

WINDHAM SCHOOL DISTRICT
TEXAS DEPARTMENT OF CRIMINAL JUSTICE



2011 - 2012
BUDGET
AND
SALARY SCHEDULE



WINDHAM SCHOOL DISTRICT

BUDGET

AND

SALARY SCHEDULE

2011-2012

WSD

**Windham
School
District**



WINDHAM SCHOOL DISTRICT

EXECUTIVE SUMMARY 2011-2012

The following pages reflect the proposed operating budget for the fiscal year 2012 for the Windham School District. As a result of the 82nd Texas Legislature, the budgeted figures for 2012 under the regular programs are substantially lower than the estimated expenses for fiscal year 2011. Funding appropriated to the Texas Education Agency (TEA) for the Windham School District was reduced by approximately 27% or \$17.8 million per year of the biennium.

In order to address these reductions, Windham developed the following plan:

- Elimination of 271 FTEs *
(Teachers–20%; Principals–31%; Admin. and regional offices–18%; Other Support Staff–19%)
- Salary reductions for all staff
- Approximately 50% reduction in consumable supplies, travel and other operating budgets

* Instructional staff reductions were accomplished primarily by eliminating educational programs at six substance abuse treatment facilities (Glossbrenner, Halbert, Havins, Johnston, Leblanc, and Sayle), the Duncan Unit, and the closing of the Central Unit. In addition, schools in nineteen units that had an average Windham academic age of 40+ were significantly reduced. Regional offices were reduced from four to three.

Fiscal Year 2012

The budget for fiscal year 2012 is approximately 26% less than the budget for fiscal year 2011. Staff cuts of approximately 271 FTEs are reflected in the reductions in salaries for the 2012 budget. Other reductions are reflected in budgets for consumable supplies, travel, and other operating.

Grant Funds

The grant funds are basically the same with the exception of the Special Education ARRA grant which expires as of June 30, 2011.

MOU Funds

The Memorandums of Understanding between TDCJ and Windham are basically the same with the exception of the Post Secondary Education. As a result of the 82nd legislative session, the appropriation for post secondary programs was reduced by approximately \$1 million or 41.5%.



WINDHAM SCHOOL DISTRICT

BUDGET AND SALARY SCHEDULE 2011-2012 CONTENTS

BUDGET SUMMARY	4
REGULAR PROGRAMS BUDGET	5
SPECIAL PROGRAMS BUDGET	6
POST SECONDARY PROGRAM BUDGET	9
EDUCATIONAL AND RECREATION PROGRAMS BUDGET	10
ECHO BUDGET	12
ESTIMATED INCOME	13
PERSONNEL SCHEDULE	14
SALARY PLANS	16



WINDHAM SCHOOL DISTRICT

BUDGET SUMMARY 2011-2012

Regular Programs (TEA)

	Estimated Expense 2011	Budgeted 2012
Total Regular Programs (TEA)	\$ 61,763,722	\$ 50,594,865

Special Programs (TEA)

	Estimated Expense 2011	Budgeted 2012
Total Special Programs (TEA)	\$ 2,079,242	\$ 2,177,526

Special Programs (Federal)

	Estimated Expense 2011	Budgeted 2012
Total Special Programs (Federal)	\$ 2,045,918	\$ 2,113,155

MOU Programs (Post-Secondary, Educational & Recreation and ECHO)

	Estimated Expense 2011	Budgeted 2012
Total MOU Programs	\$ 6,925,272	\$ 5,910,931

TOTAL WSD PROGRAMS

	Estimated Expense 2011	Budgeted 2012
TOTAL WSD PROGRAMS	\$ 72,814,154	\$ 60,796,477



WINDHAM SCHOOL DISTRICT

REGULAR PROGRAMS BUDGET 2011-2012

	Estimated Expense 2011	Budgeted 2012
Salaries and Wages	\$ 57,033,405	\$ 46,673,005
Other Personnel Costs	821,572	627,385
Professional Fees and Services	142,633	247,825
Fuels and Lubricants	109,048	109,223
Consumable Supplies	798,531	697,746
Utilities	34,801	34,406
Travel	414,563	360,613
Rent – Building	50	0
Rent – Machine and Other	355,769	233,312
Other Operating Expense	1,741,632	1,524,578
Food for Persons	2,284	1,772
Capital Expenditures	0	85,000
ERP PeopleSoft Project	309,434	0
Total Regular Programs	\$ 61,763,722	\$ 50,594,865



