



**2019-2020**

**SALARY SCHEDULES  
AND COMPENSATION  
INFORMATION**

**GARLAND INDEPENDENT SCHOOL DISTRICT**  
Serving the North Texas Communities of Garland, Rowlett, and Sachse

Published by the Department of Human Resources  
August 2019

This salary schedule cannot be used to compute future earnings.

# THIS SALARY SCHEDULE IS FOR THE 2019-2020 SCHOOL YEAR ONLY

The 2019-2020 school year pay schedules reflect the implementation of the Board approved salary increase.

During the 2019 Texas Legislative Session, legislators addressed improving school funding. Early discussions indicated that all teachers would receive a \$5,000 pay raise. The final version of House Bill 3 (HB3) did not provide a specified flat raise for any educator. Instead, HB3 requires that districts use 30% of the increased funding for salary increases for full-time district employees. For Garland ISD the amount was \$6.5 million; the Board of Trustees approved a pay increase at a cost of \$14.8 million.

The Garland ISD Board of Trustees approved the following pay increases for the 19-20 school year:

Increases are calculated based upon the Board approved percent of the midpoint of the pay grade of your position:

- Teachers, Nurses, Counselors & Librarians:

1-5 years of experience	6-15 years of experience	16+ years of experience
3%	3.25%	3.5%

- Non-exempt Professionals and Exempt Employees: 3%
- Non-Exempt Employees: 4%

Neither past nor future salaries can be accurately calculated nor predicted from this booklet. Only the salary ranges based on pay grades can be obtained from this information.

Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise approved by the Board of Trustees.

Salaries are determined individually with consideration for job-related experience and credentials.

All GISD employees who returned to their same position held in the district in the 2018-2019 school year received the outlined increase from the midpoint of their pay grade. The percent of increase from the midpoint was added to their 2018- 2019 salary.

To determine your increase:

1. Find your pay grade on the charts
2. To the far right of the table, you will see the increase amount both per day or hour as applicable.

The raise will appear in pay statements as follows:

- For 10 month employees with the September 27, 2019 payroll.
- For 11 month employees with the August 27, 2019 payroll.
- For 12 month employees the raise will retro back to July 1, 2019 (the beginning of the 2019-2020 school year) and will be reconciled in the August 27, 2019 payroll.

For any salary questions, please send an e-mail to [salary@garlandisd.net](mailto:salary@garlandisd.net)

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## Garland ISD

### 2019-20 New Hire Guide for Teachers and Nurses (RN)

**\$54,000 starting, 3% , 3.25%, 3.5% GPI**

Years of Experience	New Hire Salary	Daily Rate
0	\$54,000	\$288.77
1	\$55,032	\$294.29
2	\$55,380	\$296.15
3	\$55,756	\$298.16
4	\$56,007	\$299.50
5	\$56,625	\$302.81
6	\$56,994	\$304.78
7	\$57,194	\$305.85
8	\$57,394	\$306.92
9	\$57,594	\$307.99
10	\$57,794	\$309.06
11	\$57,994	\$310.13
12	\$58,194	\$311.20
13	\$58,394	\$312.27
14	\$58,595	\$313.34
15	\$58,894	\$314.94
16	\$59,365	\$317.46
17	\$59,765	\$319.60
18	\$60,164	\$321.73
19	\$60,564	\$323.87
20	\$60,964	\$326.01
21	\$61,364	\$328.15
22	\$61,764	\$330.29
23	\$62,164	\$332.43
24	\$62,565	\$334.57
25+	\$62,965	\$336.71

#### \$1,300 Master Degree Stipend and \$2,000 Doctorate Degree Stipend

**NOTES:** The salaries listed above are based on 10-month employment for the 2019-20 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

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**2019 – 20 Returning Teachers and Nurses (RN) Pay Plan  
Returning Librarians and Counselors Pay Plan**

Garland ISD

**2019- 20 Salary Range for  
Returning Teachers and Nurses (RN)**

Salaries of Returning Teachers and Nurses are not reflected on the New Hire Scale.  
The New Hire Scale applies only teachers and nurses who are new to the District for 19-20.

<b>Pay Grade 100</b>
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<b>Base Salary Range</b>		
10-Month Salary Range Minimum: \$54,000		
10-Month Salary Range Midpoint: \$67,675		
10-Month Salary Range Maximum: \$81,345		
Returning Teacher and Nurse (RN) salary will reflect a raise as follows based on years of experience.		
3.00%	3.25%	3.50%
1-5 years of experience: \$2,030	6-15 years of experience: \$2,199	16+ years of experience: \$2,368

	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$288.77</b>	<b>\$361.90</b>	<b>\$435.00</b>
<b>187 Days</b>	54,000	67,675	81,345

Master's Degree Stipend: \$1,300 Doctorate Degree Stipend: \$2,000
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**NOTE:** The salaries listed are based on 10-month employment for the 2019-20 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise approved by the Board of Trustees.

**2019 – 20 Returning Librarians Pay Plan**

<b>Pay Grade 104</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>297.25</b>	<b>362.50</b>	<b>427.75</b>
<b>187</b>	55,585.75	67,787.50	79,989.25

<b>3.00%</b>	<b>3.25%</b>	<b>3.50%</b>
<b>1-5 Yrs Exp</b>	<b>6-15 Yrs Exp</b>	<b>16+ Yrs Exp</b>
2,033.63	2,203.09	2,372.56

**2019 – 20 Returning Counselors Pay Plan**

<b>Pay Grade 105</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily</b>	<b>\$307.15</b>	<b>\$374.58</b>	<b>\$442.00</b>
189	\$58,051.73	\$70,794.79	\$83,537.85
193	\$59,280.33	\$72,293.09	\$85,305.85
197	\$60,508.94	\$73,791.39	\$87,073.84
202	\$62,044.70	\$75,664.27	\$89,283.84
220	\$67,573.44	\$82,406.63	\$97,239.83

	<b>3.00%</b>	<b>3.25%</b>	<b>3.50%</b>
	<b>1-5 Yrs Exp</b>	<b>6-15 Yrs Exp</b>	<b>16+ Yrs Exp</b>
189	2,123.87	2,300.86	2,477.85
193	2,168.82	2,349.55	2,530.29
197	2,213.77	2,398.25	2,582.73
202	2,269.95	2,459.12	2,648.28
220	2,472.23	2,678.25	2,884.27

**2019-20 Administrative Professional Pay Plan**

Garland ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3% GPI	
<b>101</b>			<b>Daily</b>	<b>\$202.19</b>	<b>\$243.60</b>	<b>\$285.01</b>	<b>\$7.31</b>
	Auto Claims Specialist	226	<b>226 Days</b>	45,694	55,054	64,413	1,652.06
	Box Office Coordinator	226					
	Certification Specialist 1	226					
	Energy Analysis Specialist	226					
	Event Coordinator	226					
	Facilities Specialist	226					
	Marketing Specialist	226					
	Print Shop Senior Production Manager	226					
	Supervisor Professional Dev./Catering	226					
	Supervisor - Student Nutrition Services	226					
	Supervisor Culinary	226					
	Workers Compensation Claim Specialist	226					
<b>102</b>			<b>Daily</b>	<b>\$218.36</b>	<b>\$263.09</b>	<b>\$307.81</b>	<b>\$7.89</b>
	Facilitator Translation Interpret Srvc	226	<b>210 Days</b>	45,856	55,248	64,641	1,656.90
	Graphic Design Specialist	226	<b>220 Days</b>	48,040	57,879	67,719	1,735.80
	Human Resources Manager - Staffing	226	<b>226 Days</b>	49,350	59,458	69,566	1,783.14
	Office Manager - Payroll	226					
	Operations Manager - CCC	226					
	Sales Representative	226					
	Supervisor Food & Supply Acquisition	226					
	Web Media Production Specialist	226					
<b>103</b>			<b>Daily</b>	<b>\$257.67</b>	<b>\$310.45</b>	<b>\$363.22</b>	<b>\$9.31</b>
	Accountant General Ledger	226	<b>187 Days</b>	48,185	58,054	67,923	1,740.97
	Accountant Payroll	226	<b>226 Days</b>	58,234	70,161	82,089	2,104.06
	Accountant Project	226					
	Accountant Proprietary Funds	226					
	Administrative Assistant to Superintendent	226					
	Benefits Specialist	226					
	Budget Analyst	226					
	Certified ND Staff Auditor	226					
	Construction Bond Specialist	226					
	Construction Project Manager	226					
	Coordinator Print Shop	226					
	Energy Management Specialist	226					
	Grants Specialist	226					
	Human Resources Manager - Certification	226					
	Human Resources Manager - Investigations	226					
	Maintenance MEP Manager	226					
	Manager Building Services	226					
	Manager Event Services	226					
	Manager Grounds	226					
	Manager Maintenance Trades & Projects	226					
	Manager Work Order Control	226					
	Paralegal	226					
	Project Specialist Title I	226					
	Sales Manager	226					
	Speech Language Pathologist Assistant	187					
	Staff Auditor	226					
	Web Services Support Specialist	226					

