

COMPENSATION RESOURCE BOOK

HUMAN CAPITAL MANAGEMENT

SALARY HANDBOOK

**Dallas
Independent
School
District**



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

2014-2015

**COMPENSATION
SALARY HANDBOOK**

2014-2015 School Year

Effective September 1, 2014

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
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

EXECUTIVE LEADERSHIP

4-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
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

POSITION CLASSIFICATION SCHEDULE

EXECUTIVE LEADERSHIP

4 -GRADE 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
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
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
EXECUTIVE LEADERSHIP
4-GRADE SCHEDULE

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 2014-2015 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	0-3	\$47,382	\$49,409	\$51,183	\$51,943	\$52,450	\$54,477	\$57,264
1	4	\$47,645	\$49,683	\$51,467	\$52,231	\$52,740	\$54,778	\$57,581
2	5	\$48,381	\$50,451	\$52,262	\$53,038	\$53,555	\$55,625	\$58,471
3	6-7	\$49,274	\$51,382	\$53,227	\$54,018	\$54,544	\$56,653	\$59,550
4	8	\$50,167	\$52,314	\$54,191	\$54,996	\$55,533	\$57,679	\$60,630
5	9	\$51,060	\$53,244	\$55,155	\$55,975	\$56,521	\$58,705	\$61,709
6	10	\$51,953	\$54,176	\$56,121	\$56,954	\$57,510	\$59,732	\$62,788
7	11	\$52,846	\$55,107	\$57,085	\$57,933	\$58,498	\$60,759	\$63,868
8	12	\$53,739	\$56,038	\$58,050	\$58,912	\$59,487	\$61,786	\$64,947
9	13-14	\$54,632	\$56,970	\$59,014	\$59,891	\$60,476	\$62,812	\$66,026
10	15-16	\$55,525	\$57,901	\$59,979	\$60,870	\$61,464	\$63,840	\$67,105
11	17	\$56,418	\$58,831	\$60,944	\$61,849	\$62,452	\$64,866	\$68,185
12	18-20	\$57,311	\$59,763	\$61,909	\$62,828	\$63,440	\$65,893	\$69,264
13	21-22	\$59,035	\$61,561	\$63,770	\$64,718	\$65,349	\$67,875	\$71,347
14	23-24	\$59,928	\$62,492	\$64,736	\$65,697	\$66,338	\$68,901	\$72,426
15	25-26	\$61,254	\$63,874	\$66,168	\$67,150	\$67,806	\$70,426	\$74,029
16	27-28	\$62,147	\$64,806	\$67,132	\$68,129	\$68,794	\$71,452	\$75,108
17	29-30	\$63,040	\$65,737	\$68,097	\$69,108	\$69,783	\$72,480	\$76,187
18	31-32	\$63,933	\$66,668	\$69,061	\$70,088	\$70,771	\$73,506	\$77,266
19	33-34	\$64,826	\$67,600	\$70,027	\$71,066	\$71,759	\$74,533	\$78,346
20	35-36	\$65,719	\$68,531	\$70,991	\$72,045	\$72,748	\$75,559	\$79,425
21	37-38	\$66,614	\$69,465	\$71,958	\$73,026	\$73,738	\$76,589	\$80,507
22	39+	\$67,507	\$70,395	\$72,922	\$74,005	\$74,727	\$77,615	\$81,586
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	0-3	\$48,433	\$50,504	\$52,318	\$53,094	\$53,612	\$55,685	\$58,533
1	4	\$48,695	\$50,779	\$52,601	\$53,382	\$53,903	\$55,986	\$58,851
2	5	\$49,432	\$51,547	\$53,397	\$54,190	\$54,718	\$56,833	\$59,741
3	6-7	\$50,325	\$52,477	\$54,361	\$55,169	\$55,707	\$57,860	\$60,820
4	8	\$51,218	\$53,409	\$55,327	\$56,148	\$56,696	\$58,887	\$61,899
5	9	\$52,111	\$54,340	\$56,291	\$57,126	\$57,684	\$59,914	\$62,979
6	10	\$53,004	\$55,271	\$57,256	\$58,106	\$58,673	\$60,940	\$64,058
7	11	\$53,897	\$56,203	\$58,220	\$59,085	\$59,661	\$61,966	\$65,137
8	12	\$54,790	\$57,134	\$59,185	\$60,064	\$60,650	\$62,994	\$66,216
9	13-14	\$55,683	\$58,065	\$60,149	\$61,043	\$61,639	\$64,020	\$67,296
10	15-16	\$57,953	\$60,433	\$62,602	\$63,532	\$64,152	\$66,631	\$70,039
11	17	\$58,846	\$61,363	\$63,567	\$64,511	\$65,140	\$67,658	\$71,119
12	18-20	\$60,442	\$63,028	\$65,291	\$66,260	\$66,906	\$69,492	\$73,047
13	21-22	\$63,147	\$65,848	\$68,212	\$69,226	\$69,901	\$72,603	\$76,317
14	23-24	\$64,040	\$66,780	\$69,178	\$70,204	\$70,889	\$73,629	\$77,397