WINDHAM SCHOOL DISTRICT

SPECIAL PROGRAMS BUDGET 2011-2012 Estimated Figures

Title I, Part D, Subpart 1

	Estimated Expense 2011	Proposed Budget 2012
Salaries	\$ 711,704	\$ 835,000
Other Personnel Costs	54,106	55,000
Professional Fees and Services	0	10,000
Consumable Supplies	15,330	47,092
Utilities	329	0
Travel	12,192	71,000
Other Operating Expense	278,345	170,000
Capital	0	3,500
Administrative Cost	14,345	20,153
Total	\$ 1,086,351	\$ 1,211,745

Title II, Part A—Teacher & Principal Training & Recruitment

	Estimated Expense 2011	Proposed Budget 2012
Salaries	\$ 99,349	\$ 110,000
Other Personnel Costs	7,710	9,000
Professional Fees and Services	1,050	1,000
Consumable Supplies	3,000	5,000
Travel	18,316	18,364
Rent - Building	5,036	0
Rent – Machine and Other	1,979	0
Other Operating Expense	19,670	19,000
Administrative Cost	2,269	2,393
Total	\$ 158,379	\$ 164,757



WINDHAM SCHOOL DISTRICT

SPECIAL PROGRAMS BUDGET

2011-2012

Estimated Figures
(continued)

Individuals with Disabilities Education Act, Part B (IDEA-B)

	Estimated Expense 2011	Proposed Budget 2012
Salaries	\$ 0	\$ 60,000
Other Personnel Costs	0	5,000
Professional Fees and Services	100	1,000
Consumable Supplies	19,883	7,029
Travel	6,196	10,000
Other Operating Expense	78,939	20,000
Administrative Cost	1,527	1,730
Total	\$ 106,645	\$ 104,759

Special Education ARRA Funds

	Estimated Expense 2011	Proposed Budget 2012
Other Operating Expense	\$ 9,009	NO
Administrative Cost	1,520	FUNDING
Total	\$ 10,529	\$ 0



WINDHAM SCHOOL DISTRICT

SPECIAL PROGRAMS BUDGET

2011-2012

Estimated Figures

(continued)

Carl D. Perkins Corrections Grant

	Estimated Expense 2011	Proposed Budget 2012
Salaries	\$ 0	\$ 24,000
Other Personnel Costs	241	1,000
Professional Fees and Services	17,320	5,000
Consumable Supplies	1,658	100,000
Travel	39,107	110,000
Other Operating Expense	646,861	441,930
Capital	6,009	12,000
Administrative Cost	6,142	2,335
Total	\$ 717,338	\$ 696,265

Grants to States for Workplace and Community Transition Training for Incarcerated Individuals

	Estimated Expense 2011	Proposed Budget 2012
Salaries	\$ 114,543	\$ 91,440
Other Personnel Costs	5,800	1,326
Consumable Supplies	846	19,000
Travel	1,702	8,500
Rent – Machine and Other	4,350	5,000
Other Operating Expense	43,000	93,946
Client Services	1,875,677	1,893,943
Total	\$ 2,045,918	\$ 2,113,155



WINDHAM SCHOOL DISTRICT

POST SECONDARY PROGRAM BUDGET 2011-2012

	Estimated Expense 2011	Proposed Budget 2012
Salaries	\$ 250,302	\$ 207,672
Other Personnel Costs	3,308	3,011
Fuels and Lubricants	3,981	4,500
Consumable Supplies	24,947	47,564
Utilities	1,005	302
Travel	4,234	9,948
Rent – Machine and Other	2,033	2,100
Other Operating Expense	179,430	68,642
Client Services	1,913,474	1,020,144
Total	\$ 2,382,714	\$ 1,363,883

- Funding comes from a Memorandum of Understanding between TDCJ and Windham. TDCJ Strategy C.2.2.

