

COMPENSATION RESOURCE BOOK

HUMAN CAPITAL MANAGEMENT

SALARY HANDBOOK

**Dallas
Independent
School
District**



3807 Ross Avenue ♦ Dallas, Texas 75204
(972) 925-4200 ♦ www.dallasisd.org

2015-2016

**COMPENSATION
SALARY HANDBOOK**

2015-2016 School Year

Effective September 1, 2015

POSITION CLASSIFICATION

POSITION CLASSIFICATION SCHEDULE
TEACHER/RELATED INSTRUCTIONAL/PROFESSIONAL SUPPORT
23-STEP SCHEDULE

TEACHER EXCELLENCE INITIATIVE

<u>JOB CODE</u>	<u>POSITION TITLE</u>	<u>JOB NAME</u>	<u>GRADE GROUP</u>
6000	TEACHER CTU	6000.TEACHER.CTU.TEAC	TEI
6010	TEACHER CATE	6010.TEACHER.CATE.TEAC	TEI
6020	TEACHER CATE CAREER PREP	6020.TEACHER.CATE CAREER PREP.TEAC	TEI
6030	TEACHER CATE PEL	6030.TEACHER.CATE PEL.TEAC	TEI
6040	TEACHER CATE FCSCP/AG SCI	6040.TEACHER.CATE FCSCP/AG SCI.TEAC	TEI
6050	TEACHER VOCATIONAL ADJUSTMENT	6050.TEACHER.VOCATIONAL ADJUSTMENT.	TEI
6060	TEACHER SPECIAL EDUCATION	6060.TEACHER.SPECIAL EDUCATION.TEAC	TEI
6061	TEACHER SPEC ED/ADAPTIVE PE	6061.TEACHER.SPEC ED/ADAPTIVE PE.TEAC	TEI
6062	TEACHER SPEC ED/CENTRALIZED UNIT	6062.TEACHER.SPEC ED/CENTRALIZED UNIT.	TEI
6063	TEACHER SPEC ED/DEAF EDUCATION	6063.TEACHER.SPEC ED/DEAF EDUCATION.	TEI
6064	TEACHER SPEC ED/HOSPITAL/HOMEBOUND	6064.TEACHER.SPEC ED/HOSPITAL/HOME	TEI
60C0	TEACHER ACADEMY/VANGUARD	60C0.TEACHER.ACADEMY/VANGUARD.TEAC	TEI
60D0	TEACHER FINE ARTS	60D0.TEACHER.FINE ARTS.TEAC	TEI
60E0	TEACHER BASIC SKILLS	60E0.TEACHER.BASIC SKILLS.TEAC	TEI
60F0	TEACHER BILINGUAL	60F0.TEACHER.BILINGUAL.TEAC	TEI
60G0	TEACHER DUTY FREE	60G0.TEACHER.DUTY FREE.TEAC	TEI
60H0	TEACHER ESOL	60H0.TEACHER.ESOL.TEAC	TEI
60I0	TEACHER ALTERNATIVE EDUCATION	60I0.TEACHER.ALTERNATIVE.ED EDUCATION.	TEI
60J0	TEACHER TAG	60J0.TEACHER.TAG.TEAC	TEI
60K0	TEACHER PRE-K	60K0.TEACHER.PRE-K.TEAC	TEI
60KB	TEACHER PRE-K BILINGUAL	60KB.TEACHER.PRE-K BILINGUAL.TEAC	TEI
60KE	TEACHER PRE-K ESL	60KE.TEACHER.PRE-K ESL.TEAC	TEI
60M0	TEACHER READING IMPROVEMENT	60M0.TEACHER.READING IMPROVEMENT.	TEI
60P0	TEACHER NEWCOMER	60P0.TEACHER.NEWCOMER.TEAC	TEI
60S0	TEACHER MAGNET	60S0.TEACHER.MAGNET.TEAC	TEI
60W0	TEACHER ESL	60W0.TEACHER.ESL.TEAC	TEI
60X0	TEACHER READING DEMO/COMPUTER	60X0.TEACHER.READING DEMO/COMPUTER.	TEI
60Z0	TEACHER HONORS	60Z0.TEACHER.HONORS.TEAC	TEI
6100	TEACHER CLUSTER LEAD	6100.TEACHER.CLUSTER LEAD.TEAC	TEI
6120	TEACHER CATE DCP	6120.TEACHER.CATE DCP.TEAC	TEI
6150	TEACHER TITLE I	6150.TEACHER.TITLE I.P	TEI
6150	TEACHER TITLE I	6150.TEACHER.TITLE I.TEAC	TEI
6160	TEACHER 5-6	6160.TEACHER.5-6.TEAC	TEI
6180	TEACHER BILINGUAL TITLE 1	6180.TEACHER.BILINGUAL TITLE 1.TEAC	TEI
6190	TEACHER INSTRUMENTAL MUSIC	6190.TEACHER.INSTRUMENTAL MUSIC.TEAC	TEI
61F0	TEACHER BILINGUAL 5-6 GRADE	61F0.TEACHER.BILINGUAL 5-6 GRADE.TEAC	TEI
61W0	TEACHER ESL 5-6	61W0.TEACHER.ESL 5-6.TEAC	TEI
6200	TEACHER ROTC HS	6200.TEACHER.ROTC HS.TEAC	TEI
6210	TEACHER ROTC MS	6210.TEACHER.ROTC MS.TEAC	TEI
6290	TEACHER CATE - MS	6290.TEACHER.CATE - MS.TEAC	TEI
6860	SOCIAL SERVICES ADVISOR	6860.ADVISOR.SOCIAL SERVICES.ADMN	TEI
6000	TEACHER CTU	6000.TEACHER.CTU.TEAC	TEI
6010	TEACHER CATE	6010.TEACHER.CATE.TEAC	TEI
6020	TEACHER CATE CAREER PREP	6020.TEACHER.CATE CAREER PREP.TEAC	TEI
6030	TEACHER CATE PEL	6030.TEACHER.CATE PEL.TEAC	TEI
6040	TEACHER CATE FCSCP/AG SCI	6040.TEACHER.CATE FCSCP/AG SCI.TEAC	TEI
6050	TEACHER VOCATIONAL ADJUSTMENT	6050.TEACHER.VOCATIONAL ADJUSTMENT	TEI
6060	TEACHER SPECIAL EDUCATION	6060.TEACHER.SPECIAL EDUCATION.TEAC	TEI
6062	TEACHER SPEC ED/CENTRALIZED UNIT	6062.TEACHER.SPEC ED/CENTRALIZED UNIT.	TEI

POSITION CLASSIFICATION SCHEDULE
TEACHER/RELATED INSTRUCTIONAL/PROFESSIONAL SUPPORT
23-STEP SCHEDULE

TEACHER

<u>JOB CODE</u>	<u>POSITION TITLE</u>	<u>JOB NAME</u>	<u>GRADE GROUP</u>
6061	TEACHER SPEC ED/ADAPTIVE PE	6061.TEACHER.SPEC ED/ADAPTIVE PE.TEAC	TEACHER
6065	TEACHER SPEC ED/ITINERANT VISION	6065.TEACHER.SPEC ED/ITINERANT VISION.	TEACHER
6066	TEACHER SPEC ED/ITINERANT	6066.TEACHER.SPEC ED/ITINERANT.TEAC	TEACHER
6310	TEACHER ITINERANT	6310.TEACHER.ITINERANT.TEAC	TEACHER

RELATED INSTRUCTIONAL

<u>JOB CODE</u>	<u>POSITION TITLE</u>	<u>JOB NAME</u>	<u>GRADE GROUP</u>
4490	SPECIALIST DRUG PREVENTION	4490.SPECIALIST.DRUG PREVENTION.ADMN	RELATED INSTRUCTIONAL
6710	AUDIOLOGIST	6710.AUDIOLOGIST.N/A.APSY	RELATED INSTRUCTIONAL
6720	INTERN PSYCHOLOGY	6720.INTERN.PSYCHOLOGY.PSYL	RELATED INSTRUCTIONAL
6750	NURSE STAFF DEGREED	6750.NURSE.STAFF DEGREED.NURS	RELATED INSTRUCTIONAL
6775	SPECIALIST INSTRUCTIONAL	6775.SPECIALIST.INSTRUCTIONAL.INSS	RELATED INSTRUCTIONAL
6776	INSTRUCTIONAL COACH	6776.COACH.INSTRUCTIONAL.INSS	RELATED INSTRUCTIONAL
6785	SPECIALIST MEDIA	6785.SPECIALIST.MEDIA.LIBR	RELATED INSTRUCTIONAL
6825	TRAINER	6825.TRAINER.N/A.THER	RELATED INSTRUCTIONAL
6930	MOBILITY THERAPIST	6930.THERAPIST.MOBILITY.THER	RELATED INSTRUCTIONAL