**SALARY SCHEDULE
TEACHER POSITIONS**

MASTER'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
15	25-26	\$67,476	\$70,363	\$72,889	\$73,971	\$74,692	\$77,579	\$81,549
16	27-28	\$68,369	\$71,294	\$73,853	\$74,950	\$75,681	\$78,606	\$82,628
17	29-30	\$69,262	\$72,225	\$74,817	\$75,929	\$76,670	\$79,632	\$83,707
18	31-32	\$70,155	\$73,156	\$75,782	\$76,908	\$77,658	\$80,660	\$84,787
19	33-34	\$71,048	\$74,087	\$76,747	\$77,886	\$78,647	\$81,686	\$85,866
20	35-36	\$71,941	\$75,018	\$77,712	\$78,865	\$79,635	\$82,713	\$86,945
21	37-38	\$72,855	\$75,972	\$78,699	\$79,868	\$80,647	\$83,763	\$88,050
22	39+	\$73,748	\$76,903	\$79,664	\$80,847	\$81,636	\$84,791	\$89,129
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	0-3	\$50,534	\$52,696	\$54,587	\$55,398	\$55,938	\$58,100	\$61,073
1	4	\$50,797	\$52,969	\$54,871	\$55,686	\$56,229	\$58,403	\$61,391
2	5	\$51,533	\$53,737	\$55,667	\$56,493	\$57,044	\$59,250	\$62,281
3	6-7	\$52,426	\$54,669	\$56,632	\$57,472	\$58,033	\$60,276	\$63,360
4	8	\$53,319	\$55,600	\$57,596	\$58,451	\$59,022	\$61,303	\$64,439
5	9	\$54,212	\$56,532	\$58,560	\$59,430	\$60,010	\$62,329	\$65,519
6	10	\$55,105	\$57,463	\$59,525	\$60,410	\$60,999	\$63,356	\$66,598
7	11	\$55,998	\$58,393	\$60,489	\$61,389	\$61,988	\$64,383	\$67,677
8	12	\$56,891	\$59,325	\$61,455	\$62,367	\$62,976	\$65,409	\$68,757
9	13-14	\$57,953	\$60,433	\$62,602	\$63,532	\$64,152	\$66,631	\$70,039
10	15-16	\$60,442	\$63,028	\$65,291	\$66,260	\$66,906	\$69,492	\$73,047
11	17	\$61,335	\$63,959	\$66,255	\$67,239	\$67,895	\$70,519	\$74,127
12	18-20	\$63,147	\$65,848	\$68,212	\$69,226	\$69,901	\$72,603	\$76,317
13	21-22	\$66,177	\$69,009	\$71,486	\$72,547	\$73,255	\$76,087	\$79,979
14	23-24	\$67,070	\$69,939	\$72,450	\$73,526	\$74,244	\$77,113	\$81,058
15	25-26	\$69,695	\$72,676	\$75,285	\$76,403	\$77,149	\$80,130	\$84,230
16	27-28	\$70,588	\$73,607	\$76,249	\$77,382	\$78,137	\$81,157	\$85,309
17	29-30	\$71,481	\$74,539	\$77,215	\$78,361	\$79,126	\$82,184	\$86,389
18	31-32	\$72,374	\$75,470	\$78,179	\$79,340	\$80,115	\$83,211	\$87,468
19	33-34	\$73,267	\$76,401	\$79,144	\$80,319	\$81,103	\$84,237	\$88,547
20	35-36	\$74,160	\$77,333	\$80,108	\$81,299	\$82,092	\$85,264	\$89,627
21	37-38	\$75,030	\$78,239	\$81,049	\$82,251	\$83,054	\$86,264	\$90,677
22	39+	\$75,923	\$79,171	\$82,013	\$83,231	\$84,043	\$87,291	\$91,757
