

2020-2021 Proposed Administrative/Professional Pay Plan
Splendora ISD

| Pay Grade | Job Title | Calendars | Minimum | Midpoint | Maximum |
|-----------|-----------|-----------|---------|----------|---------|
|-----------|-----------|-----------|---------|----------|---------|

| 101 | |
|---------------------------------|-----|
| Director - Child Nutrition | 226 |
| Director - Custodial Svcs | 240 |
| Director - Maintenance | 240 |
| Director - Purchasing/Warehouse | 226 |
| Director - Transportation | 240 |
| District PEIMS Coordinator | 226 |

| Daily | \$232.79 | \$285.63 | \$338.47 |
|----------|----------|----------|----------|
| 226 Days | 52,611 | 64,552 | 76,494 |
| 240 Days | 55,870 | 68,551 | 81,233 |

| 102 | |
|--------------------------|-----|
| Accountant | 226 |
| Behavior Coach | 197 |
| Instructional Specialist | 226 |
| Program Facilitator | 226 |

| Daily | \$258.40 | \$317.05 | \$375.70 |
|----------|----------|----------|----------|
| 197 Days | 50,905 | 62,459 | 74,013 |
| 226 Days | 58,398 | 71,653 | 84,908 |

| 103 | |
|-------------------------|----------|
| Counselor - Elementary | 202 |
| Counselor - High School | 202 |
| Counselor - Junior High | 202 |
| Diagnostician | 197, 202 |
| Lead District Counselor | 226 |

| Daily | \$271.31 | \$332.90 | \$394.49 |
|----------|----------|----------|----------|
| 197 Days | 53,448 | 65,581 | 77,715 |
| 202 Days | 54,805 | 67,246 | 79,687 |
| 226 Days | 61,316 | 75,235 | 89,155 |

| 104 | |
|------------------------------|----------|
| Asst Principal - Elementary | 207 |
| Asst Principal - Junior High | 207 |
| Dean of Instruction - JH | 207 |
| Digital Learning Coordinator | 226 |
| ESL/Bilingual Coordinator | 226 |
| LSSP | 197, 202 |
| Speech Language Pathologist | 197 |

| Daily | \$284.88 | \$349.55 | \$414.22 |
|----------|----------|----------|----------|
| 197 Days | 56,121 | 68,861 | 81,601 |
| 202 Days | 57,546 | 70,609 | 83,672 |
| 207 Days | 58,970 | 72,357 | 85,744 |
| 226 Days | 64,383 | 78,998 | 93,614 |

| 105 | |
|------------------------------|----------|
| Asst Principal - High School | 207, 226 |
| Dean of Instruction - HS | 207 |
| Special Ed Svcs Coordinator | 207 |

| Daily | \$307.67 | \$377.51 | \$447.35 |
|----------|----------|----------|----------|
| 207 Days | 63,688 | 78,145 | 92,601 |
| 226 Days | 69,533 | 85,317 | 101,101 |

| 106 | |
|------------------------------|-----|
| Director - Athletics | 226 |
| Director - College Readiness | 226 |
| Director - Communications | 226 |
| Director - CTE | 226 |

| Daily | \$342.48 | \$407.71 | \$472.94 |
|----------|----------|----------|----------|
| 226 Days | 77,400 | 92,142 | 106,884 |

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|--------------------------------------|-----|
| Director - Fed Programs & Compliance | 226 |
| Director - Professional Learning | 226 |
| Director - Special Services | 226 |
| Director - Student Services | 226 |
| Director - Technology | 226 |
| Police Chief | 226 |
| Principal - Elementary | 226 |

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|-------------------------|-----|
| 107 | |
| Principal - Junior High | 226 |

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|----------|----------|----------|----------|
| Daily | \$369.88 | \$440.33 | \$510.78 |
| 226 Days | 83,593 | 99,515 | 115,436 |

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|-------------------------|-----|
| 108 | |
| Exec Director - HR | 226 |
| Principal - High School | 226 |

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|----------|----------|----------|----------|
| Daily | \$392.07 | \$466.75 | \$541.43 |
| 226 Days | 88,608 | 105,486 | 122,363 |

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|--------------------------------|-----|
| 109 | |
| Asst Supt Business & Operation | 226 |
| Asst Supt Leadership & Culture | 226 |
| Asst Supt Teaching & Learning | 226 |

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|----------|----------|----------|----------|
| Daily | \$507.59 | \$583.44 | \$659.29 |
| 226 Days | 114,715 | 131,857 | 149,000 |

