

Eagle Mountain-Saginaw ISD
Teacher, Librarian, Nurse Hiring Schedule
2011-2012
187 Day Schedule

<u>Years</u> <u>Exp</u>	<u>Bachelor's</u> <u>Degree</u>
0	\$46,100.00
1	\$47,100.00
2	\$47,561.00
3	\$48,261.00
4	\$48,701.00
5	\$49,121.00
6	\$49,533.00
7	\$50,019.00
8	\$50,431.00
9	\$50,861.00
10	\$51,210.00
11	\$51,574.00
12	\$51,928.00
13	\$52,348.00
14	\$52,935.00
15	\$53,690.00
16	\$54,201.00
17	\$54,821.00
18	\$55,752.00
19	\$56,106.00
20	\$57,291.00
21	\$58,550.00
22	\$59,817.00
23	\$60,807.00
24	\$61,571.00
25	\$61,575.00

<u>Years</u> <u>Exp</u>	<u>Master's</u> <u>Degree</u>
0	\$47,600.00
1	\$48,600.00
2	\$49,061.00
3	\$49,761.00
4	\$50,201.00
5	\$50,621.00
6	\$51,033.00
7	\$51,519.00
8	\$51,931.00
9	\$52,361.00
10	\$52,710.00
11	\$53,074.00
12	\$53,428.00
13	\$53,848.00
14	\$54,435.00
15	\$55,190.00
16	\$55,701.00
17	\$56,321.00
18	\$57,252.00
19	\$57,606.00
20	\$58,791.00
21	\$60,050.00
22	\$61,317.00
23	\$62,307.00
24	\$63,071.00
25	\$63,075.00

This salary schedule is for the 2011-2012 school year only. Salary increases are not granted automatically each year. Neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule.

Eagle Mountain-Saginaw ISD

2011-2012 Administrative Management Schedule

Pay Grade	Position	Assignment	2011-2012	2011-2012	2011-2012	
<u>1</u>	Central Office	Accountant		Minimum	Midpoint	Maximum
	Central Office	Communications Specialist	Daily	\$ 198.57	\$ 233.62	\$ 268.66
	Maintenance	Custodial Supervisor	235	\$ 46,664	\$ 54,901	\$ 63,135
<u>2</u>	Central Office	Compensation Data Analyst		Minimum	Midpoint	Maximum
	Central Office	Grant Development Specialist	Daily	\$ 228.36	\$ 268.66	\$ 308.96
	Coordinator	Risk Management	235	\$ 53,665	\$ 63,135	\$ 72,606
	Maintenance	Operations Supervisor				
<u>3</u>	Central Office	Supervisor Business Services		Minimum	Midpoint	Maximum
	Director	EMS-ISD Foundation	Daily	\$ 255.76	\$ 300.90	\$ 346.03
	HOLD Special Education	Technology Specialist	187	\$ 47,827	\$ 56,268	\$ 64,708
	Technology	Technology Trainer	206	\$ 52,687	\$ 61,985	\$ 71,282
			235	\$ 60,104	\$ 70,712	\$ 81,317
<u>4</u>	Central Office	ESL/Bilingual		Minimum	Midpoint	Maximum
	Director	Communications	Daily	\$ 281.34	\$ 330.99	\$ 380.64
	Maintenance	Energy Manager	235	\$ 66,115	\$ 77,783	\$ 89,450
	Network Engineer	Network Engineer				
Technology	System Analyst					
<u>5</u>	Coordinator	Classified Staff/Student Serv		Minimum	Midpoint	Maximum
	Coordinator	Data & Assessment	Daily	\$ 306.66	\$ 360.78	\$ 414.89
	Coordinator	Human Resources	235	\$ 72,065	\$ 84,783	\$ 97,499
	Coordinator	Information Systems				
	Coordinator	Payroll				
	Director	Budget & Investments				
	Director	Food Services				
	Director	Purchasing				
	Maintenance	Construction Project Manager				
	Maintenance	Construction Warranty Mgr				
<u>6</u>	Director	Business		Minimum	Midpoint	Maximum
	Director	Construction	Daily	\$ 343.46	\$ 404.07	\$ 464.68
	Director	Plant Operations	235	\$ 80,713	\$ 94,956	\$ 109,200
	Director	Technology				