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 2014-2015 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	0-3	\$47,382	\$49,943	\$51,224	\$52,505	\$55,066	\$55,578	\$57,883
1	4	\$47,645	\$50,220	\$51,508	\$52,796	\$55,371	\$55,886	\$58,204
2	5	\$48,381	\$50,996	\$52,304	\$53,611	\$56,227	\$56,750	\$59,104
3	6-7	\$49,274	\$51,937	\$53,270	\$54,601	\$57,265	\$57,798	\$60,194
4	8	\$50,167	\$52,879	\$54,235	\$55,590	\$58,302	\$58,845	\$61,286
5	9	\$51,060	\$53,820	\$55,201	\$56,580	\$59,340	\$59,893	\$62,376
6	10	\$51,953	\$54,761	\$56,166	\$57,570	\$60,378	\$60,940	\$63,467
7	11	\$52,846	\$55,703	\$57,131	\$58,559	\$61,416	\$61,988	\$64,558
8	12	\$53,739	\$56,644	\$58,096	\$59,549	\$62,454	\$63,035	\$65,649
9	13-14	\$54,632	\$57,585	\$59,062	\$60,539	\$63,492	\$64,082	\$66,740
10	15-16	\$55,525	\$58,527	\$60,027	\$61,528	\$64,529	\$65,130	\$67,831
11	17	\$56,418	\$59,468	\$60,993	\$62,518	\$65,567	\$66,177	\$68,921
12	18-20	\$57,311	\$60,410	\$61,958	\$63,507	\$66,605	\$67,225	\$70,013
13	21-22	\$59,035	\$62,226	\$63,822	\$65,418	\$68,608	\$69,247	\$72,118
14	23-24	\$59,928	\$63,167	\$64,787	\$66,407	\$69,646	\$70,295	\$73,210
15	25-26	\$61,254	\$64,566	\$66,220	\$67,876	\$71,188	\$71,849	\$74,829
16	27-28	\$62,147	\$65,507	\$67,186	\$68,866	\$72,226	\$72,897	\$75,921
17	29-30	\$63,040	\$66,447	\$68,151	\$69,855	\$73,263	\$73,944	\$77,011
18	31-32	\$63,933	\$67,389	\$69,117	\$70,845	\$74,301	\$74,992	\$78,103
19	33-34	\$64,826	\$68,330	\$70,082	\$71,835	\$75,339	\$76,039	\$79,193
20	35-36	\$65,719	\$69,271	\$71,048	\$72,824	\$76,377	\$77,087	\$80,284
21	37-38	\$66,614	\$70,215	\$72,015	\$73,816	\$77,417	\$78,137	\$81,377
22	39+	\$67,507	\$71,156	\$72,981	\$74,806	\$78,455	\$79,185	\$82,469
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	0-3	\$48,433	\$51,051	\$52,360	\$53,669	\$56,287	\$56,810	\$59,167
1	4	\$48,695	\$51,327	\$52,643	\$53,960	\$56,592	\$57,118	\$59,487
2	5	\$49,432	\$52,103	\$53,440	\$54,776	\$57,448	\$57,983	\$60,387
3	6-7	\$50,325	\$53,045	\$54,405	\$55,765	\$58,486	\$59,030	\$61,478
4	8	\$51,218	\$53,986	\$55,371	\$56,754	\$59,524	\$60,078	\$62,568
5	9	\$52,111	\$54,927	\$56,336	\$57,744	\$60,561	\$61,125	\$63,660
6	10	\$53,004	\$55,869	\$57,302	\$58,734	\$61,599	\$62,172	\$64,751
7	11	\$53,897	\$56,810	\$58,267	\$59,723	\$62,637	\$63,220	\$65,841
8	12	\$54,790	\$57,751	\$59,232	\$60,713	\$63,675	\$64,267	\$66,933
9	13-14	\$55,683	\$58,693	\$60,197	\$61,703	\$64,713	\$65,315	\$68,023