2020-2021 Proposed Clerical/Paraprofessional Pay Plan
 Splendora ISD

*Annual amounts are based on 7.5 hours per day.

| Pay Grade | Job Title | Calendars | Minimum | Midpoint | Maximum |
|-----------|-----------|-----------|---------|----------|---------|
|-----------|-----------|-----------|---------|----------|---------|

| 201 | | Hourly | \$11.07 | \$13.50 | \$15.93 |
|--------------------------------|-----|----------|---------|---------|---------|
| Aide - Classroom | 185 | 185 Days | 15,360 | 18,731 | 22,103 |
| Aide - Lifeskills/ABU/PPCD | 185 | 187 Days | 15,526 | 18,934 | 22,342 |
| Auxiliary Clerical Aide | 201 | 201 Days | 16,688 | 20,351 | 24,014 |
| Dist Recept/Communications | 226 | 207 Days | 17,186 | 20,959 | 24,731 |
| Purchasing Clerk | 185 | 226 Days | 18,764 | 22,883 | 27,001 |
| Receptionist - Campus | 187 | | | | |
| Sp Ed Spanish Translator/Inter | 187 | | | | |
| Title III Parent Liaison | 185 | | | | |
| Transportation Clerk | 207 | | | | |

| 202 | | Hourly | \$12.03 | \$14.69 | \$17.35 |
|-------------------------|-----|----------|---------|---------|---------|
| Aide - Media Specialist | 202 | 202 Days | 18,225 | 22,255 | 26,285 |
| Counseling Dept Clerk | 202 | | | | |

| 203 | | Hourly | \$14.68 | \$17.63 | \$20.58 |
|---------------------------------|-----|----------|---------|---------|---------|
| Attendance Clerk - HS | 207 | 202 Days | 22,240 | 26,709 | 31,179 |
| Attendance Clerk - JH | 207 | 207 Days | 22,791 | 27,371 | 31,950 |
| Bookkeeper Campus | 207 | 226 Days | 24,883 | 29,883 | 34,883 |
| PEIMS Clerk - JH | 207 | | | | |
| PEIMS/Registrar/Attendance - ES | 207 | | | | |
| Secretary - AP/Receptionist | 207 | | | | |
| Secretary - Asst Principal | 207 | | | | |
| Secretary - Counselor | 226 | | | | |
| Secretary - Sped Evaluation | 202 | | | | |
| Trip Coordinator | 226 | | | | |

| 204 | | Hourly | \$17.32 | \$20.80 | \$24.28 |
|--------------------------------|-----|----------|---------|---------|---------|
| Purchasing Specialist | 226 | 202 Days | 26,240 | 31,512 | 36,784 |
| Registrar | 207 | 207 Days | 26,889 | 32,292 | 37,695 |
| Route Coordinator | 240 | 226 Days | 29,357 | 35,256 | 41,155 |
| Secretary - Advanced Academics | 202 | 240 Days | 31,176 | 37,440 | 43,704 |
| Secretary - Athletic Director | 226 | | | | |
| Secretary - Child Nutrition | 202 | | | | |
| Secretary - Director | 207 | | | | |
| Secretary - Principal ES | 202 | | | | |
| Secretary - Principal HS | 226 | | | | |
| Secretary - Principal JH | 207 | | | | |
| Secretary - Technology | 226 | | | | |

| 205 | | Hourly | \$20.26 | \$24.34 | \$28.42 |
|-----|--|--------|---------|---------|---------|
|-----|--|--------|---------|---------|---------|

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|--------------------------------|-----|
| Accounts Payable | 226 |
| Benefits & Leave Specialist | 226 |
| Comm Ed & Communications Coord | 226 |
| Payroll Specialist | 226 |
| Secretary - Asst Supt | 226 |
| Secretary - Human Resources | 226 |
| Secretary - Teaching/Learning | 226 |

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|-----------------|--------|--------|--------|
| 226 Days | 34,341 | 41,256 | 48,172 |
|-----------------|--------|--------|--------|

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|-------------|-----|
| 206 | |
| Nurse - LVN | 187 |

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|-----------------|----------------|----------------|----------------|
| Hourly | \$22.72 | \$27.26 | \$31.80 |
| 187 Days | 31,865 | 38,232 | 44,600 |

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| 207 | |
| Compensation Specialist/Secretary - Asst Supt | 226 |
| Menu Planner/Supervisor | 226 |
| Secretary - Superintendent | 226 |