PERSONNEL SCHEDULE

Student Services Coordinator	1	\$ 51,744
Budget and Contract Coordinator	1	\$ 51,744
Continuing Education Coordinator	1	\$ 45,096
Evaluation Coordinator II	1	\$ 59,088
TOTAL	4	\$ 207,672



WINDHAM SCHOOL DISTRICT

EDUCATIONAL AND RECREATION PROGRAMS BUDGET 2011-2012

	Estimated Expense 2011	Proposed Budget 2012
Salaries	\$ 2,609,332	\$ 2,549,779
Other Personnel Costs	34,765	36,972
Professional Fees and Services	1,251	0
Consumable Supplies	183,008	407,937
Utilities	2,000	4,300
Travel	33,583	47,000
Rent – Machine and Other	8,997	10,800
Other Operating Expense	1,123,533	891,529
Client Services	20,000	20,000
Capital	300,470	340,000
Administrative Cost	63,241	71,863
Total	\$ 4,380,180	\$ 4,380,180

- Funding comes from an MOU between TDCJ and Windham. TDCJ Strategy C.1.5.

	Budgeted 2012
Recreation	\$ 1,052,041
Library Services	\$ 2,605,296
Radio and TV	\$ 650,980
Administrative Overhead	\$ 71,863
	\$ 4,380,180



WINDHAM SCHOOL DISTRICT

PERSONNEL SCHEDULE Recreation, Library Services and Radio and TV 2011-2012

RECREATION

Division Director	1	\$ 82,620
Department Administrator	1	66,444
Admin Support Spec III	1	28,764
Recreation Supervisor	1	56,100
Recreation Coordinator	4	180,384
Recreation Operational Review Coordinator	1	45,096
Accountant III	1	37,200
Purchaser IV	1	37,200
Warehouseman II	1	27,156
Warehouseman I	1	25,536
TOTAL RECREATION	13	\$ 586,500

LIBRARY SERVICES

Library Services Supervisor	1	\$ 56,100
Librarian Assistant	22	721,512
Unit Librarians	12	625,044
Administrative Assistant III – LIB	1	30,252
Administrative Assistant II – LIB	3	82,116
Library Clerk II	1	25,416
Library Clerk I	10	225,696
TOTAL LIBRARY SERVICES	50	\$ 1,766,136

RADIO AND TV

RTV Communications Manager	1	\$ 45,096
RTV Assistant Manager	1	39,588
Telecommunication Specialist II	4	139,728
Administrative Assistant I – RTV	1	24,768
TOTAL RADIO AND TV	7	\$ 249,180

TOTAL MOU at 100%	70	\$ 2,601,816
--------------------------	-----------	---------------------

Salaries budgeted at 98%



WINDHAM SCHOOL DISTRICT

ECHO BUDGET 2011-2012

	Estimated Expense 2011	Proposed Budget 2012
Salaries	\$ 75,780	\$ 74,604
Other Personnel Costs	943	1,082
Consumable Supplies	389	1,000
Travel	818	1,000
Other Operating Expense	82,114	86,444
Administrative Cost	2,334	2,738
Total	\$ 162,378	\$ 166,868

- Funding comes from an MOU between TDCJ and Windham. TDCJ Strategy C.1.5.

PERSONNEL SCHEDULE

ECHO

Managing Editor	1	\$ 45,096
Educational Researcher	1	\$ 29,508
TOTAL	2	\$ 74,604



WINDHAM SCHOOL DISTRICT

ESTIMATED INCOME 2011-2012

Windham School District Regular Program (TEA)

Academic Education	\$ 38,000,000	
Vocational Education	<u>9,500,000</u>	
Total Foundation School Program		\$ 47,500,000
Prior Year Carryover Funds (Estimated)		7,581,586
Misc Revenue (Recycle, Vocational Shop Fees, Misc)		37,000
Interest Income (Estimated)		<u>17,500</u>
Total Regular Program		<u>\$ 55,136,086</u>

Windham School District Special Programs (TEA)

