

Graham Independent School District

Employee Salary Hiring Schedule and Stipends

2015 – 2016 School Year

Graham Independent School District
2015 - 2016
Employment Information

Employment Month/Day	District Timeline	Personnel Assignment	
10 months – 187 days	8-14-15 thru 6-3-16	- AEP Elem. Aide - Classroom Teachers - Instructional Aides - Interventionist - ISS Aides – HS, JH, WD - LVN	- Nurse Aides - Sec’y CV - Sp Ed Office Assistant - Sp Ed Teachers - Speech Therapists
10 ½ months – 196 days	8-3-15 thru 6-3-16	- Coaches – JH - Lead Interventionist - Librarians (Certified)	- Library Aides - Parents as Teachers
10 ¾ months – 201 days	7-27-15 thru 6-3-16	- Assistant Band Director – HS - Band Director – JH - Coaches – JH Coordinator	- Coaches – HS
11 months 207 days	8-3-15 thru 6-20-16	- Apple Lead Teacher - Athletic Sec’y - Athletic Trainer - Attend. Office Aide – HS - Band Director - Counselors – HS, JH, WD, CV - Diagnosticians - Elementary Principals	- Food Service Director - HS Assistant Principal - JH Assistant Principal - JH & Elem Sec’y - Office Aides – HS, JH - PEIMS Clerical – HS, JH - Technology Technician - SHARS Clerical
12 months – 226 days	7-1-15 thru 6-14-16	- Admin Accounts Payable - Admin PEIMS/Payroll - Admin Sec’y - Assistant Superintendent - Athletic Director - Computer Technician - Curriculum Director - CV Elem Principal - CV Principal Sec’y - Vocational Ag Teacher - HS Principal	- JH Principal - HS Principal Sec’y - Maintenance/Transportation Sec’y - Receptionist Admin Office - Sp Ed Director - Sp Ed Sec’y - Superintendent - Technology Director - Testing Coordinator
12 months – 260 days (2 weeks of vacation)	9-1-15 thru 8-29-16	- Custodial Staff - Maintenance Staff	
12 month – 260 days (2 weeks of vacation)	7-1-15 thru 6-28-16	- Director of Operations	

Graham ISD
2015–16 New Hire Guide for
Classroom Teachers, Librarians, and Nurses (RN)

Years Experience	New Hire Salary
0	\$34,000
1	\$34,440
2	\$34,910
3	\$35,390
4	\$35,960
5	\$36,370
6	\$37,580
7	\$38,790
8	\$39,920
9	\$40,980
10	\$41,990
11	\$42,930
12	\$43,840
13	\$44,690
14	\$45,480
15	\$46,250
16	\$46,960
17	\$47,640
18	\$48,280
19	\$48,880
20	\$49,460
21	\$50,500
22	\$51,300
23	\$52,100

Salaries listed above are based on 10-month employment.

Master's Degree Stipend: \$1,000
(Specific to Teaching Field)

This salary plan is for the 2015-16 school year only.
It does not represent salaries for future years.

Salary advancement is based on the annual pay raise budget approved by the
Board of Trustees each year.

Administrative / Professional Pay Ranges
2015 – 16

Pay Grade 1

Daily	Minimum	Midpoint	Maximum
	\$119.23	\$168.14	\$199.11
226	26,945	37,960	45,000
260	31,000	43,716	51,768
Custodial Manager (260) Transportation Manager (226)		Maintenance Manager (260)	

Pay Grade 2

Daily	Minimum	Midpoint	Maximum
	\$184.50	\$225.00	\$265.50
187	34,502	42,075	49,649
207	38,192	46,575	54,959
226	41,697	50,850	59,890
Food Service Director (226) Speech Pathology Assistant (187)		Vocational Agriculture Teacher (226)	

Pay Grade 3

Daily	Minimum	Midpoint	Maximum
	\$239.85	\$292.50	\$345.15
187	44,852	54,698	64,543
197	47,250	57,622	67,994
207	49,649	60,548	71,446
226	54,206	66,105	78,000
Counselor (207) Diagnostician (207) Apple / IPAD Project Coordinator (207)		Speech Language Pathology Therapist (187) Lead Interventionist (197) / Interventionist (187) Testing Coordinator / Technology (226)	

Pay Grade 4

Daily	Minimum	Midpoint	Maximum
	\$259.04	\$315.90	\$372.76
207	53,621	65,391	77,161
226	58,543	71,393	84,244
260	67,350	82,134	96,918
Assistant Principal, High School (207) Assistant Principal, Junior High (207) Director of Operations (260)		Network Administrator (226) Occupational Therapist (207)	

Pay Grade 5

Daily	Minimum	Midpoint	Maximum
207	\$279.76	\$341.17	\$402.58
226	57,910	70,622	83,334
	63,226	77,104	90,983
Band Director (207) Principal, Elementary (207)		Curriculum Coordinator (207) Technology Director (226)	