PROFESSIONAL SUPPORT

<u>JOB CODE</u>	<u>POSITION TITLE</u>	<u>JOB NAME</u>	<u>GRADE GROUP</u>
6870	COUNSELOR	6870.COUNSELOR.N/A.COUN	PROFESSIONAL SUPPORT
6880	EDUCATIONAL DIAGNOSTICIAN	6880.DIAGNOSTICIAN.EDUCATIONAL.DIAG	PROFESSIONAL SUPPORT
6890	LICENSED SPECIAL SCHOOL PSYCHOLOGIST	6890.PSYCHOLOGIST.LICENSED SPECIAL	PROFESSIONAL SUPPORT
6910	SOCIAL WORKER	6910.SOCIAL WORKER.N/A.ADMN	PROFESSIONAL SUPPORT
6920	TEACHER VISITING	6920.TEACHER.VISITING.ADMN	PROFESSIONAL SUPPORT
6937	PSYCHOTHERAPIST	6937.PSYCHOTHERAPIST.LICENSED.THER	PROFESSIONAL SUPPORT
6940	SPEECH THERAPIST	6940.THERAPIST.SPEECH.TEAC	PROFESSIONAL SUPPORT

POSITION CLASSIFICATION SCHEDULE

CAMPUS LEADERSHIP			
<u>JOB CODE</u>	<u>POSITION TITLE</u>	<u>JOB NAME</u>	<u>GRADE CODE</u>
2010	PRINCIPAL – HIGH SCHOOL	2010.PRINCIPAL.HS.PRIN	PEI
2011	PRINCIPAL – MIDDLE SCHOOL	2011.PRINCIPAL.MS.PRIN	PEI
2012	PRINCIPAL – ELEMENTARY SCHOOL	2012.PRINCIPAL.ES.PRIN	PEI
2030	ASSISTANT PRINCIPAL – HIGH SCHOOL	2030.PRINCIPAL ASSISTANT.HS.APRN	4
2031	ASSISTANT PRINCIPAL – MIDDLE SCHOOL	2031.PRINCIPAL ASSISTANT.MS.APRN	5
2032	ASSISTANT PRINCIPAL – ELEMENTARY SCH	2032.PRINCIPAL ASSISTANT.ES.APRN	6

POSITION CLASSIFICATION SCHEDULE

EXECUTIVE LEADERSHIP			
<u>JOB CODE</u>	<u>POSITION TITLE</u>	<u>JOB NAME</u>	<u>GRADE CODE</u>
1010	DEPUTY SUPERINTENDENT	1010.DEPUTY SUPERINTENDENT.N/A.ADMN	14
1205	CHIEF OF TRANSFORMATION AND INNOVATION	1205.CHIEF OF TRANSFORMATION AND INNOV.N/A.ADMN	14
1206	CHIEF TECHNOLOGY OFFICER	1206.CHIEF TECHNOLOGY OFFICER.N/A.ADMN	14
1211	CHIEF OPERATING OFFICER	1211.CHIEF OPERATING OFFICER.N/A.ADMN	14
1212	CHIEF OF SCHOOLS OFFICER	1212.CHIEF OF SCHOOLS OFFICER.N/A.ADMN	14
1213	CHIEF ACADEMIC IMPRV AND ACCNTBLTY	1213.CHIEF ACADEMIC IMPRV AND ACCNTBLTY.N/A.ADMN	14
1216	CHIEF HUMAN CAPITAL MANAGEMENT	1216.CHIEF HUMAN CAPITAL MANAGEMENT.N/A.ADMN	14
1217	CHIEF FINANCIAL OFFICER	1217.CHIEF FINANCIAL OFFICER.N/A.ADMN	14
1218	CHIEF OF INTERNAL AUDIT OFFICER	1218.CHIEF OF INTERNAL AUDIT OFFICER.N/A.ADMN	14
1400	ASSISTANT SUPERINTENDENT	1400.ASSISTANT SUPERINTENDENT.DIVISION.ADMN	13
1509	DEPUTY CHIEF	1509.DEPUTY CHIEF.N/A.ADMN	13
1475	CHIEF POLICE	1475.CHIEF.POLICE.ADMN	12
1485	DEPUTY CHIEF OF STAFF	1485.CHIEF OF STAFF.DEPUTY.DMN	12
1504	DIRECTOR EXECUTIVE SENIOR	1504.DIRECTOR.SENIOR EXECUTIVE.ADMN	12
1512	DIRECTOR EXECUTIVE	1512.DIRECTOR.EXECUTIVE (BS).ADMN	12,11
1519	DIRECTOR EXECUTIVE	1519.DIRECTOR.EXECUTIVE (BS-CFO).ADMN	12,11
1520	DIRECTOR EXECUTIVE	1520.DIRECTOR.EXECUTIVE.ADMN	12,11
1505	SPECIAL PROJECTS OFFICER	1505.SPECIAL PROJECTS OFFICER.N/A.ADMN	11
1512	DIRECTOR EXECUTIVE	1512.DIRECTOR.EXECUTIVE (CS).ADMN	11
1512	DIRECTOR EXECUTIVE	1512.DIRECTOR.EXECUTIVE (PUR).ADMN	11
1514	DIRECTOR EXECUTIVE	1514.DIRECTOR.EXECUTIVE (SCH).ADMN	11
1516	DIRECTOR EXECUTIVE	1516.DIRECTOR.EXECUTIVE (COS).ADMN	11
1518	DIRECTOR EXECUTIVE	1518.DIRECTOR.EXECUTIVE (TL).ADMN	11

POSITION CLASSIFICATION SCHEDULE

POSITION CLASSIFICATION SCHEDULE

TEACHER EXCELLENCE INITIATIVE

		LEVEL									
GRADE	DAYS	UNSAT	NOVICE	PROG I	PROG II	PROF I	PROF II	PROF III	EXEM I	EXEM II	MASTER
TEI	187/193	\$47,000	\$50,000	\$51,000	\$53,000	\$56,000	\$60,000	\$65,000	\$74,000	\$82,000	\$90,000
TEI	195	\$49,011	\$52,139	\$53,182	\$55,267	\$58,396	\$62,567	\$67,781	\$77,166	\$85,508	\$93,850
TEI	205	\$51,524	\$54,813	\$55,909	\$58,102	\$61,390	\$65,775	\$71,257	\$81,123	\$89,893	\$98,663
TEI	207	\$52,027	\$55,348	\$56,455	\$58,668	\$61,989	\$66,417	\$71,952	\$81,914	\$90,770	\$99,626
TEI	215	\$54,037	\$57,487	\$58,636	\$60,936	\$64,385	\$68,984	\$74,733	\$85,080	\$94,278	\$103,476
TEI	226	\$56,802	\$60,428	\$61,636	\$64,053	\$67,679	\$72,513	\$78,556	\$89,433	\$99,102	\$108,770

NEWLY HIRED TEACHER COMPENSATION

PAY GRADE	DAYS	LEVEL	
TEI	187/193	NOVICE	\$50,000
TEI	187/193	2 ND YEAR TEACHER	\$51,000
TEI	187/193	VETERAN TEACHER	\$52,000 TO \$58,000

*SALARIES FOR DAYS BEYOND 193 WILL BE ADJUSTED BASED ON THE APPLICABLE DAILY RATE.

SALARY SCHEDULE TEACHER POSITIONS

THIS SCHEDULE IS FOR TEACHERS NOT EVALUATED ON THE TEACHER EXCELLENCE INITIATIVE (TEI) EVALUATION TOOL. THE BASE SCHEDULES ARE 187/193-DAYS. EXTENDED-DAY SCHEDULES FOR 195, 202, 205, 207, 215, AND 226 DAYS ARE BASED ON THE 187-DAY SCHEDULES FOR EACH OF THE DEGREES LISTED BELOW. ALL SALARIES REFLECTED ON THESE SCHEDULES ARE AN ANNUAL, 100 PERCENT FULL-TIME EQUIVALENT (FTE) ASSIGNMENT. PART-TIME TEACHER SALARIES WOULD BE A REFLECTION OF THE EMPLOYEE'S FTE PERCENT OF THAT ASSIGNMENT OR THE HOURLY RATE OF THE BASE SALARY SCHEDULE. (NOTE: CYS INDICATES CREDITABLE YEARS OF SERVICE FOR ALL SALARY SCHEDULES.) NEITHER PAST NOR FUTURE SALARIES CAN BE PREDICTED OR CALCULATED FROM THIS SCHEDULE. ONLY SALARY INFORMATION REGARDING THE 2015-2016 SCHOOL YEAR CAN BE OBTAINED FROM THESE SCHEDULES.

