------|
| 8 | Secretary - Area Superintendent Elementary | 243 | Hourly | \$20.03 | \$25.68 | \$31.33 |
| 8 | Secretary - Area Superintendent Secondary | 243 | | | | |
| 8 | Secretary - Assistant Superintendent Administration | 243 | | | | |
| 8 | Secretary - Assistant Superintendent Human Resources | 243 | | | | |
| 8 | Secretary - Legal | 243 | | | | |

9

| Pay Grade | Job Title | Days Worked | Minimum | Midpoint | Maximum | |
|-----------|---|-------------|---------|----------|---------|---------|
| 9 | Secretary - Assistant Superintendent Technology & Telecom | 243 | Hourly | \$21.43 | \$27.48 | \$33.53 |
| 9 | Secretary - Chief Academic Officer | 243 | | | | |
| 9 | Secretary - Chief Financial Officer | 243 | | | | |
| 9 | Specialist - SNE Payroll | 243 | | | | |
| 9 | Specialist - Teacher/Monthly Payroll | 243 | | | | |

10

| Pay Grade | Job Title | Days Worked | Minimum | Midpoint | Maximum | |
|-----------|---------------------------------------|-------------|---------|----------|---------|---------|
| 10 | HR Specialist - Leaves and Retirement | 243 | Hourly | \$23.72 | \$30.23 | \$36.74 |
| 10 | Specialist - Assessment | 243 | | | | |
| 10 | Specialist - HR Staffing | 243 | | | | |
| 10 | Specialist - HR Substitute Services | 243 | | | | |
| 10 | Specialist - PDC Facilities | 243 | | | | |

2016-17 Educational Aides Pay Plan
Arlington ISD

1

| Pay Grade | Job Title | Days Worked |
|-----------|--|-------------|
| 1 | Classroom Assistant - Athletics/PE | 183 |
| 1 | Classroom Assistant - ESL/Bilingual | 183 |
| 1 | Classroom Assistant - Choices | 183 |
| 1 | Classroom Assistant - Elementary | 183 |
| 1 | Classroom Assistant - Title I Elementary | 183 |
| 1 | Classroom Assistant - Family Literacy | 183 |
| 1 | Classroom Assistant - Fresh Start | 183 |
| 1 | Classroom Assistant - High School | 183 |
| 1 | Classroom Assistant - Junior High At Risk | 183 |
| 1 | Classroom Assistant - Kindergarten (ESL/Bilingual) | 183 |
| 1 | Classroom Assistant - Music/Art | 183 |
| 1 | Classroom Assistant - Pre-K (ESL, Bilingual) | 183 |
| 1 | Classroom Assistant/Copy Clerk | 183 |

| | Minimum | Midpoint | Maximum |
|--------|---------|----------|---------|
| Hourly | \$11.64 | \$14.21 | \$16.78 |

2

| Pay Grade | Job Title | Days Worked |
|-----------|--|-------------|
| 2 | Classroom Assistant - ADA | 183 |
| 2 | Classroom Assistant Community Based Transition | 183 |
| 2 | Classroom Assistant - District | 183 |
| 2 | Classroom Assistant - ELL Intervention | 183 |
| 2 | Classroom Assistant Special Ed. - ABLE | 183 |
| 2 | Classroom Assistant Special Ed. - Alt. Curriculum | 183 |
| 2 | Classroom Assistant Special Ed. - Deaf Education | 183 |
| 2 | Classroom Assistant Special Ed. - Gap Inclusion | 183 |
| 2 | Classroom Assistant Special Ed. - Inclusion | 183 |
| 2 | Classroom Assistant Special Ed. - PPCD | 183 |
| 2 | Classroom Assistant Special Ed. - PREVOC | 183 |
| 2 | Classroom Assistant Special Ed. - SEAS | 183 |
| 2 | Classroom Assistant Special Ed. - Speech | 183 |
| 2 | Classroom Assistant Special Ed. - VAC | 183 |
| 2 | Classroom Assistant Special Ed. - Related Services | 183 |
| 2 | Clinic Assistant | 183 |
| 2 | Health Assistant | 183 |
| 2 | Library Assistant | 183 |

| | Minimum | Midpoint | Maximum |
|--------|---------|----------|---------|
| Hourly | \$12.47 | \$15.20 | \$17.93 |