Eagle Mountain-Saginaw ISD

2011-2012 Administrative Program Schedule

Pay Grade	Position	Assignment	2011-2012	2011-2012	2011-2012	
1	Coordinator	Day Care	Minimum	Midpoint	Maximum	
			Daily	\$ 209.92	\$ 257.57	\$ 305.22
202			\$ 42,404	\$ 52,029	\$ 61,654	
2	Special Education	Behavior Specialist	Minimum	Midpoint	Maximum	
	Special Education	Mobility Specialist	Daily	\$ 230.91	\$ 283.32	\$ 335.74
	Special Education	Occupational Therapist	187	\$ 43,180	\$ 52,981	\$ 62,783
	Special Education	Physical Therapist				
	Special Education	Speech Therapist				
	Truant Officer	Truant				
3	Counselor	Academic Advisor	Minimum	Midpoint	Maximum	
	Counselor	Alternative School	Daily	\$ 245.56	\$ 303.16	\$ 360.75
	Counselor	Career And Tech Ed	187	\$ 45,920	\$ 56,691	\$ 67,460
	Counselor	Elementary	192	\$ 47,148	\$ 58,207	\$ 69,264
	Counselor	High School	197	\$ 48,375	\$ 59,723	\$ 71,068
	Counselor	Intervention	206	\$ 50,585	\$ 62,451	\$ 74,315
	Counselor	Middle School	217	\$ 53,287	\$ 65,786	\$ 78,283
	Counselor	Parenting Counselor				
	Counselor	Special Education				
	Special Education	Diagnostician				
	Special Education	LSSP Diagnostician				
	Special Education	Speech Language Pathologist				
	Specialist	Campus Literacy/Rti				
	Specialist	College Access				
	Specialist	Student Testing/Rti				
4	Assistant Principal	Alternative School	Minimum	Midpoint	Maximum	
	Assistant Principal	Elementary	Daily	\$ 264.37	\$ 324.38	\$ 384.39
	Assistant Principal	Middle School	187	\$ 49,437	\$ 60,659	\$ 71,881
	Central Office	Curriculum Specialist	205	\$ 54,196	\$ 66,498	\$ 78,800
	Coordinator	Health Services	220	\$ 58,161	\$ 71,364	\$ 84,566
	Coordinator	Instructional Media	235	\$ 62,127	\$ 76,229	\$ 90,332
	Director Of Music	High School				
Lead Counselor	High School					
Special Education	Elementary Coordinator					
Special Education	Secondary Coordinator					
5	Assistant Principal	High School	Minimum	Midpoint	Maximum	
	Coordinator	HS Athletics	Daily	\$ 282.87	\$ 347.08	\$ 411.29
	Principal	Alternative School	235	\$ 66,474	\$ 81,564	\$ 96,653

Pay Grade	Position	Assignment	2011-2012	2011-2012	2011-2012	
<u>6</u>	Central Office	Asst Athletic Director		Minimum	Midpoint	Maximum
	Director	Career & Technical Education	Daily	\$ 310.10	\$ 371.38	\$ 432.66
	Director	Counseling/Intervention	235	\$ 72,874	\$ 87,274	\$ 101,675
	Director	Fine Arts				
	Principal	Career & Technical Education				
	Principal	Elementary				
<u>7</u>				Minimum	Midpoint	Maximum
	HOLD Director	Athletics	Daily	\$ 338.01	\$ 404.80	\$ 471.59
	Director	Curriculum	235	\$ 79,432	\$ 95,128	\$ 110,824
	Director	Special Programs				
	Director	Staff Development				
	Principal	Student Services Middle School				
<u>8</u>				Minimum	Midpoint	Maximum
	Principal	High School	Daily	\$ 385.37	\$ 453.38	\$ 521.39
	Executive Director	Assessment/Program Eval.	235	\$ 90,562	\$ 106,544	\$ 122,527
<u>9</u>				Minimum	Midpoint	Maximum
	Officer	Chief Learning Officer	Daily	\$ 457.01	\$ 507.78	\$ 558.56
	Officer	Chief Financial Officer	235	\$ 107,397	\$ 119,328	\$ 131,262
	Officer	Chief Operating Officer				
	Officer	Chief Human Resources Officer				
<u>10</u>				Minimum	Midpoint	Maximum
	Superintendent	Deputy Superintendent	Daily	\$ 554.50	\$ 609.34	\$ 664.18
			235	\$ 130,308	\$ 143,195	\$ 156,082

