

COMPENSATION RESOURCE BOOK

HUMAN CAPITAL MANAGEMENT

**Dallas
Independent
School
District**



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

2013-2014

**COMPENSATION
SALARY HANDBOOK**

2013-2014 School Year

Effective September 1, 2013

POSITION CLASSIFICATION

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>
6000	TEACHER CTU	6000.TEACHER.CTU.TEAC	TEACHER
6010	TEACHER CATE	6010.TEACHER.CATE.TEAC	TEACHER
6020	TEACHER CATE CAREER PREP	6020.TEACHER.CATE CAREER PREP.TEAC	TEACHER
6030	TEACHER CATE PEL	6030.TEACHER.CATE PEL.TEAC	TEACHER
6040	TEACHER CATE FCSCP/AG SCI	6040.TEACHER.CATE FCSCP/AG SCI.TEAC	TEACHER
6050	TEACHER VOCATIONAL ADJUSTMENT	6050.TEACHER.VOCATIONAL ADJUSTMENT.	TEACHER
6060	TEACHER SPECIAL EDUCATION	6060.TEACHER.SPECIAL EDUCATION.TEAC	TEACHER
6061	TEACHER SPEC ED/ADAPTIVE PE	6061.TEACHER.SPEC ED/ADAPTIVE PE.TEAC	TEACHER
6062	TEACHER SPEC ED/CENTRALIZED UNIT	6062.TEACHER.SPEC ED/CENTRALIZED UNIT.	TEACHER
6063	TEACHER SPEC ED/DEAF EDUCATION	6063.TEACHER.SPEC ED/DEAF EDUCATION.	TEACHER
6064	TEACHER SPEC ED/HOSPITAL/HOMEBOUND	6064.TEACHER.SPEC ED/HOSPITAL/HOME	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
60C0	TEACHER ACADEMY/VANGUARD	60C0.TEACHER.ACADEMY/VANGUARD.TEAC	TEACHER
60D0	TEACHER FINE ARTS	60D0.TEACHER.FINE ARTS.TEAC	TEACHER
60E0	TEACHER BASIC SKILLS	60E0.TEACHER.BASIC SKILLS.TEAC	TEACHER
60F0	TEACHER BILINGUAL	60F0.TEACHER.BILINGUAL.TEAC	TEACHER
60G0	TEACHER DUTY FREE	60G0.TEACHER.DUTY FREE.TEAC	TEACHER
60H0	TEACHER ESOL	60H0.TEACHER.ESOL.TEAC	TEACHER
60I0	TEACHER ALTERNATIVE EDUCATION	60I0.TEACHER.ALTERNATIVE.ED EDUCATION.	TEACHER
60J0	TEACHER TAG	60J0.TEACHER.TAG.TEAC	TEACHER
60K0	TEACHER PRE-K	60K0.TEACHER.PRE-K.TEAC	TEACHER
60KB	TEACHER PRE-K BILINGUAL	60KB.TEACHER.PRE-K BILINGUAL.TEAC	TEACHER
60KE	TEACHER PRE-K ESL	60KE.TEACHER.PRE-K ESL.TEAC	TEACHER
60M0	TEACHER READING IMPROVEMENT	60M0.TEACHER.READING IMPROVEMENT.	TEACHER
60P0	TEACHER NEWCOMER	60P0.TEACHER.NEWCOMER.TEAC	TEACHER
60S0	TEACHER MAGNET	60S0.TEACHER.MAGNET.TEAC	TEACHER
60W0	TEACHER ESL	60W0.TEACHER.ESL.TEAC	TEACHER
60X0	TEACHER READING DEMO/COMPUTER	60X0.TEACHER.READING DEMO/COMPUTER.	TEACHER
60Z0	TEACHER HONORS	60Z0.TEACHER.HONORS.TEAC	TEACHER
6100	TEACHER CLUSTER LEAD	6100.TEACHER.CLUSTER LEAD.TEAC	TEACHER
6120	TEACHER CATE DCP	6120.TEACHER.CATE DCP.TEAC	TEACHER
6150	TEACHER TITLE I	6150.TEACHER.TITLE I.P	TEACHER
6150	TEACHER TITLE I	6150.TEACHER.TITLE I.TEAC	TEACHER
6160	TEACHER 5-6	6160.TEACHER.5-6.TEAC	TEACHER
6180	TEACHER BILINGUAL TITLE 1	6180.TEACHER.BILINGUAL TITLE 1.TEAC	TEACHER
6190	TEACHER INSTRUMENTAL MUSIC	6190.TEACHER.INSTRUMENTAL MUSIC.TEAC	TEACHER
61F0	TEACHER BILINGUAL 5-6 GRADE	61F0.TEACHER.BILINGUAL 5-6 GRADE.TEAC	TEACHER
61W0	TEACHER ESL 5-6	61W0.TEACHER.ESL 5-6.TEAC	TEACHER
6200	TEACHER ROTC HS	6200.TEACHER.ROTC HS.TEAC	TEACHER
6210	TEACHER ROTC MS	6210.TEACHER.ROTC MS.TEAC	TEACHER
6290	TEACHER CATE - MS	6290.TEACHER.CATE - MS.TEAC	TEACHER
6310	TEACHER ITINERANT	6310.TEACHER.ITINERANT.TEAC	TEACHER
6860	SOCIAL SERVICES ADVISOR	6860.ADVISOR.SOCIAL SERVICES.ADMN	TEACHER
6000	TEACHER CTU	6000.TEACHER.CTU.TEAC	TEACHER
6010	TEACHER CATE	6010.TEACHER.CATE.TEAC	TEACHER
6020	TEACHER CATE CAREER PREP	6020.TEACHER.CATE CAREER PREP.TEAC	TEACHER
6030	TEACHER CATE PEL	6030.TEACHER.CATE PEL.TEAC	TEACHER
6040	TEACHER CATE FCSCP/AG SCI	6040.TEACHER.CATE FCSCP/AG SCI.TEAC	TEACHER
6050	TEACHER VOCATIONAL ADJUSTMENT	6050.TEACHER.VOCATIONAL ADJUSTMENT	TEACHER