BACHELOR'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
0	0-4	\$50,000	\$52,139	\$54,011	\$54,813	\$55,348	\$57,487	\$60,428
1	5	\$50,250	\$52,400	\$54,281	\$55,087	\$55,624	\$57,774	\$60,730
2	6	\$50,501	\$52,662	\$54,552	\$55,362	\$55,902	\$58,063	\$61,034
3	7-8	\$50,752	\$52,923	\$54,823	\$55,638	\$56,180	\$58,352	\$61,337
4	9	\$51,672	\$53,883	\$55,817	\$56,646	\$57,199	\$59,409	\$62,449
5	10	\$52,592	\$54,842	\$56,810	\$57,654	\$58,217	\$60,467	\$63,560
6	11	\$53,512	\$55,802	\$57,805	\$58,663	\$59,235	\$61,524	\$64,672
7	12	\$54,432	\$56,760	\$58,798	\$59,671	\$60,253	\$62,582	\$65,784
8	13	\$55,351	\$57,719	\$59,791	\$60,680	\$61,272	\$63,639	\$66,895
9	14-15	\$56,271	\$58,679	\$60,785	\$61,687	\$62,290	\$64,697	\$68,007
10	16-17	\$57,191	\$59,638	\$61,778	\$62,696	\$63,308	\$65,755	\$69,118
11	18	\$58,111	\$60,596	\$62,773	\$63,704	\$64,325	\$66,812	\$70,231
12	19-21	\$59,031	\$61,556	\$63,766	\$64,713	\$65,344	\$67,869	\$71,342
13	22-23	\$60,806	\$63,408	\$65,683	\$66,660	\$67,310	\$69,911	\$73,488
14	24-25	\$61,726	\$64,367	\$66,678	\$67,668	\$68,328	\$70,969	\$74,599
15	26-27	\$63,092	\$65,791	\$68,153	\$69,165	\$69,840	\$72,539	\$76,250
16	28-29	\$64,012	\$66,750	\$69,146	\$70,173	\$70,858	\$73,596	\$77,362
17	30-31	\$64,931	\$67,709	\$70,140	\$71,182	\$71,876	\$74,654	\$78,473
18	32-33	\$65,851	\$68,668	\$71,133	\$72,190	\$72,894	\$75,711	\$79,584
19	34-35	\$66,771	\$69,628	\$72,127	\$73,198	\$73,912	\$76,769	\$80,697
20	36-37	\$67,691	\$70,587	\$73,121	\$74,206	\$74,930	\$77,826	\$81,808
21	38-39	\$68,613	\$71,549	\$74,116	\$75,217	\$75,951	\$78,886	\$82,923
22	40+	\$69,533	\$72,507	\$75,110	\$76,225	\$76,969	\$79,944	\$84,034
PAY GRADE		001B	0M1B	0N1B	0P1B	0V1B	0R1B	0U1B

MASTER'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
0	0-4	\$50,000	\$52,139	\$54,011	\$54,813	\$55,348	\$57,487	\$60,428
1	5	\$50,156	\$52,302	\$54,179	\$54,983	\$55,520	\$57,666	\$60,617
2	6	\$50,915	\$53,093	\$54,999	\$55,816	\$56,360	\$58,538	\$61,534
3	7-8	\$51,835	\$54,052	\$55,992	\$56,824	\$57,378	\$59,595	\$62,645
4	9	\$52,754	\$55,012	\$56,986	\$57,833	\$58,396	\$60,654	\$63,756
5	10	\$53,674	\$55,970	\$57,980	\$58,840	\$59,415	\$61,711	\$64,869
6	11	\$54,594	\$56,929	\$58,973	\$59,849	\$60,433	\$62,768	\$65,980
7	12	\$55,514	\$57,889	\$59,967	\$60,857	\$61,451	\$63,825	\$67,091
8	13	\$56,434	\$58,848	\$60,960	\$61,866	\$62,470	\$64,884	\$68,203
9	14-15	\$57,353	\$59,806	\$61,953	\$62,874	\$63,488	\$65,941	\$69,315
10	16-17	\$59,692	\$62,246	\$64,480	\$65,438	\$66,076	\$68,630	\$72,140
11	18	\$60,612	\$63,204	\$65,474	\$66,446	\$67,095	\$69,687	\$73,253
12	19-21	\$62,255	\$64,918	\$67,249	\$68,248	\$68,914	\$71,577	\$75,239
13	22-23	\$65,042	\$67,824	\$70,259	\$71,303	\$71,998	\$74,781	\$78,606
14	24-25	\$65,962	\$68,784	\$71,253	\$72,310	\$73,016	\$75,838	\$79,719

**SALARY SCHEDULE
TEACHER POSITIONS**

MASTER'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
15	26-27	\$69,500	\$72,474	\$75,075	\$76,190	\$76,933	\$79,907	\$83,995
16	28-29	\$70,420	\$73,433	\$76,069	\$77,198	\$77,951	\$80,964	\$85,106
17	30-31	\$71,340	\$74,391	\$77,062	\$78,207	\$78,970	\$82,021	\$86,218
18	32-33	\$72,260	\$75,351	\$78,055	\$79,215	\$79,988	\$83,080	\$87,330
19	34-35	\$73,179	\$76,310	\$79,050	\$80,223	\$81,006	\$84,137	\$88,442
20	36-37	\$74,099	\$77,269	\$80,043	\$81,231	\$82,025	\$85,194	\$89,553
21	38-39	\$75,041	\$78,251	\$81,060	\$82,264	\$83,067	\$86,276	\$90,691
22	40+	\$75,960	\$79,210	\$82,054	\$83,272	\$84,085	\$87,334	\$91,803
PAY GRADE		001M	0M1M	0N1M	0P1M	0V1M	0R1M	0U1M

DOCTORATE DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
0	0-4	\$52,050	\$54,277	\$56,225	\$57,060	\$57,616	\$59,843	\$62,906
1	5	\$52,320	\$54,558	\$56,517	\$57,357	\$57,916	\$60,155	\$63,232
2	6	\$53,079	\$55,349	\$57,337	\$58,188	\$58,756	\$61,027	\$64,149
3	7-8	\$53,999	\$56,309	\$58,330	\$59,196	\$59,774	\$62,084	\$65,260
4	9	\$54,919	\$57,268	\$59,324	\$60,205	\$60,792	\$63,142	\$66,372
5	10	\$55,838	\$58,228	\$60,317	\$61,213	\$61,811	\$64,199	\$67,484
6	11	\$56,758	\$59,186	\$61,311	\$62,222	\$62,829	\$65,257	\$68,595
7	12	\$57,678	\$60,145	\$62,304	\$63,230	\$63,847	\$66,314	\$69,707
8	13	\$58,598	\$61,105	\$63,298	\$64,238	\$64,865	\$67,372	\$70,819
9	14-15	\$59,692	\$62,246	\$64,480	\$65,438	\$66,076	\$68,630	\$72,140
10	16-17	\$62,255	\$64,918	\$67,249	\$68,248	\$68,914	\$71,577	\$75,239
11	18	\$63,175	\$65,878	\$68,243	\$69,257	\$69,932	\$72,635	\$76,351
12	19-21	\$65,042	\$67,824	\$70,259	\$71,303	\$71,998	\$74,781	\$78,606
13	22-23	\$68,163	\$71,079	\$73,631	\$74,723	\$75,453	\$78,369	\$82,378
14	24-25	\$69,082	\$72,038	\$74,624	\$75,732	\$76,471	\$79,426	\$83,490
15	26-27	\$71,786	\$74,857	\$77,543	\$78,695	\$79,463	\$82,534	\$86,757
16	28-29	\$72,705	\$75,815	\$78,537	\$79,703	\$80,481	\$83,591	\$87,868
17	30-31	\$73,625	\$76,775	\$79,531	\$80,712	\$81,500	\$84,650	\$88,980
18	32-33	\$74,545	\$77,734	\$80,525	\$81,720	\$82,518	\$85,707	\$90,092
19	34-35	\$75,465	\$78,693	\$81,518	\$82,729	\$83,536	\$86,764	\$91,203
20	36-37	\$76,385	\$79,653	\$82,511	\$83,738	\$84,555	\$87,821	\$92,315
21	38-39	\$77,281	\$80,586	\$83,480	\$84,719	\$85,546	\$88,852	\$93,398
22	40+	\$78,200	\$81,546	\$84,473	\$85,728	\$86,564	\$89,910	\$94,510
PAY GRADE		001D	0M1D	0N1D	0P1D	0V1D	0R1D	0U1D

SALARY SCHEDULE RELATED INSTRUCTIONAL PERSONNEL

THE BASE SCHEDULES ARE 185/187/193-DAYS. EXTENDED-DAY SCHEDULES FOR 195, 200, 205, 215, 217, AND 226 DAYS ARE BASED ON THE 185-DAY SCHEDULES FOR EACH OF THE DEGREES LISTED BELOW. ALL SALARIES REFLECTED ON THESE SCHEDULES ARE AN ANNUAL, 100 PERCENT FULL-TIME EQUIVALENT (FTE) ASSIGNMENT. PART-TIME SALARIES WOULD BE A REFLECTION OF THE EMPLOYEE'S FTE PERCENT OF THAT ASSIGNMENT OR THE HOURLY RATE OF THE BASE SALARY SCHEDULE. (NOTE: CYS INDICATES CREDITABLE YEARS OF SERVICE FOR ALL SALARY SCHEDULES.) NEITHER PAST NOR FUTURE SALARIES CAN BE PREDICTED OR CALCULATED FROM THIS SCHEDULE. ONLY SALARY INFORMATION REGARDING THE 2015-2016 SCHOOL YEAR CAN BE OBTAINED FROM THESE SCHEDULES.