Eagle Mountain-Saginaw ISD

2011-2012 Administrative Support Schedule

Pay Grade	Position	Assignment	2011-2012	2011-2012	2011-2012		
<u>1</u>	Aide	Copy		Minimum	Midpoint	Maximum	
			Daily	\$ 78.38	\$ 96.15	\$ 113.93	
			187	\$ 14,657	\$ 17,980	\$ 21,305	
<u>2</u>	Campus Support Central Office Secretary Secretary	Receptionist		Minimum	Midpoint	Maximum	
		Receptionist	Daily	\$ 90.08	\$ 110.55	\$ 131.03	
		Attendance	187	\$ 16,845	\$ 20,673	\$ 24,503	
		Counselor	197	\$ 17,746	\$ 21,778	\$ 25,813	
			220	\$ 19,818	\$ 24,321	\$ 28,827	
			235	\$ 21,169	\$ 25,979	\$ 30,792	
<u>3</u>	Secretary Secretary	Attendance		Minimum	Midpoint	Maximum	
		Discipline	Daily	\$ 98.25	\$ 120.53	\$ 142.80	
			187	\$ 18,373	\$ 22,539	\$ 26,704	
			197	\$ 19,355	\$ 23,744	\$ 28,132	
			202	\$ 19,847	\$ 24,347	\$ 28,846	
			220	\$ 21,615	\$ 26,517	\$ 31,416	
<u>4</u>	Campus Support Campus Support Campus Support Central Office Central Office Central Office Central Office Child Nutrition Maintenance Secretary Secretary Secretary	Bookkeeper		Minimum	Midpoint	Maximum	
		Guidance Technician	Daily	\$ 104.10	\$ 127.73	\$ 151.35	
		Registrar	202	\$ 21,028	\$ 25,801	\$ 30,573	
		Athletic Clerical/Specialist	220	\$ 22,902	\$ 28,101	\$ 33,297	
		Personnel Spec/Applications	235	\$ 24,464	\$ 30,017	\$ 35,567	
		Personnel Spec/Receptionist					
		Personnel Specialist					
		Account Specialist					
		Receptionist/Clerk					
		Alternative Principal					
<u>5</u>	Secretary Secretary	Career & Technology Principal		Minimum	Midpoint	Maximum	
		High School Principal	Daily	\$ 112.43	\$ 137.93	\$ 163.43	
			235	\$ 26,421	\$ 32,414	\$ 38,406	

**Pay
Grade**
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Position

Assignment

2011-2012 2011-2012 2011-2012

Administrative Assistant State And Federal Program
 Central Office Accounts Payable
 Central Office Admin Asst - Athletics
 Central Office Purchasing Clerk/Buyer
 Secretary Athletics
 Secretary Business
 Secretary Career & Technical Education
 Secretary Counseling & Intervention
 Secretary Curriculum
 Secretary Child Nutrition
 Secretary Plant Operations
 Secretary Special Services
 Secretary Student/Staff Services
 Secretary Technology
 Technology PC Repair Tech I

	Minimum	Midpoint	Maximum
Daily	\$ 118.05	\$ 144.83	\$ 171.60
235	\$ 27,742	\$ 34,035	\$ 40,326

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Central Office Benefits Specialist
 Central Office Certification Specialist
 Central Office Payroll Specialist
 Secretary Chief Financial Officer
 Secretary Deputy Superintendent
 Secretary Chief Operating Officer
 Secretary Chief Human Resources Officer
 Secretary Chief Learning Officer
 Specialist System Support
 Technology PC Repair Tech II

	Minimum	Midpoint	Maximum
Daily	\$ 133.05	\$ 159.30	\$ 185.55
235	\$ 31,267	\$ 37,436	\$ 43,604

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Child Nutrition Supervisor
 Technology Data Processing Coord
 Technology AV Computer Technician
 Technology Network Assistant

	Minimum	Midpoint	Maximum
Daily	\$ 151.65	\$ 178.43	\$ 205.20
235	\$ 35,638	\$ 41,931	\$ 48,222

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Secretary Superintendent
 Central Office Payroll Coordinator

	Minimum	Midpoint	Maximum
Daily	\$ 177.45	\$ 208.73	\$ 240.00
235	\$ 41,701	\$ 49,052	\$ 56,400
242	\$ 42,943	\$ 50,513	\$ 58,080