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>
6060	TEACHER SPECIAL EDUCATION	6060.TEACHER.SPECIAL EDUCATION.TEAC	TEACHER
6061	TEACHER SPEC ED/ADAPTIVE PE	6061.TEACHER.SPEC ED/ADAPTIVE PE.TEAC	TEACHER
6062	TEACHER SPEC ED/CENTRALIZED UNIT	6062.TEACHER.SPEC ED/CENTRALIZED UNIT.	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
6777	INSTRUCTIONAL COACH CAMPUS BASED	6777.COACH CAMPUS BASED.INSTRUCTION	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

6-GRADE 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	6
2011	PRINCIPAL – MIDDLE SCHOOL	2011.PRINCIPAL.MS.PRIN	5
2012	PRINCIPAL – ELEMENTARY SCHOOL	2012.PRINCIPAL.ES.PRIN	4
2013	PRINCIPAL – MAGNET/METRO SCHOOL	2013.PRINCIPAL.MAGNET/METRO.PRIN	6
2029	DEAN OF SCHOOL – TOWNVIEW	2029.DEAN OF SCHOOL.TOWNVIEW.PRIN	6
2030	ASSISTANT PRINCIPAL – HIGH SCHOOL	2030.PRINCIPAL ASSISTANT.HS.APRN	3
2031	ASSISTANT PRINCIPAL – MIDDLE SCHOOL	2031.PRINCIPAL ASSISTANT.MS.APRN	2
2032	ASSISTANT PRINCIPAL – ELEMENTARY SCH	2032.PRINCIPAL ASSISTANT.ES.APRN	1
2033	ASSISTANT PRINCIPAL – MAGNET SCHOOL	2033.PRINCIPAL ASSISTANT.MAGNET	3
2034	ASSOCIATE PRINCIPAL – HIGH SCHOOL	2034.PRINCIPAL ASSOCIATE.HS.DEAN	3
2035	ASSOCIATE PRINCIPAL – MIDDLE SCHOOL	2035.PRINCIPAL ASSOCIATE.MS.DEAN	2
2036	ASSOCIATE PRINCIPAL – ELEMENTARY SCH	2036.PRINCIPAL ASSOCIATE.ES.DEAN	1
2037	ASSOCIATE PRINCIPAL – MAGNET SCHOOL	2037.PRINC.ASSOCIATE.MAGNET.DEAN	3

SALARY SCHEDULE TEACHER POSITIONS

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 2013-2014 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	0-2	\$46,002	\$47,970	\$49,692	\$50,430	\$50,922	\$52,890	\$55,596
1	3	\$46,257	\$48,236	\$49,968	\$50,709	\$51,204	\$53,183	\$55,904
2	4	\$46,972	\$48,981	\$50,740	\$51,494	\$51,996	\$54,005	\$56,768
3	5-6	\$47,839	\$49,885	\$51,676	\$52,444	\$52,955	\$55,002	\$57,816
4	7	\$48,706	\$50,790	\$52,613	\$53,394	\$53,915	\$55,999	\$58,864
5	8	\$49,573	\$51,694	\$53,549	\$54,345	\$54,875	\$56,996	\$59,912
6	9	\$50,440	\$52,598	\$54,486	\$55,295	\$55,835	\$57,992	\$60,959
7	10	\$51,307	\$53,502	\$55,423	\$56,246	\$56,795	\$58,990	\$62,008
8	11	\$52,174	\$54,406	\$56,359	\$57,197	\$57,754	\$59,986	\$63,055
9	12-13	\$53,041	\$55,311	\$57,295	\$58,146	\$58,714	\$60,983	\$64,103
10	14-15	\$53,908	\$56,214	\$58,232	\$59,097	\$59,674	\$61,980	\$65,150
11	16	\$54,775	\$57,118	\$59,169	\$60,047	\$60,633	\$62,977	\$66,199
12	17-19	\$55,642	\$58,023	\$60,106	\$60,998	\$61,593	\$63,973	\$67,247
13	20-21	\$57,316	\$59,768	\$61,913	\$62,833	\$63,446	\$65,898	\$69,269
14	22-23	\$58,183	\$60,672	\$62,850	\$63,784	\$64,406	\$66,895	\$70,317
15	24-25	\$59,470	\$62,014	\$64,241	\$65,194	\$65,831	\$68,375	\$71,873
16	26-27	\$60,337	\$62,919	\$65,177	\$66,145	\$66,791	\$69,371	\$72,921
17	28-29	\$61,204	\$63,822	\$66,113	\$67,096	\$67,750	\$70,369	\$73,968
18	30-31	\$62,071	\$64,726	\$67,050	\$68,046	\$68,709	\$71,365	\$75,016
19	32-33	\$62,938	\$65,631	\$67,987	\$68,996	\$69,669	\$72,362	\$76,064
20	34-35	\$63,805	\$66,535	\$68,923	\$69,947	\$70,629	\$73,358	\$77,112
21	36-37	\$64,674	\$67,441	\$69,862	\$70,899	\$71,591	\$74,358	\$78,163
22	38+	\$65,541	\$68,345	\$70,798	\$71,850	\$72,551	\$75,355	\$79,210
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	0-2	\$47,022	\$49,033	\$50,794	\$51,548	\$52,051	\$54,063	\$56,828
1	3	\$47,277	\$49,300	\$51,069	\$51,827	\$52,333	\$54,356	\$57,137
2	4	\$47,992	\$50,045	\$51,842	\$52,612	\$53,125	\$55,178	\$58,001
3	5-6	\$48,859	\$50,949	\$52,778	\$53,562	\$54,084	\$56,174	\$59,049
4	7	\$49,726	\$51,854	\$53,715	\$54,513	\$55,044	\$57,172	\$60,096
5	8	\$50,593	\$52,757	\$54,652	\$55,463	\$56,004	\$58,169	\$61,145
6	9	\$51,460	\$53,661	\$55,588	\$56,413	\$56,964	\$59,165	\$62,192
7	10	\$52,327	\$54,566	\$56,524	\$57,364	\$57,924	\$60,162	\$63,240
8	11	\$53,194	\$55,470	\$57,461	\$58,314	\$58,884	\$61,159	\$64,288
9	12-13	\$54,061	\$56,373	\$58,397	\$59,265	\$59,843	\$62,156	\$65,336
10	14-15	\$56,265	\$58,672	\$60,779	\$61,681	\$62,283	\$64,690	\$67,999
11	16	\$57,132	\$59,576	\$61,715	\$62,632	\$63,243	\$65,687	\$69,048
12	17-19	\$58,682	\$61,192	\$63,389	\$64,330	\$64,958	\$67,468	\$70,920
13	20-21	\$61,308	\$63,931	\$66,226	\$67,210	\$67,865	\$70,488	\$74,094
14	22-23	\$62,175	\$64,835	\$67,163	\$68,159	\$68,825	\$71,485	\$75,142