Pay Grade 6

Daily	Minimum	Midpoint	Maximum
226	\$302.14	\$368.46	\$434.78
260	68,284	83,272	98,260
	78,556	95,800	113,043
Athletic Director/Head Football Coach (226) Principal, Junior High (226)		Special Education Director (226) Curriculum Director (226)	

Pay Grade 7

Daily	Minimum	Midpoint	Maximum
226	\$334.27	\$397.94	\$461.61
	75,545	89,934	104,324
Principal, High School (226)			

Pay Grade 8

Daily	Minimum	Midpoint	Maximum
226	\$367.69	\$437.73	\$507.77
	83,098	98,927	114,756
Assistant Superintendent, Business (226)		Assistant Superintendent, Administrative Services (226)	

Auxiliary Pay Ranges 2015 – 16

Pay Grade 1

Hourly	Minimum	Midpoint	Maximum
	\$8.20	\$10.60	\$13.00
176	11,546	14,924	18,304
181	11,874	15,348	18,824
260	17,056	22,048	27,040
Bus Aide, Special Ed Cafeteria Worker Maintenance		Custodian Groundskeeper	

Pay Grade 2

Hourly	Minimum	Midpoint	Maximum
	\$10.66	\$13.00	\$15.34
176	15,009	18,304	21,599
Bus Driver			

Pay Grade 3

Hourly	Minimum	Midpoint	Maximum
	\$11.51	\$14.04	\$16.57
184	16,943	20,667	24,391
Cafeteria Manager, Elementary Cafeteria Manager, High School		Cafeteria Manager, Junior High	

Pay Grade 4

Hourly	Minimum	Midpoint	Maximum
	\$17.00	\$21.22	\$25.04
260	31,000	44,138	52,083
HVAC Technician		Mechanic / Shop Supervisor	

Pay Grade 5

Hourly	Minimum	Midpoint	Maximum
	\$18.00	\$22.00	\$36.00
226	32,544	39,776	65,088
260	37,440	45,760	74,880
Maintenance Manager (260) Transportation Manager (226)		Custodial Manager (260)	

Clerical / Paraprofessional Pay Ranges 2015–16

Pay Grade 1

Hourly	Minimum	Midpoint	Maximum
	\$8.80	\$11.00	\$13.20
187	12,342	15,428	18,513
196	12,936	16,170	19,404
Instructional Aide Nurse & Records Clerk Nurse's Aide, Elementary		Parent As Teacher Aide Special Ed Aide	

Pay Grade 2

Hourly	Minimum	Midpoint	Maximum
	\$9.68	\$12.10	\$14.52
196	14,230	17,787	21,344
207	15,028	18,785	22,542
Library Aide Secretary, High School Secretary, High School Nurse		Secretary, Junior High Admissions Secretary, Junior High Attendance Secretary, Learning Center	

Pay Grade 3

Hourly	Minimum	Midpoint	Maximum
	\$11.41	\$13.92	\$16.43
187	16,003	19,523	23,043
207	17,714	21,611	25,508
226	19,340	23,594	27,849
Secretary, Principal - Elementary Secretary, Principal/PEIMS - Elementary Receptionist, Central Office Secretary, Special Ed. SHARS		Secretary, Principal/PEIMS - High School Secretary, Principal/PEIMS - Junior High Secretary, Counselor/High School PEIMS Attendance Coordinator – High School	

Pay Grade 4

Hourly	Minimum	Midpoint	Maximum
	\$13.13	\$16.01	\$18.89
187	18,415	22,454	26,493
207	20,384	24,856	29,327
226	22,255	27,137	32,019
LVN Secretary, Athletics		Secretary, Maintenance/Transportation Secretary, Special Ed	

Pay Grade 5

Hourly	Minimum	Midpoint	Maximum
	\$16.41	\$20.01	\$23.61
226	27,815	33,917	40,019
District PEIMS Coordinator		Secretary, Assistant Superintendent	

Pay Grade 6

Hourly	Minimum	Midpoint	Maximum
	\$20.51	\$25.01	\$29.51
226	34,764	42,392	50,019
Accounts Payable/Finance Payroll/Employee Benefits		Secretary, Superintendent	

Graham Independent School District
2015 - 2016
District Stipend Schedule

Title	Salary
Zap Coordinator - JH	2,000
Cheerleader Sponsor – GHS	3,000
Drill Team Sponsor – HS	3,000
Pep Squad Sponsor (GJH)	1,000
TRS District Lead (5)	1,000
TRS Campus Lead (9)	650
Newspaper Sponsor – GHS	1,000
Newspaper Sponsor - GJH	300
National Honor Society Sponsor	500
Department Chairs – GJH/GHS	500
AG Department Chair	500
Student Council Sponsor – GHS (2)	500
Student Council Sponsor - GJH	500
Yearbook Sponsor - HS	1,500
Yearbook Sponsor - GJH	500
UIL Coaches (15) - GHS	300
UIL Coaches (8) – GJHS	300
UIL Coaches (4) – Woodland	300
UIL Coaches (5) – Crestview	300