BACHELOR'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		185/187/193	195	200	205	215	217	226
0	0-4	\$48,804	\$51,442	\$52,761	\$54,080	\$56,718	\$57,245	\$59,619
1	5	\$49,074	\$51,726	\$53,053	\$54,380	\$57,032	\$57,562	\$59,950
2	6	\$49,833	\$52,526	\$53,873	\$55,219	\$57,914	\$58,453	\$60,877
3	7-8	\$50,752	\$53,496	\$54,868	\$56,239	\$58,983	\$59,532	\$62,000
4	9	\$51,672	\$54,465	\$55,862	\$57,258	\$60,051	\$60,611	\$63,124
5	10	\$52,592	\$55,435	\$56,857	\$58,277	\$61,120	\$61,689	\$64,248
6	11	\$53,512	\$56,404	\$57,851	\$59,297	\$62,189	\$62,768	\$65,371
7	12	\$54,432	\$57,374	\$58,844	\$60,316	\$63,258	\$63,847	\$66,495
8	13	\$55,351	\$58,343	\$59,839	\$61,336	\$64,328	\$64,926	\$67,618
9	14-15	\$56,271	\$59,313	\$60,833	\$62,355	\$65,397	\$66,005	\$68,743
10	16-17	\$57,191	\$60,283	\$61,828	\$63,374	\$66,465	\$67,084	\$69,866
11	18	\$58,111	\$61,252	\$62,822	\$64,394	\$67,534	\$68,163	\$70,989
12	19-21	\$59,031	\$62,222	\$63,817	\$65,412	\$68,603	\$69,241	\$72,113
13	22-23	\$60,806	\$64,093	\$65,737	\$67,380	\$70,667	\$71,325	\$74,282
14	24-25	\$61,726	\$65,062	\$66,731	\$68,400	\$71,736	\$72,403	\$75,406
15	26-27	\$63,092	\$66,503	\$68,207	\$69,912	\$73,323	\$74,005	\$77,074
16	28-29	\$64,012	\$67,472	\$69,201	\$70,932	\$74,392	\$75,084	\$78,198
17	30-31	\$64,931	\$68,441	\$70,196	\$71,951	\$75,460	\$76,163	\$79,321
18	32-33	\$65,851	\$69,410	\$71,190	\$72,970	\$76,530	\$77,242	\$80,446
19	34-35	\$66,771	\$70,380	\$72,185	\$73,990	\$77,599	\$78,320	\$81,569
20	36-37	\$67,691	\$71,349	\$73,179	\$75,009	\$78,668	\$79,399	\$82,692
21	38-39	\$68,613	\$72,321	\$74,176	\$76,031	\$79,739	\$80,481	\$83,819
22	40+	\$69,533	\$73,291	\$75,170	\$77,050	\$80,808	\$81,560	\$84,943
PAY GRADE		S06B S50B S00B S85 LSBA			S51B	S08B S63B OPEB		S09B

MASTER'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		185/187/193	195	200	205	215	217	226
0	0-4	\$49,886	\$52,582	\$53,931	\$55,279	\$57,976	\$58,514	\$60,942
1	5	\$50,156	\$52,867	\$54,223	\$55,579	\$58,289	\$58,832	\$61,272
2	6	\$50,915	\$53,667	\$55,043	\$56,419	\$59,171	\$59,722	\$62,199
3	7-8	\$51,835	\$54,636	\$56,037	\$57,438	\$60,240	\$60,801	\$63,322
4	9	\$52,754	\$55,606	\$57,032	\$58,457	\$61,310	\$61,880	\$64,446
5	10	\$53,674	\$56,575	\$58,026	\$59,476	\$62,378	\$62,959	\$65,570
6	11	\$54,594	\$57,545	\$59,021	\$60,496	\$63,447	\$64,038	\$66,693
7	12	\$55,514	\$58,514	\$60,015	\$61,515	\$64,516	\$65,116	\$67,816
8	13	\$56,434	\$59,484	\$61,009	\$62,535	\$65,585	\$66,195	\$68,941
9	14-15	\$57,353	\$60,454	\$62,003	\$63,554	\$66,654	\$67,274	\$70,064
10	16-17	\$59,692	\$62,919	\$64,532	\$66,144	\$69,371	\$70,017	\$72,921
11	18	\$60,612	\$63,888	\$65,527	\$67,164	\$70,440	\$71,096	\$74,044

**SALARY SCHEDULE
RELATED INSTRUCTIONAL PERSONNEL**

MASTER'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		185/187/193	195	200	205	215	217	226
12	19-21	\$62,255	\$65,621	\$67,303	\$68,986	\$72,350	\$73,023	\$76,052
13	22-23	\$65,042	\$68,558	\$70,315	\$72,073	\$75,589	\$76,293	\$79,457
14	24-25	\$65,962	\$69,527	\$71,309	\$73,093	\$76,658	\$77,371	\$80,580
15	26-27	\$69,500	\$73,257	\$75,136	\$77,013	\$80,770	\$81,521	\$84,903
16	28-29	\$70,420	\$74,227	\$76,129	\$78,033	\$81,840	\$82,600	\$86,026
17	30-31	\$71,340	\$75,196	\$77,124	\$79,052	\$82,909	\$83,679	\$87,151
18	32-33	\$72,260	\$76,166	\$78,118	\$80,071	\$83,978	\$84,758	\$88,274
19	34-35	\$73,179	\$77,134	\$79,113	\$81,091	\$85,046	\$85,837	\$89,397
20	36-37	\$74,099	\$78,104	\$80,107	\$82,110	\$86,115	\$86,916	\$90,521
21	38-39	\$75,041	\$79,096	\$81,125	\$83,153	\$87,209	\$88,021	\$91,672
22	40+	\$75,960	\$80,066	\$82,120	\$84,173	\$88,278	\$89,099	\$92,795
PAY GRADE		S06M, S50M OPAM S00M LSMA			S51M S07M	OPEM S63M S08M		S09M

DOCTORATE DEGREE									
STEP	CYS	LENGTH OF CONTRACT/DAYS							
		185/187/193	195	200	205	215	217	226	226 PSY INTERN
0	0-4	\$52,050	\$54,863	\$56,270	\$57,677	60,490	61,053	63,585	31,793
1	5	\$52,320	\$55,149	\$56,562	\$57,977	60,805	61,370	63,915	31,958
2	6	\$53,079	\$55,948	\$57,383	\$58,817	61,686	62,260	64,843	32,421
3	7-8	\$53,999	\$56,917	\$58,377	\$59,837	62,755	63,340	65,966	32,983
4	9	\$54,919	\$57,887	\$59,371	\$60,856	63,824	64,418	67,090	33,546
5	10	\$55,838	\$58,856	\$60,366	\$61,874	64,894	65,497	68,213	34,107
6	11	\$56,758	\$59,826	\$61,360	\$62,894	65,963	66,576	69,337	34,669
7	12	\$57,678	\$60,796	\$62,355	\$63,913	67,031	67,655	70,461	35,231
8	13	\$58,598	\$61,765	\$63,349	\$64,932	68,100	68,734	71,584	35,792
9	14-15	\$59,692	\$62,919	\$64,532	\$66,144	69,371	70,017	72,921	36,461
10	16-17	\$62,255	\$65,621	\$67,303	68,986	72,350	73,023	76,052	38,027
11	18	\$63,175	\$66,590	\$68,298	70,004	73,420	74,102	77,176	38,588
12	19-21	\$65,042	\$68,558	\$70,315	72,073	75,589	76,293	79,457	39,729
13	22-23	\$68,163	\$71,847	\$73,689	75,532	79,216	79,953	83,269	41,634
14	24-25	\$69,082	\$72,817	\$74,683	76,551	80,284	81,032	84,392	42,196
15	26-27	\$71,786	\$75,666	\$77,606	79,546	83,427	84,203	87,695	43,847
16	28-29	\$72,705	\$76,636	\$78,601	80,566	84,495	85,282	88,818	44,409
17	30-31	\$73,625	\$77,605	\$79,595	81,584	85,564	86,361	89,942	44,972
18	32-33	\$74,545	\$78,575	\$80,590	82,603	86,633	87,439	91,066	45,533
19	34-35	\$75,465	\$79,544	\$81,583	83,623	87,702	88,518	92,189	46,095
20	36-37	\$76,385	\$80,514	\$82,578	84,642	88,772	89,597	93,313	46,657
21	38-39	\$77,281	\$81,458	\$83,546	85,636	89,813	90,648	94,407	47,204
22	40+	\$78,200	\$82,427	\$84,540	86,655	90,882	91,727	95,532	47,766
PAY GRADE		S06D S50D LSDA			S51D	S08D		S13 S09D	S86

SALARY SCHEDULE

PROFESSIONAL SUPPORT EMPLOYEES/185-DAY SCHEDULES

THE BASE SCHEDULES ARE 185 DAYS. EXTENDED-DAY SCHEDULES FOR 195, 200, 205, 215, 217, AND 226 DAYS ARE BASED ON THE 185-DAY SCHEDULES FOR EACH OF THE DEGREES LISTED BELOW. ALL SALARIES REFLECTED ON THESE SCHEDULES ARE AN ANNUAL, 100 PERCENT FULL-TIME EQUIVALENT (FTE) ASSIGNMENT. PART-TIME SALARIES WOULD BE A REFLECTION OF THE EMPLOYEE'S FTE PERCENT OF THAT ASSIGNMENT OR THE HOURLY RATE OF THE BASE SALARY SCHEDULE. (NOTE: CYS INDICATES CREDITABLE YEARS OF SERVICE FOR ALL SALARY SCHEDULES.) NEITHER PAST NOR FUTURE SALARIES CAN BE PREDICTED OR CALCULATED FROM THIS SCHEDULE. ONLY SALARY INFORMATION REGARDING THE 2015-2016 SCHOOL YEAR CAN BE OBTAINED FROM THESE SCHEDULES.

