



**Arlington**  
INDEPENDENT SCHOOL DISTRICT  
*More Than a Remarkable Education*

**SALARY**

**SCHEDULE**

**2011-2012**

**ARLINGTON INDEPENDENT SCHOOL DISTRICT  
2011-2012 Salary Schedule**

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## **2011-12 Salary Schedule Notes**

The salaries reflected within this salary schedule include base pay only and do not include allowances or any other stipends employees may receive.

### **TEACHERS, COUNSELORS, LIBRARIANS NURSES AND SPEECH PATHOLOGISTS:**

The 2011-12 budget did not include a pay raise for educators (as defined by the State). Educators employed after September 1, 2010, will be placed on the 2011-12 salary schedule based on years of experience.

### **GENERAL SALARY INCREASE**

The 2011-12 budget did not include a pay raise for any other employee group.

Arlington Independent School District  
 Classroom Teacher/Librarian/Nurse Salary Schedule  
 2011-2012

Completed Years Exp Prior To <u>2010-11</u>	Annual Salary <u>2010-11</u>	Completed Years Exp Prior To <u>2011-12</u>	Annual Salary <u>2011-12</u>	\$ Over <u>2010-11</u>	% Over <u>2010-11</u>
		0	45,876	0	
0	45,876	1	45,876	0	0.00%
1	46,261	2	46,261	0	0.00%
2	46,782	3	46,782	0	0.00%
3	47,307	4	47,307	0	0.00%
4	47,833	5	47,833	0	0.00%
5	48,362	6	48,362	0	0.00%
6	48,885	7	48,885	0	0.00%
7	49,211	8	49,211	0	0.00%
8	49,530	9	49,530	0	0.00%
9	49,848	10	49,848	0	0.00%
10	50,169	11	50,169	0	0.00%
11	50,488	12	50,488	0	0.00%
12	50,995	13	50,995	0	0.00%
13	51,506	14	51,506	0	0.00%
14	52,018	15	52,018	0	0.00%
15	52,526	16	52,526	0	0.00%
16	53,038	17	53,038	0	0.00%
17	53,770	18	53,770	0	0.00%
18	54,511	19	54,511	0	0.00%
19	55,261	20	55,261	0	0.00%
20	56,009	21	56,009	0	0.00%
21	56,762	22	56,762	0	0.00%
22	57,605	23	57,605	0	0.00%
23	58,444	24	58,444	0	0.00%
24	59,280	25	59,280	0	0.00%
25	60,118	26	60,118	0	0.00%
26	60,960	27	60,960	0	0.00%
27	61,577	28	61,577	0	0.00%
28	62,182	29	62,182	0	0.00%
29	62,790	30	62,790	0	0.00%
30	63,394	31+	63,394	0	0.00%
				Average	0.00%

This salary schedule is for the 2011-2012 school year only. Salary increases are not granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule.

An annual stipend of \$1,500 will be paid to classroom teachers with a Master's degree.

An annual stipend of \$1,500 will be paid to classroom teachers with a Doctorate degree.

Arlington Independent School District  
 Master Degree Teacher Salary Schedule  
 2011-2012

Completed Years Exp Prior To <u>2010-11</u>	Annual Salary <u>2010-11</u>	Completed Years Exp Prior To <u>2011-12</u>	Annual Salary <u>2011-12</u>	\$ Over <u>2010-11</u>	% Over <u>2010-11</u>
		0	-	-	-
0	-	1	-	-	-
1	-	2	-	-	-
2	-	3	-	-	-
3	-	4	-	-	-
4	-	5	-	-	-
5	-	6	-	-	-
6	-	7	-	-	-
7	-	8	-	-	-
8	-	9	-	-	-
9	-	10	-	-	-
10	-	11	-	-	-
11	-	12	-	-	-
12	-	13	-	-	-
13	-	14	-	-	-
14	-	15	-	-	-
15	-	16	-	-	-
16	-	17	-	-	-
17	-	18	-	-	-
18	-	19	-	-	-
19	-	20	-	-	-
20	-	21	-	-	-
21	59,735	22	59,735	0	0.00%
22	60,825	23	60,825	0	0.00%
23	61,668	24	61,668	0	0.00%
24	62,510	25	62,510	0	0.00%
25	63,346	26	63,346	0	0.00%
26	64,186	27	64,186	0	0.00%
27	65,074	28	65,074	0	0.00%
28	65,994	29	65,994	0	0.00%
29	66,869	30	66,869	0	0.00%
30	67,751	31+	67,751	0	0.00%
				Average	0.00%

This schedule is for teachers hired by the Arlington ISD before September 1, 1989 and whose Masters Degrees were conferred before September 1, 1990. This salary schedule is for the 2011-2012 school year only. Salary increases are not granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule.

An annual stipend of \$1,500 will be paid to classroom teachers with a Doctorate degree.

Arlington Independent School District  
Counselors Salary Schedule  
2011-2012

Completed Years Exp Prior To <u>2011-12</u>	Annual Salary 202 Days <u>2011-12</u>	Annual Salary 207 Days <u>2011-12</u>	Annual Salary 212 Days <u>2011-12</u>
0	51,056	52,283	53,509
1	51,056	52,283	53,509
2	51,472	52,709	53,946
3	52,035	53,285	54,536
4	52,602	53,867	55,131
5	53,170	54,449	55,728
6	53,741	55,034	56,328
7	54,306	55,613	56,920
8	54,658	55,974	57,290
9	55,003	56,327	57,652
10	55,347	56,679	58,012
11	55,693	57,035	58,376
12	56,038	57,388	58,738
13	56,586	57,949	59,313
14	57,137	58,515	59,892
15	57,691	59,081	60,472
16	58,239	59,644	61,048
17	58,792	60,211	61,629
18	59,583	61,021	62,459
19	60,384	61,841	63,299
20	61,194	62,671	64,149
21	62,002	63,499	64,997
22	62,815	64,333	65,851
23	63,726	65,266	66,806
24	64,632	66,195	67,757
25	65,535	67,120	68,705
26	66,440	68,048	69,655
27	67,350	68,980	70,610
28	68,016	69,663	71,309
29	68,670	70,332	71,995
30	69,327	71,006	72,684
31+	69,979	71,674	73,369

This schedule is for counselors hired after September 1, 2007. This schedule also represents the minimum salary that will be paid to Counselors hired before September 1, 2007. This salary schedule is for the 2011-2012 school year only. Salary increases are not granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule.

An annual stipend of \$1,500 will be paid to counselors with a Doctorate degree.

The above amounts have been calculated using the daily rate of the Teacher/Librarian/Nurse Schedule plus \$1,500 for the required Master's Degree.

Arlington Independent School District  
 Speech Pathologists Salary Schedule  
 2011-2012

Completed Years Exp Prior To <u>2010-11</u>	Annual Salary <u>2010-11</u>	Completed Years Exp Prior To <u>2011-12</u>	Annual Salary <u>2011-12</u>
		0	47,167
0	47,167	1	47,167
1	47,552	2	47,552
2	48,074	3	48,074
3	48,599	4	48,599
4	49,125	5	49,125
5	49,654	6	49,654
6	50,176	7	50,176
7	50,503	8	50,503
8	50,823	9	50,823
9	51,139	10	51,139
10	51,461	11	51,461
11	51,780	12	51,780
12	52,287	13	52,287
13	52,798	14	52,798
14	53,310	15	53,310
15	53,819	16	53,819
16	54,329	17	54,329
17	54,423	18	54,423
18	55,163	19	55,163
19	55,913	20	55,913
20	56,661	21	56,661
21	57,415	22	57,415
22	58,258	23	58,258
23	59,096	24	59,096
24	59,932	25	59,932
25	60,771	26	60,771
26	61,611	27	61,611
27	62,230	28	62,230
28	62,834	29	62,834
29	63,442	30	63,442
30	64,046	31+	64,046

This schedule is for speech pathologists hired after September 1, 2007. This schedule also represents the minimum salary that will be paid to speech pathologists hired before September 1, 2007. This salary schedule is for the 2011-2012 school year only. Salary increases are not granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule.

An annual stipend of \$1,500 will be paid to speech pathologists with a Master's degree.

An annual stipend of \$1,500 will be paid to speech pathologists with a Doctorate degree.