**SALARY SCHEDULE
TEACHER POSITIONS**

MASTER'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
15	24-25	\$65,511	\$68,313	\$70,766	\$71,816	\$72,517	\$75,320	\$79,173
16	26-27	\$66,378	\$69,217	\$71,702	\$72,767	\$73,477	\$76,316	\$80,221
17	28-29	\$67,245	\$70,121	\$72,638	\$73,717	\$74,437	\$77,313	\$81,269
18	30-31	\$68,112	\$71,026	\$73,575	\$74,668	\$75,396	\$78,311	\$82,317
19	32-33	\$68,979	\$71,929	\$74,512	\$75,618	\$76,356	\$79,307	\$83,365
20	34-35	\$69,846	\$72,833	\$75,448	\$76,568	\$77,316	\$80,304	\$84,412
21	36-37	\$70,733	\$73,759	\$76,407	\$77,541	\$78,298	\$81,324	\$85,485
22	38+	\$71,600	\$74,663	\$77,344	\$78,492	\$79,258	\$82,321	\$86,533
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	0-2	\$49,062	\$51,161	\$52,997	\$53,785	\$54,309	\$56,408	\$59,295
1	3	\$49,317	\$51,426	\$53,273	\$54,064	\$54,591	\$56,702	\$59,603
2	4	\$50,032	\$52,172	\$54,046	\$54,847	\$55,383	\$57,524	\$60,467
3	5-6	\$50,899	\$53,077	\$54,982	\$55,798	\$56,343	\$58,520	\$61,514
4	7	\$51,766	\$53,980	\$55,918	\$56,749	\$57,303	\$59,517	\$62,562
5	8	\$52,633	\$54,885	\$56,855	\$57,699	\$58,262	\$60,514	\$63,610
6	9	\$53,500	\$55,789	\$57,791	\$58,650	\$59,222	\$61,511	\$64,658
7	10	\$54,367	\$56,693	\$58,728	\$59,601	\$60,182	\$62,508	\$65,705
8	11	\$55,234	\$57,597	\$59,665	\$60,550	\$61,142	\$63,504	\$66,754
9	12-13	\$56,265	\$58,672	\$60,779	\$61,681	\$62,283	\$64,690	\$67,999
10	14-15	\$58,682	\$61,192	\$63,389	\$64,330	\$64,958	\$67,468	\$70,920
11	16	\$59,549	\$62,097	\$64,325	\$65,281	\$65,918	\$68,465	\$71,968
12	17-19	\$61,308	\$63,931	\$66,226	\$67,210	\$67,865	\$70,488	\$74,094
13	20-21	\$64,250	\$66,999	\$69,404	\$70,434	\$71,122	\$73,870	\$77,650
14	22-23	\$65,117	\$67,902	\$70,340	\$71,385	\$72,081	\$74,867	\$78,697
15	24-25	\$67,665	\$70,560	\$73,092	\$74,177	\$74,902	\$77,796	\$81,776
16	26-27	\$68,532	\$71,463	\$74,029	\$75,128	\$75,861	\$78,793	\$82,824
17	28-29	\$69,399	\$72,368	\$74,966	\$76,079	\$76,821	\$79,791	\$83,873
18	30-31	\$70,266	\$73,272	\$75,902	\$77,029	\$77,781	\$80,787	\$84,920
19	32-33	\$71,133	\$74,175	\$76,839	\$77,980	\$78,741	\$81,784	\$85,968
20	34-35	\$72,000	\$75,080	\$77,775	\$78,931	\$79,701	\$82,780	\$87,016
21	36-37	\$72,844	\$75,960	\$78,688	\$79,856	\$80,635	\$83,751	\$88,036
22	38+	\$73,711	\$76,865	\$79,624	\$80,806	\$81,595	\$84,749	\$89,085
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 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 2013-2014 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	0-2	\$46,002	\$48,489	\$49,732	\$50,976	\$53,462	\$53,959	\$56,197
1	3	\$46,257	\$48,757	\$50,008	\$51,258	\$53,758	\$54,258	\$56,509
2	4	\$46,972	\$49,511	\$50,781	\$52,050	\$54,589	\$55,097	\$57,382
3	5-6	\$47,839	\$50,425	\$51,718	\$53,010	\$55,597	\$56,114	\$58,441
4	7	\$48,706	\$51,339	\$52,655	\$53,971	\$56,604	\$57,131	\$59,501
5	8	\$49,573	\$52,253	\$53,593	\$54,932	\$57,612	\$58,148	\$60,559
6	9	\$50,440	\$53,166	\$54,530	\$55,893	\$58,619	\$59,165	\$61,618
7	10	\$51,307	\$54,080	\$55,467	\$56,854	\$59,627	\$60,182	\$62,678
8	11	\$52,174	\$54,994	\$56,404	\$57,815	\$60,635	\$61,199	\$63,737
9	12-13	\$53,041	\$55,908	\$57,341	\$58,775	\$61,643	\$62,216	\$64,797
10	14-15	\$53,908	\$56,822	\$58,279	\$59,736	\$62,649	\$63,233	\$65,855
11	16	\$54,775	\$57,736	\$59,216	\$60,697	\$63,657	\$64,250	\$66,914
12	17-19	\$55,642	\$58,650	\$60,153	\$61,657	\$64,665	\$65,267	\$67,974
13	20-21	\$57,316	\$60,414	\$61,963	\$63,512	\$66,610	\$67,230	\$70,018
14	22-23	\$58,183	\$61,328	\$62,900	\$64,473	\$67,618	\$68,247	\$71,078
15	24-25	\$59,470	\$62,685	\$64,292	\$65,899	\$69,114	\$69,757	\$72,650
16	26-27	\$60,337	\$63,599	\$65,229	\$66,860	\$70,122	\$70,774	\$73,709
17	28-29	\$61,204	\$64,512	\$66,166	\$67,821	\$71,129	\$71,791	\$74,768
18	30-31	\$62,071	\$65,426	\$67,104	\$68,782	\$72,136	\$72,808	\$75,828
19	32-33	\$62,938	\$66,340	\$68,041	\$69,743	\$73,144	\$73,825	\$76,887
20	34-35	\$63,805	\$67,254	\$68,979	\$70,703	\$74,152	\$74,841	\$77,945
21	36-37	\$64,674	\$68,170	\$69,918	\$71,666	\$75,162	\$75,861	\$79,007
22	38+	\$65,541	\$69,084	\$70,855	\$72,627	\$76,170	\$76,878	\$80,067
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	0-2	\$47,022	\$49,564	\$50,835	\$52,106	\$54,648	\$55,155	\$57,443
1	3	\$47,277	\$49,832	\$51,110	\$52,388	\$54,943	\$55,454	\$57,754
2	4	\$47,992	\$50,586	\$51,883	\$53,181	\$55,775	\$56,294	\$58,629
3	5-6	\$48,859	\$51,500	\$52,821	\$54,141	\$56,782	\$57,311	\$59,687
4	7	\$49,726	\$52,414	\$53,758	\$55,101	\$57,790	\$58,328	\$60,746
5	8	\$50,593	\$53,328	\$54,695	\$56,062	\$58,797	\$59,345	\$61,806
6	9	\$51,460	\$54,242	\$55,633	\$57,023	\$59,805	\$60,362	\$62,865
7	10	\$52,327	\$55,155	\$56,570	\$57,984	\$60,812	\$61,379	\$63,923
8	11	\$53,194	\$56,069	\$57,507	\$58,945	\$61,820	\$62,395	\$64,983
9	12-13	\$54,061	\$56,983	\$58,444	\$59,906	\$62,828	\$63,412	\$66,042

