

# Crane ISD

- **2009-2010**
- **Salary Schedule**

Board Approved: **June 16, 2009**

(changes highlighted in purple)

Board Added & Revised: **July 16, 2009**

(those changes highlighted in gold)

**CRANE ISD SALARY FORMULAS AND SUPPLEMENTARY DUTY PAY SCHEDULE  
2009-2010**

<b>EXPERIENCE</b>		<b>STATE BASE</b>	<b>LOCAL ABOVE</b>	<b>BASE SALARY</b>
0		27,320	12,700	40,020
1		27,910	12,200	40,110
2		28,490	11,700	40,190
3		29,080	11,200	40,280
4		30,320	10,700	41,020
5		31,560	10,700	42,260
6		32,800	10,700	43,500
7		33,950	10,700	44,650
8		35,040	10,700	45,740
9		36,070	10,700	46,770
10		37,040	10,700	47,740
11		37,960	10,700	48,660
12		38,840	10,700	49,540
13		39,650	10,700	50,350
14		40,430	10,700	51,130
15		41,160	10,700	51,860
16		41,860	10,700	52,560
17		42,510	10,700	53,210
18		43,130	10,700	53,830
19		43,720	10,700	54,420
20	(CL max)	44,270	10,700	54,970
21-22	(NO CL)	44,270	11,840	56,110
23-24		44,270	12,410	56,680
25-29		44,270	12,980	57,250
30-40		44,270	14,120	58,390

**A. SUPPLEMENTAL DUTY PAY**

<u>DUTY</u>	<u>SUPPLEMENT</u>
<b>ALL EMPLOYEES W/ MASTER'S DEGREE</b> (excluding negotiable salaries and salaries including multipliers)	<b>1000</b>
<b>ALL EMPLOYEES W/ ESL CERTIFICATION</b>	<b>1000</b>
<b>PEIMS COORDINATOR</b>	<b>2,900</b>
<b>504 COORDINATOR SUPPLEMENT</b>	<b>2,900</b>
<b>*ELEMENTARY MATH COACH</b>	<b>2,500</b>
<b>HEAD VARSITY COACH</b>	<b>700</b>
<b>COACH 3 SPORTS / ATHLETIC TRAINER</b>	<b>3,200 + 1 MONTH</b>
<b>COACH 2 SPORTS</b>	<b>2,200 + ½ MONTH</b>
<b>COACH 1 SPORT</b>	<b>\$1,200</b>
<b>MIDDLE SCHOOL BAND DIRECTOR</b>	<b>3,700 + 1 MONTH</b>
<b>ASSISTANT BAND DIRECTOR</b>	<b>2,700 + 1 MONTH</b>
<b>VIDEO/T.V. TEACHER</b>	<b>+ ½ MONTH</b>
<b>ELECTIONS CLERK</b>	<b>1,700</b>
<b>H/S STUDENT COUNCIL SPONSOR (2)</b>	<b>1,200</b>
<b>M/S STUDENT COUNCIL SPONSOR (2)</b>	<b>950</b>
<b>Skills USA</b>	<b>950</b>
<b>H/S NATIONAL HONOR SOCIETY SPONSOR</b>	<b>950</b>
<b>HS ONE ACT PLAY SPONSOR</b>	<b>1,700</b>
<b>HS ASSISTANT ONE ACT PLAY SPONSOR</b>	<b>700</b>
<b>INDUSTRIAL ARTS CLUB SPONSOR</b>	<b>700</b>
<b>UIL LITERARY DIRECTOR</b>	<b>1,200</b>
<b>UIL LITERARY SPONSOR</b>	<b>UIL SCHEDULE</b>
<b>H/S CHEERLEADER SPONSOR</b>	<b>1,700</b>
<b>M/S CHEERLEADER SPONSOR (FB only)</b>	<b>950</b>
<b>ANNUAL/JOURNALISM SPONSOR</b>	<b>1,700</b>
<b>BUS DRIVING</b>	<b>11.00 PER HR</b>
<b>PROFESSIONAL FALL SEMESTER RETENTION INCENTIVE</b>	<b>\$750 PAID in Dec</b>
<b>HOURLY FALL SEMESTER RETENTION INCENTIVE</b>	<b>\$500 PAID in Dec</b>
<b>*ATTENDANCE INCENTIVE for Adm &amp; Emp w/salaries based on teacher pay scale</b>	<b>\$500/sem -0- absences</b> <b>\$250/sem 1 absence</b>

**SUBSTITUTE TEACHERS : CERTIFIED TEACHER = \$80/DAY; BACHELOR'S DEGREE = \$75/DAY;  
NON-DEGREED = \$70/DAY; LONG-TERM ASSIGNMENT  
AFTER 10 CONSECUTIVE DAYS AT NORMAL RATE: \$100/DAY**