This salary schedule cannot be used to compute future earnings.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3% GPI	
<b>104</b>			<b>Daily</b>	<b>\$297.25</b>	<b>\$362.50</b>	<b>\$427.75</b>	<b>\$10.88</b>
	Behavioral Specialist	197	<b>187 Days</b>	55,586	67,788	79,989	2,033.63
	Board Services Manager	226	<b>193 Days</b>	57,369	69,963	82,556	2,098.88
	Case Manager	210	<b>197 Days</b>	58,558	71,413	84,267	2,142.38
	Coordinator Budget	226	<b>202 Days</b>	60,045	73,225	86,406	2,196.75
	Coordinator District PEIMS	226	<b>210 Days</b>	62,423	76,125	89,828	2,283.75
	Coordinator Security Operations	226	<b>214 Days</b>	63,612	77,575	91,539	2,327.25
	Coordinator Security Systems	226	<b>215 Days</b>	63,909	77,938	91,966	2,338.13
	Coordinator Textbooks	226	<b>226 Days</b>	67,179	81,925	96,672	2,457.75
	Coordinator Warehouse Services	226					
	CTE Specialist	214					
	Data Support Specialist Title I	197					
	Dyslexia Evaluator	197					
	Educational Support Specialist	187, 202					
	Energy Specialist	226					
	Instructional Coach 1:1	197					
	Instructional Coach Title I	215					
	Infant Center Specialist New Horizons	193					
	Instructional Specialist	226					
	Instructional Specialist BIL/ESL/PK12	226					
	Instructional Specialist Title III	226					
	Instructional Technology Specialist Title I	226					
	*Librarian	187					
	Magnet Specialist Title I	226					
	Mandarin Chinese Language Specialist	226					
	Parent Educator Administrator Title I	215					
	Program Specialist Title I	226					
	Sheltered Instruction Specialist Title III	226					
	Specialist AVID Title I	226					
	Supervisor Energy Management	226					
	Teacher Visually Impaired	187, 197					
	Teacher Visually Impaired Lead	187					

\*For Librarians Board approved increase see page 5

105			Daily	\$307.15	\$374.58	\$442.00	\$11.23
	Attendance Administrator	226	<b>187 Days</b>	57,437	70,046	82,654	2,100.01
	Assistant Principal - ES	215	<b>188 Days</b>	57,745	70,420	83,096	2,111.24
	Campus Facilitator	202	<b>189 Days</b>	58,052	70,795	83,538	2,122.47
	Coordinator Broadcasting	226	<b>193 Days</b>	59,280	72,293	85,306	2,167.39
	*Counselor - ES	189	<b>197 Days</b>	60,509	73,791	87,074	2,212.31
	*Counselor - CATE	202	<b>202 Days</b>	62,045	75,664	89,284	2,268.46
	*Counselor - HS	202	<b>210 Days</b>	64,502	78,661	92,820	2,358.30
	*Counselor - HS CTE	202	<b>215 Days</b>	66,038	80,534	95,030	2,414.45
	*Counselor - HS Lead	220	<b>220 Days</b>	67,573	82,407	97,240	2,470.60
	*Counselor - Responsive Services	193	<b>226 Days</b>	69,416	84,654	99,892	2,537.98
	*Counselor - MS	189, 197, 202					
	Counselor Facilitator	220					
	Diagnostician	188, 193, 202					
	Diagnostician - Lead	202					
	Facilitator Elementary ELAR Title I	226					
	Facilitator Early Childhood	220					
	Facilitator ELL Newcomer	202					
	Facilitator Instructional Design ELAR	202					
	Facilitator Instructional Design Math	202					
	Facilitator Instructional Design Science	202					
	Facilitator Instructional Design Social Studies	202					
	Facilitator Intervention Title I	226					
	Facilitator Magnet Programs Title I	226					

This salary schedule cannot be used to compute future earnings.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3% GPI
	Facilitator Parent Engagement Title I	226				
	Facilitator Parent Engagement Title Iii	226				
	Facilitator STEM	226				
	Facilitator Title I	226				
	Intervention Facilitator Title I	226				
	Lic Specialist School Psychologist	197, 202				
	Orientation Mobility Specialist	187				
	Risk Management Specialist	226				
	Sheltered Instruction Facilitator Title III	226				
	Senior Construction Project Manager	226				
	Senior Staff Auditor	226				
	Social Worker	210				
	Specialist Title II	226				
	Speech Language Pathologist	187				
	Transition Specialist SpEd	215				

\*For Counselors Board approved increase see page 5.

<b>106</b>		<b>Daily</b>	<b>\$322.28</b>	<b>\$388.29</b>	<b>\$454.30</b>	<b>\$11.65</b>
Assistant Principal - AEC, MPAC, PAC	220, 225, 226	<b>188 Days</b>	60,588	72,998	85,408	2,190.20
Assistant Principal - MS	225	<b>193 Days</b>	62,200	74,940	87,679	2,248.45
Intervention Specialist Trainer Title I	203	<b>203 Days</b>	65,423	78,823	92,222	2,364.95
Occupational Therapist	188, 193	<b>220 Days</b>	70,901	85,423	99,945	2,563.00
Physical Therapist	188	<b>225 Days</b>	72,513	87,365	102,217	2,621.25
		<b>226 Days</b>	72,835	87,753	102,671	2,632.90

<b>107</b>		<b>Daily</b>	<b>\$344.84</b>	<b>\$415.47</b>	<b>\$486.10</b>	<b>\$12.46</b>
At Risk Administrator	226	<b>202 Days</b>	69,658	83,925	98,192	2,516.92
Audiologist	202	<b>226 Days</b>	77,934	93,896	109,859	2,815.96
Cash Manager	226					
Coordinator	226					
Coordinator - At Risk	226					
Coordinator Athletics Strength & Conditioning	226					
Coordinator Avid Elementary Title I	226					
Coordinator Avid Secondary	226					
Coordinator Bilingual ESL	226					
Coordinator Business Marketing Education	226					
Coordinator Business Program Development	226					
Coordinator Communications	226					
Coordinator Counseling Guidance	226					
Coordinator Data Analysis Reporting	226					
Coordinator District Testing	226					
Coordinator ELA	226					
Coordinator Elementary Fine Arts	226					
Coordinator Elementary Math	226					
Coordinator Employee Wellness And Nutrition	226					
Coordinator English Language Learners	226					
Coordinator Family Community Engagement	226					
Coordinator FCS New Horizons	226					
Coordinator Fine Arts	226					
Coordinator Foreign Languages	226					
Coordinator HST CTE Guidance Counseling New Horizons	226					
Coordinator Intervention	226					
Coordinator Library Media Services	226					
Coordinator Local Assessment	226					
Coordinator Maintenance Business Operations	226					
Coordinator Nutrition And Menu Operations	226					
Coordinator Outreach Enrollment Center Clinic	226					

