

Aubrey ISD
Proposed Compensation Plan for 2011-12

Salaries for continuing employees will remain at 2010-11 levels. There will be no general pay increase for the 2011-12 school year.

If the superintendent certifies that funds are available in the budget, the board of trustees will approve a one-time payment equivalent to \$40 to \$75 per month for the assigned number of duty months for full-time employees. Part-time employees will receive a reduced amount. The superintendent will make a recommendation to the board not later than December 2011. Employees must have been employed by the district prior to October 1, 2011 to be eligible to receive the one-time payment.

**2011–12 Hiring Guide for
Classroom Teachers, Librarians, and Nurses (RN)**

Years Exp	Bachelors Degree	Master's Degree
0	\$40,000	\$41,500
1	\$40,000	\$41,500
2	\$40,100	\$41,600
3	\$40,320	\$41,820
4	\$40,520	\$42,020
5	\$40,720	\$42,220
6	\$40,920	\$42,420
7	\$41,320	\$42,820
8	\$41,720	\$43,220
9	\$42,220	\$43,720
10	\$43,130	\$44,630
11	\$44,110	\$45,610
12	\$45,090	\$46,590
13	\$46,080	\$47,580
14	\$47,060	\$48,560
15	\$48,040	\$49,540
16	\$49,000	\$50,500
17	\$49,910	\$51,410
18	\$50,760	\$52,260
19	\$51,590	\$53,090
20	\$52,340	\$53,840
21	\$52,980	\$54,480
22	\$53,430	\$54,930
23	\$53,880	\$55,380
24	\$54,330	\$55,830
25	\$54,830	\$56,330
26	\$55,410	\$56,910
27	\$55,920	\$57,420
28+	\$56,320	\$57,820

Hiring are developed for one year only. Future salaries for continuing and new teachers cannot be predicted from this guide.

Salary advancement is based only on the pay raise budget approved by the board of trustees each year.

Salaries listed above are based on 10 months.

**2011–12 Proposed Administrative/Professional Compensation Plan
Aubrey ISD**

Pay Grade

1

Trainer / Nurse Asst (*nonexempt*)

		Minimum	Midpoint	Maximum
Monthly		\$3,486	\$4,200	\$4,914
10 Months		34,860	42,000	49,140
11 Months		38,346	46,200	54,054

2

Coordinator, Athletics
Counselor, Elem
Counselor, HS
Counselor, MS

		Minimum	Midpoint	Maximum
Monthly		\$4,216	\$5,019	\$5,822
11 Months		46,376	55,209	64,042
12 Months		50,592	60,228	69,864

3

Dean of Students, MS
Grant Writer

		Minimum	Midpoint	Maximum
Monthly		\$4,469	\$5,320	\$6,171
10.5 Months		46,924	55,861	64,799
11 Months		49,158	58,522	67,885
12 Months		53,627	63,842	74,056

4

Principal, Elem

		Minimum	Midpoint	Maximum
Monthly		\$4,782	\$5,693	\$6,603
12 Months		57,381	68,311	79,240

5

Director, Athletics
Principal, MS

		Minimum	Midpoint	Maximum
Monthly		\$5,116	\$6,091	\$7,066
11 Months		56,281	67,001	77,721
12 Months		61,398	73,092	84,787

6

Director, Special Programs
Principal, HS

		Minimum	Midpoint	Maximum
Monthly		\$5,475	\$6,517	\$7,560
12 Months		65,695	78,209	90,722

7

Asst Superintendent

		Minimum	Midpoint	Maximum
Monthly		\$5,858	\$6,974	\$8,089
12 Months		70,294	83,683	97,073

**2011–12 Proposed Clerical/Paraprofessional Compensation Plan
Aubrey ISD**

Pay Grade

1

Aide, Classroom
Aide, PreK
Aide, Special Ed
Aide, Day Care

	Minimum	Midpoint	Maximum
Hourly	\$9.01	\$10.99	\$12.97
187 Days	13,479	16,441	19,403
197 Days	14,200	17,320	20,441
207 Days	14,921	18,199	21,478
226 Days	16,290	19,870	23,450

2

Aide, Library
Aide, Media Services
Aide, Special Ed - ARD
Aide, Health
Receptionist - HS
Receptionist - MS
Receptionist - Elem

	Minimum	Midpoint	Maximum
Hourly	\$9.68	\$11.81	\$13.94
187 Days	14,481	17,668	20,854
197 Days	15,256	18,613	21,969
207 Days	16,030	19,557	23,085
226 Days	17,501	21,352	25,204

3

PEIMS - Elem

	Minimum	Midpoint	Maximum
Hourly	\$10.95	\$13.35	\$15.75
187 Days	16,381	19,972	23,562
197 Days	17,257	21,040	24,822
207 Days	18,133	22,108	26,082
226 Days	19,798	24,137	28,476

4

Day Care Manager
Receptionist, HS
Registrar - HS
Registrar - MS
Secretary, Elem
Secretary, MS

	Minimum	Midpoint	Maximum
Hourly	\$12.37	\$15.09	\$17.81
187 Days	18,506	22,575	26,644
197 Days	19,495	23,782	28,069
207 Days	20,485	24,989	29,493
226 Days	22,365	27,283	32,200

5

Accounts Payable Specialist
Secretary, HS
Secretary, Assistant Superintendent
Web Design Specialist

	Minimum	Midpoint	Maximum
Hourly	\$13.98	\$17.05	\$20.12
187 Days	20,914	25,507	30,100
197 Days	22,032	26,871	31,709
207 Days	23,151	28,235	33,319
226 Days	25,276	30,826	36,377

6

Admin Assistant to Superintendent
Coord, Finance / Payroll
Coord, District PEIMS

	Minimum	Midpoint	Maximum
Hourly	\$15.80	\$19.27	\$22.74
226 Days	28,566	34,840	41,114

**2011–12 Proposed Auxiliary Compensation Plan
Aubrey ISD**

Pay Grade

1

(Vacant)

	Minimum	Midpoint	Maximum
Hourly	\$7.42	\$8.78	\$10.14
187 Days	11,100	13,135	15,169
226 Days	13,415	15,874	18,333

2

Cafeteria Aide
Transportation, SpEd

	Minimum	Midpoint	Maximum
Hourly	\$8.02	\$9.66	\$11.30
187 Days	11,998	14,451	16,905
226 Days	14,500	17,465	20,430

3

Cafeteria Lead - Elem
Cafeteria Lead - MS

	Minimum	Midpoint	Maximum
Hourly	\$9.56	\$11.59	\$13.62
187 Days	14,302	17,339	20,376
226 Days	17,284	20,955	24,625

4

Help Desk Technician

	Minimum	Midpoint	Maximum
Hourly	\$11.48	\$13.91	\$16.34
187 Days	17,174	20,809	24,445
226 Days	20,756	25,149	29,543

5

Maintenance Specialist

	Minimum	Midpoint	Maximum
Hourly	\$13.77	\$16.69	\$19.61
236 Days	25,998	31,511	37,024

6

Lead Maintenance Specialist
Director, Cafeteria / Transportation

	Minimum	Midpoint	Maximum
Hourly	\$16.52	\$20.03	\$23.54
226 Days	29,868	36,214	42,560
236 Days	31,190	37,817	44,444

7

Software Administrator
Web Administrator
Network Administrator

	Minimum	Midpoint	Maximum
Hourly	\$18.17	\$22.03	\$25.89
207 Days	30,090	36,482	42,874
226 Days	32,851	39,830	46,809