**SALARY SCHEDULE
RELATED INSTRUCTIONAL PERSONNEL**

MASTER'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		185/187/193	195	200	205	215	217	226
10	14-15	\$56,265	\$59,307	\$60,828	\$62,348	\$65,389	\$65,998	\$68,735
11	16	\$57,132	\$60,221	\$61,765	\$63,308	\$66,397	\$67,015	\$69,794
12	17-19	\$58,682	\$61,854	\$63,440	\$65,026	\$68,197	\$68,832	\$71,687
13	20-21	\$61,308	\$64,622	\$66,279	\$67,936	\$71,250	\$71,913	\$74,896
14	22-23	\$62,175	\$65,536	\$67,216	\$68,897	\$72,258	\$72,930	\$75,954
15	24-25	\$65,511	\$69,052	\$70,823	\$72,592	\$76,134	\$76,842	\$80,029
16	26-27	\$66,378	\$69,966	\$71,759	\$73,553	\$77,142	\$77,859	\$81,088
17	28-29	\$67,245	\$70,880	\$72,696	\$74,514	\$78,149	\$78,876	\$82,148
18	30-31	\$68,112	\$71,794	\$73,634	\$75,475	\$79,157	\$79,893	\$83,207
19	32-33	\$68,979	\$72,707	\$74,571	\$76,436	\$80,164	\$80,909	\$84,265
20	34-35	\$69,846	\$73,621	\$75,509	\$77,397	\$81,172	\$81,926	\$85,325
21	36-37	\$70,733	\$74,556	\$76,468	\$78,380	\$82,203	\$82,968	\$86,409
22	38+	\$71,600	\$75,470	\$77,406	\$79,341	\$83,211	\$83,985	\$87,468
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	0-2	\$49,062	\$51,714	\$53,040	\$54,366	\$57,018	\$57,548	\$59,935	\$29,968
1	3	\$49,317	\$51,983	\$53,315	\$54,649	\$57,315	\$57,847	\$60,246	\$30,124
2	4	\$50,032	\$52,736	\$54,089	\$55,441	\$58,145	\$58,686	\$61,120	\$30,560
3	5-6	\$50,899	\$53,650	\$55,026	\$56,402	\$59,153	\$59,704	\$62,179	\$31,090
4	7	\$51,766	\$54,564	\$55,963	\$57,363	\$60,161	\$60,721	\$63,239	\$31,620
5	8	\$52,633	\$55,478	\$56,901	\$58,323	\$61,168	\$61,738	\$64,298	\$32,149
6	9	\$53,500	\$56,392	\$57,838	\$59,283	\$62,176	\$62,754	\$65,357	\$32,679
7	10	\$54,367	\$57,306	\$58,775	\$60,244	\$63,183	\$63,771	\$66,416	\$33,208
8	11	\$55,234	\$58,220	\$59,713	\$61,205	\$64,191	\$64,788	\$67,475	\$33,738
9	12-13	\$56,265	\$59,307	\$60,828	\$62,348	\$65,389	\$65,998	\$68,735	\$34,368
10	14-15	\$58,682	\$61,854	\$63,440	\$65,026	\$68,197	\$68,832	\$71,687	\$35,844
11	16	\$59,549	\$62,768	\$64,377	\$65,986	\$69,205	\$69,849	\$72,745	\$36,373
12	17-19	\$61,308	\$64,622	\$66,279	\$67,936	\$71,250	\$71,913	\$74,896	\$37,448
13	20-21	\$64,250	\$67,723	\$69,459	\$71,196	\$74,669	\$75,364	\$78,489	\$39,245
14	22-23	\$65,117	\$68,637	\$70,396	\$72,157	\$75,676	\$76,381	\$79,548	\$39,774
15	24-25	\$67,665	\$71,322	\$73,151	\$74,980	\$78,638	\$79,369	\$82,661	\$41,330
16	26-27	\$68,532	\$72,236	\$74,089	\$75,941	\$79,645	\$80,386	\$83,720	\$41,860
17	28-29	\$69,399	\$73,150	\$75,026	\$76,901	\$80,652	\$81,403	\$84,779	\$42,390
18	30-31	\$70,266	\$74,064	\$75,963	\$77,862	\$81,660	\$82,420	\$85,838	\$42,920
19	32-33	\$71,133	\$74,978	\$76,900	\$78,823	\$82,668	\$83,437	\$86,897	\$43,449
20	34-35	\$72,000	\$75,892	\$77,837	\$79,783	\$83,676	\$84,454	\$87,957	\$43,978
21	36-37	\$72,844	\$76,782	\$78,750	\$80,720	\$84,657	\$85,444	\$88,988	\$44,494
22	38+	\$73,711	\$77,695	\$79,688	\$81,681	\$85,665	\$86,461	\$90,048	\$45,024
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 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 2013-2014 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	0-2	\$48,042	\$50,639	\$51,937	\$53,236	\$54,534	\$55,833	\$56,352	\$58,689
