

**Eagle Mountain-Saginaw ISD
2008-2009 Hiring Schedule for
Classroom Teachers, Librarians Nurses (RN)**

Years Exp.	Bachelor's	Master's
0	\$45,540	\$46,540
1	\$46,240	\$47,240
2	\$46,680	\$47,680
3	\$47,100	\$48,100
4	\$47,512	\$48,512
5	\$47,998	\$48,998
6	\$48,410	\$49,410
7	\$48,840	\$49,840
8	\$49,189	\$50,189
9	\$49,553	\$50,553
10	\$49,907	\$50,907
11	\$50,327	\$51,327
12	\$50,914	\$51,914
13	\$51,669	\$52,669
14	\$52,180	\$53,180
15	\$52,800	\$53,800
16	\$53,731	\$54,731
17	\$54,085	\$55,085
18	\$54,425	\$55,425
19	\$56,259	\$57,259
20	\$57,521	\$58,521
21	\$58,786	\$59,786
22	\$58,790	\$59,790
23	\$58,815	\$59,815
24	\$58,840	\$59,840
25+	\$58,855	\$59,855

Salary schedules are developed for one year only. Future salaries cannot be predicted from this schedule.

Salaries listed above are based on 187 days.

**2008-2009 Administrative Management Compensation Plan
Eagle Mountain-Saginaw ISD**

Pay Grade

- 1** Accountant
Accountant, Special Projects
Communication Specialist
Custodial Supervisor

	Minimum	Midpoint	Maximum
Monthly	\$3,681.00	\$4,330.67	\$4,980.25
12 Mos	44,172	51,968	59,763

- 2** Operations Supervisor

	Minimum	Midpoint	Maximum
Monthly	\$4,122.75	\$4,850.33	\$5,577.92
10 Mos	41,228	48,503	55,779
12 Mos	49,473	58,204	66,935

- 3** Technology Specialist
Technology Trainer

	Minimum	Midpoint	Maximum
Monthly	\$4,617.42	\$5,432.33	\$6,247.17
10 Mos	46,174	54,323	62,472
11 Mos	50,792	59,756	68,719
12 Mos	55,409	65,188	74,966

- 4** Coordinator, Tech. & Info. Svcs.
Director, Communications
Energy Manager
Network Engineer
Systems Analyst

	Minimum	Midpoint	Maximum
Monthly	\$5,310.08	\$6,247.17	\$7,184.25
12 Mos	63,721	74,966	86,211

- 5** Construction Project Manager
Coordinator, HR
Coordinator, PR/Benefits/Risk Mgmt.
Director, Data & Assessment
Director, Food Services
Director, Purchasing

	Minimum	Midpoint	Maximum
Monthly	\$5,735.00	\$6,747.00	\$7,759.00
10 Mos	57,350	67,470	77,590
12 Mos	68,820	80,964	93,108

- 6** Director, Business
Director, Construction
Director, Plant Ops
Director, Technology

	Minimum	Midpoint	Maximum
Monthly	\$6,480.50	\$7,624.00	\$8,767.67
12 Mos	77,766	91,488	105,212

**2008-2009 Administrative Program Compensation Plan
Eagle Mountain-Saginaw ISD**

Pay Grade

- 1** Athletic Trainer
Coordinator, Day Care

		Minimum	Midpoint	Maximum
Monthly		\$4,110.90	\$5,044.00	\$5,977.20
10 Mos		41,109	50,440	59,772
10.5 Mos		43,164	52,962	62,761
10.75 Mos		44,192	54,223	64,255

- 2** Behavior Specialist
Mobility Specialist
Occupational Therapist
Physical Therapist
Speech Therapist
Truancy Officer

		Minimum	Midpoint	Maximum
Monthly		\$4,398.60	\$5,397.10	\$6,395.60
10 Mos		43,986	53,971	63,956

- 3** Administrative Intern
Counselor (All Levels)
Diagnostician
Intervention Counselor
LSSP
Speech-Language Pathologist

		Minimum	Midpoint	Maximum
Monthly		\$4,677.67	\$5,774.83	\$6,872.17
10 Mos		46,777	57,748	68,722
10.25 Mos		47,946	59,192	70,440
10.5 Mos		49,116	60,636	72,158
11 Mos		51,454	63,523	75,594
12 Mos		56,132	69,298	82,466

- 4** Asst Principal, Alternative
Asst Principal, Elementary
Asst Principal, Middle School
Consultant, Elementary Ed
Consultant, Secondary Ed
Coordinator, Health Services
Coordinator, Media/Library Services
Curriculum Specialist, Elem/Secondary
Director, Music
Lead Counselor

		Minimum	Midpoint	Maximum
Monthly		\$5,130.17	\$6,294.58	\$7,459.17
10 Mos		51,302	62,946	74,592
10.5 Mos		53,867	66,093	78,321
10.75 Mos		55,149	67,667	80,186
11 Mos		56,432	69,240	82,051
11.25 Mos		57,714	70,814	83,916
11.5 Mos		58,997	72,388	85,780
12 Mos		61,562	75,535	89,510