**Arlington Independent School District  
2011-2012 Salary Schedule**

<b>Pay Grade Name</b>	<b>Role Name</b>	<b>Total Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Admin/Professional Pay Grade 1	Accountant I	243.00	39,514.23	49,945.01	60,375.78
	Security - Lieutenant	261.00	42,441.21	53,644.64	64,848.06
	Security - Technician	261.00	42,441.21	53,644.64	64,848.06
	Specialist - Food Service Purchasing	243.00	39,514.23	49,945.01	60,375.78
	Specialist - Help Desk	243.00	39,514.23	49,945.01	60,375.78
	Specialist - Information Systems	243.00	39,514.23	49,945.01	60,375.78
	Specialist - Payroll Reporting	243.00	39,514.23	49,945.01	60,375.78
	Specialist - Software Support	243.00	39,514.23	49,945.01	60,375.78
	Specialist/Supervisor - Food Service	212.00	34,473.32	43,573.42	52,673.52
	Specialist/Supervisor - Food Service Catering	243.00	39,514.23	49,945.01	60,375.78
	Supervisor - Building Maintenance	261.00	42,441.21	53,644.64	64,848.06
	Supervisor - Custodian	261.00	42,441.21	53,644.64	64,848.06
	Supervisor - Grounds, Waste Disposal	261.00	42,441.21	53,644.64	64,848.06
	Supervisor - HVAC/Refrigeration	261.00	42,441.21	53,644.64	64,848.06
	Supervisor - Plumbing	261.00	42,441.21	53,644.64	64,848.06
Admin/Professional Pay Grade 2	Accountant II	243.00	47,122.56	59,516.78	71,910.99
	Administrative Assistant - Superintendent	243.00	47,122.56	59,516.78	71,910.99
	Buyer - Purchasing	243.00	47,122.56	59,516.78	71,910.99
	Coordinator - Communications	243.00	47,122.56	59,516.78	71,910.99
	Coordinator - Food Service	243.00	47,122.56	59,516.78	71,910.99
	Coordinator - Food Service/Warehouse	261.00	50,613.12	63,925.43	77,237.73
	Coordinator - School Age Parent	243.00	47,122.56	59,516.78	71,910.99
	Cost Accountant Departmental Supervisor	243.00	47,122.56	59,516.78	71,910.99
	Facilitator - Response to Intervention	187.00	36,263.04	45,800.98	55,338.91
	Manager - Grant	212.00	41,111.04	51,924.10	62,737.16
	Media Production Technician	243.00	47,122.56	59,516.78	71,910.99
	Specialist - PDC Facilities (ADM)	243.00	47,122.56	59,516.78	71,910.99
	Specialist - State Tests	243.00	47,122.56	59,516.78	71,910.99
	Specialist - Technology Support	243.00	47,122.56	59,516.78	71,910.99
	Specialist - Testing	243.00	47,122.56	59,516.78	71,910.99
Staff Auditor	243.00	47,122.56	59,516.78	71,910.99	
Admin/Professional Pay Grade 3	Audiologist	212.00	47,106.40	59,525.36	71,944.32
	Coordinator - Benefits	243.00	53,994.60	68,229.54	82,464.48
	Coordinator - PEIMS	243.00	53,994.60	68,229.54	82,464.48
	Diagnostician	202.00	44,884.40	56,717.56	68,550.72
	District Attendance Officer - AtRisk	202.00	44,884.40	56,717.56	68,550.72
	District Attendance Officer - Student	202.00	44,884.40	56,717.56	68,550.72
	Facilitator - Crossroads	202.00	44,884.40	56,717.56	68,550.72
	Food Service - Software and Hardware Support Technician	243.00	53,994.60	68,229.54	82,464.48
	Graduation Coach - Crossroads	202.00	44,884.40	56,717.56	68,550.72
	Instructional Coach - Algebra Readiness Grant	212.00	47,106.40	59,525.36	71,944.32

**Arlington Independent School District  
2011-2012 Salary Schedule**

<b>Pay Grade Name</b>	<b>Role Name</b>	<b>Total Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Admin/Professional Pay Grade 3	Instructional Specialist - Bilingual/ESL	212.00	47,106.40	59,525.36	71,944.32
	Instructional Specialist - Kindergarten Behavior Support	212.00	47,106.40	59,525.36	71,944.32
	Instructional Specialist - Language Arts	212.00	47,106.40	59,525.36	71,944.32
	Instructional Specialist - Mathematics	212.00	47,106.40	59,525.36	71,944.32
	Instructional Specialist - PreKindergarten	243.00	53,994.60	68,229.54	82,464.48
	Instructional Specialist - Science	212.00	47,106.40	59,525.36	71,944.32
	Instructional Specialist - Social Studies	212.00	47,106.40	59,525.36	71,944.32
	Instructional Specialist - Special Education	212.00	47,106.40	59,525.36	71,944.32
	Instructional Specialist - Special Education - Autism	212.00	47,106.40	59,525.36	71,944.32
	Instructional Specialist - Special Education - Elem CMC-PASS	212.00	47,106.40	59,525.36	71,944.32
	Instructional Specialist - Special Education - Speech	212.00	47,106.40	59,525.36	71,944.32
	Intervention Specialist - Drug Free Schools Programs	217.00	48,217.40	60,929.26	73,641.12
	LSSP I - Licensed Specialist in School Psychology	202.00	44,884.40	56,717.56	68,550.72
	LSSP II - Licensed Specialist in School Psychology	202.00	44,884.40	56,717.56	68,550.72
	Manager - Help Desk	243.00	53,994.60	68,229.54	82,464.48
	Manager - School Store	261.00	57,994.20	73,283.58	88,572.96
	Manager - Software Support	243.00	53,994.60	68,229.54	82,464.48
	Media Production Specialist	243.00	53,994.60	68,229.54	82,464.48
	Music Therapist	193.00	42,884.60	54,190.54	65,496.48
	Network Specialist	243.00	53,994.60	68,229.54	82,464.48
	Occupational Therapist	193.00	42,884.60	54,190.54	65,496.48
	Pathways Facilitator	193.00	42,884.60	54,190.54	65,496.48
	Physical Therapist	193.00	42,884.60	54,190.54	65,496.48
	Production Manager	243.00	53,994.60	68,229.54	82,464.48
	Senior Programmer / Analyst	243.00	53,994.60	68,229.54	82,464.48
	Social Worker	193.00	42,884.60	54,190.54	65,496.48
	Specialist - Career and Technology	243.00	53,994.60	68,229.54	82,464.48
	Specialist - Immigrant Family/School Outreach	212.00	47,106.40	59,525.36	71,944.32
	Specialist - Instructional Technology	243.00	53,994.60	68,229.54	82,464.48
	Specialist - Position Inventory	243.00	53,994.60	68,229.54	82,464.48
	Specialist - Title 1 Family Involvement	212.00	47,106.40	59,525.36	71,944.32
	Specialist - Title I	212.00	47,106.40	59,525.36	71,944.32
Specialist - Title I Instructional Technology	243.00	53,994.60	68,229.54	82,464.48	
Specialist-Family Programs	212.00	47,106.40	59,525.36	71,944.32	
Translator - Family Program	212.00	47,106.40	59,525.36	71,944.32	
Webmaster	243.00	53,994.60	68,229.54	82,464.48	
Admin/Professional Pay Grade 4	Assistant Principal - Elementary	202.00	51,821.08	63,042.18	74,263.28
	Coordinator - Accounts Payable	243.00	62,339.22	75,837.87	89,336.52
	Coordinator - Adolescent Pregnancy	243.00	62,339.22	75,837.87	89,336.52
	Coordinator - Advanced Academic	243.00	62,339.22	75,837.87	89,336.52