1	3	\$48,297	\$50,907	\$52,213	\$53,518	\$54,824	\$56,129	\$56,651	\$59,001
2	4	\$49,012	\$51,661	\$52,986	\$54,311	\$55,635	\$56,960	\$57,490	\$59,874
3	5-6	\$49,879	\$52,575	\$53,923	\$55,272	\$56,619	\$57,968	\$58,507	\$60,934
4	7	\$50,746	\$53,489	\$54,861	\$56,232	\$57,603	\$58,975	\$59,524	\$61,993
5	8	\$51,613	\$54,403	\$55,798	\$57,192	\$58,588	\$59,983	\$60,541	\$63,051
6	9	\$52,480	\$55,317	\$56,735	\$58,153	\$59,572	\$60,990	\$61,558	\$64,111
7	10	\$53,347	\$56,231	\$57,673	\$59,114	\$60,556	\$61,998	\$62,575	\$65,170
8	11	\$54,214	\$57,144	\$58,610	\$60,075	\$61,541	\$63,005	\$63,592	\$66,229
9	12-13	\$55,081	\$58,058	\$59,547	\$61,036	\$62,524	\$64,013	\$64,609	\$67,288
10	14-15	\$55,948	\$58,972	\$60,484	\$61,997	\$63,508	\$65,021	\$65,626	\$68,347
11	16	\$56,815	\$59,886	\$61,421	\$62,957	\$64,493	\$66,029	\$66,643	\$69,407
12	17-19	\$57,682	\$60,800	\$62,359	\$63,918	\$65,477	\$67,035	\$67,660	\$70,466
13	20-21	\$59,356	\$62,565	\$64,168	\$65,773	\$67,377	\$68,982	\$69,623	\$72,511
14	22-23	\$60,223	\$63,478	\$65,106	\$66,734	\$68,361	\$69,988	\$70,640	\$73,570
15	24-25	\$61,510	\$64,835	\$66,498	\$68,159	\$69,822	\$71,485	\$72,150	\$75,142
16	26-27	\$62,377	\$65,749	\$67,434	\$69,120	\$70,806	\$72,492	\$73,167	\$76,201
17	28-29	\$63,244	\$66,663	\$68,372	\$70,081	\$71,791	\$73,500	\$74,184	\$77,260
18	30-31	\$64,111	\$67,577	\$69,309	\$71,042	\$72,775	\$74,508	\$75,201	\$78,320
19	32-33	\$64,978	\$68,490	\$70,246	\$72,003	\$73,759	\$75,515	\$76,217	\$79,378
20	34-35	\$65,845	\$69,404	\$71,184	\$72,964	\$74,744	\$76,522	\$77,234	\$80,438
21	36-37	\$66,745	\$70,352	\$72,157	\$73,960	\$75,765	\$77,568	\$78,290	\$81,537
22	38+	\$67,612	\$71,266	\$73,094	\$74,921	\$76,749	\$78,576	\$79,307	\$82,596
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	0-2	\$49,062	\$51,714	\$53,040	\$54,366	\$55,692	\$57,018	\$57,548	\$59,935
1	3	\$49,317	\$51,983	\$53,315	\$54,649	\$55,982	\$57,315	\$57,847	\$60,246
2	4	\$50,032	\$52,736	\$54,089	\$55,441	\$56,794	\$58,145	\$58,686	\$61,120
3	5-6	\$50,899	\$53,650	\$55,026	\$56,402	\$57,777	\$59,153	\$59,704	\$62,179
4	7	\$51,766	\$54,564	\$55,963	\$57,363	\$58,761	\$60,161	\$60,721	\$63,239
5	8	\$52,633	\$55,478	\$56,901	\$58,323	\$59,745	\$61,168	\$61,738	\$64,298
6	9	\$53,500	\$56,392	\$57,838	\$59,283	\$60,730	\$62,176	\$62,754	\$65,357
7	10	\$54,367	\$57,306	\$58,775	\$60,244	\$61,714	\$63,183	\$63,771	\$66,416
8	11	\$55,234	\$58,220	\$59,713	\$61,205	\$62,698	\$64,191	\$64,788	\$67,475
9	12-13	\$56,101	\$59,133	\$60,650	\$62,166	\$63,683	\$65,198	\$65,805	\$68,534
10	14-15	\$58,305	\$61,457	\$63,033	\$64,609	\$66,185	\$67,761	\$68,390	\$71,227
11	16	\$59,172	\$62,371	\$63,970	\$65,570	\$67,168	\$68,767	\$69,408	\$72,286
12	17-19	\$60,722	\$64,004	\$65,645	\$67,286	\$68,928	\$70,569	\$71,225	\$74,178
13	20-21	\$63,348	\$66,772	\$68,485	\$70,196	\$71,909	\$73,621	\$74,306	\$77,387
14	22-23	\$64,215	\$67,686	\$69,422	\$71,157	\$72,893	\$74,628	\$75,323	\$78,446