Graham Independent School District
2015 - 2016
District Stipend Schedule

Title	Salary
Bilingual Teacher	4,000
Certified Welding Teacher	4,000
Assistant Band Director - GHS	4,250
Band Director – GJH	4,250
Drama Director - GHS	3,000
Speech / Debate - GHS	2,500
Drama Director - GJH	1,500
Certified Librarian	2,500
Choir Director	2,500
Graham Learning Center Teachers	1,500
Special Education Teachers	1,500
Deaf Education	1,500
Lead Nurse	1,200
Math and Science Teachers – GJH/GHS/GLC	1,000
JH Campus ESL Teacher (1)	1,000
HS Campus ESL Teacher (1)	1,000
Special Ed Aide	500
Campus Secretary	500
PEIMS Secretary	500
Elementary Campus Designated ESL Teacher 4 or more students	500
Elementary Campus Designated ESL Teacher 1-3 Students	300

Graham Independent School District
2015 - 2016
District Stipend Schedule for Coaching Staff

Title	Salary
Assistant Athletic Director	\$5,000
Per Sport (2 Maximum)	3,000
Head Coach of a Sport	1,000
Coordinators (FB Off., FB Def.)	3,500
High School Girls Coordinator	1,000
Assist with Third Sport	1,250
GJH Coaches	4,000
GJH Coach/Coordinator	2,000
JH Cross Country	1,000

All GHS coaches will coach two sports. If a coach has three sports the supplement is less. Rational, a three sport coach will have seasons that overlap.

Graham Independent School District
2015 - 2016
District Travel

Position	Yearly
District Level Directors	\$1,800
Principals / Campus Administrators / Coordinators	1,200
Parent Educator	1,000
Diagnosticians / Interventionists Speech / Occupational Therapist (Supervisor will determine based on travel)	800
ESL Teachers (traveling)	330

Mileage, Per Diem, Hotel Reimbursement Allowable Costs

Lodging:

GISD will reimburse an Employee:
The approved conference rate or;
The State Rate (\$85) per employee (up to 2 employees).

Employees will be responsible for payment above approved rate. Direct supervisor is responsible for insuring these procedures are followed. Documentation of conference rates should be turned in with request for payment.

Rate Based upon Texas State Rate approved by the Texas State Comptroller's office.

Refer to the following web address for a list of hotels in Texas that will honor the Texas State Rate.

http://portal.cpa.state.tx.us/hotel/hotel_directory/index.cfm

Meals:

Breakfast - \$8

Lunch - \$11

Dinner - \$20

Per Diem - \$39

Mileage:

Employees will be reimbursed at a rate of \$0.50 per mile on all approved out of district travel.

Graham Independent School District
2015 - 2016
Maintenance and Custodial Staff

- Raises will be determined based on performance and board approval
- Maintenance and custodial staff are salaried employees paid on a monthly basis.
- Time and ½ or “comp time” shall be paid for time worked over 40 hours per week. Paid holidays are not considered in hours worked for computation purposes.
- Vacation Days (see **Board Policy DED**)

**2015 - 2016
Paid Holidays**

Labor Day	September 7, 2015
Thanksgiving	November 24, 25, & 26, 2015
Christmas	December 23 – 25 and 31, 2015 & Jan. 1, 2016
Memorial Day	May 30, 2016
July Fourth	July 4, 2016

Graham Independent School District
2015 - 2016
Bus Drivers

Substitute Rate (Bus driver)	Non-Employee \$12.00 Per Hour Employee \$12.00 Per Hour
Yearly Salary	\$4,000 per year (regular route)
Difficulty Factor	\$1,500 all special education routes
Extracurricular Bus	
• Flat Fee	\$12.00 Per Hour
• Overnight Field Trip	\$100.00 per day plus \$32 per day meals and \$85.00 Allowance for Hotel

- Raises will be recommended by superintendent pending board approval
- The Transportation Director will determine route times at the beginning of each semester.
- Graham ISD pays a stipend to employees for bus driver training at a rate of \$25 for an 8 hour refresher course and \$50 for a 20 hour full certification course.
- For Teachers, coaches and others not driving a regular route, the district will pay the difference between a “CDL” license and a Class C (operators) license.

Graham Independent School District
2015 - 2016
Substitutes

Title	Salary
Teacher/Aide Substitute (non-certified)	65
Teacher/Aide Substitute (certified / degreed)	75

- The superintendent is authorized to negotiate a higher rate for substitutes retained in a single position for period greater than 30 days.