This salary schedule cannot be used to compute future earnings.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3% GPI	
	Coordinator PE	226					
	Coordinator Pk 12 ELA	226					
	Coordinator Pk 12 Math	226					
	Coordinator Pk 6	226					
	Coordinator Planning Research	226					
	Coordinator Recruiting	226					
	Coordinator Social Studies	226					
	Coordinator Special Ed	226					
	Coordinator STEM	226					
	Coordinator Student Success Program	226					
	Coordinator Technology	226					
	Coordinator Web Services	226					
	Foundation President Corporate Initiatives Liaison	226					
	Human Resource Recruiting Coordinator	226					
	Student Services Coordinator	226					
<b>108</b>							
			<b>Daily</b>	<b>\$368.98</b>	<b>\$444.55</b>	<b>\$520.12</b>	<b>\$13.34</b>
	Administrator Gifted and Talented	226	<b>217 Days</b>	80,068	96,467	112,867	2,894.78
	Administrator Human Resources	226	<b>225 Days</b>	83,020	100,024	117,028	3,001.50
	Administrator Safety Student Discipline	226	<b>226 Days</b>	83,389	100,468	117,548	3,014.84
	Assistant General Counsel	226					
	Assistant Principal - HS	226					
	Associate Principal	217/225/226					
	Central Office Administrator Special Projects	217					
	Principal - ES	217					
<b>109</b>							
			<b>Daily</b>	<b>\$394.81</b>	<b>\$475.67</b>	<b>\$556.53</b>	<b>\$14.27</b>
	Advanced Academic Administrator Title I	226	<b>226 Days</b>	89,226	107,501	125,777	3,225.04
	Aquatic Manager Swim Coach	226					
	Assistant Director Athletics	226					
	Assistant Director Building Trades	226					
	Assistant Director Custodial	226					
	Assistant Director Dyslexia	226					
	Assistant Director Federal Programs Title I	226					
	Assistant Director Finance	226					
	Assistant Director Fleet Operations	226					
	Assistant Director Food Services	226					
	Assistant Director Nutrition Menu Operations	226					
	Assistant Director Purchasing	226					
	Assistant Director Student Services	226					
	Assistant Director Transportation	226					
	Associate Principal - Middle School	226					
	AVID Program Manager	226					
	AVID Program Manager Secondary	226					
	Community Liaison To African Americans	226					
	Community Liaison To Hispanic	226					
	Director College Career Readines & Success - Commit	226					
	Federal Grant Manager	226					
	Principal - MS	226					
	Responsive Services Administrator	226					
<b>110</b>							
			<b>Daily</b>	<b>\$422.44</b>	<b>\$508.96</b>	<b>\$595.49</b>	<b>\$15.27</b>
	ACE Campus Principal	226	<b>220 Days</b>	92,936	111,972	131,007	3,359.40
	Director Communications	226	<b>226 Days</b>	95,471	115,025	134,580	3,451.02
	Director Counseling Guidance	226					
	Director English Language Learners	226					
	Director Facilities Planning & Construction Services	226					
	Director Family and Community Engagement	226					
	Director Health Services	226					
	Director Internal Audit	226					

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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3% GPI	
	Director Intervention	226					
	Director Maintenance	226					
	Director Instructional Technology	226					
	Director Payroll Benefits	226					
	Director Risk Management	226					
	Director Special Programs	226					
	Director Teaching & Learning Development	226					
	Director Tax Services	226					
	Head Football Coach AD	220					
	Principal - AEC, MPAC, PAC	226					
	Transportation Safety Training Supervisor	220					
<b>111</b>			<b>Daily</b>	<b>\$464.68</b>	<b>\$559.85</b>	<b>\$655.03</b>	<b>\$16.80</b>
	Director Auxiliary Human Resources	226	<b>226 Days</b>	105,017	126,527	148,037	3,795.81
	Director Budget Position Control	226					
	Director Career Technical Education	226					
	Director Elementary Human Resources	226					
	Director Visual and Performing Arts	226					
	Director Student Nutrition Services	226					
	Director Purchasing	226					
	Director Research Assessment Accountability	226					
	Director Secondary Human Resources	226					
	Director Security	226					
	Director Transportation	226					
	Principal - HS	226					
<b>112</b>			<b>Daily</b>	<b>\$497.21</b>	<b>\$599.04</b>	<b>\$700.88</b>	<b>\$17.97</b>
	Area Director	226	<b>226 Days</b>	112,368	135,384	158,399	4,061.51
	Director School Improvement	226					
	Executive Director Athletics	226					
	Executive Director Budget	226					
	Executive Director Communications and Public Relations	226					
	Executive Director Curtis Cullwell Event Center	226					
	Executive Director Facilities Maintenance	226					
	Executive Director Finance	226					
	Executive Director Special Education	226					
	Executive Director Student Services School Choice	226					
	Executive Technology Officer	226					
	Senior Director Student Development	226					
<b>113</b>			<b>Daily</b>	<b>\$605.35</b>	<b>\$729.34</b>	<b>\$853.33</b>	<b>\$21.88</b>
	Assistant Superintendent Curriculum & Instruction	226	<b>226 Days</b>	136,809	164,830	192,852	4,944.91
	Assistant Superintendent Human Resources	226					
	Assistant Superintendent Safety and Operations	226					
<b>114</b>			<b>Daily</b>	<b>\$653.77</b>	<b>\$787.68</b>	<b>\$921.59</b>	<b>\$23.63</b>
	General Counsel	226	<b>226 Days</b>	147,753	178,016	208,279	5,340.47
<b>115</b>			<b>Daily</b>	<b>\$786.65</b>	<b>\$947.78</b>	<b>\$1,108.90</b>	<b>\$28.43</b>
	Chief Academic Officer	226	<b>226 Days</b>	177,784	214,198	250,611	6,425.93
	Chief Leadership Officer	226					
	Chief Financial Officer	226					

This salary schedule cannot be used to compute future earnings.

**2019-20 Technology Pay Plan**  
Garland ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3%/4%	
<b>Board approved increase: 4%</b>							
<b>201</b>			<b>Hourly 7.5</b>	<b>\$18.94</b>	<b>\$23.10</b>	<b>\$27.26</b>	<b>\$0.92</b>
	Campus Technology Assistant - ES	191	<b>Daily</b>	142.09	173.28	204.47	6.93
	GIS Assistant Technician	226	<b>191 Days</b>	27,138	33,095	39,052	1,323.63
			<b>196 Days</b>	27,848	33,961	40,074	1,358.28
			<b>226 Days</b>	32,111	39,160	46,208	1,566.18
<b>202</b>			<b>Hourly 7.5</b>	<b>\$21.40</b>	<b>\$26.10</b>	<b>\$30.80</b>	<b>\$1.04</b>
	Campus Technology Assistant - MS	196	<b>Daily</b>	160.53	195.77	231.00	7.83
	Campus Technology Specialist - HS	196	<b>196 Days</b>	31,463	38,371	45,276	1,534.68
	PEIMS Technical Assistant	226	<b>226 Days</b>	36,279	44,244	52,206	1,769.58
	Student Information System (SIS) Support Specialist	226					
	Supervisor Computer Operations	226					
<b>203</b>			<b>Daily</b>	<b>\$176.34</b>	<b>\$215.05</b>	<b>\$253.75</b>	<b>\$8.60</b>
	Campus Service Technician	226	<b>226 Days</b>	39,852	48,601	57,349	1,943.60
	Desktop Integration Specialist	226					
	Field Service Software Specialist	226					
	Field Service Technician	226					
	Mobile Technology Assistant	226					
	Software Technician Student Nutrition	226					
	Digital Media Specialist	226					
	GIS Analyst	226					
	GIS Auto CAD Technician	226					
	Manager Kronos Oracle	226					
	Security Telecommunications Specialist	226					
<b>Board approved increase: 3%</b>							
<b>204</b>			<b>Daily</b>	<b>\$255.62</b>	<b>\$311.74</b>	<b>\$367.85</b>	<b>\$9.35</b>
	Athletics Technology Specialist	226	<b>226 Days</b>	57,771	70,453	83,134	2,113
	Field Service Technician Lead	226					
	GIS Program Manager	226					
	Mobile Technology Administrator	226					
<b>205</b>			<b>Daily</b>	<b>\$286.30</b>	<b>\$349.15</b>	<b>\$412.00</b>	<b>\$10.47</b>
	Enterprise Content Management (ECM) Technical Analyst	226	<b>226 Days</b>	64,704	78,908	93,111	2,366
	Programmer	226					
	Programmer Analyst	226					
	Technical Analyst	226					
	Television Broadcast Engineer	226					
	Television Producer	226					
	Web Applications Systems Analyst	226					