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	24-25	\$67,551	\$71,202	\$73,028	\$74,854	\$76,679	\$78,504	\$79,235	\$82,521
16	26-27	\$68,418	\$72,116	\$73,965	\$75,814	\$77,663	\$79,512	\$80,252	\$83,580
17	28-29	\$69,285	\$73,030	\$74,903	\$76,774	\$78,647	\$80,520	\$81,269	\$84,640
18	30-31	\$70,152	\$73,944	\$75,839	\$77,735	\$79,631	\$81,528	\$82,285	\$85,698
19	32-33	\$71,019	\$74,858	\$76,776	\$78,696	\$80,616	\$82,535	\$83,302	\$86,758
20	34-35	\$71,886	\$75,772	\$77,714	\$79,657	\$81,600	\$83,543	\$84,319	\$87,817
21	36-37	\$72,798	\$76,734	\$78,701	\$80,669	\$82,636	\$84,604	\$85,390	\$88,932
22	38+	\$73,665	\$77,648	\$79,639	\$81,630	\$83,621	\$85,612	\$86,407	\$89,992
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	0-2	\$51,102	\$53,864	\$55,245	\$56,626	\$58,007	\$59,388	\$59,941	\$62,427
1	3	\$51,357	\$54,133	\$55,521	\$56,909	\$58,297	\$59,685	\$60,240	\$62,739
2	4	\$52,072	\$54,887	\$56,294	\$57,701	\$59,109	\$60,517	\$61,079	\$63,612
3	5-6	\$52,939	\$55,800	\$57,231	\$58,662	\$60,093	\$61,523	\$62,096	\$64,671
4	7	\$53,806	\$56,714	\$58,169	\$59,623	\$61,078	\$62,531	\$63,113	\$65,731
5	8	\$54,673	\$57,628	\$59,106	\$60,584	\$62,061	\$63,539	\$64,130	\$66,790
6	9	\$55,540	\$58,542	\$60,043	\$61,545	\$63,045	\$64,547	\$65,147	\$67,849
7	10	\$56,407	\$59,456	\$60,981	\$62,505	\$64,029	\$65,554	\$66,164	\$68,908
8	11	\$57,274	\$60,370	\$61,918	\$63,465	\$65,014	\$66,562	\$67,181	\$69,967
9	12-13	\$58,305	\$61,457	\$63,033	\$64,609	\$66,185	\$67,761	\$68,390	\$71,227
10	14-15	\$60,722	\$64,004	\$65,645	\$67,286	\$68,928	\$70,569	\$71,225	\$74,178
11	16	\$61,589	\$64,918	\$66,583	\$68,247	\$69,912	\$71,576	\$72,242	\$75,238
12	17-19	\$63,348	\$66,772	\$68,485	\$70,196	\$71,909	\$73,621	\$74,306	\$77,387
13	20-21	\$66,290	\$69,873	\$71,664	\$73,456	\$75,247	\$77,040	\$77,757	\$80,981
14	22-23	\$67,157	\$70,787	\$72,602	\$74,417	\$76,232	\$78,047	\$78,774	\$82,041
15	24-25	\$69,705	\$73,473	\$75,357	\$77,241	\$79,124	\$81,008	\$81,762	\$85,153
16	26-27	\$70,572	\$74,387	\$76,294	\$78,201	\$80,109	\$82,016	\$82,779	\$86,212
17	28-29	\$71,439	\$75,300	\$77,231	\$79,162	\$81,093	\$83,024	\$83,796	\$87,271
18	30-31	\$72,305	\$76,213	\$78,168	\$80,121	\$82,075	\$84,030	\$84,812	\$88,329
19	32-33	\$73,173	\$77,128	\$79,106	\$81,083	\$83,061	\$85,038	\$85,830	\$89,390
20	34-35	\$74,040	\$78,042	\$80,043	\$82,044	\$84,045	\$86,046	\$86,847	\$90,449
21	36-37	\$74,910	\$78,959	\$80,984	\$83,009	\$85,032	\$87,057	\$87,867	\$91,511
22	38+	\$75,777	\$79,873	\$81,921	\$83,968	\$86,017	\$88,065	\$88,884	\$92,570
PAY GRADE		ODAD OCAD	OCBD ODBD	OCCD	OCD ODD		OCFD ODFD	OCHD	ODGD

SALARY SCHEDULE

PROFESSIONAL SUPPORT EMPLOYEES/187-DAY 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 2013-2014 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	0-2	\$48,042	\$50,097	\$51,896	\$52,667	\$53,180	\$55,235	\$58,061
1	3	\$48,297	\$50,364	\$52,171	\$52,946	\$53,462	\$55,529	\$58,370
2	4	\$49,012	\$51,109	\$52,943	\$53,730	\$54,254	\$56,351	\$59,233
3	5-6	\$49,879	\$52,013	\$53,880	\$54,680	\$55,214	\$57,347	\$60,282
4	7	\$50,746	\$52,917	\$54,817	\$55,631	\$56,173	\$58,344	\$61,330
5	8	\$51,613	\$53,821	\$55,753	\$56,581	\$57,133	\$59,342	\$62,377
6	9	\$52,480	\$54,725	\$56,690	\$57,532	\$58,093	\$60,338	\$63,425
7	10	\$53,347	\$55,629	\$57,626	\$58,482	\$59,053	\$61,335	\$64,473
8	11	\$54,214	\$56,534	\$58,562	\$59,432	\$60,013	\$62,331	\$65,521
9	12-13	\$55,081	\$57,437	\$59,500	\$60,383	\$60,973	\$63,329	\$66,568
10	14-15	\$55,948	\$58,342	\$60,436	\$61,334	\$61,931	\$64,325	\$67,617
11	16	\$56,815	\$59,246	\$61,372	\$62,284	\$62,891	\$65,322	\$68,664
12	17-19	\$57,682	\$60,149	\$62,309	\$63,234	\$63,851	\$66,319	\$69,712
13	20-21	\$59,356	\$61,895	\$64,117	\$65,069	\$65,704	\$68,243	\$71,735
14	22-23	\$60,223	\$62,799	\$65,054	\$66,020	\$66,664	\$69,241	\$72,783
15	24-25	\$61,510	\$64,142	\$66,444	\$67,431	\$68,089	\$70,720	\$74,339
16	26-27	\$62,377	\$65,045	\$67,380	\$68,381	\$69,049	\$71,717	\$75,386
17	28-29	\$63,244	\$65,950	\$68,318	\$69,331	\$70,008	\$72,714	\$76,434
18	30-31	\$64,111	\$66,854	\$69,254	\$70,282	\$70,968	\$73,710	\$77,482
19	32-33	\$64,978	\$67,758	\$70,190	\$71,233	\$71,927	\$74,708	\$78,530
20	34-35	\$65,845	\$68,662	\$71,127	\$72,183	\$72,887	\$75,704	\$79,577
21	36-37	\$66,745	\$69,600	\$72,099	\$73,170	\$73,884	\$76,739	\$80,665
22	38+	\$67,612	\$70,504	\$73,035	\$74,119	\$74,843	\$77,735	\$81,712
PAY GRADE		OSAB	OSBB	OSDB				