**SALARY SCHEDULE
RELATED INSTRUCTIONAL PERSONNEL**

MASTER'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		185/187/193	195	200	205	215	217	226
10	15-16	\$57,953	\$61,086	\$62,653	\$64,218	\$67,351	\$67,978	\$70,797
11	17	\$58,846	\$62,027	\$63,618	\$65,208	\$68,389	\$69,025	\$71,887
12	18-20	\$60,442	\$63,709	\$65,343	\$66,977	\$70,243	\$70,897	\$73,837
13	21-22	\$63,147	\$66,561	\$68,267	\$69,974	\$73,388	\$74,070	\$77,142
14	23-24	\$64,040	\$67,502	\$69,232	\$70,964	\$74,426	\$75,118	\$78,233
15	25-26	\$67,476	\$71,124	\$72,947	\$74,770	\$78,418	\$79,147	\$82,430
16	27-28	\$68,369	\$72,065	\$73,912	\$75,760	\$79,456	\$80,194	\$83,521
17	29-30	\$69,262	\$73,006	\$74,877	\$76,749	\$80,494	\$81,242	\$84,612
18	31-32	\$70,155	\$73,948	\$75,843	\$77,739	\$81,532	\$82,289	\$85,703
19	33-34	\$71,048	\$74,888	\$76,808	\$78,729	\$82,569	\$83,337	\$86,793
20	35-36	\$71,941	\$75,829	\$77,774	\$79,718	\$83,607	\$84,384	\$87,885
21	37-38	\$72,855	\$76,793	\$78,762	\$80,731	\$84,669	\$85,457	\$89,002
22	39+	\$73,748	\$77,734	\$79,728	\$81,721	\$85,707	\$86,504	\$90,092
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	0-3	\$50,534	\$53,265	\$54,631	\$55,997	\$58,729	\$59,275	\$61,733	\$30,867
1	4	\$50,797	\$53,543	\$54,915	\$56,288	\$59,034	\$59,583	\$62,054	\$31,027
2	5	\$51,533	\$54,318	\$55,711	\$57,104	\$59,889	\$60,446	\$62,954	\$31,477
3	6-7	\$52,426	\$55,259	\$56,677	\$58,094	\$60,927	\$61,495	\$64,045	\$32,022
4	8	\$53,319	\$56,201	\$57,642	\$59,084	\$61,965	\$62,542	\$65,136	\$32,569
5	9	\$54,212	\$57,142	\$58,608	\$60,072	\$63,003	\$63,590	\$66,227	\$33,114
6	10	\$55,105	\$58,083	\$59,573	\$61,062	\$64,041	\$64,637	\$67,317	\$33,659
7	11	\$55,998	\$59,025	\$60,539	\$62,052	\$65,078	\$65,685	\$68,409	\$34,204
8	12	\$56,891	\$59,966	\$61,504	\$63,041	\$66,116	\$66,732	\$69,499	\$34,750
9	13-14	\$57,953	\$61,086	\$62,653	\$64,218	\$67,351	\$67,978	\$70,797	\$35,399
10	15-16	\$60,442	\$63,709	\$65,343	\$66,977	\$70,243	\$70,897	\$73,837	\$36,919
11	17	\$61,335	\$64,651	\$66,309	\$67,965	\$71,281	\$71,944	\$74,928	\$37,464
12	18-20	\$63,147	\$66,561	\$68,267	\$69,974	\$73,388	\$74,070	\$77,142	\$38,572
13	21-22	\$66,177	\$69,755	\$71,543	\$73,332	\$76,909	\$77,625	\$80,844	\$40,422
14	23-24	\$67,070	\$70,696	\$72,508	\$74,322	\$77,946	\$78,672	\$81,934	\$40,967
15	25-26	\$69,695	\$73,462	\$75,346	\$77,230	\$80,997	\$81,750	\$85,141	\$42,570
16	27-28	\$70,588	\$74,403	\$76,311	\$78,219	\$82,034	\$82,798	\$86,231	\$43,116
17	29-30	\$71,481	\$75,345	\$77,277	\$79,208	\$83,072	\$83,845	\$87,323	\$43,662
18	31-32	\$72,374	\$76,286	\$78,242	\$80,198	\$84,110	\$84,893	\$88,413	\$44,207
19	33-34	\$73,267	\$77,228	\$79,207	\$81,187	\$85,148	\$85,940	\$89,504	\$44,752
20	35-36	\$74,160	\$78,169	\$80,172	\$82,177	\$86,186	\$86,988	\$90,595	\$45,298
21	37-38	\$75,030	\$79,085	\$81,113	\$83,141	\$87,197	\$88,008	\$91,657	\$45,829
22	39+	\$75,923	\$80,026	\$82,078	\$84,131	\$88,235	\$89,055	\$92,749	\$46,375
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 2014-2015 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	0-3	\$49,483	\$52,158	\$53,496	\$54,833	\$56,170	\$57,508	\$58,042	\$60,449