Pay Grade	Job Title	Calendars	Daily	Minimum	Midpoint	Maximum	3%/4%
<b>206</b>			<b>Daily</b>	<b>\$309.21</b>	<b>\$377.08</b>	<b>\$444.96</b>	<b>\$11.31</b>
	MAN/WAN Systems Engineer	226	<b>226 Days</b>	69,881	85,221	100,560	2,556
	Network Video Systems Analyst	226					
	Oracle Application Developer	226					
	Systems Analyst Developer	226					
	Systems Field Engineer	226					
	Technology Network Administrator	226					
<b>207</b>			<b>Daily</b>	<b>\$346.16</b>	<b>\$407.25</b>	<b>\$468.34</b>	<b>\$12.22</b>
	Facilitator - Data & Admin Systems Org	226	<b>226 Days</b>	78,232	92,038	105,844	2,761
	Facilitator Technology Digital Learning	226					
	Oracle System Administrator	226					
<b>208</b>			<b>Daily</b>	<b>\$373.86</b>	<b>\$439.83</b>	<b>\$505.80</b>	<b>\$13.19</b>
	Coordinator Technology	226	<b>226 Days</b>	84,491	99,402	114,312	2,981
	Coordinator Technology Applications	226					
	Coordinator Technology Digital Learning	226					
	Enterprise Content Management (ECM) Coordinator	226					
<b>209</b>			<b>Daily</b>	<b>\$403.77</b>	<b>\$475.02</b>	<b>\$546.27</b>	<b>\$14.25</b>
	Assistant Director IT Operations Assets Budget	226	<b>226 Days</b>	91,251	107,355	123,458	3,221
	Assistant Director Network Communications Infrastructure	226					
	Desktop Systems Engineer	226					
	Network Engineer	226					
	Network Engineer Lead	226					
	Oracle Database Administrator	226					
	Oracle Lead Business Analyst Developer	226					
	Oracle Technical Solutions Architect	226					
	Programmer Systems Analyst	226					
	Project Manager Technology	226					
	Systems Manager Kronos	226					
	Technical Solutions Architect	226					
	Technology Applications System Manager	226					
<b>210</b>			<b>Daily</b>	<b>\$436.07</b>	<b>\$513.02</b>	<b>\$589.97</b>	<b>\$15.39</b>
	Director Data Administrative Systems	226	<b>226 Days</b>	98,551	115,943	133,334	3,478
	Director GIS	226					
	Director IT Operations Assets Budgets	226					
	Director Network and Communications Infrastructure	226					
	Director Oracle Technology	226					
<b>211</b>			<b>Daily</b>	<b>\$470.96</b>	<b>\$554.07</b>	<b>\$637.18</b>	<b>\$16.62</b>
	Director Planning Implementation Support	226	<b>226 Days</b>	106,437	125,219	144,002	3,756

This salary schedule cannot be used to compute future earnings.

**2019-20 Health Clinic Pay Plan**  
Garland ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3%/4%
<b>Board approved increase: 4%</b>						
<b>301</b>	Medical Assistant	Hourly 8	\$15.60	\$19.02	\$22.45	\$0.76
		Daily	124.79	152.18	179.58	6.09
		236 Days	29,451	35,915	42,380	1,437.24
<b>Board approved increase: 3%</b>						
<b>304</b>	Clinic Manager	Daily	\$333.83	\$407.12	\$480.39	\$12.21
		236 Days	78,784	96,080	113,372	2,881.56
<b>305</b>	Nurse Practitioner Physician Assistant	Daily	\$380.91	\$464.52	\$548.14	\$13.93
		236 Days	89,895	109,628	129,361	3,287.48

This salary schedule cannot be used to compute future earnings.

**2019-20 Administrative Support Pay Plan**  
Garland ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	4% GPI	
<b>P11</b>							
	Aide Newcomer Title III	202	Hourly 7.5	\$12.24	\$15.30	\$18.36	\$0.61
			Daily	91.80	114.75	137.70	4.59
	Aide Achievement Office	186	186 Days	17,075	21,344	25,612	853.74
	Aide Office	186	202 Days	18,544	23,180	27,815	927.18
	Aide Office Attendance	186	226 Days	20,747	25,934	31,120	1,037.34
	Aide Office Title I	202					
<b>P12</b>							
	Aide Counselor	186, 198	Hourly 7.5	\$13.46	\$16.83	\$20.20	\$0.67
			Daily	100.98	126.23	151.47	5.05
	Aide Diagnostician	186	186 Days	18,782	23,478	28,173	935.58
	Aide - SPED Facilitator	186	193 Days	19,489	24,361	29,234	970.79
	Attendance Clerk	193	198 Days	19,994	24,993	29,991	995.94
	Secretary SPED I	193					
	Technical Assistant Liaison SpEd	193					
<b>P13</b>							
	Aide Instructional Media	226	Hourly 7.5	\$14.54	\$18.18	\$21.81	\$0.73
			Daily	109.09	136.32	163.56	5.45
	Processing Manager	226	186 Days	20,290	25,356	30,422	1,013.70
	Receptionist - Campus	186	202 Days	22,035	27,537	33,039	1,100.90
	Receptionist - Departmental	226	226 Days	24,653	30,809	36,965	1,231.70
	Secretary SpEd II	202					
	Vehicle Maint Data Entry	226					
<b>P13</b>							
	Color Guard Specialist	186			\$25,000		
<b>P14</b>							
	Secretary - Career & Technology	226	Hourly 7.5	\$15.70	\$19.64	\$23.57	\$0.79
			Daily	117.74	147.27	176.79	5.89
	Secretary - Visual & Perf Arts Dept	226	193 Days	22,723	28,423	34,120	1,136.87
	Secretary Assistant Principal	198	198 Days	23,312	29,159	35,004	1,166.32
	Secretary Counselors Office	193	226 Days	26,608	33,283	39,954	1,331.25
	Secretary - Coordinator SPED	226					
	Secretary PEIMS	226					
	Secretary Receptionist	226					
	Secretary Warehouse	226					
<b>P15</b>							
	Circulation Manager	226	Hourly 7.5	\$16.81	\$21.01	\$25.21	\$0.84
			Daily	126.07	157.59	189.11	6.30
	Data Clerk - Elementary	198	186 Days	23,449	29,312	35,174	1,171.80
	Data Clerk - HS	202	198 Days	24,962	31,203	37,443	1,247.40
	Data Clerk - MS	198	202 Days	25,467	31,833	38,200	1,272.60
	Data Clerk Sped	186	220 Days	27,736	34,670	41,604	1,386.00
	Registrar - AEC	220	226 Days	28,492	35,615	42,738	1,423.80
	Registrar - HS	220					
	Secretary - ELL Department	226					
	Secretary - ELL Department.	226					
	Secretary Energy Mgt	226					
	Secretary II - Coordinator	226					
	Secretary- SPED Department	226					
	Secretary Print Shop	226					
	Secretary Textbooks	226					
	Secretary Transportation	226					

This salary schedule cannot be used to compute future earnings.

Pay Grade	Job Title	Calendars	Hourly	7.5	Minimum	Midpoint	Maximum	4% GPI
<b>P16</b>			<b>Hourly</b>	<b>7.5</b>	<b>\$17.99</b>	<b>\$22.49</b>	<b>\$26.99</b>	<b>\$0.90</b>
			<b>Daily</b>		<b>134.95</b>	<b>168.69</b>	<b>202.42</b>	<b>6.75</b>
	Accounting Clerk	226	<b>186</b>	<b>Days</b>	25,100	31,375	37,650	1,255.50
	Accounting Specialist I Payables Clerk	226	<b>226</b>	<b>Days</b>	30,498	38,122	45,747	1,525.50
	Aide Parent Involvement Title I District	186						
	District Interpreter Translator	226						
	Enrollment Center Advisor	226						
	Expediter	226						
	Payroll Receptionist	226						
	Purchasing Clerk Maintenance	226						
	Recruitment Specialist	226						
	Secretary - Curriculum & Instruction	226						
	Secretary - Education Foundation	226						
	Secretary - Special Programs	226						
	Secretary - Student Nutrition Services	226						
	Secretary - Student Services	226						
	Secretary - Meal Application Processing	226						
	Secretary Athletics	226						
	Secretary Community Liaison	186						
	Secretary Enrollment Center	226						
	Secretary Enrollment Center Clinic	226						
	Secretary Maintenance	226						
	Secretary Meal Application Processing	226						
	Secretary Receptionist Human Resources	226						
	Secretary Records Center	226						
	Secretary Risk Management	226						
	Secretary SpEd Student Information	226						
	Secretary Title I	226						
<b>P17</b>			<b>Hourly</b>	<b>7.5</b>	<b>\$19.26</b>	<b>\$24.07</b>	<b>\$28.89</b>	<b>\$0.96</b>
			<b>Daily</b>		<b>144.43</b>	<b>180.54</b>	<b>216.65</b>	<b>7.22</b>
	Accounting Specialist I Fixed Assets	226	<b>186</b>	<b>Days</b>	26,864	33,580	40,297	1,342.92
	Accounting Specialist II	226	<b>205</b>	<b>Days</b>	29,609	37,011	44,413	1,480.10
	Accounting Specialist II Campus Liaison	226	<b>220</b>	<b>Days</b>	31,775	39,719	47,663	1,588.40
	Accounting Specialist II Payables Lead	226	<b>226</b>	<b>Days</b>	32,642	40,802	48,962	1,631.72
	Accounting Specialist II Payroll Costing	226						
	Administrative Selections HR Specialist	226						
	Assessment Office Specialist	226						
	Background Fingerprint Specialist	226						
	Bookkeeper	226						
	Bookkeeper Federal Programs Title I	226						
	Gifted Talented Special Programs Project Clerk Title I	226						
	Maintenance Payroll Specialist	226						
	Migrant Liaison FACE Clerk Title I	226						
	Oracle Secretary	226						
	Payroll Specialist	226						
	Secretary - Campus ES	205						
	Secretary - Planning, Implementation & Support	226						
	Secretary AVID	226						
	Secretary Construction Services	220						
	Secretary Director	210, 226						
	Secretary Director Auxiliary Human Resources	226						
	Secretary Oracle	226						
	Secretary Principal	205, 220, 226						
	Secretary Project Clerk Title I	226						
	Specialist - Leaves Human Resources	226						
	Specialist - Staffing Human Resources	226						
	Substitute Specialist I Human Resources	226						
	Tax Clerk II	226						
	Trans Time & Labor Specialist	226						
	Transportation Assistant	226						
	Transportation Specialist	226						