MASTER'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
0	0-2	\$49,062	\$51,161	\$52,997	\$53,785	\$54,309	\$56,408	\$59,295
1	3	\$49,317	\$51,426	\$53,273	\$54,064	\$54,591	\$56,702	\$59,603
2	4	\$50,032	\$52,172	\$54,046	\$54,847	\$55,383	\$57,524	\$60,467
3	5-6	\$50,899	\$53,077	\$54,982	\$55,798	\$56,343	\$58,520	\$61,514
4	7	\$51,766	\$53,980	\$55,918	\$56,749	\$57,303	\$59,517	\$62,562
5	8	\$52,633	\$54,885	\$56,855	\$57,699	\$58,262	\$60,514	\$63,610
6	9	\$53,500	\$55,789	\$57,791	\$58,650	\$59,222	\$61,511	\$64,658
7	10	\$54,367	\$56,693	\$58,728	\$59,601	\$60,182	\$62,508	\$65,705
8	11	\$55,234	\$57,597	\$59,665	\$60,550	\$61,142	\$63,504	\$66,754
9	12-13	\$56,101	\$58,501	\$60,601	\$61,501	\$62,101	\$64,501	\$67,801
10	14-15	\$58,305	\$60,799	\$62,982	\$63,917	\$64,542	\$67,035	\$70,465
11	16	\$59,172	\$61,704	\$63,918	\$64,868	\$65,500	\$68,032	\$71,513
12	17-19	\$60,722	\$63,320	\$65,592	\$66,566	\$67,216	\$69,814	\$73,386

SALARY SCHEDULE

PROFESSIONAL SUPPORT EMPLOYEES/187-DAY SPEECH THERAPISTS SCHEDULES

MASTER'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
13	20-21	\$63,348	\$66,058	\$68,430	\$69,446	\$70,123	\$72,833	\$76,560
14	22-23	\$64,215	\$66,962	\$69,366	\$70,396	\$71,083	\$73,831	\$77,608
15	24-25	\$67,551	\$70,440	\$72,969	\$74,053	\$74,775	\$77,665	\$81,639
16	26-27	\$68,418	\$71,345	\$73,905	\$75,004	\$75,735	\$78,661	\$82,686
17	28-29	\$69,285	\$72,249	\$74,843	\$75,953	\$76,695	\$79,659	\$83,734
18	30-31	\$70,152	\$73,152	\$75,779	\$76,904	\$77,655	\$80,655	\$84,782
19	32-33	\$71,019	\$74,057	\$76,715	\$77,855	\$78,614	\$81,652	\$85,830
20	34-35	\$71,886	\$74,961	\$77,652	\$78,805	\$79,574	\$82,650	\$86,877
21	36-37	\$72,798	\$75,912	\$78,638	\$79,806	\$80,584	\$83,699	\$87,981
22	38+	\$73,665	\$76,817	\$79,574	\$80,756	\$81,544	\$84,696	\$89,029
PAY GRADE		OSAM	OSBM		OSDM			

DOCTORATE DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
0	0-2	\$51,102	\$53,288	\$55,201	\$56,020	\$56,567	\$58,754	\$61,760
1	3	\$51,357	\$53,554	\$55,477	\$56,301	\$56,850	\$59,047	\$62,068
2	4	\$52,072	\$54,300	\$56,249	\$57,084	\$57,641	\$59,869	\$62,932
3	5-6	\$52,939	\$55,203	\$57,185	\$58,035	\$58,601	\$60,865	\$63,980
4	7	\$53,806	\$56,108	\$58,122	\$58,986	\$59,561	\$61,863	\$65,028
5	8	\$54,673	\$57,012	\$59,059	\$59,935	\$60,521	\$62,860	\$66,076
6	9	\$55,540	\$57,916	\$59,995	\$60,886	\$61,481	\$63,856	\$67,123
7	10	\$56,407	\$58,820	\$60,932	\$61,836	\$62,440	\$64,853	\$68,171
8	11	\$57,274	\$59,724	\$61,868	\$62,787	\$63,399	\$65,850	\$69,219
9	12-13	\$58,305	\$60,799	\$62,982	\$63,917	\$64,542	\$67,035	\$70,465
10	14-15	\$60,722	\$63,320	\$65,592	\$66,566	\$67,216	\$69,814	\$73,386
11	16	\$61,589	\$64,223	\$66,528	\$67,517	\$68,176	\$70,810	\$74,433
12	17-19	\$63,348	\$66,058	\$68,430	\$69,446	\$70,123	\$72,833	\$76,560
13	20-21	\$66,290	\$69,125	\$71,607	\$72,671	\$73,380	\$76,215	\$80,115
14	22-23	\$67,157	\$70,030	\$72,543	\$73,622	\$74,340	\$77,212	\$81,162
15	24-25	\$69,705	\$72,687	\$75,296	\$76,414	\$77,160	\$80,141	\$84,242
16	26-27	\$70,572	\$73,591	\$76,233	\$77,365	\$78,120	\$81,139	\$85,290
17	28-29	\$71,439	\$74,495	\$77,169	\$78,316	\$79,080	\$82,136	\$86,338
18	30-31	\$72,305	\$75,398	\$78,104	\$79,264	\$80,037	\$83,131	\$87,384
19	32-33	\$73,173	\$76,303	\$79,042	\$80,216	\$80,999	\$84,130	\$88,433
20	34-35	\$74,040	\$77,207	\$79,979	\$81,167	\$81,958	\$85,126	\$89,482
21	36-37	\$74,910	\$78,115	\$80,919	\$82,120	\$82,922	\$86,127	\$90,533
22	38+	\$75,777	\$79,018	\$81,855	\$83,071	\$83,882	\$87,123	\$91,581
PAY GRADE		OSAD			OSDD			

**CAMPUS LEADERSHIP
CENTRAL STAFF
EXECUTIVE LEADERSHIP
TECHNICAL AND ANALYTICAL**

SALARY SCHEDULE
CENTRAL STAFF, CAMPUS LEADERSHIP, AND TECHNICAL AND ANALYTICAL

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, AND TECHNICAL AND ANALYTICAL

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

GRADE	CAMPUS LEADERSHIP LENGTH OF CONTRACT/207 & 226 DAYS				
	MIN	2Q	MID	4Q	MAX
1-207 DAYS	\$55,200	\$59,750	\$64,300	\$68,900	\$73,500
2-207 DAYS	\$59,400	\$63,700	\$68,000	\$72,250	\$76,500
3-207 DAYS	\$67,200	\$70,450	\$73,700	\$76,900	\$80,100
3-226 DAYS	\$73,368	\$76,916	\$80,465	\$83,958	\$87,452
4-226 DAYS	\$78,800	\$83,900	\$89,000	\$94,150	\$99,300
5-226 DAYS	\$86,400	\$91,250	\$96,100	\$100,950	\$105,800
6-226 DAYS	\$90,000	\$97,975	\$105,950	\$113,925	\$121,900