1	4	\$49,746	\$52,434	\$53,779	\$55,124	\$56,469	\$57,812	\$58,350	\$60,771
2	5	\$50,482	\$53,211	\$54,576	\$55,940	\$57,304	\$58,669	\$59,215	\$61,670
3	6-7	\$51,375	\$54,152	\$55,541	\$56,930	\$58,318	\$59,707	\$60,262	\$62,762
4	8	\$52,268	\$55,093	\$56,507	\$57,919	\$59,332	\$60,745	\$61,310	\$63,852
5	9	\$53,161	\$56,035	\$57,472	\$58,908	\$60,345	\$61,783	\$62,357	\$64,943
6	10	\$54,054	\$56,976	\$58,438	\$59,898	\$61,359	\$62,820	\$63,405	\$66,034
7	11	\$54,947	\$57,917	\$59,403	\$60,888	\$62,373	\$63,858	\$64,452	\$67,125
8	12	\$55,840	\$58,859	\$60,369	\$61,877	\$63,387	\$64,896	\$65,500	\$68,215
9	13-14	\$56,733	\$59,800	\$61,333	\$62,867	\$64,400	\$65,934	\$66,547	\$69,307
10	15-16	\$57,626	\$60,741	\$62,298	\$63,857	\$65,414	\$66,972	\$67,595	\$70,398
11	17	\$58,519	\$61,683	\$63,264	\$64,846	\$66,427	\$68,010	\$68,642	\$71,489
12	18-20	\$59,412	\$62,624	\$64,229	\$65,836	\$67,441	\$69,046	\$69,689	\$72,580
13	21-22	\$61,137	\$64,442	\$66,093	\$67,746	\$69,398	\$71,051	\$71,712	\$74,686
14	23-24	\$62,030	\$65,382	\$67,059	\$68,736	\$70,412	\$72,088	\$72,759	\$75,777
15	25-26	\$63,355	\$66,780	\$68,493	\$70,204	\$71,917	\$73,629	\$74,314	\$77,397
16	27-28	\$64,248	\$67,722	\$69,457	\$71,194	\$72,931	\$74,667	\$75,362	\$78,487
17	29-30	\$65,141	\$68,663	\$70,423	\$72,184	\$73,944	\$75,705	\$76,409	\$79,578
18	31-32	\$66,034	\$69,604	\$71,388	\$73,173	\$74,958	\$76,743	\$77,457	\$80,669
19	33-34	\$66,927	\$70,545	\$72,354	\$74,163	\$75,972	\$77,780	\$78,504	\$81,760
20	35-36	\$67,820	\$71,486	\$73,319	\$75,153	\$76,986	\$78,818	\$79,551	\$82,851
21	37-38	\$68,747	\$72,463	\$74,322	\$76,179	\$78,038	\$79,895	\$80,639	\$83,983
22	39+	\$69,640	\$73,404	\$75,287	\$77,169	\$79,051	\$80,933	\$81,686	\$85,073
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	0-3	\$50,534	\$53,265	\$54,631	\$55,997	\$57,363	\$58,729	\$59,275	\$61,733
1	4	\$50,797	\$53,543	\$54,915	\$56,288	\$57,661	\$59,034	\$59,583	\$62,054
2	5	\$51,533	\$54,318	\$55,711	\$57,104	\$58,497	\$59,889	\$60,446	\$62,954
3	6-7	\$52,426	\$55,259	\$56,677	\$58,094	\$59,510	\$60,927	\$61,495	\$64,045
4	8	\$53,319	\$56,201	\$57,642	\$59,084	\$60,524	\$61,965	\$62,542	\$65,136
5	9	\$54,212	\$57,142	\$58,608	\$60,072	\$61,538	\$63,003	\$63,590	\$66,227
6	10	\$55,105	\$58,083	\$59,573	\$61,062	\$62,552	\$64,041	\$64,637	\$67,317
7	11	\$55,998	\$59,025	\$60,539	\$62,052	\$63,566	\$65,078	\$65,685	\$68,409
8	12	\$56,891	\$59,966	\$61,504	\$63,041	\$64,579	\$66,116	\$66,732	\$69,499
9	13-14	\$57,784	\$60,907	\$62,470	\$64,031	\$65,593	\$67,154	\$67,779	\$70,590
10	15-16	\$60,054	\$63,301	\$64,924	\$66,547	\$68,170	\$69,793	\$70,442	\$73,363
11	17	\$60,947	\$64,242	\$65,889	\$67,537	\$69,183	\$70,830	\$71,490	\$74,455
12	18-20	\$62,543	\$65,924	\$67,615	\$69,305	\$70,995	\$72,686	\$73,361	\$76,404
13	21-22	\$65,249	\$68,775	\$70,539	\$72,302	\$74,066	\$75,829	\$76,535	\$79,709
14	23-24	\$66,142	\$69,717	\$71,505	\$73,292	\$75,080	\$76,867	\$77,583	\$80,800