This salary schedule cannot be used to compute future earnings.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	4% GPI	
<b>P18</b>			<b>Hourly 7.5</b>	<b>\$20.80</b>	<b>\$26.00</b>	<b>\$31.20</b>	<b>\$1.04</b>
	Culinary Specialist	226	<b>Daily</b>	<b>156.00</b>	<b>195.00</b>	<b>234.00</b>	<b>7.80</b>
	Facility Leasing Specialist	226	<b>226 Days</b>	<b>35,256</b>	<b>44,070</b>	<b>52,884</b>	<b>1,762.80</b>
	Federal Programs Procurement Clerk	226					
	Free Reduced Lunch Application Processor Manager	226					
	Secretary Area Director	226					
	Secretary Executive Director	226					
	Secretary Executive Director Facilities	226					
	Secretary Executive Technology Officer	226					
<b>P19</b>			<b>Hourly 7.5</b>	<b>\$24.95</b>	<b>\$31.19</b>	<b>\$37.43</b>	<b>\$1.25</b>
	Accounts Payable Supervisor	226	<b>Daily</b>	<b>187.15</b>	<b>233.94</b>	<b>280.72</b>	<b>9.36</b>
	Buyer	226	<b>226 Days</b>	<b>42,296</b>	<b>52,870</b>	<b>63,444</b>	<b>2,115.36</b>
	Facilities Admin Asst	226					
	Finance Assistant	226					
	Office Manager	226					
	Secretary - Director HR	226					
	Secretary Assistant Superintendent	226					
	Special Education Accounting Assistant	226					
	Substitute Specialist II Human Resources	226					
	Tax Clerk III	226					
<b>P20</b>			<b>Hourly 7.5</b>	<b>\$26.90</b>	<b>\$33.63</b>	<b>\$40.36</b>	<b>\$1.37</b>
	Secretary Associate Superintendent	226	<b>Daily</b>	<b>205.82</b>	<b>257.27</b>	<b>308.72</b>	<b>10.29</b>
			<b>226 Days</b>	<b>46,514</b>	<b>58,143</b>	<b>69,771</b>	<b>2,325.54</b>
<b>P21</b>			<b>Hourly 7.5</b>	<b>\$30.19</b>	<b>\$37.74</b>	<b>\$45.29</b>	<b>\$1.51</b>
	Secretary Chief Financial Officer	226	<b>Daily</b>	<b>226.44</b>	<b>283.05</b>	<b>339.66</b>	<b>11.32</b>
	Secretary Chief Officer	226	<b>226 Days</b>	<b>51,175</b>	<b>63,969</b>	<b>76,763</b>	<b>2,558.32</b>

## 2019-20 Instructional Paraprofessional Pay Plan

Garland ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	4% GPI	
<b>PA1</b>			<b>Hourly 7.5</b>	<b>\$12.55</b>	<b>\$15.30</b>	<b>\$18.05</b>	<b>\$0.61</b>
	Aide - Bilingual ESL Pre-k	186	<b>Daily</b>	<b>94.10</b>	<b>114.75</b>	<b>135.41</b>	<b>4.59</b>
	Aide - Bilingual Montessori	186	<b>186 Days</b>	17,502	21,344	25,185	853.74
	Aide - Bilingual Pre-k	186	<b>226 Days</b>	21,265	25,934	30,602	1,037.34
	Aide - Bilingual Title I	186					
	Aide - Caregiver New Horizons	186					
	Aide - Enrollment Center Title III	226					
	Aide - ELL Instructional	186					
	Aide - ESL	186					
	Aide - ESL Pre-k	186					
	Aide - Family Involvement Title I	186					
	Aide - Instructional	186					
	Aide - Instructional Title I	186					
	Aide - Literacy Title I	186					
	Aide - Montessori	186					
	Aide - PE	186					
	Aide - Pre-k	186					
	Aide - Pre-k Title I	186					
	Aide - Title I	186					
<b>PA2</b>			<b>Hourly 7.5</b>	<b>\$16.04</b>	<b>\$16.22</b>	<b>\$16.40</b>	<b>\$0.65</b>
	Aide - Bilingual Vietnamese Pre-k	186	<b>Daily</b>	<b>99.77</b>	<b>121.64</b>	<b>143.50</b>	<b>4.87</b>
	Aide - Dyslexia Paraeducator	186	<b>186 Days</b>	18,556	22,624	26,692	905.82
	Aide - Library	186					
	Aide - SpEd	186					
	Aide - SpEd CBSE	186					
	Aide - SpEd PPCD	186					
	Aide - SpEd PPCD Inclusion Expansion	186					
<b>PA3</b>			<b>Hourly 7.5</b>	<b>\$14.10</b>	<b>\$17.19</b>	<b>\$20.28</b>	<b>\$0.69</b>
	Aide - SpEd ABC	186	<b>Daily</b>	<b>105.73</b>	<b>128.91</b>	<b>152.08</b>	<b>5.16</b>
	Aide - SpEd ALE	186	<b>186 Days</b>	19,665	23,977	28,287	959.76
	Aide - SpEd Behavioral Adjustment	186					
<b>PA4</b>			<b>Hourly 7.5</b>	<b>\$14.64</b>	<b>\$18.22</b>	<b>\$21.08</b>	<b>\$0.73</b>
	Aide - Clinic	186	<b>Daily</b>	<b>112.04</b>	<b>136.63</b>	<b>161.22</b>	<b>5.47</b>
	Aide - Clinic Pre-k	186	<b>186 Days</b>	20,839	25,413	29,987	1,017.42
	Aide - Enrollment Center Clinic	226	<b>226 Days</b>	25,320	30,878	36,436	1,236.22
	Aide SpEd - PAC	186					
	Aide - SpEd Behavioral Adjustment - PAC	186					
	Aide - SpEd - ALE - PAC	186					
	Aide - SpEd Voc Job Coach	186					

This salary schedule cannot be used to compute future earnings.

**2019-20 Auxiliary Pay Plan**  
Garland ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	4% GPI	
<b>MT01</b>			<b>Hourly</b>	<b>\$10.77</b>	<b>\$13.46</b>	<b>\$16.16</b>	<b>\$0.54</b>
	Custodian	260					
	Custodian Stadium Athletics	260					
	Food Service (Full-time)	180, 181, 182					
	Food Service (Hourly Pool)	182					
	Food Service (Part-time)	180, 181, 182					
	Food Service Trainee	182					
	Inventory Control	260					
	Parking Lot	175					
	SpEd Bus Aide	180, 185					
<b>MT02</b>			<b>Hourly</b>	<b>\$12.71</b>	<b>\$15.89</b>	<b>\$19.07</b>	<b>\$0.64</b>
	Custodian Lead	260					
	Grounds Fence Playground	260					
	Grounds Landscape Mowing Crew	260					
	Maintenance Expeditor	260					
	Maintenance HVAC Filter Crew Worker	260					
	Stadium Athletics	260					
<b>MT03</b>			<b>Hourly</b>	<b>\$13.99</b>	<b>\$17.48</b>	<b>\$20.98</b>	<b>\$0.70</b>
	Asst Manager Intern	184					
	Driver	202					
	Driver Stocker	260					
	Driver Warehouse	260					
	Food Service Driver Stocker	226					
	Food Service Manager Trainee	184					
	Grounds Athletic Field	260					
	Grounds Crew Leader	260					
	Mail Clerk Driver	226					
	Purchasing / Warehouse Driver Stocker	226, 260					
	Tire Technician	260					
<b>MT04</b>			<b>Hourly</b>	<b>\$15.53</b>	<b>\$19.41</b>	<b>\$23.29</b>	<b>\$0.78</b>
	Athletic Fields Crew Leader	260					
	Building Security	186					
	Food Service Asst Repair Technician	226					
	Food Service Manager - ES	184					
	General Maintenance	260					
	General Vehicle Maintenance	260					
	Grounds Irrigation Installer	260					
	Grounds Landscape Foreperson	260					
	Phototype Setter	226					
	Print Binder	226					
	Printer	226					
	Screen Printer	226					
	Senior Lawnmower Mechanic	260					
	Testing Warehouse Distributer	226					
	Trainee Bus Driver Pool	180					
	Validator Receiving	226					