**Arlington Independent School District  
2011-2012 Salary Schedule**

<b>Pay Grade Name</b>	<b>Role Name</b>	<b>Total Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Admin/Professional Pay Grade 4	Coordinator - Career and Technology	243.00	62,339.22	75,837.87	89,336.52
	Coordinator - Drop Out Prevention	243.00	62,339.22	75,837.87	89,336.52
	Coordinator - Elementary Special Populations	243.00	62,339.22	75,837.87	89,336.52
	Coordinator - Grants	243.00	62,339.22	75,837.87	89,336.52
	Coordinator - Payroll	243.00	62,339.22	75,837.87	89,336.52
	Coordinator - Purchasing	243.00	62,339.22	75,837.87	89,336.52
	Coordinator - Secondary Special Populations	243.00	62,339.22	75,837.87	89,336.52
	Coordinator - Technology Systems	212.00	54,386.48	66,163.08	77,939.68
	Coordinator - Title 1	243.00	62,339.22	75,837.87	89,336.52
	Curriculum Coordinator - Art	243.00	62,339.22	75,837.87	89,336.52
	Curriculum Coordinator - Language Arts	243.00	62,339.22	75,837.87	89,336.52
	Curriculum Coordinator - Mathematics	243.00	62,339.22	75,837.87	89,336.52
	Curriculum Coordinator - Science	243.00	62,339.22	75,837.87	89,336.52
	Curriculum Coordinator - Social Studies	243.00	62,339.22	75,837.87	89,336.52
	Curriculum Coordinator - Special Education	243.00	62,339.22	75,837.87	89,336.52
	Psychologist (243)	243.00	62,339.22	75,837.87	89,336.52
	Specialist - Transportation	243.00	62,339.22	75,837.87	89,336.52
Treasurer	243.00	62,339.22	75,837.87	89,336.52	
Admin/Professional Pay Grade 5	Assistant Director - Food Service	243.00	66,020.67	80,378.33	94,735.98
	Assistant Principal - Alternative	217.00	58,956.73	71,778.18	84,599.62
	Assistant Principal - Junior High	217.00	58,956.73	71,778.18	84,599.62
	Coordinator - District Assessment	243.00	66,020.67	80,378.33	94,735.98
	Coordinator - Personnel	243.00	66,020.67	80,378.33	94,735.98
	Coordinator - Research and Evaluation	243.00	66,020.67	80,378.33	94,735.98
	Coordinator - Safety	261.00	70,911.09	86,332.28	101,753.46
	Coordinator-Community Based Education	217.00	58,956.73	71,778.18	84,599.62
	Manager - Energy	261.00	70,911.09	86,332.28	101,753.46
	Manager - Fleet Services	261.00	70,911.09	86,332.28	101,753.46
	Manager - Image Processing	261.00	70,911.09	86,332.28	101,753.46
	Manager - Maintenance Services	261.00	70,911.09	86,332.28	101,753.46
	Manager - Maintenance/Operations	261.00	70,911.09	86,332.28	101,753.46
	Manager - Security	261.00	70,911.09	86,332.28	101,753.46
	Manager - Transportation	243.00	66,020.67	80,378.33	94,735.98
	Manager - Warehouse	261.00	70,911.09	86,332.28	101,753.46
	Network Administrator	243.00	66,020.67	80,378.33	94,735.98
	Network Manager - Wide Area Network	243.00	66,020.67	80,378.33	94,735.98
	Network Server Manager	243.00	66,020.67	80,378.33	94,735.98
	Staff Architect	261.00	70,911.09	86,332.28	101,753.46
Admin/Professional Pay Grade 6	Assistant Director - Special Education	243.00	69,947.55	85,286.93	100,626.30
	Assistant Principal - Alternative	222.00	63,902.70	77,916.45	91,930.20

**Arlington Independent School District  
2011-2012 Salary Schedule**

<b>Pay Grade Name</b>	<b>Role Name</b>	<b>Total Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Admin/Professional Pay Grade 6	Assistant Principal - High School	222.00	63,902.70	77,916.45	91,930.20
	Coordinator - High School Athletics	222.00	63,902.70	77,916.45	91,930.20
	Coordinator - Student Services	243.00	69,947.55	85,286.93	100,626.30
	Dean of Instruction	222.00	63,902.70	77,916.45	91,930.20
	Head Football Coach	202.00	58,145.70	70,896.95	83,648.20
Admin/Professional Pay Grade 7	Manager - Risk Management	243.00	74,119.86	90,318.24	106,516.62
	Principal - Elementary	230.00	70,154.60	85,486.40	100,818.20
Admin/Professional Pay Grade 8	Chief Internal Auditor	243.00	81,482.76	95,717.70	109,952.64
	Director Accounting	243.00	81,482.76	95,717.70	109,952.64
	Director Athletics/PE	243.00	81,482.76	95,717.70	109,952.64
	Director Bilingual/ESL	243.00	81,482.76	95,717.70	109,952.64
	Director Budget / Cash Management	243.00	81,482.76	95,717.70	109,952.64
	Director Building & Grounds	261.00	87,518.52	102,807.90	118,097.28
	Director Career and Technology	243.00	81,482.76	95,717.70	109,952.64
	Director Communications	243.00	81,482.76	95,717.70	109,952.64
	Director Drop-Out Prevention	243.00	81,482.76	95,717.70	109,952.64
	Director Fine Arts	243.00	81,482.76	95,717.70	109,952.64
	Director Food Service	243.00	81,482.76	95,717.70	109,952.64
	Director Guidance/Counseling	243.00	81,482.76	95,717.70	109,952.64
	Director Information Systems	243.00	81,482.76	95,717.70	109,952.64
	Director Instructional Technology	243.00	81,482.76	95,717.70	109,952.64
	Director Network Services	243.00	81,482.76	95,717.70	109,952.64
	Director Personnel - Elementary	243.00	81,482.76	95,717.70	109,952.64
	Director Personnel - Personnel Services	243.00	81,482.76	95,717.70	109,952.64
	Director Personnel - Secondary	243.00	81,482.76	95,717.70	109,952.64
	Director Research and Testing	243.00	81,482.76	95,717.70	109,952.64
	Director Special Education	243.00	81,482.76	95,717.70	109,952.64
	Director State & Federal Programs	243.00	81,482.76	95,717.70	109,952.64
	Director Technology Support	243.00	81,482.76	95,717.70	109,952.64
	Director Telecommunications	243.00	81,482.76	95,717.70	109,952.64
	Director Transportation	261.00	87,518.52	102,807.90	118,097.28
	Principal - Alternative	243.00	81,482.76	95,717.70	109,952.64
	Principal - Junior High	243.00	81,482.76	95,717.70	109,952.64
	Admin/Professional Pay Grade 9	Executive Director Elementary Instruction	243.00	91,299.96	107,252.91
Executive Director Finance		243.00	91,299.96	107,252.91	123,205.86
Executive Director Plant Services		261.00	98,062.92	115,197.57	132,332.22
Executive Director Secondary Instruction		243.00	91,299.96	107,252.91	123,205.86
Principal - Alternative		243.00	91,299.96	107,252.91	123,205.86
Principal - High School		243.00	91,299.96	107,252.91	123,205.86
Admin/Professional Pay Grade 10	Assistant Superintendent Personnel	243.00	107,989.20	120,015.27	132,041.34

**Arlington Independent School District  
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<b>Pay Grade Name</b>	<b>Role Name</b>	<b>Total Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Admin/Professional Pay Grade 10	Assistant Superintendent Technology & Telecommunications	243.00	107,989.20	120,015.27	132,041.34
Admin/Professional Pay Grade 11	Associate Superintendent Finance	243.00	122,715.00	132,041.34	141,367.68
Admin/Professional Pay Grade 12	Deputy Superintendent	243.00	134,986.50	145,171.85	155,357.19
Clerical Pay Grade 2	Classroom Assistant - Community Based Transition	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - Elem Spec Ed - Deaf Education	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - Elem Spec Ed - Inclusion	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - Elem Spec Ed - Resource	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - Elementary Art	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - Elementary Athletics/PE	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - Elementary Bilingual	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - Elementary Bilingual Pre-K	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - Elementary Kindergarten	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - Elementary Kindergarten Bilingual	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - Elementary Music	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - Elementary Pre-K	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - Elementary Pre-K ESL	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - Elementary Regular	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - Elementary Success	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - Elementary TITLEI	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - Family Literacy	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - H.S. Spec Ed - Deaf Education	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - H.S. Spec Ed - MAC	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - H.S. Spec Ed - Resource	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - H.S. Spec Ed - VAC	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - High School ESL	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - High School Regular	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - JH Spec Ed - MAC	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - JH Spec Ed - PREVOC	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - JH Spec Ed - Resource	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - Junior High - Tech Ed	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - Junior High Alternative Education	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - Junior High At Risk	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - Junior High Choices	183.00	14,231.91	17,743.68	21,255.45
	Classroom Assistant - Junior High Regular	183.00	14,231.91	17,743.68	21,255.45
	Clinic Assistant - Elementary	183.00	14,231.91	17,743.68	21,255.45
	Clinic Assistant - High School	183.00	14,231.91	17,743.68	21,255.45
Clinic Assistant - Junior High	183.00	14,231.91	17,743.68	21,255.45	
Day Care Worker	183.00	14,231.91	17,743.68	21,255.45	
Day Care Worker - VIC - Extended Program	193.00	15,009.61	18,713.28	22,416.95	
Clerical Pay Grade 3	Classroom Assistant - Elem Spec Ed - ABLE	183.00	15,340.89	19,037.49	22,734.09