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	25-26	\$69,577	\$73,338	\$75,219	\$77,099	\$78,979	\$80,859	\$81,612	\$84,997
16	27-28	\$70,470	\$74,280	\$76,184	\$78,088	\$79,993	\$81,897	\$82,659	\$86,087
17	29-30	\$71,363	\$75,221	\$77,150	\$79,078	\$81,007	\$82,935	\$83,707	\$87,179
18	31-32	\$72,256	\$76,162	\$78,114	\$80,067	\$82,020	\$83,973	\$84,754	\$88,269
19	33-34	\$73,149	\$77,104	\$79,080	\$81,057	\$83,034	\$85,011	\$85,801	\$89,361
20	35-36	\$74,042	\$78,045	\$80,045	\$82,047	\$84,048	\$86,049	\$86,849	\$90,451
21	37-38	\$74,982	\$79,036	\$81,062	\$83,089	\$85,115	\$87,142	\$87,952	\$91,600
22	39+	\$75,875	\$79,977	\$82,028	\$84,078	\$86,129	\$88,180	\$88,999	\$92,691
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	0-3	\$52,635	\$55,480	\$56,903	\$58,325	\$59,748	\$61,170	\$61,740	\$64,300
1	4	\$52,898	\$55,757	\$57,186	\$58,616	\$60,046	\$61,476	\$62,047	\$64,621
2	5	\$53,634	\$56,534	\$57,983	\$59,432	\$60,882	\$62,332	\$62,911	\$65,521
3	6-7	\$54,527	\$57,474	\$58,948	\$60,422	\$61,896	\$63,369	\$63,958	\$66,611
4	8	\$55,420	\$58,415	\$59,914	\$61,412	\$62,910	\$64,407	\$65,006	\$67,703
5	9	\$56,313	\$59,357	\$60,879	\$62,401	\$63,923	\$65,445	\$66,054	\$68,793
6	10	\$57,206	\$60,298	\$61,845	\$63,391	\$64,937	\$66,483	\$67,102	\$69,885
7	11	\$58,099	\$61,239	\$62,810	\$64,380	\$65,950	\$67,521	\$68,149	\$70,975
8	12	\$58,992	\$62,181	\$63,776	\$65,369	\$66,964	\$68,559	\$69,197	\$72,066
9	13-14	\$60,054	\$63,301	\$64,924	\$66,547	\$68,170	\$69,793	\$70,442	\$73,363
10	15-16	\$62,543	\$65,924	\$67,615	\$69,305	\$70,995	\$72,686	\$73,361	\$76,404
11	17	\$63,436	\$66,865	\$68,580	\$70,295	\$72,009	\$73,724	\$74,409	\$77,495
12	18-20	\$65,249	\$68,775	\$70,539	\$72,302	\$74,066	\$75,829	\$76,535	\$79,709
13	21-22	\$68,278	\$71,969	\$73,814	\$75,660	\$77,505	\$79,351	\$80,089	\$83,410
14	23-24	\$69,172	\$72,911	\$74,780	\$76,650	\$78,519	\$80,389	\$81,137	\$84,502
15	25-26	\$71,796	\$75,677	\$77,617	\$79,558	\$81,498	\$83,439	\$84,215	\$87,707
16	27-28	\$72,689	\$76,618	\$78,583	\$80,547	\$82,512	\$84,477	\$85,262	\$88,799
17	29-30	\$73,582	\$77,559	\$79,548	\$81,537	\$83,526	\$85,515	\$86,310	\$89,889
18	31-32	\$74,474	\$78,500	\$80,513	\$82,525	\$84,538	\$86,551	\$87,356	\$90,979
19	33-34	\$75,368	\$79,442	\$81,479	\$83,515	\$85,552	\$87,590	\$88,405	\$92,071
20	35-36	\$76,261	\$80,384	\$82,445	\$84,505	\$86,566	\$88,628	\$89,452	\$93,162
21	37-38	\$77,157	\$81,328	\$83,413	\$85,499	\$87,583	\$89,669	\$90,503	\$94,257
22	39+	\$78,050	\$82,269	\$84,379	\$86,487	\$88,597	\$90,707	\$91,550	\$95,347
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 2014-2015 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	0-3	\$49,483	\$51,600	\$53,452	\$54,247	\$54,775	\$56,892	\$59,803
1	4	\$49,746	\$51,874	\$53,736	\$54,535	\$55,066	\$57,195	\$60,121
2	5	\$50,482	\$52,642	\$54,531	\$55,341	\$55,881	\$58,041	\$61,010
3	6-7	\$51,375	\$53,573	\$55,497	\$56,321	\$56,870	\$59,068	\$62,090
4	8	\$52,268	\$54,504	\$56,461	\$57,300	\$57,859	\$60,094	\$63,169
5	9	\$53,161	\$55,436	\$57,426	\$58,279	\$58,847	\$61,122	\$64,248
6	10	\$54,054	\$56,367	\$58,390	\$59,258	\$59,836	\$62,148	\$65,327
7	11	\$54,947	\$57,298	\$59,355	\$60,236	\$60,824	\$63,175	\$66,407
8	12	\$55,840	\$58,230	\$60,319	\$61,215	\$61,813	\$64,201	\$67,486
9	13-14	\$56,733	\$59,160	\$61,285	\$62,194	\$62,802	\$65,229	\$68,565
10	15-16	\$57,626	\$60,092	\$62,249	\$63,174	\$63,789	\$66,255	\$69,645
11	17	\$58,519	\$61,023	\$63,214	\$64,153	\$64,778	\$67,281	\$70,724
12	18-20	\$59,412	\$61,954	\$64,178	\$65,131	\$65,767	\$68,309	\$71,803
13	21-22	\$61,137	\$63,751	\$66,041	\$67,021	\$67,675	\$70,290	\$73,887
14	23-24	\$62,030	\$64,683	\$67,005	\$68,000	\$68,664	\$71,318	\$74,967
15	25-26	\$63,355	\$66,066	\$68,437	\$69,454	\$70,132	\$72,841	\$76,569
16	27-28	\$64,248	\$66,997	\$69,402	\$70,432	\$71,120	\$73,869	\$77,648
17	29-30	\$65,141	\$67,929	\$70,367	\$71,411	\$72,108	\$74,895	\$78,727
18	31-32	\$66,034	\$68,859	\$71,332	\$72,391	\$73,097	\$75,922	\$79,807
19	33-34	\$66,927	\$69,790	\$72,296	\$73,370	\$74,085	\$76,949	\$80,886
20	35-36	\$67,820	\$70,722	\$73,260	\$74,349	\$75,074	\$77,976	\$81,965
21	37-38	\$68,747	\$71,688	\$74,262	\$75,365	\$76,100	\$79,041	\$83,085
22	39+	\$69,640	\$72,620	\$75,226	\$76,343	\$77,088	\$80,067	\$84,164
PAY GRADE		OSAB	OSBB	OSDB				