		BACHELOR'S DEGREE							
STEP	CYS	LENGTH OF CONTRACT/DAYS							
		185	195	200	205	210	215	217	226
0	0-4	\$50,968	\$53,723	\$55,100	\$56,478	\$57,855	\$59,233	\$59,784	\$62,263
1	5	\$51,238	\$54,007	\$55,393	\$56,778	\$58,163	\$59,547	\$60,101	\$62,594
2	6	\$51,997	\$54,807	\$56,213	\$57,618	\$59,023	\$60,429	\$60,991	\$63,520
3	7-8	\$52,917	\$55,777	\$57,207	\$58,638	\$60,067	\$61,498	\$62,070	\$64,645
4	9	\$53,836	\$56,746	\$58,202	\$59,656	\$61,112	\$62,567	\$63,149	\$65,768
5	10	\$54,756	\$57,716	\$59,196	\$60,675	\$62,156	\$63,636	\$64,228	\$66,891
6	11	\$55,676	\$58,685	\$60,191	\$61,695	\$63,200	\$64,704	\$65,307	\$68,015
7	12	\$56,596	\$59,655	\$61,185	\$62,714	\$64,244	\$65,773	\$66,386	\$69,139
8	13	\$57,516	\$60,625	\$62,180	\$63,734	\$65,289	\$66,842	\$67,465	\$70,262
9	14-15	\$58,435	\$61,594	\$63,173	\$64,753	\$66,332	\$67,912	\$68,544	\$71,386
10	16-17	\$59,355	\$62,564	\$64,167	\$65,772	\$67,376	\$68,981	\$69,622	\$72,509
11	18	\$60,275	\$63,533	\$65,162	\$66,792	\$68,420	\$70,050	\$70,701	\$73,634
12	19-21	\$61,195	\$64,503	\$66,156	\$67,811	\$69,464	\$71,118	\$71,780	\$74,757
13	22-23	\$62,971	\$66,375	\$68,076	\$69,778	\$71,480	\$73,183	\$73,863	\$76,927
14	24-25	\$63,890	\$67,343	\$69,071	\$70,798	\$72,525	\$74,251	\$74,942	\$78,050
15	26-27	\$65,256	\$68,784	\$70,548	\$72,310	\$74,074	\$75,838	\$76,544	\$79,719
16	28-29	\$66,176	\$69,753	\$71,541	\$73,330	\$75,118	\$76,907	\$77,622	\$80,842
17	30-31	\$67,096	\$70,723	\$72,535	\$74,349	\$76,163	\$77,976	\$78,701	\$81,965
18	32-33	\$68,015	\$71,692	\$73,530	\$75,368	\$77,207	\$79,045	\$79,780	\$83,089
19	34-35	\$68,935	\$72,661	\$74,524	\$76,388	\$78,251	\$80,114	\$80,859	\$84,213
20	36-37	\$69,855	\$73,631	\$75,519	\$77,407	\$79,295	\$81,183	\$81,938	\$85,337
21	38-39	\$70,809	\$74,637	\$76,551	\$78,464	\$80,379	\$82,292	\$83,058	\$86,502
22	40+	\$71,729	\$75,607	\$77,546	\$79,484	\$81,423	\$83,361	\$84,137	\$87,626
PAY GRADE		ODAB OCAB	OCBB	OCCB	ODDB		OCFB ODFB		OCGB

		MASTER'S DEGREE							
STEP	CYS	LENGTH OF CONTRACT/DAYS							
		185	195	200	205	210	215	217	226
0	0-4	\$52,050	\$54,863	\$56,270	\$57,677	\$59,084	\$60,490	\$61,053	\$63,585
1	5	\$52,320	\$55,149	\$56,562	\$57,977	\$59,391	\$60,805	\$61,370	\$63,915
2	6	\$53,079	\$55,948	\$57,383	\$58,817	\$60,252	\$61,686	\$62,260	\$64,843
3	7-8	\$53,999	\$56,917	\$58,377	\$59,837	\$61,295	\$62,755	\$63,340	\$65,966
4	9	\$54,919	\$57,887	\$59,371	\$60,856	\$62,340	\$63,824	\$64,418	\$67,090
5	10	\$55,838	\$58,856	\$60,366	\$61,874	\$63,384	\$64,894	\$65,497	\$68,213
6	11	\$56,758	\$59,826	\$61,360	\$62,894	\$64,428	\$65,963	\$66,576	\$69,337
7	12	\$57,678	\$60,796	\$62,355	\$63,913	\$65,472	\$67,031	\$67,655	\$70,461
8	13	\$58,598	\$61,765	\$63,349	\$64,932	\$66,517	\$68,100	\$68,734	\$71,584
9	14-15	\$59,518	\$62,735	\$64,344	\$65,952	\$67,561	\$69,169	\$69,813	\$72,708
10	16-17	\$61,856	\$65,200	\$66,872	\$68,544	\$70,215	\$71,887	\$72,555	\$75,564
11	18	\$62,776	\$66,169	\$67,866	\$69,563	\$71,259	\$72,955	\$73,635	\$76,689
12	19-21	\$64,420	\$67,902	\$69,643	\$71,384	\$73,125	\$74,866	\$75,562	\$78,696
13	22-23	\$67,206	\$70,839	\$72,656	\$74,471	\$76,288	\$78,104	\$78,831	\$82,100
14	24-25	\$68,126	\$71,808	\$73,650	\$75,491	\$77,332	\$79,173	\$79,910	\$83,224

SALARY SCHEDULE
PROFESSIONAL SUPPORT EMPLOYEES/185-DAY SCHEDULES

		MASTER'S DEGREE							
STEP	CYS	LENGTH OF CONTRACT/DAYS							
		185	195	200	205	210	215	217	226
15	26-27	\$71,664	\$75,538	\$77,475	\$79,412	\$81,348	\$83,285	\$84,060	\$87,547
16	28-29	\$72,584	\$76,508	\$78,470	\$80,431	\$82,392	\$84,354	\$85,139	\$88,670
17	30-31	\$73,504	\$77,477	\$79,464	\$81,450	\$83,437	\$85,423	\$86,218	\$89,794
18	32-33	\$74,424	\$78,447	\$80,458	\$82,469	\$84,481	\$86,493	\$87,297	\$90,917
19	34-35	\$75,344	\$79,417	\$81,452	\$83,489	\$85,525	\$87,562	\$88,375	\$92,042
20	36-37	\$76,263	\$80,386	\$82,447	\$84,508	\$86,569	\$88,631	\$89,454	\$93,165
21	38-39	\$77,232	\$81,407	\$83,494	\$85,581	\$87,669	\$89,756	\$90,591	\$94,348
22	40+	\$78,152	\$82,376	\$84,489	\$86,601	\$88,713	\$90,825	\$91,669	\$95,472
PAY GRADE		ODAM OCAM	OCBM	OCCM	OCDM ODDM		OCFM ODFM	OCHM ODHM	OCGM ODGM

		DOCTORATE DEGREE							
STEP	CYS	LENGTH OF CONTRACT/DAYS							
		185	195	200	205	210	215	217	226
0	0-4	\$54,214	\$57,144	\$58,610	\$60,075	\$61,540	\$63,005	\$63,592	\$66,229
1	5	\$54,485	\$57,430	\$58,902	\$60,375	\$61,847	\$63,320	\$63,909	\$66,560
2	6	\$55,243	\$58,230	\$59,722	\$61,215	\$62,709	\$64,202	\$64,798	\$67,486
3	7-8	\$56,163	\$59,198	\$60,717	\$62,235	\$63,753	\$65,270	\$65,877	\$68,610
4	9	\$57,083	\$60,168	\$61,711	\$63,254	\$64,797	\$66,339	\$66,956	\$69,734
5	10	\$58,003	\$61,138	\$62,705	\$64,273	\$65,840	\$67,408	\$68,036	\$70,857
6	11	\$58,922	\$62,107	\$63,700	\$65,293	\$66,885	\$68,478	\$69,115	\$71,981
7	12	\$59,842	\$63,077	\$64,694	\$66,311	\$67,929	\$69,547	\$70,194	\$73,105
8	13	\$60,762	\$64,046	\$65,689	\$67,330	\$68,973	\$70,616	\$71,273	\$74,228
9	14-15	\$61,856	\$65,200	\$66,872	\$68,544	\$70,215	\$71,887	\$72,555	\$75,564
10	16-17	\$64,420	\$67,902	\$69,643	\$71,384	\$73,125	\$74,866	\$75,562	\$78,696
11	18	\$65,339	\$68,871	\$70,637	\$72,403	\$74,169	\$75,935	\$76,641	\$79,820
12	19-21	\$67,206	\$70,839	\$72,656	\$74,471	\$76,288	\$78,104	\$78,831	\$82,100
13	22-23	\$70,327	\$74,128	\$76,029	\$77,930	\$79,830	\$81,731	\$82,492	\$85,913
14	24-25	\$71,247	\$75,098	\$77,023	\$78,949	\$80,874	\$82,800	\$83,571	\$87,037
15	26-27	\$73,950	\$77,947	\$79,946	\$81,944	\$83,943	\$85,942	\$86,741	\$90,338
16	28-29	\$74,870	\$78,917	\$80,940	\$82,964	\$84,987	\$87,011	\$87,820	\$91,463
17	30-31	\$75,789	\$79,886	\$81,935	\$83,983	\$86,032	\$88,080	\$88,899	\$92,586
18	32-33	\$76,708	\$80,855	\$82,928	\$85,000	\$87,074	\$89,147	\$89,977	\$93,708
19	34-35	\$77,629	\$81,825	\$83,924	\$86,021	\$88,119	\$90,217	\$91,057	\$94,834
20	36-37	\$78,549	\$82,795	\$84,918	\$87,040	\$89,163	\$91,286	\$92,136	\$95,957
21	38-39	\$79,472	\$83,768	\$85,916	\$88,064	\$90,211	\$92,359	\$93,218	\$97,084
22	40+	\$80,392	\$84,737	\$86,910	\$89,082	\$91,255	\$93,428	\$94,297	\$98,208
PAY GRADE		ODAD OCAD	OCBD ODBD	OCCD	OCDD ODDD		OCFD ODFD	OCHD	ODGD