- 5** Asst. Principal, High School
Coordinator, CATE
Coordinator, Football/Head Coach
Principal, Alternative

		Minimum	Midpoint	Maximum
Monthly		\$5,489.17	\$6,735.25	\$7,981.33
11 Mos		60,381	74,088	87,795
12 Mos		65,870	80,823	95,776

6 Asst. Athletic Director
 Director, Counseling/Intervention
 Director, Fine Arts
 Principal, Elementary

		Minimum	Midpoint	Maximum
Monthly		\$6,017.58	\$7,206.67	\$8,395.83
12 Mos		72,211	86,480	100,750

7 Director, Athletics
 Director, Curriculum
 Director, Special Programs
 Director, Staff Development
 Director, Student Services
 Principal, Middle School

		Minimum	Midpoint	Maximum
Monthly		\$6,499.08	\$7,783.25	\$9,067.50
12 Mos		77,989	93,399	108,810

8 Principal, High School

		Minimum	Midpoint	Maximum
Monthly		\$7,277.33	\$8,561.50	\$9,845.75
12 Mos		87,328	102,738	118,149

9 Asst Supt, Bus. & Aux. Support
 Asst Supt, Educational Support
 Asst Supt, Human Resources
 Asst Supt, School Leadership
 Asst Supt, Systems Support

		Minimum	Midpoint	Maximum
Monthly		\$8,630.08	\$9,589.00	\$10,547.83
12 Mos		103,561	115,068	126,574

10 None at this time.

		Minimum	Midpoint	Maximum
Monthly		\$10,471.17	\$11,506.75	\$12,542.42
12 Mos		125,654	138,081	150,509

**2008-2009 Administrative Support Compensation Plan
Eagle Mountain-Saginaw ISD**

Pay Grade

1 Aide, Copy

	Minimum	Midpoint	Maximum
Hourly	\$10.11	\$12.40	\$14.70
187 Days	15,120	18,555	21,989

2 Aide, Attendance
Receptionist
Sec'y, Counselor

	Minimum	Midpoint	Maximum
Hourly	\$11.52	\$14.14	\$16.75
187 Days	17,235	21,146	25,056
197 Days	18,157	22,276	26,396
220 Days	20,277	24,877	29,477
235 Days	21,659	26,573	31,487

3 Secretary, Attendance (All Campuses)
Secretary/Aide, Special Education

	Minimum	Midpoint	Maximum
Hourly	\$12.96	\$15.90	\$18.84
187 Days	19,382	23,783	28,183
197 Days	20,419	25,055	29,691
202 Days	20,937	25,691	30,445
220 Days	22,802	27,980	33,158

4 Athletic Clerical/Specialist
Bookkeeper
Child Nutrition Application Processor
Guidance Technician
Personnel Specialist
Receptionist/Clerk (Maintenance)
Registrar
Secretary, Clerical
Secretary, Development Center
Secretary, Principal - Alternative
Secretary, Principal - Elem
Secretary, Principal - MS
Sub-Find Specialist

	Minimum	Midpoint	Maximum
Hourly	\$13.74	\$16.85	\$19.97
187 Days	20,547	25,209	29,871
202 Days	22,195	27,231	32,267
220 Days	24,174	29,657	35,142
235 Days	25,822	31,680	37,538

5 Secretary, Principal - High School

	Minimum	Midpoint	Maximum
Hourly	\$14.57	\$17.87	\$21.17
235 Days	27,383	33,587	39,793

6 Accounts Payable

Admin Asst to Athletic Director
 Certification Specialist
 PEIMS Asst/Adm Web Site
 Purchasing Clerk/Buyer
 Secretary, Athletics
 Secretary, Counseling
 Secretary, Curriculum
 Secretary, Director of Business
 Secretary, Director Plant Ops
 Secretary, Director Student/Staff
 Secretary, Drug Alcohol/At-Risk
 Secretary, Food Service
 Secretary, Special Svcs
 Secretary, Technology

	Minimum	Midpoint	Maximum
Hourly	\$15.44	\$18.94	\$22.45
197 Days	24,328	29,852	35,377
202 Days	24,945	30,611	36,275
212 Days	26,181	32,126	38,071
220 Days	27,169	33,338	39,508
235 Days	29,021	35,611	42,201

7 Auxiliary Payroll

Benefits Specialist
 Payroll Clerk
 Secretary to Asst Supt

	Minimum	Midpoint	Maximum
Hourly	\$16.37	\$20.08	\$23.79
235 Days	30,775	37,750	44,726
242 Days	31,691	38,874	46,058

8 Data Processing Coordinator

	Minimum	Midpoint	Maximum
Hourly	\$18.78	\$22.49	\$26.20
235 Days	35,303	42,278	49,254