MASTER'S DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
0	0-3	\$50,534	\$52,696	\$54,587	\$55,398	\$55,938	\$58,100	\$61,073
1	4	\$50,797	\$52,969	\$54,871	\$55,686	\$56,229	\$58,403	\$61,391
2	5	\$51,533	\$53,737	\$55,667	\$56,493	\$57,044	\$59,250	\$62,281
3	6-7	\$52,426	\$54,669	\$56,632	\$57,472	\$58,033	\$60,276	\$63,360
4	8	\$53,319	\$55,600	\$57,596	\$58,451	\$59,022	\$61,303	\$64,439
5	9	\$54,212	\$56,532	\$58,560	\$59,430	\$60,010	\$62,329	\$65,519
6	10	\$55,105	\$57,463	\$59,525	\$60,410	\$60,999	\$63,356	\$66,598
7	11	\$55,998	\$58,393	\$60,489	\$61,389	\$61,988	\$64,383	\$67,677
8	12	\$56,891	\$59,325	\$61,455	\$62,367	\$62,976	\$65,409	\$68,757
9	13-14	\$57,784	\$60,256	\$62,419	\$63,346	\$63,964	\$66,436	\$69,835
10	15-16	\$60,054	\$62,623	\$64,871	\$65,835	\$66,478	\$69,046	\$72,579
11	17	\$60,947	\$63,555	\$65,836	\$66,814	\$67,465	\$70,073	\$73,659
12	18-20	\$62,543	\$65,219	\$67,560	\$68,563	\$69,232	\$71,908	\$75,588