SALARY SCHEDULE SPEECH THERAPISTS SCHEDULES

THE BASE SCHEDULES ARE 187/193-DAYS. EXTENDED-DAY SCHEDULES FOR 195, 202, 205, 207, 215, AND 226 DAYS ARE BASED ON THE 187-DAY SCHEDULES FOR EACH OF THE DEGREES LISTED BELOW. (NOTE: CYS INDICATES CREDITABLE YEARS OF SERVICE FOR ALL SALARY SCHEDULES.) NEITHER PAST NOR FUTURE SALARIES CAN BE PREDICTED OR CALCULATED FROM THIS SCHEDULE. ONLY SALARY INFORMATION REGARDING THE 2015-2016 SCHOOL YEAR CAN BE OBTAINED FROM THESE SCHEDULES.

BACHELOR'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
0	0-4	\$55,088	\$57,268	\$59,176	\$59,994	\$60,538	\$62,719	\$65,717
1	5	\$55,358	\$57,551	\$59,468	\$60,291	\$60,838	\$63,031	\$66,044
2	6	\$56,117	\$58,342	\$60,287	\$61,122	\$61,678	\$63,903	\$66,961
3	7-8	\$57,037	\$59,300	\$61,282	\$62,130	\$62,696	\$64,960	\$68,073
4	9	\$57,956	\$60,259	\$62,275	\$63,139	\$63,714	\$66,017	\$69,185
5	10	\$58,876	\$61,219	\$63,269	\$64,147	\$64,733	\$67,075	\$70,296
6	11	\$59,796	\$62,178	\$64,262	\$65,156	\$65,751	\$68,133	\$71,407
7	12	\$60,716	\$63,137	\$65,255	\$66,163	\$66,769	\$69,190	\$72,520
8	13	\$61,636	\$64,096	\$66,249	\$67,172	\$67,787	\$70,247	\$73,631
9	14-15	\$62,555	\$65,055	\$67,243	\$68,180	\$68,806	\$71,305	\$74,742
10	16-17	\$63,475	\$66,015	\$68,237	\$69,189	\$69,823	\$72,363	\$75,855
11	18	\$64,395	\$66,974	\$69,230	\$70,197	\$70,841	\$73,420	\$76,966
12	19-21	\$65,315	\$67,932	\$70,223	\$71,205	\$71,860	\$74,478	\$78,077
13	22-23	\$67,091	\$69,784	\$72,142	\$73,152	\$73,826	\$76,519	\$80,223
14	24-25	\$68,010	\$70,744	\$73,135	\$74,160	\$74,844	\$77,577	\$81,336
15	26-27	\$69,376	\$72,168	\$74,610	\$75,658	\$76,356	\$79,146	\$82,986
16	28-29	\$70,296	\$73,127	\$75,604	\$76,665	\$77,374	\$80,205	\$84,097
17	30-31	\$71,216	\$74,087	\$76,598	\$77,674	\$78,391	\$81,262	\$85,209
18	32-33	\$72,135	\$75,045	\$77,591	\$78,682	\$79,409	\$82,319	\$86,321
19	34-35	\$73,055	\$76,004	\$78,585	\$79,691	\$80,428	\$83,378	\$87,432
20	36-37	\$73,975	\$76,964	\$79,578	\$80,699	\$81,446	\$84,435	\$88,544
21	38-39	\$74,929	\$77,958	\$80,610	\$81,746	\$82,503	\$85,532	\$89,697
22	40+	\$75,849	\$78,918	\$81,603	\$82,753	\$83,520	\$86,589	\$90,808
PAY GRADE		OSAB	OSBB	OSDB				

MASTER'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
0	0-4	\$56,170	\$58,397	\$60,345	\$61,180	\$61,736	\$63,963	\$67,026
1	5	\$56,440	\$58,678	\$60,637	\$61,477	\$62,036	\$64,275	\$67,352
2	6	\$57,199	\$59,469	\$61,457	\$62,308	\$62,876	\$65,147	\$68,269
3	7-8	\$58,119	\$60,429	\$62,450	\$63,316	\$63,894	\$66,204	\$69,380
4	9	\$59,039	\$61,388	\$63,444	\$64,325	\$64,912	\$67,262	\$70,492
5	10	\$59,958	\$62,348	\$64,437	\$65,333	\$65,931	\$68,319	\$71,604
6	11	\$60,878	\$63,306	\$65,431	\$66,342	\$66,949	\$69,377	\$72,715
7	12	\$61,798	\$64,265	\$66,424	\$67,350	\$67,967	\$70,434	\$73,827
8	13	\$62,718	\$65,225	\$67,418	\$68,358	\$68,985	\$71,492	\$74,939
9	14-15	\$63,638	\$66,184	\$68,412	\$69,366	\$70,003	\$72,549	\$76,051
10	16-17	\$65,976	\$68,622	\$70,938	\$71,930	\$72,592	\$75,238	\$78,876
11	18	\$66,896	\$69,582	\$71,931	\$72,938	\$73,609	\$76,295	\$79,988
12	19-21	\$68,540	\$71,296	\$73,707	\$74,740	\$75,429	\$78,186	\$81,975

**SALARY SCHEDULE
SPEECH THERAPISTS SCHEDULES**

MASTER'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
13	22-23	\$71,326	\$74,201	\$76,717	\$77,795	\$78,513	\$81,389	\$85,343
14	24-25	\$72,246	\$75,160	\$77,711	\$78,803	\$79,532	\$82,447	\$86,454
15	26-27	\$75,784	\$78,850	\$81,533	\$82,683	\$83,449	\$86,515	\$90,731
16	28-29	\$76,704	\$79,810	\$82,526	\$83,691	\$84,467	\$87,572	\$91,842
17	30-31	\$77,624	\$80,769	\$83,520	\$84,699	\$85,486	\$88,630	\$92,953
18	32-33	\$78,544	\$81,727	\$84,514	\$85,707	\$86,504	\$89,687	\$94,066
19	34-35	\$79,464	\$82,687	\$85,507	\$86,716	\$87,522	\$90,745	\$95,177
20	36-37	\$80,383	\$83,646	\$86,501	\$87,724	\$88,540	\$91,803	\$96,288
21	38-39	\$81,352	\$84,656	\$87,547	\$88,786	\$89,612	\$92,916	\$97,459
22	40+	\$82,272	\$85,615	\$88,540	\$89,795	\$90,630	\$93,974	\$98,571
PAY GRADE		OSAM	OSBM		OSDM			