**SUBSTITUTE PARAPROFESSIONALS: \$8.00 / HOUR**

**SATURDAY SCHOOL = \$22 / HOUR**

**DRIVER ED = \$22 / HOUR**

**SUMMER SCHOOL = HOURLY RATE BASED ON INDIVIDUAL SALARIES**

\*added and revised: July 16, 2009

**B. Once the Crane ISD TOTAL BASE SALARY IS DETERMINED THEN APPLY IT TO THE FOLLOWING LOCAL FORMULA ESTABLISHED BY THE BOARD OF TRUSTEES:**

<b>POSITION</b>	<b>BASE</b>	<b>ABOVE</b>	<b>MONTHS</b>	<b>FACTOR</b>				
SUPERINTENDENT					2		negotiable	SALARY
H/S PRINCIPAL					2		negotiable	SALARY
M/S PRINCIPAL					1 1/2		negotiable =	SALARY
ELEM PRINCIPAL					1 1/2		negotiable =	SALARY
ATHLETIC DIR	STEP	+	10,700	+	1 1/2	X	1.20 =	SALARY
HEAD BAND DIRECTOR	STEP	+	10,700	+	1	X	1.20 =	SALARY
BUSINESS MGR	STEP	+	10,700	+	2	X	1.20 =	SALARY
MAINT/TRANS DIR	STEP	+	10,700	+	2	X	1.20 =	SALARY
SP ED DIRECTOR	STEP	+	10,700	+	1.5	X	1.20 =	SALARY
CURRICULUM DIR.	STEP	+	10,700	+	1.5	X	1.15 =	SALARY
COUNSELOR	STEP	+	10,700	+	1	X	1.05 =	SALARY
TECHNOLOGY DIR.	STEP	+	10,700	+	2	X	1.29 =	SALARY
COMPUTER TECHNCN.	STEP	+	10,700	+	2		=	SALARY
TEACHER	STEP	+	10,700	+	CL*		=	SALARY
LIBRARIAN	STEP	+	10,700				=	SALARY
LIBRARY DIRECTOR	STEP	+	10,700	+	1		=	SALARY
ESL COORDINATOR	STEP	+	10,700	+	1		=	SALARY
NURSE	STEP	+	10,700				=	SALARY
CAFETERIA DIRECTOR	STEP	+	10,700	+	1		=	SALARY
TAX CHIEF APPR	STEP	+	10,700	+	2		0.85 =	SALARY
DIAGNOSTICIAN	STEP	+	10,700	+	1	X	1.10 =	SALARY
SPEECH PATHOLOGIST	STEP	+	10,700	+	1	X	1.15 =	SALARY

**\*TEACHERS WHO WERE PLACED ON CAREER LADDER LEVEL II – MOVE UP ONE STEP WHEN FIGURING THEIR SALARY EXPERIENCE – I.E., A TEACHER WITH 15 YEARS OF EXPERIENCE ON LEVEL II OF THE CAREER LADDER WOULD BE PLACED ON SALARY SCALE WITH TEACHING EXPERIENCE OF 16 YEARS.**

**\*TEACHERS WHO WERE PLACED ON CAREER LADDER LEVEL III – MOVE UP TWO STEPS WHEN FIGURING THEIR SALARY EXPERIENCE – I.E., A TEACHER WITH 15 YEARS EXPERIENCE ON LEVEL III OF THE CAREER LADDER WOULD BE PLACED ON SALARY SCALE WITH TEACHING EXPERIENCE OF 17 YEARS.**

**^For Steps 0-3 and > 20, see previous page.**

## 2009-2010 CLERICAL / TECHNICAL SALARY SCALE

EXPERIENCE	PAY GRADE 1	PAY GRADE 2	PAY GRADE 3	PAY GRADE 4	PAY GRADE 5
0	10.08	10.81	11.59	12.43	13.33
1	10.29	11.03	11.82	12.67	13.58
2	10.50	11.25	12.05	12.91	13.83
3	10.71	11.47	12.28	13.15	14.08
4	10.92	11.69	12.51	13.39	14.33
5	11.13	11.91	12.74	13.63	14.58
6	11.34	12.13	12.97	13.87	14.83
7	11.55	12.35	13.20	14.11	15.08
8	11.76	12.57	13.43	14.35	15.33
9	11.97	12.79	13.66	14.59	15.58
10	12.18	13.01	13.89	14.83	15.83
11	12.39	13.23	14.12	15.07	16.08
12	12.60	13.45	14.35	15.31	16.33
13	12.81	13.67	14.58	15.55	16.58
14	13.02	13.89	14.81	15.79	16.83
15	13.23	14.11	15.04	16.03	17.08
16	13.44	14.33	15.27	16.27	17.33
17	13.65	14.55	15.50	16.51	17.58
18	13.86	14.77	15.73	16.75	17.83
19	14.07	14.99	15.96	16.99	18.08
20-22	14.28	15.21	16.19	17.23	18.33
23-24	14.51	15.45	16.44	17.49	18.60
25	14.74	15.69	16.69	17.75	18.87
30	14.99	15.95	16.96	18.03	19.16