9 Payroll Coordinator

Secretary to Superintendent

	Minimum	Midpoint	Maximum
Hourly	\$22.16	\$26.54	\$30.91
235 Days	41,662	49,890	58,119
242 Days	42,902	51,376	59,850

**2008-2009 Instructional Support Compensation Plan
Eagle Mountain-Saginaw ISD**

Pay Grade

		Minimum	Midpoint	Maximum
1	Aide, Bilingual			
	Aide, Bilingual/ESL			
	Aide, PE			
	Aide, Pre-K (Reg. Ed.)			
	Aide, Title 1 Reading			
	Hourly	\$10.11	\$12.40	\$14.70
	187 Days	15,120	18,555	21,989
	192 Days	15,529	19,046	22,579

		Minimum	Midpoint	Maximum
2	Aide, Library			
	Aide, Pre-K (Sp. Ed.)			
	Aide, Special Education			
	Aide, Special Education CM			
	Hourly	\$10.27	\$12.61	\$14.94
	182 Days	14,954	18,357	21,759
	187 Days	15,365	18,861	22,357

		Minimum	Midpoint	Maximum
3	Aide, Capture Program			
	Aide, Computer Lab			
	Aide, Nurse			
	Aide, Special Education - Behavior			
	Aide, Special Education - DAEP			
	Aide, Special Education - Self-Contained			
	Hourly	\$10.90	\$13.37	\$15.84
	187 Days	16,300	19,996	23,691

		Minimum	Midpoint	Maximum
4	LVN			
	Braillest (added 6/8/07)			
	SAC Monitor			
	Hourly	\$12.54	\$15.38	\$18.22
	187 Days	18,753	23,001	27,264

		Minimum	Midpoint	Maximum
5	Behavior Interventionist			
	Deaf Education Interpreter			
	Hourly	\$14.41	\$17.68	\$20.95
	187 Days	21,560	26,451	31,342

**2008-2009 Auxiliary Compensation Plan
Eagle Mountain-Saginaw ISD**

Pay Grade

- 1** Custodian
Custodian, Central Office
Day Care Provider
Food Service Specialist
Mailman

	Minimum	Midpoint	Maximum
Hourly	\$9.46	\$11.13	\$12.80
187 Days	14,153	16,651	19,148
192 Days	14,531	17,096	19,660
259 Days	19,602	23,061	26,521
261 Days	19,754	23,240	26,726

- 2** Groundskeeper
Parking Lot Security

	Minimum	Midpoint	Maximum
Hourly	\$9.86	\$12.02	\$14.19
187 Days	14,749	17,985	21,222
259 Days	20,429	24,910	29,393
261 Days	20,586	25,103	29,619

- 3** Custodial Repair/Delivery
Food Service Manager Trainee
General Maintenance Worker
Groundskeeper Lead
HVAC Planned Maintenance
Instructional Media Warehouse Spclst.
Lead Custodian, Elementary

	Minimum	Midpoint	Maximum
Hourly	\$11.63	\$14.19	\$16.74
187 Days	17,405	21,222	25,038
261 Days	24,292	29,619	34,947

- 4** Athletic Grounds Specialist
Food Service Manager, Elementary
Food Service Manager, MS
Irrigation Specialist
Lead Custodian, MS (or regular >5)
Vehicle Technician

	Minimum	Midpoint	Maximum
Hourly	\$12.80	\$15.60	\$18.41
187 Days	19,148	23,343	27,536
189 Days	19,353	23,591	27,830
261 Days	26,726	32,579	38,433

- 5** Electrical Apprentice
Food Service Equipment Repair Tech
Food Service Manager, High School
Food Service Trainee Trainer
HVAC Service Technician
Lead Custodian, HS

	Minimum	Midpoint	Maximum
Hourly	\$13.81	\$16.54	\$19.27
189 Days	20,877	25,005	29,132
261 Days	28,830	34,530	40,231

- 6** Carpenter/Cabinetmaker
Locksmith
Mechanic
Pest Control Technician
Repair Tech I
Welder/Carpenter

	Minimum	Midpoint	Maximum
Hourly	\$15.60	\$18.69	\$21.78
235 Days	29,334	35,137	40,941
261 Days	32,579	39,024	45,470

7 Electrician
 HVAC Mechanic
 Plumber
 Repair Tech II

	Minimum	Midpoint	Maximum
Hourly	\$17.63	\$21.12	\$24.60
235 Days	33,143	39,697	46,250
261 Days	36,811	44,090	51,368

8 Audio/Visual Technician
 Food Services Supervisor
 HVAC Control Technician
 Network Assistant

	Minimum	Midpoint	Maximum
Hourly	\$19.39	\$23.23	\$27.06
207 Days	32,115	38,463	44,809
235 Days	36,460	43,665	50,870
261 Days	40,493	48,496	56,498

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