DOCTORATE DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
0	0-4	\$58,334	\$60,653	\$62,683	\$63,552	\$64,132	\$66,452	\$69,641
1	5	\$58,605	\$60,936	\$62,975	\$63,850	\$64,432	\$66,763	\$69,968
2	6	\$59,363	\$61,727	\$63,794	\$64,681	\$65,272	\$67,635	\$70,885
3	7-8	\$60,283	\$62,685	\$64,788	\$65,689	\$66,290	\$68,692	\$71,996
4	9	\$61,203	\$63,645	\$65,781	\$66,698	\$67,308	\$69,750	\$73,108
5	10	\$62,123	\$64,604	\$66,776	\$67,705	\$68,326	\$70,808	\$74,220
6	11	\$63,042	\$65,563	\$67,769	\$68,714	\$69,345	\$71,865	\$75,331
7	12	\$63,962	\$66,522	\$68,762	\$69,722	\$70,363	\$72,922	\$76,442
8	13	\$64,882	\$67,481	\$69,756	\$70,731	\$71,380	\$73,980	\$77,555
9	14-15	\$65,976	\$68,622	\$70,938	\$71,930	\$72,592	\$75,238	\$78,876
10	16-17	\$68,540	\$71,296	\$73,707	\$74,740	\$75,429	\$78,186	\$81,975
11	18	\$69,459	\$72,254	\$74,700	\$75,749	\$76,448	\$79,243	\$83,086
12	19-21	\$71,326	\$74,201	\$76,717	\$77,795	\$78,513	\$81,389	\$85,343
13	22-23	\$74,447	\$77,455	\$80,088	\$81,217	\$81,969	\$84,977	\$89,114
14	24-25	\$75,367	\$78,415	\$81,081	\$82,225	\$82,987	\$86,034	\$90,225
15	26-27	\$78,070	\$81,234	\$84,002	\$85,188	\$85,979	\$89,142	\$93,492
16	28-29	\$78,990	\$82,193	\$84,995	\$86,196	\$86,997	\$90,200	\$94,605
17	30-31	\$79,909	\$83,151	\$85,989	\$87,205	\$88,016	\$91,258	\$95,716
18	32-33	\$80,828	\$84,110	\$86,981	\$88,211	\$89,032	\$92,314	\$96,826
19	34-35	\$81,749	\$85,070	\$87,975	\$89,221	\$90,052	\$93,373	\$97,939
20	36-37	\$82,669	\$86,029	\$88,970	\$90,230	\$91,069	\$94,430	\$99,051
21	38-39	\$83,592	\$86,992	\$89,967	\$91,241	\$92,092	\$95,492	\$100,167
22	40+	\$84,512	\$87,951	\$90,960	\$92,250	\$93,110	\$96,549	\$101,278
PAY GRADE		OSAD			OSDD			

**CAMPUS LEADERSHIP
CENTRAL STAFF
EXECUTIVE LEADERSHIP
TECHNICAL AND ANALYTICAL
INSTRUCTIONAL (NON-TEACHING)**

SALARY SCHEDULE

CENTRAL STAFF, CAMPUS LEADERSHIP, TECHNICAL AND ANALYTICAL, AND INSTRUCTIONAL (NON-TEACHING)

THE MOST COMMON SCHEDULES FOR CAMPUS LEADERSHIP ARE 226-DAY AND 207-DAY SCHEDULES. THE MOST COMMON SCHEDULE FOR CENTRAL STAFF IS THE 226-DAY SCHEDULE. FOR THOSE THAT WORK ON OTHER CONTRACT TERMS AVAILABLE IN THE DISTRICT, PLEASE REFER TO THE CHART THAT REFLECTS THE LENGTH OF DAYS INCLUDED IN YOUR JOB ASSIGNMENT/EMPLOYMENT AGREEMENT WITH DALLAS ISD. PART-TIME SALARIES WOULD BE A REFLECTION OF THE HOURLY RATE OF THE BASE SALARY SCHEDULE

GRADE	CENTRAL STAFF LENGTH OF CONTRACT/226 DAYS				
	MIN	2Q	MID	4Q	MAX
1	\$26,400	\$29,625	\$32,850	\$36,075	\$39,300
2	\$32,544	\$36,612	\$40,680	\$44,748	\$48,816
3	\$38,402	\$43,202	\$48,002	\$52,803	\$57,603
4	\$44,931	\$50,547	\$56,163	\$61,779	\$67,395
5	\$51,221	\$57,624	\$64,026	\$70,429	\$76,831
6	\$56,877	\$63,333	\$69,789	\$76,245	\$82,700
7	\$64,839	\$72,199	\$79,559	\$86,919	\$94,278
8	\$75,864	\$84,475	\$93,085	\$101,696	\$110,306
9	\$88,002	\$97,990	\$107,978	\$117,966	\$127,954
10	\$98,925	\$110,153	\$121,380	\$132,608	\$143,835

GRADE	CENTRAL STAFF LENGTH OF CONTRACT/217 DAYS				
	MIN	2Q	MID	4Q	MAX
1	\$25,349	\$28,445	\$31,542	\$34,638	\$37,735
2	\$31,248	\$35,154	\$39,060	\$42,966	\$46,872
3	\$36,873	\$41,482	\$46,090	\$50,700	\$55,309
4	\$43,142	\$48,534	\$53,926	\$59,319	\$64,711
5	\$49,181	\$55,329	\$61,476	\$67,624	\$73,771
6	\$54,612	\$60,811	\$67,010	\$73,209	\$79,407
7	\$62,257	\$69,324	\$76,391	\$83,458	\$90,524
8	\$72,843	\$81,111	\$89,378	\$97,646	\$105,913
9	\$84,497	\$94,088	\$103,678	\$113,268	\$122,858
10	\$94,986	\$105,766	\$116,546	\$127,327	\$138,107

GRADE	CENTRAL STAFF LENGTH OF CONTRACT/215 DAYS				
	MIN	2Q	MID	4Q	MAX
1	\$25,115	\$28,183	\$31,251	\$34,319	\$37,387
2	\$30,960	\$34,830	\$38,700	\$42,570	\$46,440
3	\$36,533	\$41,099	\$45,666	\$50,233	\$54,799
4	\$42,744	\$48,087	\$53,429	\$58,772	\$64,115
5	\$48,728	\$54,819	\$60,910	\$67,001	\$73,091
6	\$54,109	\$60,250	\$66,392	\$72,534	\$78,675
7	\$61,683	\$68,685	\$75,687	\$82,688	\$89,689
8	\$72,172	\$80,363	\$88,554	\$96,746	\$104,937
9	\$83,719	\$93,221	\$102,722	\$112,224	\$121,726
10	\$94,110	\$104,792	\$115,472	\$126,154	\$136,834

GRADE	CENTRAL STAFF LENGTH OF CONTRACT/207 DAYS				
	MIN	2Q	MID	4Q	MAX
1	\$24,181	\$27,134	\$30,088	\$33,042	\$35,996
2	\$29,808	\$33,534	\$37,260	\$40,986	\$44,712
3	\$35,174	\$39,570	\$43,966	\$48,364	\$52,760
4	\$41,154	\$46,297	\$51,441	\$56,585	\$61,729
5	\$46,915	\$52,780	\$58,643	\$64,508	\$70,372
6	\$52,095	\$58,009	\$63,922	\$69,835	\$75,747
7	\$59,388	\$66,129	\$72,870	\$79,612	\$86,352
8	\$69,486	\$77,373	\$85,259	\$93,146	\$101,032
9	\$80,604	\$89,752	\$98,900	\$108,049	\$117,197
10	\$90,608	\$100,892	\$111,175	\$121,460	\$131,743

GRADE	CENTRAL STAFF LENGTH OF CONTRACT/205 DAYS				
	MIN	2Q	MID	4Q	MAX
1	\$23,947	\$26,872	\$29,798	\$32,723	\$35,648
2	\$29,520	\$33,210	\$36,900	\$40,590	\$44,280
3	\$34,834	\$39,188	\$43,542	\$47,897	\$52,251
4	\$40,756	\$45,850	\$50,944	\$56,038	\$61,133
5	\$46,462	\$52,270	\$58,077	\$63,885	\$69,692
6	\$51,592	\$57,448	\$63,304	\$69,160	\$75,015
7	\$58,814	\$65,490	\$72,166	\$78,842	\$85,518
8	\$68,815	\$76,626	\$84,436	\$92,246	\$100,056
9	\$79,825	\$88,885	\$97,945	\$107,005	\$116,064
10	\$89,733	\$99,918	\$110,101	\$120,286	\$130,470

GRADE	CENTRAL STAFF LENGTH OF CONTRACT/195 DAYS				
	MIN	2Q	MID	4Q	MAX
1	\$22,779	\$25,561	\$28,344	\$31,127	\$33,909
2	\$28,080	\$31,590	\$35,100	\$38,610	\$42,120
3	\$33,134	\$37,276	\$41,418	\$45,560	\$49,702
4	\$38,768	\$43,614	\$48,459	\$53,305	\$58,151
5	\$44,195	\$49,720	\$55,244	\$60,768	\$66,292
6	\$49,075	\$54,646	\$60,216	\$65,787	\$71,356
7	\$55,945	\$62,296	\$68,646	\$74,996	\$81,346
8	\$65,458	\$72,888	\$80,317	\$87,747	\$95,176
9	\$75,931	\$84,549	\$93,167	\$101,785	\$110,403
10	\$85,356	\$95,044	\$104,731	\$114,418	\$124,105

SALARY SCHEDULE

CENTRAL STAFF, CAMPUS LEADERSHIP, TECHNICAL AND ANALYTICAL, AND INSTRUCTIONAL (NON-TEACHING)

GRADE	CENTRAL STAFF LENGTH OF CONTRACT/185 DAYS				
	MIN	2Q	MID	4Q	MAX
1	\$21,611	\$24,251	\$26,890	\$29,530	\$32,170
2	\$26,640	\$29,970	\$33,300	\$36,630	\$39,960
3	\$31,435	\$35,364	\$39,294	\$43,223	\$47,153
4	\$36,780	\$41,377	\$45,974	\$50,571	\$55,168
5	\$41,929	\$47,170	\$52,411	\$57,652	\$62,893
6	\$46,559	\$51,843	\$57,128	\$62,413	\$67,697
7	\$53,076	\$59,101	\$65,126	\$71,150	\$77,174
8	\$62,101	\$69,149	\$76,198	\$83,246	\$90,295
9	\$72,037	\$80,213	\$88,389	\$96,565	\$104,741
10	\$80,978	\$90,169	\$99,360	\$108,551	\$117,741