3

| Pay Grade | Job Title | Days Worked |
|-----------|-------------------------------|-------------|
| 3 | Campus Technology Manager | 202 |
| 3 | Computer Lab Manager | 183 |
| 3 | STEM Lab Manager - Elementary | 183 |

| | Minimum | Midpoint | Maximum |
|--------|---------|----------|---------|
| Hourly | \$13.46 | \$16.42 | \$19.38 |

4

| Pay Grade | Job Title | Days Worked |
|-----------|-----------|-------------|
| 4 | Brailist | 193 |

| | Minimum | Midpoint | Maximum |
|--------|---------|----------|---------|
| Hourly | \$15.88 | \$19.37 | \$22.86 |

5

| Pay Grade | Job Title | Days Worked |
|-----------|------------------|-------------|
| 5 | Deaf Interpreter | 183 |

| | Minimum | Midpoint | Maximum |
|--------|---------|----------|---------|
| Hourly | \$19.85 | \$24.21 | \$28.57 |

2016-17 Manual Trades Pay Plan
Arlington ISD

| 1 | | | | | | |
|-----------|-------------------------|-------------|--------|---------|----------|---------|
| Pay Grade | Job Title | Days Worked | | Minimum | Midpoint | Maximum |
| 1 | Bus Attendant | 182 | Hourly | \$10.53 | \$12.83 | \$15.14 |
| 1 | Cafeteria Monitor | 178 | | | | |
| 1 | Custodian | 261 | | | | |
| 1 | Food Service Specialist | 182 | | | | |
| 1 | Laundry Helper | 261 | | | | |

| 2 | | | | | | |
|-----------|--------------------|-------------|--------|---------|----------|---------|
| Pay Grade | Job Title | Days Worked | | Minimum | Midpoint | Maximum |
| 2 | Groundskeeper | 261 | Hourly | \$11.78 | \$14.36 | \$16.95 |
| 2 | Laundry - Operator | 261 | | | | |

| 3 | | | | | | |
|-----------|--|-------------|--------|---------|----------|---------|
| Pay Grade | Job Title | Days Worked | | Minimum | Midpoint | Maximum |
| 3 | Assistant Head Custodian | 261 | Hourly | \$13.55 | \$16.52 | \$19.49 |
| 3 | Campus Security Officer | 261 | | | | |
| 3 | Food Service Lead | 185 | | | | |
| 3 | Grounds Equipment Operator | 261 | | | | |
| 3 | HVAC/Refrigeration - Air Filtration Mechanic | 261 | | | | |
| 3 | Irrigation Technician | 261 | | | | |
| 3 | Sewer Technician | 261 | | | | |
| 3 | Warehouse Worker | 261 | | | | |

| 4 | | | | | | |
|-----------|---|-------------|--------|---------|----------|---------|
| Pay Grade | Job Title | Days Worked | | Minimum | Midpoint | Maximum |
| 4 | Bus Driver | 182 | Hourly | \$14.49 | \$17.67 | \$20.85 |
| 4 | Crew Lead - Grounds Maintenance | 261 | | | | |
| 4 | Dispatcher - Security | 261 | | | | |
| 4 | Food Service Manager IV | 185 | | | | |
| 4 | Head Custodian | 261 | | | | |
| 4 | Image Processing Associate I | 261 | | | | |
| 4 | Laundry Driver | 261 | | | | |
| 4 | Paid Busing/Driver | 261 | | | | |
| 4 | Preventative Maintenance Vehicle Technician | 261 | | | | |
| 4 | Security - Corporal | 261 | | | | |
| 4 | Transportation - Fleet Technician | 261 | | | | |
| 4 | Transportation - Router | 261 | | | | |
| 4 | Parts Clerk | 261 | | | | |
| 4 | Warehouse Driver | 261 | | | | |
| 4 | Warehouse Driver - Food Service | 261 | | | | |
| 4 | Warehouse Driver - Textbooks | 261 | | | | |