SALARY SCHEDULE
CENTRAL STAFF, CAMPUS LEADERSHIP, AND TECHNICAL AND ANALYTICAL

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

SUPPORT STAFF

SALARY SCHEDULE - SUPPORT STAFF

TEACHER ASSISTANTS/PARAPROFESSIONALS

		RANGE		
PAY GRADE	DAYS	MIN	MID	MAX
7	185	\$19,942	\$25,463	\$32,436
12	185	\$21,232	\$27,245	\$34,826
19	185	\$23,544	\$30,374	\$38,897
19	195	\$24,786	\$31,986	\$40,970
19	205	\$26,028	\$33,596	\$43,041
19	215	\$27,270	\$35,208	\$45,114
19	226	\$28,641	\$36,984	\$47,396
21	185	\$23,801	\$30,831	\$39,518

BILINGUAL/DEAF EDUCATION

		RANGE		
PAY GRADE	DAYS	MIN	MID	MAX
28	185	\$25,031	\$31,540	\$39,569
32	205	\$29,631	\$38,893	\$50,096
32	226	\$32,471	\$42,682	\$55,033
33	185	\$28,361	\$36,920	\$47,229
34	185	\$28,852	\$37,585	\$48,096
34	205	\$31,909	\$41,588	\$53,236
34	226	\$35,122	\$45,793	\$58,636

SALARY SCHEDULE - SUPPORT STAFF

OFFICE SUPPORT

		RANGE		
PAY GRADE	DAYS	MIN	MID	MAX
6	226	\$23,319	\$29,941	\$38,300
7	217	\$23,045	\$29,525	\$37,698
8	185	\$20,410	\$26,115	\$33,348
8	195	\$21,403	\$27,421	\$35,043
8	217	\$23,942	\$30,633	\$39,117
13	226	\$25,535	\$32,863	\$41,780
14	195	\$23,021	\$29,738	\$38,088
20	217	\$27,150	\$35,136	\$44,770
20	226	\$27,705	\$35,875	\$45,733
21	195	\$24,978	\$32,387	\$41,544
21	200	\$25,568	\$33,168	\$42,557
21	205	\$26,157	\$33,947	\$43,572
21	215	\$27,333	\$35,504	\$45,598
29	200	\$27,065	\$35,310	\$45,373
29	205	\$27,691	\$36,143	\$46,459
29	226	\$30,331	\$39,648	\$51,020
29C	226	\$29,797	\$38,951	\$50,123
30	195	\$26,802	\$34,738	\$44,343
32	195	\$28,284	\$37,095	\$47,752
32	215	\$30,976	\$40,692	\$52,442
32	217	\$31,248	\$41,052	\$52,911
32	226	\$32,470	\$42,681	\$55,032
32C	226	\$31,898	\$41,930	\$54,063
37	226	\$42,518	\$56,300	\$73,874

SALARY SCHEDULE - SUPPORT STAFF

SUPPORT SUPERVISORS

		RANGE		
PAY GRADE	DAYS	MIN	MID	MAX
35	226	\$36,685	\$48,066	\$61,712
38	226	\$44,656	\$59,482	\$76,304
39	226	\$48,637	\$64,961	\$83,401

SECURITY

		STEPS		
PAY GRADE	DAYS	MIN	MID	MAX
11	235	\$25,715	\$33,433	\$42,926
11	260	\$13.68	\$17.78	\$22.84
17	235	\$27,891	\$35,233	\$44,430
21	185	\$23,381	\$30,288	\$38,822
35	185	\$30,514	\$38,870	\$51,093

POLICE OFFICER

PAY GRADE	DAYS		
36	235	CADET	\$33,660
36	235	BASIC	\$43,241
36	235	INTERMEDIATE	\$45,831
36	235	ADVANCE	\$49,260
36	235	MASTER'S	\$52,698

SALARY SCHEDULE - SUPPORT STAFF

MAINTENANCE/OPERATIONS (ALL HOURLY RATES ARE BASED ON 8 HOURS/DAY)

		STEPS		
PAY GRADE	DAYS	MIN	MID	MAX
1	185	\$9.65	10.83	\$11.13
2	260	\$8.68	\$11.46	\$14.65
5	260	\$12.85	\$16.56	\$21.02
9	260	\$10.93	\$14.37	\$18.71
13	260	\$11.57	\$15.06	\$19.07
19	260	\$15.26	\$19.86	\$25.34
20	260	\$12.81	\$16.53	\$21.04
22	260	\$14.52	\$18.81	\$23.96
26	260	\$16.29	\$21.18	\$27.11
27	260	\$16.58	\$21.31	\$27.26
30	260	\$16.85	\$21.95	\$28.10
35	260	\$20.60	\$27.03	\$34.74
37	260	\$21.31	\$28.01	\$38.12

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

		STEPS		
PAY GRADE	DAYS	MIN	MID	MAX
5	260	\$12.86	\$16.56	\$21.02
13	260	\$14.23	\$18.36	\$23.38
24	260	\$16.07	\$20.86	\$26.91
34	260	\$19.26	\$25.34	\$32.41

SALARY SCHEDULE - SUPPORT STAFF

SERVICE CENTER (ALL HOURLY RATES ARE BASED ON 8 HOURS/DAY)

		STEPS		
PAY GRADE	DAYS	MIN	MID	MAX
5	260	\$12.86	\$16.56	\$21.02
9	260	\$13.56	\$17.45	\$22.19
13	260	\$14.23	\$18.36	\$23.38
20	260	\$15.45	\$20.05	\$25.60
22	260	\$15.79	\$20.54	\$26.20
24	260	\$16.07	\$20.86	\$26.91
26	260	\$16.29	\$21.18	\$27.11
31	260	\$17.33	\$21.76	\$27.50
33	260	\$18.78	\$24.55	\$31.53

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

		STEPS		
PAY GRADE	DAYS	MINI	MID	MAX
3	186	\$9.93	\$12.36	\$15.35
5	186	\$10.21	\$13.05	\$16.48
15	189	\$14.94	\$15.22	\$15.52
19	189	\$23,679	\$30,616	\$38,901
20	189	\$23,935	\$30,690	\$39,050
23	189	\$24,614	\$30,933	\$39,058
25	189	\$25,099	\$31,578	\$39,612
28	189	\$25,584	\$32,232	\$40,436
28	226	\$30,591	\$38,543	\$48,351
30	189	\$26,094	\$33,786	\$43,097