GRADE	EXECUTIVE LEADERSHIP LENGTH OF CONTRACT/226 DAYS				
	MIN	2Q	MID	4Q	MAX
11	\$115,100	\$127,788	\$140,475	\$153,163	\$165,850
12	\$128,200	\$142,275	\$156,350	\$170,425	\$184,500
13	\$140,000	\$155,400	\$170,800	\$186,200	\$201,600
14	\$159,958	\$177,554	\$195,149	\$212,745	\$230,340

LEVEL	CAMPUS LEADERSHIP PRINCIPAL LENGTH OF CONTRACT/221 DAYS							
	PROGRESSING I	NOVICE	PROGRESSING II	PROGRESSING III	PROFICIENT I	PROFICIENT II	PROFICIENT III	EXEMPLARY
ELEMENTARY	\$70,000	\$74,000	\$76,500	\$81,500	\$89,000	\$95,000	\$101,000	\$108,500
MIDDLE	\$75,000	\$80,000	\$82,500	\$88,000	\$95,000	\$101,500	\$108,000	\$116,250
HIGH	\$81,000	\$88,000	\$90,500	\$96,500	\$104,000	\$112,000	\$120,000	\$129,600

LEVEL	CAMPUS LEADERSHIP ASSISTANT PRINCIPAL LENGTH OF CONTRACT/207 DAYS				
	MIN	2Q	MID	4Q	MAX
ELEMENTARY	\$55,200	\$59,750	\$64,300	\$68,900	\$73,500
MIDDLE	\$59,400	\$63,700	\$68,000	\$72,250	\$76,500
HIGH	\$67,200	\$70,450	\$73,700	\$76,900	\$80,100

SALARY SCHEDULE

CENTRAL STAFF, CAMPUS LEADERSHIP, TECHNICAL AND ANALYTICAL, AND INSTRUCTIONAL (NON-TEACHING)

GRADE	TECHNICAL AND ANALYTICAL LENGTH OF CONTRACT/226 DAYS				
	MIN	2Q	MID	4Q	MAX
1	\$28,400	\$31,950	\$35,500	\$39,050	\$42,600
2	\$35,297	\$39,304	\$43,310	\$47,317	\$51,323
3	\$49,417	\$55,025	\$60,634	\$66,242	\$71,851
4	\$63,252	\$70,432	\$77,612	\$84,791	\$91,970
5	\$69,580	\$77,477	\$85,373	\$93,269	\$101,166
6	\$75,144	\$83,663	\$92,203	\$100,722	\$109,261
7	\$81,157	\$90,368	\$99,580	\$108,791	\$118,003
8	\$87,651	\$97,599	\$107,547	\$117,495	\$127,443
9	\$94,663	\$105,407	\$116,151	\$126,894	\$137,638
10	\$102,236	\$113,839	\$125,443	\$137,046	\$148,649

LEVEL	LENGTH OF CONTRACT	INSTRUCTIONAL (NON-TEACHING)				
		MIN	2Q	MID	4Q	MAX
CAMPUS BASED - INSTRUCTIONAL COACH	193	\$48,572	\$54,086	\$59,599	\$65,112	\$70,624
ACADEMIC FACILITATOR	226	\$64,839	\$72,199	\$79,559	\$86,919	\$94,278
ACADEMIC COORDINATOR	226	\$75,864	\$84,475	\$93,085	\$101,696	\$110,306

SALARY SCHEDULE - SUPPORT STAFF

TEACHER ASSISTANTS/PARAPROFESSIONALS

		RANGE		
PAY GRADE	DAYS	MIN	MID	MAX
7	185	\$20,540	\$26,975	\$33,409
12	185	\$21,869	\$27,337	\$32,804
19	185	\$22,858	\$28,001	\$33,144
19	195	\$24,094	\$27,406	\$34,936
19	205	\$25,329	\$31,028	\$36,727
19	215	\$26,565	\$32,542	\$38,519
19	226	\$27,924	\$34,207	\$40,489
21	185	\$24,515	\$32,610	\$40,704

BILINGUAL/DEAF EDUCATION

		RANGE		
PAY GRADE	DAYS	MIN	MID	MAX
28	185	\$25,782	\$33,269	\$40,756
32	205	\$30,520	\$41,060	\$51,599
32	226	\$33,445	\$45,065	\$56,684
33	185	\$29,212	\$38,929	\$48,646
34	185	\$29,717	\$39,628	\$49,539
34	205	\$32,866	\$43,850	\$54,833
34	226	\$36,175	\$48,285	\$60,395

SALARY SCHEDULE - SUPPORT STAFF

OFFICE SUPPORT

		RANGE		
PAY GRADE	DAYS	MIN	MID	MAX
6	226	\$24,019	\$31,734	\$39,449
8	185	\$21,023	\$27,686	\$34,348
8	195	\$22,045	\$29,070	\$36,094
13	226	\$26,301	\$34,668	\$43,034
14	195	\$23,712	\$31,471	\$39,230
20	226	\$28,536	\$37,821	\$47,105
21	195	\$25,727	\$34,259	\$42,790
21	200	\$26,387	\$35,137	\$43,887
21	205	\$27,046	\$36,015	\$44,984
21	215	\$28,366	\$37,773	\$47,179
29	200	\$27,877	\$37,306	\$46,734
29	205	\$28,574	\$38,238	\$47,902
29	221	\$30,804	\$41,222	\$51,641
29C	226	\$30,691	\$41,159	\$51,626
30	195	\$27,606	\$37,140	\$46,674
32	195	\$29,132	\$39,159	\$49,185
32	215	\$32,120	\$43,175	\$54,229
32	221	\$33,016	\$44,380	\$55,743
32C	226	\$33,174	\$44,430	\$55,685
37	226	\$43,793	\$59,942	\$76,090

SALARY SCHEDULE - SUPPORT STAFF

SUPPORT SUPERVISORS

		RANGE		
PAY GRADE	DAYS	MIN	MID	MAX
35	226	\$37,786	\$50,675	\$63,563
38	226	\$45,995	\$62,294	\$78,593
39	226	\$50,096	\$68,000	\$85,903

SECURITY

		RANGE		
PAY GRADE	DAYS	MIN	MID	MAX
11	235	\$26,487	\$35,350	\$44,213
11	260	\$14.09	\$18.81	\$23.52
17	235	\$28,728	\$37,246	\$45,763
21	185	\$24,083	\$32,035	\$39,987
35	185	\$31,430	\$42,028	\$52,626

POLICE OFFICER

PAY GRADE	DAYS	LEVEL	
36	235	CADET	\$35,710
36	235	BASIC	\$45,874
36	235	INTERMEDIATE	\$48,622
36	235	ADVANCE	\$52,260
36	235	MASTER'S	\$55,907

SALARY SCHEDULE - SUPPORT STAFF**MAINTENANCE/OPERATIONS (ALL HOURLY RATES ARE BASED ON 8 HOURS/DAY)**

		RANGE		
PAY GRADE	DAYS	MIN	MID	MAX
1	185	\$9.65	\$10.83	\$11.13
3	260	\$8.94	\$12.02	\$15.09
5	260	\$10.80	\$13.50	\$16.20
7	260	\$12.16	\$15.51	\$18.86
9	260	\$12.81	\$16.93	\$21.04
11	260	\$13.96	\$17.45	\$20.94
13	260	\$15.32	\$19.37	\$23.42
15	260	\$15.40	\$19.64	\$23.87
17	260	\$16.20	\$20.65	\$25.10
19	260	\$16.11	\$20.54	\$24.97
21	260	\$16.36	\$20.86	\$25.36
23	260	\$16.88	\$21.95	\$27.01
25	260	\$17.39	\$22.61	\$27.83
27	260	\$18.78	\$24.41	\$30.05
29	260	\$20.47	\$26.10	\$31.73
31	260	\$21.62	\$27.03	\$32.44
33	260	\$23.08	\$28.85	\$34.62

SALARY SCHEDULE - SUPPORT STAFF

FOOD SERVICES (ALL HOURLY RATES ARE BASED ON 8 HOURS/DAY)

		RANGE		
PAY GRADE	DAYS	MIN	MID	MAX
3	186	\$10.23	\$13.02	\$15.81
5	186	\$10.52	\$13.75	\$16.98
15	189	\$15.39	\$15.69	\$15.99
19	189	\$24,390	\$32,229	\$40,068
20	189	\$24,653	\$32,437	\$40,221
23	189	\$25,352	\$32,791	\$40,230
25	189	\$25,852	\$33,326	\$40,800
28	189	\$26,351	\$34,000	\$41,649
28	226	\$31,509	\$40,656	\$49,802
30	189	\$26,876	\$35,633	\$44,390