This salary schedule cannot be used to compute future earnings.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	4% GPI	
<b>MT05</b>			<b>Hourly</b>	<b>\$17.23</b>	<b>\$21.54</b>	<b>\$25.85</b>	<b>\$0.86</b>
	Building Engineer	260					
	Copy Center Operator	226					
	Dispatch Operator	226					
	Field Trip Driver	180					
	Food Service Manager - Floating	184					
	Food Service Manager - MS	180, 184					
	FS Repair Expediter	226					
	HVAC Apprentice	260					
	General Maintenance Worker I	260					
	Maintenance - Concrete	260					
	Maintenance Painter	260					
	Operations Specialist	260					
	Purchasing/Warehouse Clerk	260					
	Stadium Engineer	260					
	Substitute Driver	180					
	Vehicle Servicewriter	260					
	Welder	260					
<b>MT06</b>			<b>Hourly</b>	<b>\$18.44</b>	<b>\$23.05</b>	<b>\$27.66</b>	<b>\$0.92</b>
	Catering Manager	184					
	Foreman	226					
	General Maintenance Worker II	260					
	Grounds Herbicide Insecticide	260					
	Grounds Irrigation Foreperson	260					
	Grounds Welding Foreperson	260					
	Maintenance Paint Foreman	260					
	Transportation Dispatcher	215					
<b>MT07</b>			<b>Hourly</b>	<b>\$19.73</b>	<b>\$24.66</b>	<b>\$29.60</b>	<b>\$0.99</b>
	Audio Visual Technician	260					
	Concrete Foreman	260					
	Food Service Manager - HS	184					
	General Maintenance Worker III	260					
	IT Warehouse Operations Manager	226					
	Locksmith	260					
	Maintenance Custodial Lead Trainer	260					
	Maintenance HVAC Controls Technician	260					
	Maintenance HVAC Service Worker	260					
	Maintenance Mechanic Foreman	260					
	Mechanic (unlicensed)	260					
	Plumber (unlicensed)	260					
	Security Electronic Technician	260					
	Security Officer	226, 260					
	Transportation Lead Trainer	260					
	Vehicle Maintenance Inventory	260					
	Video Electronics Technician	260					
	Warehouse Operations Manager	226					
	Welder (certified)	260					
<b>BUS</b>			<b>Hourly</b>	<b>\$21.00</b>	<b>\$25.30</b>	<b>\$29.60</b>	
	Bus Driver	180					

This salary schedule cannot be used to compute future earnings.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	4% GPI	
<b>MT08</b>			<b>Hourly</b>	<b>\$21.51</b>	<b>\$26.89</b>	<b>\$32.26</b>	<b>\$1.08</b>
	Custodial Supervisor	260					
	Equipment Tech	226					
	Facility Maintenance Specialist	260					
	Facility Maintenance Specialist - Ag Barn	260					
	Fire Sprinkler Technician	260					
	General Maintenance Crew Leader	260					
	Maintenance Electrician	260					
	Maintenance HVAC Boiler Ln	260					
	Maintenance HVAC Worker (Licensed)	260					
	Maintenance Special Plumber	260					
	Mechanic (Certified)	260					
	Security Electronic Technician (Licensed)	260					
	Security Electronic Technician Recovery	260					
	Security Officer I	260					
<b>MT09</b>			<b>Hourly</b>	<b>\$23.23</b>	<b>\$29.04</b>	<b>\$34.85</b>	<b>\$1.16</b>
	Energy Management Specialist	226					
	Grounds Herbicide Pesticide/IPM Coord	260					
	Security Electronic Technician Lead	260					
	Security Lead Operations	260					
	Security - Telecomm Specialist	226					
	Transportation Field Trip Supervisor	260					
	Transportation Route Supervisor	260					
<b>MT10</b>			<b>Hourly</b>	<b>\$28.46</b>	<b>\$35.58</b>	<b>\$42.69</b>	<b>\$1.42</b>
	Grounds Supervisor	260					
	Maintenance Supervisor Carpentry Remodeling	260					
	Maintenance Supervisor Electrical Elevators	260					
	Maintenance Supervisor Environmental	260					
	Maintenance Supervisor HVAC	260					
	Maintenance Supervisor Locks & Doors	260					
	Maintenance Supervisor Maintenance Engineers	260					
	Maintenance Supervisor Painting	260					
	Maintenance Supervisor Plumbing	260					
	Maintenance Supervisor Roofing	260					
	Transportation Operations Supervisor	260					
	Transportation Vehicle Foreman Shift	260					
	Transportation Vehicle Maintenance Supervisor	260					

This salary schedule cannot be used to compute future earnings.

## **SUBSTITUTE PAY SCALE 2019-2020**

### Teachers: Basic Daily Rate

Degreed, certified teacher:	<b>105.00/ACE 119.00</b>
Retired GISD Certified Teacher:	<b>125.00/ACE 142.00</b>
Degreed, non-certified:	<b>90.00/ACE 102.00</b>
Nurse:	<b>205.00/ACE 232.00</b>

### Paraprofessionals (Aides, Secretaries, Clerks): Basic Daily Rate

Secretaries/Clerks/Non Classroom:	<b>65.00/ACE 74.00</b>
Instructional Aides/Special Ed. Aide:	<b>75.00/ACE 85.00</b>

Long Term Teacher Assignment: \$25 more per day from 16<sup>th</sup> day forward, no retro

Long-term Certified Teacher for same person on 16<sup>th</sup> consecutive day (no retro): **130.00**

### Substitute Rates for following positions by HR Administrative Approval Only:

Counselor/ Elementary:	<b>130.00/ACE 147.00</b>
Counselor/ Middle:	<b>155.00/ACE 176.00</b>
Counselor/ High School:	<b>180.00</b>

AP/Elementary:	<b>155.00/ACE 176.00</b>
AP/Middle:	<b>180.00/ACE 204.00</b>
AP/High School:	<b>205.00</b>

Principal/Elementary:	<b>255.00/ACE 289.00</b>
Principal/Middle:	<b>305.00/ACE 346.00</b>
Principal/High School:	<b>380.00</b>

Speech Path. Diagnostician	<b>255.00/ACE 289.00</b> <b>130.00/ACE 147.00</b>
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# 2019-2020 Stipends and Salary Supplements

## ACADEMIC, CO-CURRICULAR, AND EXTRA-CURRICULAR

POSITION	SUPPLEMENTAL ANNUAL AMOUNT	CONTRACT DAYS	SUPPLEMENTAL DAYS
<b>High School</b>			
ACT/PSAT/SAT Accuplacer Prep Coach	\$1,500	187	0
Academic Decathlon - principal assigns specific amounts	\$5,500 per campus	187	0
Activities Director	\$ 938	187	5
Band - Director	\$10,000	187	27
Band - Assistant Director	\$4,650	187	15
Cheerleader- Freshman	\$2,000	187	10
Cheerleader- Junior Varsity	\$2,000	187	10
Cheerleader- Varsity	\$2,808	187	15
Choir - Director	\$5,914	187	5
Choir - Assistant Director	\$2,875	187	5
CTE Counselor	\$1,500	202	0
Department Head (if not given an extra conference period)	\$ 937.50	187	0
Drill Varsity	\$2,923	187	19
Drill Junior Varsity	\$1,625	187	10
Extended Essay Coordinator	\$1,500	187	0
IB Coordinator	\$3,000	187	15
Librarian - Secondary	\$750	187	0
Math Teacher	\$3,000	187	0
Newspaper	\$1,300	187	0
Octathlon Sponsor - principal assigns specific amounts	\$3,400 per campus	187	0
Orchestra - Director	\$5,000	187	5
Orchestra - Assistant Director	\$2,400	187	5
Performing Arts Endorsement Coordinator	\$2,000	187	0
Piano Lab Instructor	\$ 500	187	5
Science Teacher	\$3,000	187	0
Extra Period Stipend - \$5,000/year HR approval needed	\$2,500	187	0
Speech	\$ 1,684	187	5
Student Council	\$ 1,000	187	5
Theater Arts/Drama	\$3,671	187	5
UIL Coordinator	\$1,000	187	2
Yearbook Advisor	\$1,500	187	0
Spirit Group	\$1,250	187	0
Step Team	\$1,250	187	0
<b>Middle School</b>			
Austin Academy – Piano Lab/Ext Day	\$4,500/year	187	0
Austin Academy – Art/Extended	\$4,500/year	187	0
Austin Academy – Physical Education	\$1,400/year	187	0
Austin Academy - Spanish	\$2,250/year	187	0
Austin Academy - Jazz Band	\$1,600/year	187	0
Austin Academy – Gospel Choir	\$650/year	187	0
Austin Academy – Theater Arts	\$1,836/year		
Band - Director	\$5,925	187	15
Band - Assistant Director	\$2,500	187	15
Cheerleader	\$1,493	187	0
Cheer Assistant, Auxiliary (Coyle MS)	\$800	187	0
Librarian	\$750	187	0
Pep Squad	\$ 965	187	0
Choir - Director	\$2,925	187	5
Choir - Assistant Director	\$2,500	187	5
Department Head	\$ 625	187	0
Orchestra - Director	\$3,500	187	5