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|-----------------|----------------|----------------|----------------|
| Hourly | \$28.38 | \$34.08 | \$39.78 |
| 226 Days | 48,104 | 57,766 | 67,427 |

2020-2021 Proposed Auxiliary Pay Plan
Splendora ISD

| Pay Grade | Job Title | Calendars | Minimum | Midpoint | Maximum | 2.0% GPI | |
|------------|-------------------------------|-----------|-----------------|----------------|----------------|----------------|---------------|
| 301 | | | Hourly | \$10.00 | \$12.20 | \$14.40 | \$0.24 |
| | Aide, Special Needs Bus | 178 | 178 Days | 14,240 | 17,373 | 20,506 | 342 |
| | Child Nutrition Worker | 182 | 182 Days | 14,560 | 17,763 | 20,966 | 349 |
| | Custodian | 250 | 250 Days | 20,000 | 24,400 | 28,800 | 480 |
| | Parking Lot Security | 182 | | | | | |
| 302 | | | Hourly | \$11.36 | \$13.85 | \$16.34 | \$0.28 |
| | Groundskeeper | 250 | 250 Days | 22,720 | 27,700 | 32,680 | 560 |
| | Lead Custodian | 250 | | | | | |
| 303 | | | Hourly | \$12.26 | \$14.96 | \$17.66 | \$0.30 |
| | CN Warehouse/Office | 207 | 182 Days | 17,851 | 21,782 | 25,713 | 437 |
| | Kitchen Lead | 182 | 207 Days | 20,303 | 24,774 | 29,245 | 497 |
| 304 | | | Hourly | \$13.46 | \$16.16 | \$18.86 | \$0.32 |
| | Custodial Coordinator | 250 | 240 Days | 25,843 | 31,027 | 36,211 | 614 |
| | Skating Rink/CE Bball Manager | 240 | 250 Days | 26,920 | 32,320 | 37,720 | 640 |
| | Warehouse Worker | 240 | | | | | |
| 305 | | | Hourly | \$14.13 | \$16.97 | \$19.81 | \$0.34 |
| | Building Technician I | 250 | 178 Days | 20,121 | 24,165 | 28,209 | 484 |
| | Child Nutrition Manager - ES | 182 | 182 Days | 20,573 | 24,708 | 28,843 | 495 |
| | Child Nutrition Manager - JH | 182 | 250 Days | 28,260 | 33,940 | 39,620 | 680 |
| | Cover Driver/Fueler | 178 | | | | | |
| 306 | | | Hourly | \$17.67 | \$21.21 | \$24.75 | \$0.42 |
| | Child Nutrition Manager - HS | 182 | 182 Days | 25,728 | 30,882 | 36,036 | 612 |
| 307 | | | Hourly | \$19.08 | \$22.92 | \$26.76 | \$0.46 |
| | Building Technician II | 250 | 226 Days | 34,497 | 41,439 | 48,382 | 832 |
| | Carpenter | 250 | 240 Days | 36,634 | 44,006 | 51,379 | 883 |
| | Computer Technician | 226 | 250 Days | 38,160 | 45,840 | 53,520 | 920 |
| | Mechanic | 240 | | | | | |
| | Plumbing Technician | 250 | | | | | |
| 308 | | | Hourly | \$22.15 | \$26.59 | \$31.03 | \$0.53 |
| | Electrician | 250 | 192 Days | 34,022 | 40,842 | 47,662 | 814 |
| | Police Dept Supervisor | 192 | 250 Days | 44,300 | 53,180 | 62,060 | 1,060 |
| | Police Officer | 192 | | | | | |
| 309 | | | Hourly | \$24.14 | \$28.99 | \$33.84 | \$0.58 |

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|-----------------------------|-----|-----------------|--------|--------|--------|-------|
| Applications Administrator | 226 | 226 Days | 43,645 | 52,414 | 61,183 | 1,049 |
| Network Administrator | 226 | 240 Days | 46,349 | 55,661 | 64,973 | 1,114 |
| Systems Administrator | 226 | | | | | |
| Transportation Shop Foreman | 240 | | | | | |

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|------------|-----|-----------------|----------------|----------------|----------------|---------------|
| BD | | Hourly | \$16.10 | \$18.09 | \$20.08 | \$0.36 |
| Bus Driver | 178 | 178 Days | 22,926 | 25,760 | 28,594 | 513 |