**Arlington Independent School District  
2011-2012 Salary Schedule**

<b>Pay Grade Name</b>	<b>Role Name</b>	<b>Total Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Clerical Pay Grade 3	Classroom Assistant - Elem Spec Ed - Alternate Curriculum	183.00	15,340.89	19,037.49	22,734.09
	Classroom Assistant - Elem Spec Ed - BIT	183.00	15,340.89	19,037.49	22,734.09
	Classroom Assistant - Elem Spec Ed - CMC	183.00	15,340.89	19,037.49	22,734.09
	Classroom Assistant - Elem Spec Ed - Gap Inclusion	183.00	15,340.89	19,037.49	22,734.09
	Classroom Assistant - Elem Spec Ed - Inclusion	183.00	15,340.89	19,037.49	22,734.09
	Classroom Assistant - Elem Spec Ed - OC	183.00	15,340.89	19,037.49	22,734.09
	Classroom Assistant - Elem Spec Ed - PASS	183.00	15,340.89	19,037.49	22,734.09
	Classroom Assistant - Elem Spec Ed - PPCD	183.00	15,340.89	19,037.49	22,734.09
	Classroom Assistant - Elem Spec Ed - Speech	183.00	15,340.89	19,037.49	22,734.09
	Classroom Assistant - H.S. Spec Ed - ABLE	183.00	15,340.89	19,037.49	22,734.09
	Classroom Assistant - H.S. Spec Ed - Functional Skills	183.00	15,340.89	19,037.49	22,734.09
	Classroom Assistant - H.S. Spec Ed - Inclusion	183.00	15,340.89	19,037.49	22,734.09
	Classroom Assistant - H.S. Spec Ed - OC	183.00	15,340.89	19,037.49	22,734.09
	Classroom Assistant - H.S. Spec Ed - PASS	183.00	15,340.89	19,037.49	22,734.09
	Classroom Assistant - JH Spec Ed - ABLE	183.00	15,340.89	19,037.49	22,734.09
	Classroom Assistant - JH Spec Ed - Functional Skills	183.00	15,340.89	19,037.49	22,734.09
	Classroom Assistant - JH Spec Ed - Inclusion	183.00	15,340.89	19,037.49	22,734.09
	Classroom Assistant - JH Spec Ed - PASS	183.00	15,340.89	19,037.49	22,734.09
	Classroom Assistant - Special Education Related Services	183.00	15,340.89	19,037.49	22,734.09
	Classroom Assistant - Special Education Vision	183.00	15,340.89	19,037.49	22,734.09
	Clerk - After School Grant	212.00	17,771.96	22,054.36	26,336.76
	Clerk - Bilingual/ESL LPAC Liaison	212.00	17,771.96	22,054.36	26,336.76
	Clerk - Bilingual/ESL Staff Development	243.00	20,370.69	25,279.29	30,187.89
	Clerk - Elementary Attendance	198.00	16,598.34	20,597.94	24,597.54
	Clerk - High School Attendance	193.00	16,179.19	20,077.79	23,976.39
	Clerk - High School Attendance (222)	222.00	18,610.26	23,094.66	27,579.06
	Clerk - High School Special Education	193.00	16,179.19	20,077.79	23,976.39
	Clerk - Junior High Attendance	198.00	16,598.34	20,597.94	24,597.54
	Clerk - Library Services	243.00	20,370.69	25,279.29	30,187.89
	Clerk - Media Center	217.00	18,191.11	22,574.51	26,957.91
	Clerk - Personnel Apps./Paras./Subs.	243.00	20,370.69	25,279.29	30,187.89
	Clerk - Translator	193.00	16,179.19	20,077.79	23,976.39
	Family School Rep	183.00	15,340.89	19,037.49	22,734.09
Health Assistant - Elementary - SKILLS	183.00	15,340.89	19,037.49	22,734.09	
Health Assistant - High School	183.00	15,340.89	19,037.49	22,734.09	
Health Assistant - Junior High - SKILLS	183.00	15,340.89	19,037.49	22,734.09	
Library Assistant - Elementary	183.00	15,340.89	19,037.49	22,734.09	
Library Assistant - High School	183.00	15,340.89	19,037.49	22,734.09	
Clerical Pay Grade 4	Clerk - Attendance Officers	202.00	18,157.78	22,544.21	26,930.64
	Clerk - Central Mail	243.00	21,843.27	27,120.02	32,396.76

**Arlington Independent School District  
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<b>Pay Grade Name</b>	<b>Role Name</b>	<b>Total Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
Clerical Pay Grade 4	Clerk - Drop Out Prevention	243.00	21,843.27	27,120.02	32,396.76	
	Clerk - Family Involvement Title I	212.00	21,843.27	27,120.02	32,396.76	
	Clerk - Family Literacy	198.00	19,056.68	23,660.26	28,263.84	
	Clerk - Food Service (243)	243.00	17,798.22	22,097.79	26,397.36	
	Clerk - Food Service Lunch Program	202.00	21,843.27	27,120.02	32,396.76	
	Clerk - High School Counselor	202.00	18,157.78	22,544.21	26,930.64	
	Clerk - High School Data	202.00	18,157.78	22,544.21	26,930.64	
			222.00	18,157.78	22,544.21	26,930.64
	Clerk - High School PEIMS	222.00	19,955.58	24,776.31	29,597.04	
	Clerk - High School Registrar	217.00	19,955.58	24,776.31	29,597.04	
	Clerk - Image Processing	243.00	19,506.13	24,218.29	28,930.44	
	Clerk - Junior High Attendance	202.00	21,843.27	27,120.02	32,396.76	
	Clerk - Junior High Data	202.00	18,157.78	22,544.21	26,930.64	
	Clerk - Library Services-Technical Srv	243.00	18,157.78	22,544.21	26,930.64	
	Clerk - Personnel Receptionist	243.00	21,843.27	27,120.02	32,396.76	
	Clerk - Special Education (193)	193.00	17,348.77	21,539.77	25,730.76	
	Clerk - Special Education (198)	198.00	17,798.22	22,097.79	26,397.36	
	Clerk - Special Education (217)	217.00	19,506.13	24,218.29	28,930.44	
	Clerk - Special Education (243)	243.00	21,843.27	27,120.02	32,396.76	
	Clerk - Textbook	243.00	21,843.27	27,120.02	32,396.76	
	Clerk - Transcript Services	243.00	21,843.27	27,120.02	32,396.76	
	Receptionist/PBX	243.00	21,843.27	27,120.02	32,396.76	
	Specialist - Records Management	243.00	21,843.27	27,120.02	32,396.76	
Clerical Pay Grade 5	Braillist	193.00	18,518.35	23,099.21	27,680.06	
	Campus Technology Manager - Elementary	202.00	19,381.90	24,176.37	28,970.84	
	Campus Technology Manager - Junior High	202.00	19,381.90	24,176.37	28,970.84	
	Clerk - Athletics/PE	243.00	23,315.85	29,083.46	34,851.06	
	Clerk - Bilingual/ESL	243.00	23,315.85	29,083.46	34,851.06	
	Clerk - Bilingual/ESL Testing	202.00	19,381.90	24,176.37	28,970.84	
	Clerk - Elementary Special Populations	243.00	23,315.85	29,083.46	34,851.06	
	Clerk - Personnel Records	243.00	23,315.85	29,083.46	34,851.06	
	Clerk - Student Services	243.00	23,315.85	29,083.46	34,851.06	
	Clerk - Title I Compliance	212.00	20,341.40	25,373.22	30,405.04	
	Clerk - Title III Compliance	243.00	23,315.85	29,083.46	34,851.06	
	Clerk - Transportation	261.00	25,042.95	31,237.79	37,432.62	
	Computer Lab Manager - High School	183.00	17,558.85	21,902.36	26,245.86	
	Deaf Interpreter - Elementary	183.00	17,558.85	21,902.36	26,245.86	
	Deaf Interpreter - Junior High	183.00	17,558.85	21,902.36	26,245.86	
	Liaison - Family Involvement	212.00	20,341.40	25,373.22	30,405.04	
	Secretary - Family Programs	243.00	23,315.85	29,083.46	34,851.06	

