

NEW HIRE SALARY SCHEDULE & EMPLOYEE BENEFITS															
Proposal 2016/17 Salary Schedule															
			197	226	242	1.05 226	1.1 226	1.11 226	1.11 207	1.12 226	1.13 226	1.14 226	1.15 226	1.2 226	1.49 226
			Teachers Adjusted Salary 2015/2016 001	Degreed/ Noncertified/ Asst.Bus. Mgr	Maintenance Director	Campus Coord	Campus Supervisor	Counselor	Speech Pathologist	District Coord	Director	Inst Facili	Asst Princ	Principal	Director of Education
Yrs Exp Pay Step	TEA Salry	Over 20 yrs Supplement	Salary DNC	Salary MNT	Salary COO	Salary SUP	Salary COU	Salary SP1	Salary DCO	Salary DIR	Salary FAC	Salary ASP	Salary PRI	Salary DED	
0	27,320	-	36,975	35,320	38,608	44,539	46,660	47,084	43,126	47,508	47,932	48,357	48,781	50,902	57,689
1	27,910	-	37,925	35,910	39,600	45,683	47,859	48,294	44,234	48,729	49,164	49,599	50,034	52,209	59,171
2	28,490	-	38,515	36,490	38,539	46,394	48,603	49,045	44,922	49,487	49,929	50,371	50,812	53,022	60,091
3	29,080	-	39,095	37,080	40,414	47,093	49,335	49,784	45,598	50,232	50,681	51,129	51,578	53,820	60,996
4	30,320	-	39,685	38,320	41,438	47,803	50,080	50,535	46,286	50,990	51,445	51,901	52,356	54,632	61,917
5	31,560	-	40,925	39,560	42,732	49,297	51,644	52,114	47,733	52,583	53,053	53,522	53,992	56,339	63,851
6	32,800	-	42,165	40,800	44,027	50,791	53,209	53,693	49,179	54,177	54,660	55,144	55,628	58,046	65,786
7	33,950	-	43,405	41,950	45,322	52,284	54,774	55,272	50,625	55,770	56,268	56,766	57,264	59,753	67,721
8	35,040	-	44,555	43,040	46,523	53,670	56,225	56,736	51,967	57,248	57,759	58,270	58,781	61,337	69,515
9	36,070	-	45,645	44,070	47,661	54,983	57,601	58,124	53,238	58,648	59,172	59,695	60,219	62,837	71,215
10	37,040	-	46,675	45,040	48,467	56,223	58,901	59,436	54,439	59,971	60,507	61,042	61,578	64,255	72,822
11	37,960	-	47,645	45,960	49,505	57,392	60,125	60,671	55,571	61,218	61,764	62,311	62,858	65,590	74,336
12	38,840	-	48,565	46,840	50,489	58,500	61,286	61,843	56,644	62,400	62,957	63,514	64,071	66,857	75,771
13	39,650	-	49,445	47,650	51,429	59,560	62,396	62,963	57,670	63,531	64,098	64,665	65,232	68,068	77,144
14	40,430	-	50,255	48,430	52,296	60,536	63,418	63,995	58,615	64,571	65,148	65,724	66,301	69,184	78,408
15	41,160	-	51,035	49,160	53,130	61,475	64,403	64,988	59,524	65,573	66,159	66,744	67,330	70,257	79,625
16	41,860	-	51,765	49,860	53,911	62,354	65,324	65,918	60,376	66,511	67,105	67,699	68,293	71,262	80,764
17	42,510	-	52,465	50,510	54,659	63,198	66,207	66,809	61,192	67,411	68,013	68,615	69,217	72,226	81,856
18	43,130	-	53,115	51,130	55,354	63,981	67,027	67,637	61,950	68,246	68,855	69,465	70,074	73,121	82,870
19	43,720	-	53,735	51,720	56,018	64,727	67,810	68,426	62,674	69,043	69,659	70,276	70,892	73,974	83,838
20	44,270	725	54,325	52,995	56,669	65,483	68,554	69,178	63,362	69,801	70,424	71,047	71,670	74,786	84,758
						Note:									
	Note: Stipend					Master Degree required for Following Positions									
	Teacher- Master degree		750			Years of experience will be taken into consideration									
	Teacher- Special Ed		750			Campus Supervisor									
						Counselor									