Elementary & Secondary Education Act of 1995 - P.L. 103-382		
Title I, Part D, Subpart 1		\$ 1,211,745
Title II, Part A – Teacher & Principal Training and Recruitment		164,757
Individuals with Disabilities Education Act (IDEA-B)		104,759
Carl D. Perkins Corrections		<u>696,265</u>
Total Special Programs (TEA Estimated)		<u>\$ 2,177,526</u>

Windham School District Special Programs (Federal)

Grants To States – Incarcerated Individuals		\$ 2,113,155
Total Special Programs (Federal)		<u>\$ 2,113,155</u>

Windham School District MOU Funds

Post Secondary Programs		\$ 1,363,883
Education and Recreation Programs		4,380,180
ECHO		<u>166,868</u>
Total MOU Funds		<u>\$ 5,910,931</u>

TOTAL ESTIMATED INCOME WINDHAM SCHOOL DISTRICT **\$ 65,337,698**



WINDHAM SCHOOL DISTRICT

PERSONNEL SCHEDULE 2011-2012

TITLE	2011 Budget		2011 Estimated Expense		2012 Budgeted	
	Positions	Cost	Positions	Cost	Positions	Cost
SUPERINTENDENT	1	\$ 115,000	1	\$ 115,000	1	\$ 110,400
DIVISION DIRECTOR	4	\$ 336,000	4	\$ 336,000	4	\$ 317,260
REGIONAL ADMINISTRATOR	4	\$ 312,000	4	\$ 312,000	3	\$ 220,977
DEPARTMENT ADMINISTRATOR	4	\$ 270,192	5	\$ 337,740	3	\$ 191,358
PRINCIPAL IV	24	\$ 1,621,152	23	\$ 1,553,604	24	\$ 1,530,864
GENERAL COUNSEL	1	\$ 66,696	1	\$ 66,696	1	\$ 62,980
PRINCIPAL III	25	\$ 1,641,000	30	\$ 1,969,200	21	\$ 1,301,538
IT SUPERVISOR	2	\$ 129,360	2	\$ 129,360	2	\$ 122,158
PRINCIPAL II	17	\$ 1,084,056	14	\$ 1,084,056	1	\$ 60,215
ASSISTANT PRINCIPAL	2	\$ 125,832	2	\$ 99,664	1	\$ 59,409
NETWORK ADMINISTRATOR	6	\$ 364,176	6	\$ 312,124	5	\$ 286,560
ADMIN EDUC SPECIALIST	4	\$ 240,288	4	\$ 240,288	3	\$ 170,172
COUNSELOR TRAINER	1	\$ 60,072	1	\$ 60,072	1	\$ 56,724
PUBLIC INFORMATION OFFICER	1	\$ 60,072	1	\$ 60,072	1	\$ 56,724