**Arlington Independent School District  
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<b>Pay Grade Name</b>	<b>Role Name</b>	<b>Total Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Clerical Pay Grade 5	Secretary - Foreign Language/Arts	243.00	23,315.85	29,083.46	34,851.06
	Secretary - High School	243.00	23,315.85	29,083.46	34,851.06
	Secretary - Language Arts	243.00	23,315.85	29,083.46	34,851.06
	Secretary - Mathematics	243.00	23,315.85	29,083.46	34,851.06
	Secretary - Pregnancy Related Services/PEP	243.00	23,315.85	29,083.46	34,851.06
	Secretary - Science	243.00	23,315.85	29,083.46	34,851.06
	Secretary - Social Studies	243.00	23,315.85	29,083.46	34,851.06
	Secretary - Special Education Services	243.00	23,315.85	29,083.46	34,851.06
	Secretary - Special Education Support Services	243.00	23,315.85	29,083.46	34,851.06
	Secretary/Receptionist - Food Service	212.00	20,341.40	25,373.22	30,405.04
	Technician - PDC Facilities	243.00	23,315.85	29,083.46	34,851.06
Clerical Pay Grade 6	Bookkeeper - High School	217.00	23,232.02	28,930.44	34,628.86
	Bookkeeper - Payroll	243.00	26,015.58	32,396.76	38,777.94
	Clerk - Energy Management	261.00	27,942.66	34,796.52	41,650.38
	Clerk - Special Education (243)	243.00	26,015.58	32,396.76	38,777.94
	Clerk - State & Federal Programs Accounting	243.00	26,015.58	32,396.76	38,777.94
	Secretary - Assistant Director Special Education	243.00	26,015.58	32,396.76	38,777.94
	Secretary - Buyer Purchasing	243.00	26,015.58	32,396.76	38,777.94
	Secretary - Director Accounting	243.00	26,015.58	32,396.76	38,777.94
	Secretary - Director Bilingual/ESL	243.00	26,015.58	32,396.76	38,777.94
	Secretary - Director Career and Technology	243.00	26,015.58	32,396.76	38,777.94
	Secretary - Director Communications	243.00	26,015.58	32,396.76	38,777.94
	Secretary - Director Drop Out Prevention	243.00	26,015.58	32,396.76	38,777.94
	Secretary - Director Fine Arts	243.00	26,015.58	32,396.76	38,777.94
	Secretary - Director Research and Testing	243.00	26,015.58	32,396.76	38,777.94
	Secretary - Director State & Federal Programs	243.00	26,015.58	32,396.76	38,777.94
	Secretary - Director Transportation	261.00	27,942.66	34,796.52	41,650.38
	Secretary - Elementary	212.00	22,696.72	28,263.84	33,830.96
	Secretary - Junior High	243.00	26,015.58	32,396.76	38,777.94
	Secretary - Maintenance Management	243.00	26,015.58	32,396.76	38,777.94
	Secretary - Manager Security	261.00	27,942.66	34,796.52	41,650.38
	Secretary - Risk Management	261.00	27,942.66	34,796.52	41,650.38
	Secretary - Warehouse(261)	261.00	27,942.66	34,796.52	41,650.38
	Specialist - Computer Technician	243.00	26,015.58	32,396.76	38,777.94
Clerical Pay Grade 7	Clerk - Administrative Accounts Payable	243.00	29,942.46	36,323.64	42,704.82
	Clerk - Administrative Pupil Accounting	243.00	29,942.46	36,323.64	42,704.82
	Clerk - Administrative Purchasing	243.00	29,942.46	36,323.64	42,704.82
	Clerk - Administrative Records Management	243.00	29,942.46	36,323.64	42,704.82
	Clerk - Facilities Usage & Administration	243.00	29,942.46	36,323.64	42,704.82
	Clerk - Food Service Administrative	202.00	24,890.44	30,194.96	35,499.48

**Arlington Independent School District  
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<b>Pay Grade Name</b>	<b>Role Name</b>	<b>Total Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Clerical Pay Grade 7	Clerk - Food Service Administrative (243)	243.00	29,942.46	36,323.64	42,704.82
	Deaf Interpreter - High School	183.00	22,549.26	27,354.84	32,160.42
	Deaf Interpreter - Junior High	183.00	22,549.26	27,354.84	32,160.42
	Mainframe Operator	243.00	29,942.46	36,323.64	42,704.82
	Secretary - Director Athletics/PE	243.00	29,942.46	36,323.64	42,704.82
	Secretary - Director Budget/Cash Management	243.00	29,942.46	36,323.64	42,704.82
	Secretary - Director Food Service	243.00	29,942.46	36,323.64	42,704.82
	Secretary - Director Personnel	243.00	29,942.46	36,323.64	42,704.82
	Secretary - Director Special Education	243.00	29,942.46	36,323.64	42,704.82
	Secretary - Director Technology Support	243.00	29,942.46	36,323.64	42,704.82
	Secretary - Director Telecommunications	243.00	29,942.46	36,323.64	42,704.82
	Secretary - High School	243.00	29,942.46	36,323.64	42,704.82
	Secretary - PDC	243.00	29,942.46	36,323.64	42,704.82
	Secretary - Purchasing	243.00	29,942.46	36,323.64	42,704.82
	Specialist - Grants Facilitator	243.00	29,942.46	36,323.64	42,704.82
	Specialist - Library Srv Cataloger/Supervisor	243.00	29,942.46	36,323.64	42,704.82
	Specialist - PEIMS	243.00	29,942.46	36,323.64	42,704.82
	Specialist - Personnel Benefits/Retirement	243.00	29,942.46	36,323.64	42,704.82
	Specialist - Personnel Certification	243.00	29,942.46	36,323.64	42,704.82
	Specialist - Personnel Paraprofessionals	243.00	29,942.46	36,323.64	42,704.82
Specialist - Telephone Technical Support	243.00	29,942.46	36,323.64	42,704.82	
Clerical Pay Grade 8	Deaf Interpreter - High School	183.00	25,321.71	30,589.37	35,857.02
	LAN Technician	217.00	30,026.29	36,272.64	42,518.98
	Secretary - Executive Director Elementary Instruction	243.00	33,623.91	40,618.67	47,613.42
	Secretary - Executive Director Plant Services	261.00	36,114.57	43,627.46	51,140.34
	Secretary - Executive Director Secondary Instruction	243.00	33,623.91	40,618.67	47,613.42
	Secretary - Student Services	243.00	33,623.91	40,618.67	47,613.42
	Specialist - Accounts Payable	243.00	33,623.91	40,618.67	47,613.42
	Specialist - Payroll Lead Bookkeeper	243.00	33,623.91	40,618.67	47,613.42
	Specialist - Personnel Substitute System	243.00	33,623.91	40,618.67	47,613.42
Specialist - Purchasing	243.00	33,623.91	40,618.67	47,613.42	
Clerical Pay Grade 9	Secretary - Special Education Services	243.00	37,550.79	45,527.27	53,503.74
Clerical Pay Grade 10	Secretary - Assistant Superintendent Personnel	243.00	38,041.65	46,290.98	54,540.30
	Secretary - Asst Superintendent Technology & Telecommunications	243.00	38,041.65	46,290.98	54,540.30
Clerical Pay Grade 11	Secretary - Associate Superintendent Finance	243.00	42,213.96	47,490.71	52,767.45
	Secretary - Legal	243.00	42,213.96	47,490.71	52,767.45
Clerical Pay Grade 12	Secretary - Deputy Superintendent	243.00	42,883.98	48,562.01	54,240.03
Manual Trades Pay Grade 1	Cafeteria Monitor	177.00	9.02	10.94	12.86
	Cafeteria Sub	177.00	9.02	10.94	12.86
	Clerk - Temporary/Part Time	261.00	9.02	10.94	12.86