  

PAY GRADE 1	PAY GRADE 2	PAY GRADE 3	PAY GRADE 4	PAY GRADE 5
CLASSROOM AIDE-186 days	CERTIFIED CLASSROOM AIDE-186 DAYS	DISCIPLINE SECRETARY-196 days	PRINCIPAL'S SECRETARY ELEM / MS - 207 days	PAYROLL CLERK 260 days
TRANSPORTATION AIDE-180 days	ATTENDANCE CLERK-186 days	APPRAISAL DISTRICT SECRETARY-260 days	PRINCIPAL'S SECRETARY HS - 217 days	SUPERINTENDENT'S SECRETARY 260 days
		CAFETERIA SECRETARY-188 days	MNTNCE/TRANSPRTN SECRETARY-260 days	ACCOUNTS PAYABLE CLERK - 260 days
			SP ED SECRETARY 196 DAYS	

**NOTE:** PERSONS ON PAY SCALE "A" CAN CHOOSE TO GO TO THE APPROPRIATE MANUAL TRADES OR CLERICAL PAY SCALES  
 THOSE ON THE APPROPRIATE MANUAL TRADES OR CLERICAL PAY SCALES CANNOT CHOOSE TO GO TO PAY SCALE "A"

APPROVED:

## 2009-2010 MANUAL TRADES SALARY SCALE

EXPERIENCE	PAY GRADE 1	PAY GRADE 2	PAY GRADE 3	PAY GRADE 4	PAY GRADE 5
0	9.39	10.62	11.97	13.50	17.47
1	9.60	10.85	12.23	13.77	17.82
2	9.81	11.08	12.48	14.04	18.17
3	10.02	11.31	12.73	14.32	18.52
4	10.23	11.54	12.98	14.59	18.87
5	10.44	11.77	13.23	14.86	19.22
6	10.65	12.00	13.49	15.13	19.57
7	10.86	12.23	13.74	15.41	19.92
8	11.07	12.46	13.99	15.68	20.27
9	11.28	12.69	14.24	15.95	20.62
10	11.49	12.92	14.49	16.23	20.97
11	11.70	13.15	14.75	16.50	21.32
12	11.91	13.38	15.01	16.77	21.67
13	12.12	13.61	15.26	17.04	22.02
14	12.33	13.84	15.51	17.31	22.37
15	12.54	14.07	15.76	17.58	22.72
16	12.75	14.30	16.01	17.85	23.07
17	12.96	14.53	16.26	18.13	23.42
18	13.17	14.76	16.51	18.40	23.77
19	13.38	14.99	16.76	18.67	24.12
20-22	13.59	15.22	17.01	18.95	24.47
23-24	13.80	15.45	17.27	19.23	24.82
25+	14.04	15.70	17.55	19.53	25.17
30+	14.28	15.95	17.83	19.83	25.52

PAY GRADE 1	PAY GRADE 2	PAY GRADE 3	PAY GRADE 4	PAY GRADE 5
CAFETERIA WORKER-180 DAYS	CAFETERIA COOK-184 DAYS	BUS DRIVER-180 DAYS LEAD CUSTODIAN 260 DAYS	GEN. MAINTENANCE 260 DAYS	VEHICLE MECHANIC 260 DAYS HVAC TECHNICIAN 260 DAYS WELDER 260 DAYS PLUMBER 260 DAYS
CROSSING GUARD 180 DAYS				
BLDG CUSTODIAN 260 DAYS				
BUS CUSTODIAN 186 DAYS				
LAUNDRY WRKR 194 DAYS				

**NOTE:** PERSONS ON PAY SCALE "A" CAN CHOOSE TO GO TO THE APPROPRIATE MANUAL TRADES OR CLERICAL PAY SCALES  
THOSE ON THE APPROPRIATE MANUAL TRADES OR CLERICAL PAY SCALES CANNOT CHOOSE TO GO TO PAY SCALE "A"

APPROVED:

**2008-2009 SALARY SCALE "A" FOR HOURLY EMPLOYEES**

HOURLY SCALE "A"                      PART 1

HOURLY EMPLOYEES HIRED PRIOR TO 9/1/1991 WERE FROZEN ON SCALE "A"

**GROUP I**

EXPERIENCE	HOURLY SALARY
10	11.91
11	12.31
12	13.22
13	13.23
14	13.47
15	14.02
16	14.57
17	15.12
18	15.67
19	16.22
20-22	18.22
23-24	18.55
25+	18.88
30+	19.44

SALARY CATEGORIES:

GROUP I - TEACHER AIDE, TRANSPORTATION AIDE, GENERAL SECRETARY

NOTE: CURRENT HOURLY EMPLOYEES WILL REMAIN ON THIS SCALE UNTIL PHASED OUT