EVALUATION COORDINATOR II	0	\$ -	1	\$ 60,072	0	\$ -
REGIONAL EDU SPECIALIST	4	\$ 240,288	4	\$ 240,288	3	\$ 170,172
APPLICATION DEVELOPER V	8	\$ 478,080	8	\$ 407,988	6	\$ 325,230
BUSINESS SUPERVISOR	2	\$ 117,120	2	\$ 117,120	2	\$ 110,592
COUNSELOR	94	\$ 5,119,992	92	\$ 4,695,680	76	\$ 4,086,144
COUNSELOR/TEACHER	0	\$ -	0	\$ -	2	\$ 104,291
LIBRARIAN	15	\$ 762,552	13	\$ 735,662	0	\$ -
LEAD TEACHER	0	\$ -	0	\$ -	3	\$ 172,662
TEACHER - ACADEMIC	326	\$16,477,695	326	\$ 15,007,148	271	\$ 13,098,836
TEACHER - LIFE SKILLS	227	\$11,171,124	227	\$ 9,893,570	150	\$ 7,449,089
EVALUATION COORDINATOR	5	\$ 270,120	5	\$ 270,120	5	\$ 254,705
NETWORK SPECIALIST IV	1	\$ 50,676	1	\$ 50,676	1	\$ 47,727
PROCESS ANALYST	1	\$ 50,676	1	\$ 50,676	0	\$ -
SYSTEMS ANALYST	1	\$ 50,676	1	\$ 50,676	1	\$ 47,727
TRANSFER COORDINATOR	1	\$ 46,068	1	\$ 46,068	0	\$ -
NETWORK SPECIALIST III	1	\$ 44,724	1	\$ 44,724	1	\$ 42,013
EXECUTIVE ASSISTANT	1	\$ 41,844	1	\$ 41,844	1	\$ 39,249
TECHNOLOGY TRAINER	1	\$ 40,548	1	\$ 12,164	0	\$ -
WAREHOUSE MANAGER	1	\$ 40,548	1	\$ 40,548	1	\$ 38,004
ACCOUNTANT	4	\$ 152,640	4	\$ 152,640	3	\$ 107,136
HUMAN RESOURCE OFF III	1	\$ 38,160	2	\$ 74,052	2	\$ 71,424
NETWORK SPECIALIST I	5	\$ 190,800	5	\$ 190,800	5	\$ 178,560
PURCHASER IV	2	\$ 76,320	2	\$ 76,320	1	\$ 35,712
ADMINISTRATIVE ASST V	1	\$ 35,892	1	\$ 35,892	1	\$ 33,535
HUMAN RESOURCE OFF II	1	\$ 35,892	0	\$ -	0	\$ -
PURCHASER III	1	\$ 35,892	1	\$ 35,892	1	\$ 33,535
HUMAN RESOURCE OFF I	1	\$ 33,756	1	\$ 33,756	1	\$ 31,484
LIBRARIAN ASST	2	\$ 67,512	2	\$ 67,512	0	\$ -
TESTING SUPPORT SPECIALIST	1	\$ 33,756	1	\$ 33,756	2	\$ 62,968
ASSIST WHSE MANAGER	1	\$ 31,752	1	\$ 31,752	1	\$ 29,664
TESTING SPECIALIST	19	\$ 603,288	19	\$ 603,288	19	\$ 561,640
CUSTODIAN PART TIME	1	\$ 26,496	1	\$ 26,496	0.5	\$ 11,796