**Arlington Independent School District  
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<b>Pay Grade Name</b>	<b>Role Name</b>	<b>Total Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Manual Trades Pay Grade 1	Custodian	261.00	9.02	10.94	12.86
	Financial Analyst - Intern	261.00	9.02	10.94	12.86
	Food Service Specialist	181.00	9.02	10.94	12.86
	Grounds - Groundskeeper	261.00	9.02	10.94	12.86
	Laundry Helper	261.00	9.02	10.94	12.86
	Summer - Extended Year Helper	66.00	9.02	10.94	12.86
	Summer - Feeding Helper	66.00	9.02	10.94	12.86
	Summer - Maintenance	66.00	9.02	10.94	12.86
	Summer - Warehouse	66.00	9.02	10.94	12.86
Manual Trades Pay Grade 2	Food Service Lead Person	185.00	9.02	10.94	12.86
	Laundry Operator	261.00	9.93	12.04	14.15
	Security - Campus Security Officer	261.00	9.93	12.04	14.15
	Summer - Extended Year Lead Person	66.00	9.93	12.04	14.15
	Summer - Feeding Lead Person	66.00	9.93	12.04	14.15
	Summer - Maintenance	66.00	9.93	12.04	14.15
	Summer - Textbooks	66.00	9.93	12.04	14.15
	Transportation - Bus Attendant	180.00	9.93	12.04	14.15
Transportation - Fleet Technician	261.00	9.93	12.04	14.15	
Manual Trades Pay Grade 3	Custodian - Assistant Head	261.00	10.92	13.23	15.54
	Custodian - Head Custodian	261.00	10.92	13.23	15.54
	Custodian - Head Custodian Elementary	261.00	10.92	13.23	15.54
	Dispatcher - Plant Maintenance	261.00	10.92	13.23	15.54
	Food Service Liaison Manager	185.00	10.92	13.23	15.54
	Food Service Manager	185.00	10.92	13.23	15.54
	Grounds - Grounds Equipment Operator	261.00	10.92	13.23	15.54
	Grounds - Irrigation/Sewer Technician	261.00	10.92	13.23	15.54
	HVAC/Refrigeration - Air Filtration Mechanic	261.00	10.92	13.23	15.54
	Plumbing - Irrigation/Sewer Technician	261.00	10.92	13.23	15.54
	Security Person - Corporal	261.00	10.92	13.23	15.54
	Summer - Extended Year Manager	66.00	10.92	13.23	15.54
	Summer - Feeding Manager	66.00	10.92	13.23	15.54
Manual Trades Pay Grade 4	Custodian - Head Custodian Junior High	261.00	12.02	14.56	17.10
	Dispatcher - Transportation	261.00	12.02	14.56	17.10
	Food Service - Catering Chef	261.00	12.02	14.56	17.10
	Food Service - Warehouse Truck Driver	261.00	12.02	14.56	17.10
	Food Service Manager	185.00	12.02	14.56	17.10
	Food Service Manager - Elementary	185.00	12.02	14.56	17.10
	Image Processing Associate I	261.00	12.02	14.56	17.10
	Laundry Driver	261.00	12.02	14.56	17.10
	Summer - Bus Washers	66.00	12.02	14.56	17.10

**Arlington Independent School District  
2011-2012 Salary Schedule**

<b>Pay Grade Name</b>	<b>Role Name</b>	<b>Total Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Manual Trades Pay Grade 4	Summer - Garage Helper	66.00	12.02	14.56	17.10
	Textbook Warehouse Truck Driver	261.00	12.02	14.56	17.10
	Transportation - Bus Driver	180.00	12.02	14.56	17.10
	Transportation - Paid Busing/Driver	261.00	12.02	14.56	17.10
	Transportation - Parts Person	261.00	12.02	14.56	17.10
	Transportation - Preventive Maintenance Vehicle/Video Technician	261.00	12.02	14.56	17.10
	Warehouse Truck Driver	261.00	12.02	14.56	17.10
	Warehouse Worker	261.00	12.02	14.56	17.10
Manual Trades Pay Grade 5	Building Maintenance - Skilled Maintenance General	261.00	13.20	15.01	16.82
	Building Maintenance - Technician	261.00	13.20	15.01	16.82
	Custodian - Head Custodian High School	261.00	13.20	15.01	16.82
	Electrical - Equipment Repair Technician	261.00	13.20	15.01	16.82
	Food Service Manager	185.00	13.20	15.01	16.82
	Food Service Manager - Elementary	185.00	13.20	15.01	16.82
	Security - Sgt. Patrol	261.00	13.20	15.01	16.82
	Summer - Feeding Supervisor	66.00	13.20	15.01	16.82
Manual Trades Pay Grade 6	Transportation - Safety Technician/Driver	261.00	13.20	15.01	16.82
	Assistant Manager - School Store	261.00	14.53	17.62	20.71
	Building Maintenance - Skilled Maintenance General	261.00	14.53	17.62	20.71
	Food Service Warehouse Lead	261.00	14.53	17.62	20.71
	Image Processing Associate II	261.00	14.53	17.62	20.71
	Laundry Foreman	261.00	14.53	17.62	20.71
	Licensed Pest Control Applicator	261.00	14.53	17.62	20.71
	Transportation - Head Parts Person	261.00	14.53	17.62	20.71
Manual Trades Pay Grade 7	Warehouse Foreman	261.00	14.53	17.62	20.71
	Custodian - Maintenance Foreman	261.00	15.99	19.39	22.78
	Electrical - Fire Alarm Technician	261.00	15.99	19.39	22.78
	Electrical - Skilled Maintenance Electrician	261.00	15.99	19.39	22.78
	Grounds - Maintenance Foreman	261.00	15.99	19.39	22.78
	HVAC/Refrigeration - Mechanic	261.00	15.99	19.39	22.78
	Image Processing Associate III	261.00	15.99	19.39	22.78
	IPM Coordinator	261.00	15.99	19.39	22.78
	Plumber	261.00	15.99	19.39	22.78
	Technician - Audio/Visual	261.00	15.99	19.39	22.78
	Transportation - Foreman/Regular Ed Router	261.00	15.99	19.39	22.78
	Transportation - Foreman/Special Education Router	261.00	15.99	19.39	22.78
Manual Trades Pay Grade 8	Transportation - Foreman/Trips Technician	261.00	15.99	19.39	22.78
	Transportation - Vehicle Mechanic	261.00	15.99	19.39	22.78
	Building Maintenance - Foreman	261.00	17.42	21.11	24.80
	Electrical - Maintenance Foreman	261.00	17.42	21.11	24.80

**Arlington Independent School District  
2011-2012 Salary Schedule**

<b>Pay Grade Name</b>	<b>Role Name</b>	<b>Total Days</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
Manual Trades Pay Grade 8	Foreman - Food Service Maintenance	261.00	17.42	21.11	24.80
	HVAC/Refrigeration - Maintenance Foreman	261.00	17.42	21.11	24.80
	HVAC/Refrigeration - Mechanic Specialist	261.00	17.42	21.11	24.80
	Maintenance Foreman - Telecommunications	261.00	17.42	21.11	24.80
	Plumbing - Maintenance Foreman	261.00	17.42	21.11	24.80
	Transportation - Maintenance Foreman/Vehicles	261.00	17.42	21.11	24.80

**ARLINGTON INDEPENDENT SCHOOL DISTRICT**

**2011-2012 Salary Schedule**

**CURRICULUM STIPENDS - High School**

**CURRICULUM LEADERS:**

Instructional Facilitator .....	\$1,500
Department Leader .....	\$1,717
Level Leader .....	\$355
Credit Recovery Leader.....	\$1,500

**DISTANCE LEARNING TEACHER (Per Course - Per Semester) .....** \$1,500

**ACADEMIC COACHES:**

Academic Decathlon - Coach .....	\$4,152
Academic Decathlon - Assistant.....	\$1,263
National Honor Society (2) .....	\$1,250
Quiz League – Sponsor .....	\$871
Quiz League – District Coordinator (1).....	\$500
UIL Academic Coach (1 each contest).....	\$871
(Drama, Debate, Speech, Journalism and Oral Interpretation Teachers receive stipends below)	
UIL Campus Coordinator .....	\$871

**EXTRACURRICULAR ACTIVITIES:**

Debate .....	\$2,464
Drama (coordinates productions & contests) (3).....	\$4,614
Drill Team Sponsor (1).....	\$4,930
Drill Team Asst (if > 40 students).....	\$1,146
Step Team .....	\$4,930
Step Team Asst (if > 40 students) .....	\$1,146
Journalism : Newspaper Sponsor (1) .....	\$2,202
Yearbook Sponsor (1).....	\$1,994
(1 person doing both jobs receives \$4,196)	
Oral Interpretation (1) .....	\$2,254
Speech (1) (coordinates outside contests) .....	\$500
Student Council Sponsor (2) .....	\$1,760
(1 person doing the job receives \$3,520)	

**MUSIC:**

Band Director .....	\$11,967
Band Assistant (based on enrollment).....	\$7,046
Orchestra Director .....	\$4,946
Orchestra Assistant .....	\$2,918
Vocal Music Director .....	\$5,828
Vocal Music Assistant .....	\$2,899

**Note 1:** Drill team sponsors will be paid for ten additional days worked during the summer. They will be paid an amount equal to their daily rate multiplied by the number of the days worked (up to ten days).