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	21-22	\$65,249	\$68,040	\$70,483	\$71,529	\$72,227	\$75,018	\$78,857
14	23-24	\$66,142	\$68,971	\$71,447	\$72,508	\$73,215	\$76,046	\$79,936
15	25-26	\$69,577	\$72,553	\$75,158	\$76,275	\$77,018	\$79,995	\$84,088
16	27-28	\$70,470	\$73,485	\$76,122	\$77,254	\$78,007	\$81,021	\$85,167
17	29-30	\$71,363	\$74,416	\$77,088	\$78,232	\$78,996	\$82,049	\$86,246
18	31-32	\$72,256	\$75,347	\$78,052	\$79,211	\$79,984	\$83,075	\$87,326
19	33-34	\$73,149	\$76,279	\$79,017	\$80,190	\$80,973	\$84,102	\$88,405
20	35-36	\$74,042	\$77,210	\$79,981	\$81,169	\$81,962	\$85,129	\$89,484
21	37-38	\$74,982	\$78,190	\$80,997	\$82,200	\$83,002	\$86,210	\$90,621
22	39+	\$75,875	\$79,122	\$81,962	\$83,179	\$83,990	\$87,237	\$91,700
PAY GRADE		OSAM	OSBM		OSDM			

DOCTORATE DEGREE								
STEP	CYS	LENGTH OF CONTRACT/DAYS						
		187/193	195	202	205	207	215	226
0	0-3	\$52,635	\$54,886	\$56,857	\$57,701	\$58,264	\$60,517	\$63,613
1	4	\$52,898	\$55,161	\$57,141	\$57,990	\$58,555	\$60,818	\$63,930
2	5	\$53,634	\$55,929	\$57,936	\$58,797	\$59,370	\$61,665	\$64,820
3	6-7	\$54,527	\$56,860	\$58,901	\$59,776	\$60,359	\$62,691	\$65,899
4	8	\$55,420	\$57,791	\$59,865	\$60,755	\$61,348	\$63,719	\$66,979
5	9	\$56,313	\$58,722	\$60,831	\$61,733	\$62,336	\$64,745	\$68,058
6	10	\$57,206	\$59,653	\$61,795	\$62,712	\$63,325	\$65,772	\$69,137
7	11	\$58,099	\$60,585	\$62,760	\$63,692	\$64,314	\$66,798	\$70,216
8	12	\$58,992	\$61,516	\$63,724	\$64,671	\$65,301	\$67,826	\$71,296
9	13-14	\$60,054	\$62,623	\$64,871	\$65,835	\$66,478	\$69,046	\$72,579
10	15-16	\$62,543	\$65,219	\$67,560	\$68,563	\$69,232	\$71,908	\$75,588
11	17	\$63,436	\$66,150	\$68,524	\$69,542	\$70,221	\$72,935	\$76,666
12	18-20	\$65,249	\$68,040	\$70,483	\$71,529	\$72,227	\$75,018	\$78,857
13	21-22	\$68,278	\$71,199	\$73,755	\$74,851	\$75,581	\$78,502	\$82,518
14	23-24	\$69,172	\$72,131	\$74,720	\$75,830	\$76,570	\$79,528	\$83,597
15	25-26	\$71,796	\$74,868	\$77,555	\$78,707	\$79,475	\$82,546	\$86,769
16	27-28	\$72,689	\$75,799	\$78,520	\$79,686	\$80,463	\$83,573	\$87,849
17	29-30	\$73,582	\$76,730	\$79,484	\$80,665	\$81,452	\$84,600	\$88,928
18	31-32	\$74,474	\$77,660	\$80,448	\$81,642	\$82,438	\$85,625	\$90,006
19	33-34	\$75,368	\$78,592	\$81,413	\$82,622	\$83,429	\$86,653	\$91,086
20	35-36	\$76,261	\$79,523	\$82,379	\$83,601	\$84,417	\$87,680	\$92,166
21	37-38	\$77,157	\$80,458	\$83,346	\$84,584	\$85,410	\$88,711	\$93,249
22	39+	\$78,050	\$81,389	\$84,311	\$85,563	\$86,398	\$89,737	\$94,328
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		
36	235	CADET	\$34,670
36	235	BASIC	\$44,538
36	235	INTERMEDIATE	\$47,206
36	235	ADVANCE	\$50,738
36	235	MASTER'S	\$54,279

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	\$8.68	\$11.67	\$14.65
5	260	\$10.80	\$13.50	\$16.20
7	260	\$11.81	\$15.06	\$18.31
9	260	\$12.81	\$16.93	\$21.04
11	260	\$13.96	\$17.45	\$20.94
13	260	\$14.20	\$18.81	\$23.42
15	260	\$15.40	\$19.64	\$23.87
17	260	\$15.73	\$20.05	\$24.37
19	260	\$16.11	\$20.54	\$24.97
21	260	\$16.36	\$20.86	\$25.36
23	260	\$16.39	\$21.31	\$26.23
25	260	\$16.88	\$21.95	\$27.02
27	260	\$18.78	\$24.41	\$30.05
29	260	\$19.87	\$25.34	\$30.81
31	260	\$21.62	\$27.03	\$32.44
33	260	\$22.41	\$28.01	\$33.61

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