WINDHAM SCHOOL DISTRICT

TITLE	2011 Budget		2011 Estimated Expense		2012 Budgeted	
	Positions	Cost	Positions	Cost	Positions	Cost
Aides, pay group 11						
ADMIN ASST III - REGIONAL	4	\$ 130,944	4	\$ 130,944	3	\$ 91,515
ADMIN SUPPORT SPEC III	2	\$ 65,472	2	\$ 65,472	2	\$ 61,010
ADMINISTRATIVE ASST III	3	\$ 98,208	3	\$ 98,208	3	\$ 87,184
HELP DESK TECHNICIAN	1	\$ 32,736	1	\$ 32,736	1	\$ 29,768
Aides, pay group 9						
ADMIN ASST II - CAMPUS	81	\$ 2,241,432	81	\$ 2,241,432	70	\$ 1,845,401
ADMIN CLERK II - CAMPUS	5	\$ 141,660	5	\$ 141,660	5	\$ 131,421
ADMINISTRATIVE ASST II	4	\$ 113,328	4	\$ 113,328	3	\$ 79,466
ADMINISTRATIVE CLERK II	9	\$ 254,988	9	\$ 254,988	7	\$ 178,306
LIBRARY CLERK II	1	\$ 28,332	1	\$ 28,332	0	\$ -
TESTING CLERK II	22	\$ 623,304	22	\$ 623,304	18	\$ 466,792
Aides, pay group 7						
ADMINISTRATIVE CLERK I	1	\$ 25,176	1	\$ 25,176	0	\$ -
ADMIN ASST I - REGION	0	\$ -	0	\$ -	3	\$ 71,331
CAMPUS CLERK I	41	\$ 1,032,216	41	\$ 797,216	0	\$ -
LIBRARY CLERK I	16	\$ 402,816	16	\$ 402,816	19	\$ 423,794
ACADEMIC TOTAL	1,015	\$47,981,395	1,014	\$ 44,758,668	764.5	\$ 35,157,222
VOCATIONAL						
TEACHER - VOCATIONAL	195	\$ 9,490,440	194	\$ 8,809,152	178	\$ 8,412,824
DEPARTMENT ADMINISTRATOR	1	\$ 67,548	1	\$ 56,290	1	\$ 63,786
ADMIN VOC SPECIALIST	2	\$ 120,144	2	\$ 120,144	2	\$ 113,448
REGIONAL VOC SPECIALIST	3	\$ 180,216	3	\$ 160,560	3	\$ 170,172
MEDIA CENTER COORDINATOR	1	\$ 54,024	1	\$ 54,024	0	\$ -
APPRENT COORDINATOR	1	\$ 46,056	1	\$ 44,030	1	\$ 43,292
MEDIA CENTER SUPPORT SPEC II	1	\$ 38,160	1	\$ 38,160	0	\$ -
MEDIA CENTER SUPPORT SPEC I	1	\$ 31,752	1	\$ 31,752	0	\$ -
Aides, pay group 9						
ADMINISTRATIVE ASST II - VOC	2	\$ 56,664	2	\$ 55,344	1	\$ 26,277
VOCATIONAL TOTAL	207	\$10,085,004	206	\$ 9,369,456	186	\$ 8,829,799
SPECIAL ED						
TEACHER - SPECIAL ED	45	\$ 2,214,540	43	\$ 1,952,544	32	\$ 1,597,747
LIS SP SCHOOL PSYCHOLOGY	1	\$ 60,072	1	\$ 15,291	0	\$ -
ADMIN SPEC ED SPECIALIST	2	\$ 120,144	2	\$ 120,144	2	\$ 114,865
DIAGNOSTICIAN	12	\$ 653,616	12	\$ 653,616	12	\$ 640,925
DIAGNOSTICIAN PT	0.5	\$ 27,234	0.5	\$ 27,234	0	\$ -
DEAF ED INTERPRETER II	1	\$ 28,116	1	\$ 28,116	1	\$ 27,752
DEAF ED INTERPRETER I	2	\$ 52,992	2	\$ 52,992	2	\$ 52,140
Aides, pay group 9						
SPECIAL ED AIDE II	1	\$ 28,332	1	\$ 27,672	1	\$ 26,911
ADMIN ASST II - SPED	1	\$ 27,672	1	\$ 27,672	1	\$ 25,644
SPECIAL ED TOTAL	65.5	\$ 3,212,718	63.5	\$ 2,905,281	51	\$ 2,485,984
REGULAR FUNDS TOTAL	1,287.5	\$61,279,117	1,283.5	\$ 57,033,405	1,001.5	\$ 46,473,005
GRANT						
TEACHER - TITLE I	10	\$ 540,288	10	\$ 475,680	10	\$ 483,322
TEACHER - TITLE II	2	\$ 100,836	2	\$ 95,136	2	\$ 105,834
TEACHER FACILITATOR	0	\$ -	0	\$ -	1	\$ 56,724
TRANS SVCS COORD PT	0.5	\$ 30,036	0.5	\$ 30,036	0.5	\$ 27,913
TRANS SVCS COORDINATOR	3	\$ 180,216	3	\$ 122,458	3	\$ 170,172
DIAGNOSTICIAN	0	\$ -	0	\$ -	1	\$ 50,803
COLLEGE PROGRAM SUPERVISOR	0	\$ -	0	\$ -	1	\$ 60,215
YOG COORDINATOR	1	\$ 49,092	1	\$ 19,658	0	\$ -
WK FORCE DEV COORDINATOR	1.75	\$ 80,610	1.75	\$ 80,619	0	\$ -
ADMIN ASST II - CAMPUS	0.5	\$ 13,836	0.5	\$ 13,836	1	\$ 25,021
GRANT TOTAL	18.75	\$ 994,914	18.75	\$ 837,423	19.5	\$ 980,004



WINDHAM SCHOOL DISTRICT

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.**



WINDHAM SCHOOL DISTRICT

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.



WINDHAM SCHOOL DISTRICT

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) .



WINDHAM SCHOOL DISTRICT

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.



WINDHAM SCHOOL DISTRICT

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



WINDHAM SCHOOL DISTRICT

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.