Per DK(Local): "Noncontractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may do so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty."

Orchestra – Assistant Director	\$1,600	187	5
Pentathlon - principal assigns specific amounts	\$3,400 per campus	187	0
Piano Lab Instructor	\$ 500	187	5
Theater Arts – approved by Fine Arts	\$1,250	187	0
Yearbook	\$625	187	0
<b>Elementary School</b>			
Bilingual certified classroom teacher	\$4,000	187	0
Children’s Chorus Director	\$3,750	187	0
Children’s Chorus Assistant Director	\$2,875	187	0
Children’s Chorus Accompanist	\$2,875	187	0
Librarian	\$1,000	187	0

### ATHLETIC COACHING STIPENDS

PAY DESCRIPTION - Element	SUPPLEMENTAL ANNUAL AMOUNT	CONTRACT DAYS	SUPPLEMENTAL DAYS
<b>High School</b>			
Athletics HS Head Coach <sup>1</sup>	\$5,000	187	15
Baseball		187	15
Cross Country		187	15
Gymnastics		187	15
Softball		187	15
Soccer		187	15
Track		187	15
Volleyball		187	15
Athletics HS Assistant Coach (2 sports)	\$4,500	187	15
Baseball		187	15
Basketball <sup>2</sup>		187	15
Football		187	15
Cross Country		187	15
Soccer		187	15
Softball		187	15
Track		187	15
Volleyball		187	15
Athletics HS Football Defensive Coordinator	\$4,850	187	15
Athletics HS Football Offensive Coordinator	\$4,850	187	15
Athletics HS Basketball-Head Coach	\$5,750	187	15
Athletics HS Girls Sports Coordinator <sup>3</sup>	\$2,150	187	15
Athletics HS Golf-Head Coach	\$4,100	187	0
Athletics HS Tennis-Head Coach	\$4,050	187	6
Athletics HS Trainer	\$5,500	187	15
Athletics HS One Sport Coach <sup>4</sup>	\$2,500	187	0
<b>Middle School</b>			
Athletics MS Coach (2 sports)	\$3,300	187	6
Basketball		187	6
Football		187	6
Track		187	6
Volleyball		187	6
Athletics MS Coordinator	\$1,000	187	6
Athletics MS Soccer Coach <sup>3</sup>	\$1,500	187	0

<sup>1</sup> Does not include HEAD FOOTBALL CAMPUS AD COACH or HEAD BASKETBALL COACH

<sup>2</sup> HS Basketball Lead Assistant coaches only one sport

<sup>3</sup> Additional Stipend for the coach assigned

<sup>4</sup> Only with special approval of Athletic Department and School Principal

## OTHER SALARY SUPPLEMENTS

Other Stipends	SUPPLEMENTAL ANNUAL AMOUNT	CONTRACT DAYS	SUPPLEMENTAL DAYS
<b>Degree Stipends</b>			
Master's Degree	\$1,300	187	NA
Doctor's Degree	\$2,000	187	NA
<b>Other Stipends</b>			
Administrative Intern/Associate	\$1,000	187	10
Instructional Support Teacher	\$1,000	187	10
i3 (Innovation in Instruction)	\$750	187	0
Lead Teacher - Bilingual / ESL	\$1,120	187	0
Mandarin Chinese	\$3,000	187	0
Mariachi Program Coordinator	\$5,600	187	0
Nurse Specialist	\$3,500	226	0
Nurse Cluster Leader	\$750	187	0
SpEd – Campus Support Coach	\$1,000	187	10
SpEd – Lead Adaptive PE Team Lead	\$1,500	187	0
SpEd – Lead Diagnostician	\$1,500	187	15
SpEd – Lead LSSP	\$1,500	187	15
SpEd – Lead OT/PT	\$1,500	187	6
SpEd – Lead Vision Teacher	\$1,500	187	0
SpEd – Lead Speech Language Pathologist	\$1,500	187	0
SpEd – Head of Delegation for Special Olympics	\$6,000	187	10
SpEd – Special Olympics Coach	\$3,000	187	0
Technology – Campus Tech Asst. - EL	\$1,000	187	0
Technology Devices	\$1,000		NA

## ACE CAMPUS

ACE Campus	SUPPLEMENTAL ANNUAL AMOUNT
Principal	\$15,000
Assistant Principal	\$13,500
Teacher	\$10,000
Librarian	\$10,000
Nurse	\$10,000
Counselor	\$10,000
Social Worker	\$10,000
Instructional Coach	\$8,000
Para-professionals & Aides	\$2,500*
*Annualized as additional salary, reflected separately on paychecks	

## PARAPROFESSIONAL

PAY DESCRIPTION	ANNUAL AMOUNT	DAYS	ADDITIONAL DAYS
Certified Educational Office Professional (CEOP)	\$ 600	186 - 226	0

Per DK(Local): "Noncontractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may do so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty."

# PROVISIONS AND APPLICATIONS OF GARLAND INDEPENDENT SCHOOL DISTRICT'S SALARY SCHEDULE

## A. HOURLY EMPLOYEES

District personnel employed on an hourly basis are hired and placed on a wage scale commensurate with the position and established by the Board of Trustees and Administration. Under no circumstances is an hourly worker to be placed on a higher hourly rate of pay without prior authorization from Human Resources.

## B. PAYDAY

For monthly paid professional and paraprofessional employees, payday is the 27th of each month. When the 27th falls on Saturday, then payday will be the preceding Friday the 26th; or if the 27th falls on Sunday the payday will be following Monday the 28th. In December payday will be the next to last work day before winter break. For Biweekly paid employees (Food Service, Maintenance, Transportation, Warehouse, and Substitute) payday is every other Friday. An employee's payroll statement contains detailed information including deductions, withholding information, and the amount of leave accumulated paid employees.

## C. MANDATORY DEDUCTIONS

- **Medicare Tax** - For all employees hired after April 1, 1986, a 1.45-% Medicare Tax is deducted, which is matched by the district and sent to the Social Security Administration. The benefit of this tax to the employee is that at the age of 65 the employee would be eligible for free Medicare Part A coverage, if this tax or a combination of this tax and regular Social Security participation has been paid for at least 10 years (40 credits or 40 quarters).
- **Teacher Retirement** – 7.7% of the employee's gross salary is sent to the Teacher Retirement System of Texas for deposit in the employee's account once the employee is eligible for TRS membership. This money accumulates with interest as a tax-deferred retirement benefit. The state contributes to the retirement system, also. The money that an employee contributes and the interest that money earns may be withdrawn only if the employee ceases to work for a Texas public school. Upon withdrawal, federal income tax is due on the principal and interest that has been treated as tax-deferred. For more detailed information on the retirement system contact the Assistant Superintendent Human Resources (972) 487-3050 or call the Texas Teacher Retirement System at (800) 223- 8778 or visit the TRS website at [www.trs.texas.gov](http://www.trs.texas.gov)
- **TRS-Care** - 0.65% of gross salary is paid by each active school employee to help support the Teacher Retirement System health care plan for retired employees titled TRS-CARE.
- **FICA Alternative** - For all employees who are not eligible to participate in the Teacher Retirement System of Texas (part-time, seasonal, temporary employees). Employees are not subject to Social Security taxes while covered by this plan. 7.5% of an employee's gross salary is contributed to the FICA Alternative Plan. Contributions to this plan are on a pretax basis, and any benefits previously earned under another retirement plan, such as Social Security, will not be reduced by participation in this plan.

