

SALARY PLANS 2011-2012

ADMINISTRATIVE SALARY PLAN

A40	Superintendent **	\$115,000
A37	Division Director	\$82,620
A35	Regional Administrator	\$76,728
A32	Department Administrator, Principal IV	\$66,444
A30	General Counsel	\$65,604
A27	Principal III	\$64,560
A25	IT Supervisor	\$63,624
A22	Principal II, College Program Supervisor	\$62,724
A20	Assistant Principal	\$61,884
A18	Lead Teacher	\$59,952
A17	Network Administrator	\$59,700
A15	Counselor Trainer, Public Information Officer, Regional Education Specialist, Transitional Services Coordinator, Regional Vocational Specialist, Administrative Educational Specialist, Teacher Facilitator, Evaluation Coordinator II	\$59,088
A12	Application Developer V	\$58,788
A11	Business Supervisor	\$57,600
A10	Library Services Supervisor, Recreation Supervisor	\$56,100
A07	Evaluation Coordinator	\$53,064
A06	Application Developer IV, Budget and Contract Coordinator, Student Services Coordinator	\$51,744
A02	Apprenticeship Coordinator, Continuing Ed Coordinator, RTV Communications Manager, Recreation Coordinator, Recreation Operational Review Coordinator, Managing Editor	\$45,096
A01	Application Developer III	\$44,840

SALARY POLICY: Principal pay grade is based on the number of WSD employees as of September 1 and a percentage of college teachers as of the Spring Semester of 2011.

** Salary determined by the Windham School District Board of Trustees.

SALARY PLANS 2011-2012 (continued)

SUPPORT SALARY PLAN

S40	Network Specialist IV, Systems Analyst	\$49,716
S32	Network Specialist III	\$43,764
S30	Executive Assistant	\$40,884
S27	RTV Assistant Manager, Warehouse Manager	\$39,588
S26	Application Developer II	\$37,940
S25	Accountant III, Purchaser IV, Human Resource Officer III, Network Specialist	\$37,200
S22	Admin Assistant V, Human Resource Officer II, Telecom Specialist II, Purchaser III	\$34,932
S20	Administrative Assistant IV, Human Resource Officer I, Testing Support Specialist, Librarian Assistant	\$32,796
S18	Application Developer I, Assistant Warehouse Manager	\$31,040
S17	Testing Specialist	\$30,792
S15	Deaf Ed Interpreter III	\$28,908
S12	Deaf Ed Interpreter II, Warehouseman II	\$27,156
S10	Warehouseman I, Deaf Ed Interpreter I, Custodian	\$25,536

COUNSELOR / DIAGNOSTICIAN SALARY PLAN

00-11	\$48,048
12	\$49,104
13	\$50,076
14	\$51,012
15	\$51,888
16	\$52,728
17	\$53,508
18	\$54,252
19	\$54,960
20	\$55,620
21	\$56,100

These positions are compensated according to experience and increase one step each year of employment in an accredited school district. An employee who does not earn a creditable year of service (equal to 90 work days) and/or who remains on the same step for any other reason (such as being at the maximum pay step) is not eligible for a pay increase beyond any increase made to the pay step to which the employee is assigned. These positions will receive the locality supplement.

SALARY PLANS 2011-2012 (continued)

PARAPROFESSIONAL SALARY PLAN

GRADE 11

**Administrative Assistant III , Administrative Support Specialist III, Help Desk Technician,
Educational Researcher III**

STEPS	ANNUAL
01	\$28,032
02	\$28,764
03	\$29,508
04	\$30,252
05	\$31,008
06	\$31,776

GRADE 09

**Administrative Assistant II , Administrative Clerk II, Library Clerk II, Special Education Aide II,
Testing Clerk II**

STEPS	ANNUAL
01	\$24,768
02	\$25,416
03	\$26,064
04	\$26,712
05	\$27,372
06	\$28,032

GRADE 07

Administrative Assistant I , Administrative Clerk I, Library Clerk I

STEPS	ANNUAL
01	\$22,020
02	\$22,572
03	\$23,112
04	\$23,664
05	\$24,216
06	\$24,768

An employee who works a standard workload for a minimum of 90 days in a school year, September through August, will be considered to have earned one year of service for the purpose of this salary schedule and will advance a step each year (up to step 6) .

SALARY PLANS 2011-2012 (continued)

TEACHER / LIBRARIAN SALARY PLAN

STEP	ANNUAL
00	\$33,984
01	\$34,692
02	\$35,988
03	\$37,824
04	\$39,264
05	\$40,272
06	\$41,280
07	\$42,180
08	\$43,008
09	\$43,764
10	\$44,448
11	\$45,552
12	\$46,608
13	\$47,580
14	\$48,516
15	\$49,392
16	\$50,232
17	\$51,012
18	\$51,756
19	\$52,464
20	\$53,124
21	\$53,604

All Teachers and Librarians are paid according to experience and increase one step each year of employment in an accredited school district. An employee who does not earn a creditable year of service (90 days) and/or who remains on the same step for any other reason (such as being at the maximum pay step) is not eligible for a pay increase beyond any increase made to the pay step to which the employee is assigned.

SALARY PLANS 2011-2012 (continued)

LOCALITY SUPPLEMENT PLAN

LOCATION	MONTHLY
Allred	0
Beto I, Gurney & Powledge	0
Boyd	0
Briscoe	186
C.T. Terrell, Darrington, Ramsey I, Stringfellow & Scott	317
Clemens	192
Clements & Neal	171
Coffield & Michael	0
Cole & Moore	0
Connally	0
Cotulla	162
Crain, Hilltop, Hughes, Mt. View, Murray & Woodman	0
Dalhart	0
Daniel	65
Dominguez	317
Eastham	0
Ellis, Estelle, Goree, Holliday, Huntsville & Wynne	0
Ferguson	0
Formby & Wheeler	150
Ft. Stockton & Lynaugh	272
Gist, Stiles	103
Goodman	0
Hamilton	0
Henley, Hightower & Plane	61
Hobby , Marlin	0
Hodge	0
Hutchins	317
Jester	317
Jordan	0
Kegans	317
Lewis	78

SALARY PLANS 2011-2012 (continued)

LOCALITY SUPPLEMENT PLAN	
LOCATION	MONTHLY

Lopez & Segovia	317
Luther & Pack	0
Lychner	317
McConnell & Garza	0
Ney & Torres	80
Polunsky	0
Roach	0
Robertson & Middleton	0
Rudd, Montford	0
Sanchez	317
Smith	0
Stevenson	0
Telford	61
Travis County	305
Tulia	0
Wallace & Ware	0

The Monthly Locality Supplement Plan is effective September 1, 2009. Current employees will be safeguarded at their present unit locality while employed in the same location.

The Board authorizes the Superintendent to adjust the locality rate for like positions according to that adopted by the local districts for the 2011-2012 school year.