| 5 | | | | | | |
|-----------|---------------------------------|-------------|--------|---------|----------|---------|
| Pay Grade | Job Title | Days Worked | | Minimum | Midpoint | Maximum |
| 5 | Building Maintenance Technician | 261 | Hourly | \$16.67 | \$20.32 | \$23.97 |
| 5 | Catering Manager | 243 | | | | |
| 5 | Equipment Repair - Operations | 261 | | | | |
| 5 | Food Service Manager V | 185 | | | | |
| 5 | Security - Segeant | 261 | | | | |
| 5 | Transportation - Dispatcher | 261 | | | | |

| 6 | | | | | | |
|-----------|----------------------------------|-------------|--------|---------|----------|---------|
| Pay Grade | Job Title | Days Worked | | Minimum | Midpoint | Maximum |
| 6 | Assistant Manager - School Store | 261 | Hourly | \$18.33 | \$22.35 | \$26.37 |

2016-17 Manual Trades Pay Plan
Arlington ISD

| | | |
|---|--|-----|
| 6 | Building Maintenance - Skilled General Maintenance | 261 |
| 6 | Building Maintenance - Skilled General Maintenance Painter | 261 |
| 6 | Food Service Liaison Manager | 185 |
| 6 | Food Service Manager VI | 185 |
| 6 | Food Service Warehouse Lead | 261 |
| 6 | Foreman - Laundry | 261 |
| 6 | Lead Parts Clerk | 261 |
| 6 | Image Processing Associate II | 261 |
| 6 | Licensed Pest Control Applicator | 261 |

7

| Pay Grade | Job Title | Days Worked |
|-----------|--|-------------|
| 7 | Crew Lead - General Maintenance | 261 |
| 7 | Custodian - Foreman | 261 |
| 7 | EMS/HVAC Technician | 261 |
| 7 | Fire Alarm Technician | 261 |
| 7 | Foreman - Grounds | 261 |
| 7 | Foreman - Regular Ed Router | 261 |
| 7 | Foreman - Special Ed Router | 261 |
| 7 | Foreman - Trips | 261 |
| 7 | Foreman - Warehouse | 261 |
| 7 | Grounds Mechanic | 261 |
| 7 | Heating & Air Conditioning Zone Lead | 261 |
| 7 | HVAC/Refrigeration - Mechanic | 261 |
| 7 | Image Processing Associate III | 261 |
| 7 | Integrated Pest Management (IPM) Coordinator | 261 |
| 7 | Journeyman Electrician | 261 |
| 7 | Journeyman Plumber | 261 |
| 7 | Safety Technician/Driver | 261 |
| 7 | Technician - Audio/Visual | 261 |
| 7 | Security Technician | 261 |
| 7 | Transportation - Preventive Maintenance Vehicle/Video Technician | 261 |
| 7 | Vehicle Mechanic | 261 |

| | Minimum | Midpoint | Maximum |
|--------|---------|----------|---------|
| Hourly | \$20.53 | \$25.03 | \$29.53 |

8

| Pay Grade | Job Title | Days Worked |
|-----------|---|-------------|
| 8 | Foreman - Building Maintenance | 261 |
| 8 | Foreman - Electrical | 261 |
| 8 | Foreman - Energy Management Systems | 261 |
| 8 | Foreman - Fire Systems | 261 |
| 8 | Foreman - HVAC | 261 |
| 8 | Foreman - Parts | 261 |
| 8 | Foreman - Plumbing | 261 |
| 8 | Foreman - Telecommunications | 261 |
| 8 | Foreman/Food Service Maintenance | 261 |
| 8 | Supervisor - Security Technician | 261 |
| 8 | Transportation - Maintenance Foreman/Vehicles | 261 |
| 8 | Lead Vehicle Mechanic | 261 |

| | Minimum | Midpoint | Maximum |
|--------|---------|----------|---------|
| Hourly | \$25.67 | \$31.29 | \$36.91 |