## D. SUPPLEMENTAL SALARY FOR ADVANCED HOURS/DEGREES

1. Supplemental salary amounts are paid for degrees conferred or hours earned by September 1 and reported to Human Resources by submission of official transcripts by October 1.

2. All teachers and nurses who have a master's degree are eligible to receive \$1,300 annually. This supplement is not paid to employees who are on a higher Pay Grade because the administrative and professional support positions require a master's degree as a minimum qualification for the certification.
3. All teachers, professional support employees, and administrators with earned doctorate degrees will receive \$2,000 annually. This supplement replaces the master's supplement and is not in addition to it.
4. It is the responsibility of the employee to notify Human Resources of advanced degrees and to provide OFFICIAL TRANSCRIPTS with the university's seal and degree conferred status by the announced deadline each year.

Per DK(Local): "Noncontractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may do so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty."

# Guidelines for Supplemental Pay

## GENERAL GUIDELINES

- Policy DK (Local) states: “Non-contractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may do so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty.”
- Policy DEAA (Local) states: “The Superintendent or designee may assign non-contractual supplemental duties to personnel exempt under the Fair Labor Standards Act (FLSA), as needed. [See DK(LOCAL)] The employee shall be compensated for these assignments according to the compensation plan of the District.”
- Additional Payment is given to a regular employee beyond their base pay for additional considerations or approved purposes at approved amounts and is comprised of:
  - Stipends – compensation that can be established on a regular basis with an equal amount per pay period being paid over the length of a contract or a specified period of time and for which monthly documentation is not required by Payroll or Human Resources. The approval of a stipend that is not attached to a position, such as travel expenses, or given due to employee status, such as advanced degrees or employment assignment, must be approved by Human Resources after consultation with appropriate administrators.
  - Supplemental pay – compensation that is occasional, periodic, or sporadic for additional considerations by the employee and is not paid in equal amounts each pay period and for which specific documentation must be submitted and approved according to these guidelines.
  - Overtime – while not contractual, overtime is paid to employees who are considered Non-Exempt under the FLSA for work done beyond 40 hours per work week. Approval of overtime should be given prior to the work, must be accompanied by supporting documentation to payroll, and must be approved according to district guidelines.
- All stipends and supplemental pay amounts or rates must be approved by the Board and will be published in the District Salary Schedule booklet.
- All monetary compensation to an employee must be made through the payroll system so that proper records can be maintained for reporting purposes to state and federal agencies.
- For the purposes of the Guidelines for Supplemental Pay and Pay Details:
- **Non Exempt Employees\*** under the FLSA include employees whose duties do not meet FLSA exemption criteria. Non-exempt employees will be compensated according to the following Supplemental Pay guidelines:
  - For work done over 37.5 , but 40 or less hours per week, non-exempt employees who are scheduled for 37.5 hours per week shall be compensated in one of two ways:
    - Compensatory time equal to time worked, OR
    - Pay equal to straight time at their hourly rate, without any overtime calculation
  - For work done over and above the 40-hour work week, non-exempt employees shall be compensated in one of two ways:
    - Compensatory time equal to time-and-a-half of time worked, OR
    - Pay equal to time-and-a-half of their hourly rate for time worked.
- **Exempt employees** do **not** qualify for overtime pay or compensatory time.
- **Administrators:** For the purpose of determining supplemental pay, the term administrator refers to any central office administrator, principal, or assistant principal. These individuals **do not** qualify for overtime or supplemental pay.

**EXCEPTION:** Administrators may be eligible for additional pay if the work performed is beyond the scope of their professional contract duties. For example, they may supervise an athletic event for the athletic department or supervise a summer school program as *long as the work does not conflict with fulfillment of their regular duties and responsibilities.* Approval must be specifically obtained in advance from the administrator’s supervisor.

## SPECIFIC GUIDELINES

- All supplemental pay items must be entered through Kronos, recording:
  - the description of work performed
  - the number of hours worked
  - the time and date work was performed
  - the applicable Kronos code associated with the appropriate budget code number
- All supplemental pay assignments must be conducted at a GISD facility unless done out of district. Deviations must have prior approval.
- All supplemental pay must be recorded as hours worked at the preapproved hourly rate. No lump sum payments are permitted without a completed “Request for Deviation from Supplemental Pay Policy” form (see last page) and approval of Chief Officer or designee.
- All Kronos supplemental pay codes must be requested in advance and approved by the administrator or principal that is responsible for those supplemental pay funds, along with approval from the Business Office.
- Supplemental pay entered via Kronos will be approved by the appropriate principal or supervisor/manager through the Oracle approval workflow. All approvals must be completed in Oracle by the 15<sup>th</sup> of each month unless otherwise noted in the Payroll Calendar.
- The Supplemental Pay rates are preset and coded to the approved Supplemental Pay Element in Oracle and cannot be changed without a written request submitted by completion of a “Request for Deviation from Supplemental Pay Policy” form. Changes will be added to the Supplemental Pay Rate schedule.
- Supplemental pay must be budgeted within the school budget in fund 199 or approved project; no supplemental pay may be paid with 461 or 865 funds without prior approval from the Business Office.
- Employees shall not receive additional compensation for work that is within the scope of their assignment or position if it occurs during normal working hours while within the published contract work dates unless specified in these guidelines.
- Before or after school duty, hall duty, commons duty, and bus duty, or any other similar types of duty that occur occasionally or on a rotating basis and take place within official school hours are considered part of the normal teaching assignment and are **not eligible** for additional compensation.
  - *Exception: If the principal approves one or more individuals to perform the duty on a long term basis (for a semester or for a year), the employee(s) may be compensated for that time according to the rates listed in the following page.*

\*All Paraprofessional and Auxiliary employees are classified as Non-Exempt. Certain Professional employees who do not meet all the exemption test criteria are classified as Non-Exempt and are overtime eligible.

# **PROFESSIONAL CATEGORIES OF PAY DETAILS 2019- 2020**

## **RATES**

### **PROFESSIONAL Extended Day - Instructional Non-ACE Campuses**

**\$30 per Hour**

Includes, but not limited to:

- Saturday School
- Thursday School
- Zero Period
- Extended Day Enrichment
- ESL Extended Day
- Bike / Dance Grant-Project ○
- Curriculum Writing ○
- Evening School
  - ARI/AMI/Title I ○
  - STAR
  - Credit Recovery

### **PROFESSIONAL Extended Day – Administrative \***

**\$40 per Hour**

\* With approval from the administrator’s supervisor Includes:

- Supervisor
- Administration
- Facilitator

### **PROFESSIONAL Extended Day – Staff Development**

**\$20 per**

**\*\*Maximum 8 hours paid per Day**

**Hour\*\***

### **PROFESSIONAL Extended Day – Non Instructional**

**\$10 per**

**Session**

**\*\*\*To qualify for this pay, the duty must be assigned /accepted per semester, or school year.**

**Cannot be assigned for short periods of time for pay.** Includes, but not limited to:

- Bus Duty
- Hall Monitor / Duty
- Commons Monitor/Duty
- Grounds Monitor / Duty
- Marque Maintenance

### **PROFESSIONAL Extended Day - Special Qualifications**

**Rate dependent on Licensing / Qualification - upon approval by Administration**

Includes, but not limited to:

- Diagnosticians
- Therapists
- Security Officers

**SUMMER SCHOOL - Rates as listed on the Summer School Job Postings**

**PART TIME TEMPORARY - Rate as listed on the individual Job Posting**

# Request for Deviation From Supplemental Pay Policy

Date: \_\_\_\_\_

(Please fill out completely)

Campus/ Department: \_\_\_\_\_

Applicable Supplemental Pay Element: \_\_\_\_\_  
(e.g., Para Extra Duty, Prof Extended Day, etc)

Applicable Account Code: \_\_\_\_\_

Requested Deviation:  
\_\_\_\_\_

Justification for Deviation: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Employee Receiving Payment: \_\_\_\_\_ / \_\_\_\_\_  
Name ID #

Requestor: \_\_\_\_\_ / \_\_\_\_\_  
Name Campus/Dept

Departmental Approval: \_\_\_\_\_  
Department Head

Human Resource Approval \_\_\_\_\_  
Executive Director

Account Code Approval: \_\_\_\_\_  
Business Office

*This request is valid for the described transaction only. This approval cannot be transferred or reused.*