

# Crane ISD

- **2010-2011**
- **Salary Schedule**

**Board Approved: June 22, 2010**

(changes highlighted in purple)

**CRANE ISD SALARY FORMULAS AND SUPPLEMENTARY DUTY PAY SCHEDULE  
2010-2011**

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

**A. SUPPLEMENTAL DUTY PAY**

<u>DUTY</u>	<u>SUPPLEMENT</u>
ALL EMPLOYEES W/ MASTER'S DEGREE (excluding negotiable salaries and salaries including multipliers)	1000
ALL EMPLOYEES W/ ESL CERTIFICATION	1000
<b>ASSISTANT PRINCIPAL - MIDDLE SCHOOL</b>	<b>1200</b>
PEIMS COORDINATOR	2,900
504 COORDINATOR SUPPLEMENT	2,900
ELEMENTARY MATH COACH	2,500
HEAD VARSITY COACH	700
COACH 3 SPORTS / ATHLETIC TRAINER	3,200 + 1 MONTH
COACH 2 SPORTS	2,200 + ½ MONTH
COACH 1 SPORT	\$1,200
MIDDLE SCHOOL BAND DIRECTOR	3,700 + 1 MONTH
ASSISTANT BAND DIRECTOR	2,700 + 1 MONTH
ELECTIONS CLERK	1,700
H/S STUDENT COUNCIL SPONSOR (2)	1,200
M/S STUDENT COUNCIL SPONSOR (2)	950
Skills USA	950
INDUSTRIAL ARTS CLUB SPONSOR	<b>950</b>
<b>TAFE SPONSOR</b>	<b>950</b>
H/S NATIONAL HONOR SOCIETY SPONSOR	950
HS ONE ACT PLAY SPONSOR	1,700
HS ASSISTANT ONE ACT PLAY SPONSOR	700
UIL LITERARY DIRECTOR	1,200
UIL LITERARY SPONSOR	<b>UIL SCHEDULE</b>
H/S CHEERLEADER SPONSOR	1,700
M/S CHEERLEADER SPONSOR (FB only)	950
ANNUAL/JOURNALISM SPONSOR	1,700
BUS DRIVING	<b>11.00 PER HR</b>
PROFESSIONAL FALL SEMESTER RETENTION INCENTIVE	\$750 PAID in Dec
HOURLY FALL SEMESTER RETENTION INCENTIVE	\$500 PAID in Dec
*ATTENDANCE INCENTIVE for Adm & Emp w/salaries based on teacher pay scale	\$500/sem -0- absences \$250/sem 1 absence

**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: \$120/DAY**

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

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

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

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

**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
ASST.PRINCIPAL-ELEM.	STEP	+	10,700	+	1	X 1.05	= SALARY
ASST.SUPT. - INSTRUCTION	STEP	+	10,700	+	1.5	X 1.20	= 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
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 / HS ASST.PRINCIPAL	STEP	+	10,700	+	1	X 1.14	= 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.

## 2010-2011 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: June 22, 2010

## 2010-2011 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: June 22, 2010

**2010-2011 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