Eagle Mountain-Saginaw ISD

2011-2012 Instructional Support Schedule

Pay Grade	Position	Assignment	2011-2012	2011-2012	2011-2012	
1	Aide	Bilingual		Minimum	Midpoint	Maximum
	Aide	PE	Daily	\$ 75.83	\$ 93.00	\$ 110.18
	Aide	Pre Kindergarten	187	\$ 14,180	\$ 17,391	\$ 20,604
	Aide	Title 1 Instructional				
2	Aide	Library		Minimum	Midpoint	Maximum
	Aide	Spec Educ Resource	Daily	\$ 78.08	\$ 95.78	\$ 113.48
	Aide	Special Educ Content Mastery	187	\$ 14,601	\$ 17,911	\$ 21,221
	Aide	Special Education				
3	Aide	Computer		Minimum	Midpoint	Maximum
	Aide	Nurse	Daily	\$ 82.80	\$ 101.55	\$ 120.30
	Aide	Spec Educ Self Contained	187	\$ 15,484	\$ 18,990	\$ 22,496
	Aide	Special Educ Behavior				
	Aide	Virtual Course Computer				
4	Aide	SAC Monitor		Minimum	Midpoint	Maximum
	Special Education	Braillest	Daily	\$ 97.50	\$ 116.78	\$ 136.05
			187	\$ 18,233	\$ 21,838	\$ 25,441
5	Special Education	Behavior Interventionist		Minimum	Midpoint	Maximum
			Daily	\$ 112.13	\$ 134.33	\$ 156.53
			187	\$ 20,968	\$ 25,120	\$ 29,271

Eagle Mountain-Saginaw ISD

2011-2012 Auxiliary Schedule

Pay Grade	Position	Assignment	2011-2012	2011-2012	2011-2012	
<u>1</u>	Child Nutrition Provider Custodian Maintenance	Specialist Day Care Custodian Mailman		Minimum	Midpoint	Maximum
			Hourly	\$ 9.46	\$ 11.13	\$ 12.80
			187	\$ 13,268	\$ 15,610	\$ 17,952
			192	\$ 14,531	\$ 17,096	\$ 19,661
			261	\$ 19,752	\$ 23,239	\$ 26,726
<u>2</u>	Campus Security	Parking Lot Security		Minimum	Midpoint	Maximum
			Hourly	\$ 9.98	\$ 12.24	\$ 14.50
			187	\$ 13,997	\$ 17,167	\$ 20,336
<u>3</u>	Child Nutrition Custodian Maintenance Technology	Manager Trainee Lead Custodian- Elem. & Dev. Cntr. General Maintenance II Instr Media Warehouse Spec		Minimum	Midpoint	Maximum
			Hourly	\$ 11.77	\$ 14.44	\$ 17.11
			187	\$ 16,507	\$ 20,252	\$ 23,997
			261	\$ 24,576	\$ 30,151	\$ 35,726
<u>4</u>	Child Nutrition Custodian Maintenance Maintenance Maintenance Maintenance	Manager- Elem., Middle, Dev. Cntr. Lead Custodian-Middle School Custodial Maint & Delivery Groundskeeper Lead Irrigation Specialist Vehicle Technician		Minimum	Midpoint	Maximum
			Hourly	\$ 12.94	\$ 15.88	\$ 18.82
			192	\$ 19,876	\$ 24,392	\$ 28,908
			261	\$ 27,019	\$ 33,157	\$ 39,296
<u>5</u>	Child Nutrition Custodian Maintenance Maintenance	Manager- High School Lead Custodian- High School Child Nutri Equip Repair Tech Pest Control Technician		Minimum	Midpoint	Maximum
			Hourly	\$ 14.05	\$ 16.83	\$ 19.61
			192	\$ 21,581	\$ 25,851	\$ 30,121
			261	\$ 29,336	\$ 35,141	\$ 40,946
<u>6</u>	Maintenance Maintenance Maintenance Maintenance	Welder/Carpenter Carpenter Warehouse Supervisor Locksmith		Minimum	Midpoint	Maximum
			Hourly	\$ 16.02	\$ 19.19	\$ 22.36
			261	\$ 33,450	\$ 40,069	\$ 46,688
<u>7</u>	Maintenance Maintenance Maintenance	Electrician HVAC Mechanic Plumber		Minimum	Midpoint	Maximum
			Hourly	\$ 17.94	\$ 21.49	\$ 25.04
			261	\$ 37,459	\$ 44,871	\$ 52,284
<u>8</u>	Maintenance	HVAC Control Technician		Minimum	Midpoint	Maximum
			Hourly	\$ 20.10	\$ 24.07	\$ 28.04
			261	\$ 41,969	\$ 50,258	\$ 58,548