**Note 2:** Student Council sponsors will be paid for five additional days worked during the summer. They will be paid an amount equal to their daily rate multiplied by the number of the days worked (up to five days).

**Note 3:** High school assistant band directors will be paid for fifteen additional days worked during the summer. They will be paid an amount equal to their daily rate multiplied by the number of days worked (up to fifteen days).

**Note 4:** The number in parentheses following certain stipends above indicates the maximum number of individuals on each campus who can receive the stipend.

ARLINGTON INDEPENDENT SCHOOL DISTRICT

2011-2012 Salary Schedule

CURRICULUM STIPENDS - Junior High

**CURRICULUM LEADERS:**

Department Leader.....	\$1,091
Level Leader .....	\$355

**ACADEMIC COACHES:**

Subject Area Coach (Grades 7-8; Math, History, Science, Speech).....	\$355
UIL .....	\$603
National Honor Society (1).....	\$537

**ADAPTIVE PHYSICAL EDUCATION:**

PE Curriculum Network PE Coordinator .....	\$1,500
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**EXTRACURRICULAR ACTIVITIES:**

Yearbook Sponsor.....	\$1,010
Newspaper Sponsor .....	\$355
Pep Squad Sponsor .....	\$1,010
Step Team .....	\$1,500
Student Council Sponsor (1).....	\$695

**MUSIC:**

Band Director.....	\$6,675
Band Assistant (based on enrollment) .....	\$2,324
Orchestra Director.....	\$3,174
Orchestra Assistant .....	\$1,111
Vocal Music Director.....	\$2,649
Vocal Music Assistant .....	\$1,325

**Note 1:** Student council sponsors, junior high band directors, and junior high assistant band directors will be paid for five additional days worked during the summer. They will be paid an amount equal to their daily rate multiplied by the number of days worked (up to five days).

**Note 2:** The number in parentheses following certain stipends above indicates the maximum number of individuals on each campus who can receive the stipend.

**ARLINGTON INDEPENDENT SCHOOL DISTRICT**  
**2011-2012 Salary Schedule**  
**CURRICULUM STIPENDS - Elementary**

**CURRICULUM LEADERS:**

Lead Teacher.....\$1,000

**ACADEMIC COACHES:**

Lone Star Challenge Coach .....\$355

**EXTRACURRICULAR ACTIVITIES:**

Step Team .....\$750

Destination Imagination .....\$3,850

**INSTRUCTIONAL TECHNOLOGY:**

Teacher Trainer.....\$750

**Note:** Bilingual/ESL team leaders at campuses that don't have enough students to qualify for Bil/ESL lead teachers will be eligible for the \$1,000 lead teacher stipend.

**ARLINGTON INDEPENDENT SCHOOL DISTRICT  
2011-2012 Salary Schedule  
EDUCATIONAL STIPENDS**

**EDUCATIONAL CERTIFICATION**

Advanced Degree - Doctorate.....	\$1,500
Advanced Degree - Masters.....	\$1,500
Bachelor’s Degree – Paraprofessional holding a Bachelor’s Degree.....	\$1,000
Bilingual Teacher Stipend .....	\$3,000

**MASTER SCHEDULE** .....\$4,500  
(Paid to High School Assistant Principals who work on the school's master schedule)

**TECHNOLOGY A+ CERTIFICATION** .....\$600

**TECHNOLOGY MCSE, CCNP, CCVP, CCSP** .....\$1,500

**LEAD COUNSELOR – High School** .....\$1,000

**LEAD COUNSELOR – Junior High and Elementary** .....\$750

**Project Leader** .....\$2,000

**Note 1:** Each teacher is limited to 2 stipends per year (excluding Advanced Degree stipends).

**Note 2:** CTMs who earn the Technology A+ Certification will be eligible for the \$600 stipend.

ARLINGTON INDEPENDENT SCHOOL DISTRICT

2011-2012 Salary Schedule

ATHLETIC STIPENDS - High School

Athletic Coordinator (hired after August 1, 2002) .....	\$5,000
Head Coach of a Sport - One Assignment .....	\$4,959
Second Assignment - Assistant Coach .....	\$3,474
Total Maximum .....	\$8,433
Head Cheerleading Coach .....	\$4,959
Assistant Cheerleading Coach .....	\$3,474
Total Maximum .....	\$8,433
Assistant Coach of a Sport - One Assignment.....	\$3,474
Second Assignment - Assistant Coach .....	\$3,474
Total Maximum .....	\$6,948
High School Head Trainer .....	\$8,331

**Note 1:** Early reporting is for all coaches who are required to report before the regular teachers' report date. The Director of Athletics will designate early start dates and the positions affected. Under no circumstances will the early report date be more than fifteen working days prior to the regular teachers' report date. The amount of the early report stipend is the teacher's daily rate multiplied by the number of early report days. Cheerleading coaches will receive 15 days early report.

**Note 2:** Head Tennis coaches will receive two head coach stipends for a total of \$9,918. Tennis programs with more than 36 boys or girls are entitled to an additional coach.

**Note 3:** Swim coaches will receive an assistant coach stipend in addition to their head coach stipend. The total stipend earned by swim coaches will equal \$8,433.

ARLINGTON INDEPENDENT SCHOOL DISTRICT

2011-2012 Salary Schedule

**ATHLETIC STIPENDS - Junior High**

Athletic Coordinator .....\$1,050

Head Coach - Major Assignments\* .....\$3,207  
Basketball, Football, Track, Volleyball

**\* All major assignments include assisting in other sports as assigned by the principal.**

Early reporting is for all coaches who are required to report before the regular teachers' report date. The Director of Athletics will designate early start dates and the positions affected. Under no circumstances will the early report date be more than eight working days prior to the regular teachers' report date. The amount of the early report stipend is the teacher's daily rate multiplied by the number of early report days.

**OTHER ATHLETIC STIPENDS**

**SPECIAL OLYMPICS**

Elementary .....\$700  
Secondary .....\$1,050

ARLINGTON INDEPENDENT SCHOOL DISTRICT  
2011-2012 Salary Schedule  
NON-CONTRACT SERVICES

All requests for instructional training or curriculum-related service expenditures must receive administrative approval in writing prior to the commitment.

**PROFESSIONAL:**

- 1) **Trainers of teachers will be paid \$25.00 per hour.**
  
- 2) **Teacher Pay for Staff Development Presentation:**
  - Preparation .....\$50.00
  - Setup.....\$50.00
  - Presentation (Hourly).....\$25.00 (non-contract days only)
  
- 3) **Teacher Pay for REQUIRED Training on Non-Contract Days:**
  - All Day .....\$75.00 (or current substitute pay)
  - Hourly .....\$12.50
  
- 4) **Teacher Pay for Tutorials/Extended Day/Extended Year:**
  - Hourly .....\$25.00
  
- 5) **Curriculum-related services will be paid \$25.00 per hour.**

**PARAPROFESSIONAL:**

- 1) **Extended Year and Summer School:**
  - Clerical - Hourly .....\$12.50
  - Assistants - Hourly.....\$8.50
  
- 2) **Paraprofessional Pay for Non-contract Presentations:**
  - Preparation .....\$25.00
  - Setup.....\$25.00
  - Presentation (Hourly).....\$12.50 (non-contract days/hrs only)
  
- 3) **Non-degreed Tutors.....\$12.50**
  
- 4) **Extra Duty (Paraprofessionals)**
  - Clerical – Hourly .....\$12.50
  - Assistants – Hourly .....\$8.50

**ARLINGTON INDEPENDENT SCHOOL DISTRICT**  
**2011-2012 Salary Schedule**  
**MAINTENANCE & OPERATIONS STIPENDS**

AISD Maintenance and Operations employees will receive hourly stipends for the positions listed below. These amounts are in addition to their regular hourly base rate.

	Custodian (Night Shift).....	\$0.20
	Security Person (Night Shift).....	0.20
	Transportation Mechanic (Night Shift).....	0.20
	Skilled Maintenance Worker - Journeyman .....	0.35
Skilled	Maintenance Worker - Master.....	0.45
	Skilled Maintenance Worker - Contractor.....	0.45
	Skilled Maintenance Worker - Mechanical .....	0.35
	Skilled Maintenance Worker - Associate Degree.....	0.45
	Skilled Maintenance Worker - Non-Related Associate Degree .....	0.35
	Skilled Maintenance Worker - Bachelor Degree.....	0.60
	Skilled Maintenance Worker - Non-Related Bachelor Degree .....	0.50
	Maintenance Foreman - Journeyman.....	0.35
	Maintenance Foreman - Master .....	0.60
	Maintenance Foreman - Contractor .....	0.45
Maintenance	Foreman - Mechanical.....	0.35
Maintenance	Foreman - Associate Degree .....	0.45
	Maintenance Foreman - Non-Related Associate Degree.....	0.35
Maintenance	Foreman - Bachelor Degree .....	0.60
	Maintenance Foreman - Non-Related Bachelor Degree.....	0.50
	Security Officer - Texas Certification .....	0.30
Skilled	Mechanic/Trainer .....	0.50

Auxiliary employees who have valid, up-to-date licenses or degrees in the area of their work must submit an official transcript or official license to the Auxiliary Personnel office to be approved for the hourly stipends listed above. An employee with more than one license or degree will be paid based on the higher degree or license.

**ARLINGTON INDEPENDENT SCHOOL DISTRICT**  
**2011-2012 Salary Schedule**  
**FOOD SERVICE STIPENDS**

In addition to their regular hourly base rate AISD Food Service employees will receive hourly stipends for the certifications listed below

Level I - Apprentice .....	\$0.00
Level II - Technician .....	.020
Level III - Specialist .....	.030
Level IV - Manager.....	.040
Associate Degree .....	.045
Bachelor Degree .....	.060
ManagerTrainee .....	.030
(\$0.30 above Pay Grade 2)	
Manager Trainer .....	.050

Auxiliary employees who have valid, up-to-date licenses or degrees in the area of their work must submit an official transcript or official license to the Auxiliary Personnel office to be approved for the hourly stipends listed above. An employee with more than one license or degree will be paid based on the higher degree or license.

**ARLINGTON INDEPENDENT SCHOOL DISTRICT**  
**2011-2012 Salary Schedule**  
**TRANSPORTATION STIPENDS**

**SPECIAL TRIPS**

Regular Workdays ..... Regular pay (no meals)  
Weekends and Holidays..... Regular pay (no meals) guaranteed minimum of two hours.

**VEHICLE MECHANIC CERTIFICATION:**

Automotive Service Excellence  
Certification I .....\$0.35  
Certification II.....\$0.45

Auxiliary employees who have valid, up-to-date licenses or degrees in the area of their work must submit an official transcript or official license to the Auxiliary Personnel office to be approved for the hourly stipends listed above. An employee with more than one license or degree will be paid based on the higher degree or license.

**ARLINGTON INDEPENDENT SCHOOL DISTRICT**

**2011-2012 Salary Schedule**

**SUBSTITUTE PAY RATES**

**TEACHERS - Degreed**

A substitute teacher is paid a daily rate established each year by the AISD Board of Trustees. The daily rate of pay for the 2011-2012 school year will be \$75.00.

If a substitute teacher has worked for ten (10) consecutive days, the substitute will receive \$90.00 per day for the eleventh day and each consecutive day thereafter.

**TEACHERS - Non-degreed**

A non-degreed substitute teacher (30 or more hours of college credit) is paid a daily rate established each year by the AISD Board of Trustees. The daily rate of pay for the 2011-2012 school year will be \$70.00.

If a non-degreed substitute has worked for ten ( 10) consecutive days, the substitute will receive \$80.00 per day for the eleventh day and each consecutive day thereafter.

**CLERKS and AIDES**

A substitute clerk/aide is paid an hourly rate established each year by the AISD Board of Trustees. The hourly rate of pay for the 2011-2012 school year will be \$7.50.

**ARLINGTON INDEPENDENT SCHOOL DISTRICT  
2011-2012 Salary Schedule**

**SUBSTITUTE RATES FOR ADMINISTRATORS & COUNSELORS**

<b>Position</b>	<b>Regular Daily Rate</b>	<b>Long-Term Daily Rate</b>
Counselor \$99.00		\$198.00
Elementary Assistant Principal	\$114.00	\$228.00
Jr. High Assistant Principal	\$120.00	\$240.00
High School Assistant Principal	\$127.00	\$254.00
Elementary Principal	\$133.00	\$266.00
Jr. High Principal	\$147.00	\$294.00
High School Principal	\$165.00	\$330.00

**Note:** Substitute administrators and counselors will earn the regular daily rate listed above for the first 10 days of an assignment. Beginning with the 11<sup>th</sup> day of the same assignment, the substitute administrator or counselor will earn the long-term daily rate listed above.

**ARLINGTON INDEPENDENT SCHOOL DISTRICT  
2011-2012 Salary Schedule**

**PART-TIME/TEMPORARY CLERICAL EMPLOYEES**

AISD Part-Time/Temporary clerical workers will fall into three categories as follows:

1. Part-Time/Temporary Employees

These individuals are new, part-time campus-level substitutes regardless of experience or prior years of service with the AISD. They are typically employed on an “as needed” basis.

Hourly Rate..... \$7.50

2. Part-Time/Temporary Employees (Continuous Service)

These individuals have 1-5 years of service in the AISD as clerical employees. They are employed on an “as needed” basis in central administration clerical positions.

Hourly Rate..... \$8.50

3. Part-Time/Temporary Employees (Former AISD employees/continuous substitutes)

These individuals are former AISD employees who left in good standing due to retirement/resignation or worked as a “continuous service” part-time, clerical substitute. They have at least 5 years of service as an employee of the Arlington ISD. They are employed on an “as-needed” basis in central administration clerical positions.

Hourly Rate..... \$10.00

**Note:** Exceptions to the above may be made in consultation with the Personnel Department.

Current employees who are not on contract (i.e. teachers, teacher assistants, or clerical staff) will be compensated for part-time/temporary work in the summer as documented on page 24 of the AISD Salary Schedule Book (Non-Contract Services).

**ARLINGTON INDEPENDENT SCHOOL DISTRICT  
2011-2012 Salary Schedule**

**PART-TIME/TEMPORARY STUDENT WORKERS**

Student workers shall be categorized as any student who is currently enrolled in a public or private school system educating students in grades PK -12. Student workers are employed in various departments and campuses across AISD. The following is a sample of the types of jobs in which student workers are employed. There may be other employment opportunities not on this list.

*Office Assistant (Administrative Offices)*  
*Office Assistant (Campus Offices)*  
*Media Department (Textbooks)*  
*Moving Equipment and Supplies (Campus Level)*  
*Changing Locker Combinations (Campus Level)*  
*Other*

*VOE Workers\**  
*Summer Youth Program Workers\**

\*These programs are AISD programs. In some cases, students also receive course credit as part of the employment in the district.

For student workers, the rate of pay will be as follows:

Hourly Rate of Pay .....\$7.25  
Hourly Rate of Pay (following one semester successful job performance).....\$7.55  
Hourly Rate of Pay (following one year successful job performance).....\$8.05

Requests to increase the hourly rate of pay for student workers must be submitted in writing by the student's supervisor to the Personnel Department. Personnel will either approve or reject the request.

**Note:** Exceptions to the above may be made in consultation with the Personnel Department.

**ARLINGTON INDEPENDENT SCHOOL DISTRICT**  
**2011-2012 Salary Schedule**  
**FOOTNOTE TO SALARY SCHEDULE**

The foregoing salary schedule is based on maximum allowable benefits, but salary adjustments for auxiliary personnel not covered by Education Code, Article 16056 shall be subject to evaluations and discretionary actions of the Superintendent.