						District Coordinator									
						Director									
						Instructional Facilitator									
						Asst Principal									
						Principal									
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Horizon Montessori Public Schools
2016-2017 School Year
Pay Scales

Pay Grade	Pay Step	Hrs Per Day	Hour rate	daily rate	185 days	year salary	197 days	year salary	207 days	year salary	226 days	year salary	260 day	year salary	
AP1	00	8	7.60	60.80	185	11,248.00	197	11,977.60	207	12,585.60	226	13,740.80	260	15,808.00	AP1
AP1	01	8	7.76	62.08	185	11,484.80	197	12,229.76	207	12,850.56	226	14,030.08	260	16,140.80	
AP1	02	8	7.93	63.44	185	11,736.40	197	12,497.68	207	13,132.08	226	14,337.44	260	16,494.40	Custodian
AP1	03	8	8.11	64.88	185	12,002.80	197	12,781.36	207	13,430.16	226	14,662.88	260	16,868.80	Campus Cafeteria Worker
AP1	04	8	8.30	66.40	185	12,284.00	197	13,080.80	207	13,744.80	226	15,006.40	260	17,264.00	Central Kitchen Worker
AP1	05	8	8.50	68.00	185	12,580.00	197	13,396.00	207	14,076.00	226	15,368.00	260	17,680.00	Groundskeeper
AP1	06	8	8.71	69.68	185	12,890.80	197	13,726.96	207	14,423.76	226	15,747.68	260	18,116.80	Night Watchman
AP1	07	8	8.93	71.44	185	13,216.40	197	14,073.68	207	14,788.08	226	16,145.44	260	18,574.40	Security Guard I
AP1	08	8	9.16	73.28	185	13,556.80	197	14,436.16	207	15,168.96	226	16,561.28	260	19,052.80	
AP1	09	8	9.40	75.20	185	13,912.00	197	14,814.40	207	15,566.40	226	16,995.20	260	19,552.00	
AP1	10	8	9.65	77.20	185	14,282.00	197	15,208.40	207	15,980.40	226	17,447.20	260	20,072.00	
AP1	11	8	9.91	79.28	185	14,666.80	197	15,618.16	207	16,410.96	226	17,917.28	260	20,612.80	
AP1	12	8	10.18	81.44	185	15,066.40	197	16,043.68	207	16,858.08	226	18,405.44	260	21,174.40	
AP1	13	8	10.46	83.68	185	15,480.80	197	16,484.96	207	17,321.76	226	18,911.68	260	21,756.80	
AP1	14	8	10.75	86.00	185	15,910.00	197	16,942.00	207	17,802.00	226	19,436.00	260	22,360.00	
AP1	15	8	11.05	88.40	185	16,354.00	197	17,414.80	207	18,298.80	226	19,978.40	260	22,984.00	
AP1	16	8	11.36	90.88	185	16,812.80	197	17,903.36	207	18,812.16	226	20,538.88	260	23,628.80	
AP1	17	8	11.68	93.44	185	17,286.40	197	18,407.68	207	19,342.08	226	21,117.44	260	24,294.40	
AP1	18	8	12.01	96.08	185	17,774.80	197	18,927.76	207	19,888.56	226	21,714.08	260	24,980.80	
AP1	19	8	12.35	98.80	185	18,278.00	197	19,463.60	207	20,451.60	226	22,328.80	260	25,688.00	
AP1	20	8	12.70	101.60	185	18,796.00	197	20,015.20	207	21,031.20	226	22,961.60	260	26,416.00	
AP2	00	8	8.35	66.80	185	12,358.00	197	13,159.60	207	13,827.60	226	15,096.80	260	17,368.00	AP2
AP2	01	8	8.51	68.08	185	12,594.80	197	13,411.76	207	14,092.56	226	15,386.08	260	17,700.80	
AP2	02	8	8.68	69.44	185	12,846.40	197	13,679.68	207	14,374.08	226	15,693.44	260	18,054.40	Cafeteria Manager
AP2	03	8	8.86	70.88	185	13,112.80	197	13,963.36	207	14,672.16	226	16,018.88	260	18,428.80	Assistant Central Kitchen Manager
AP2	04	8	9.05	72.40	185	13,394.00	197	14,262.80	207	14,986.80	226	16,362.40	260	18,824.00	Foreman
AP2	05	8	9.25	74.00	185	13,690.00	197	14,578.00	207	15,318.00	226	16,724.00	260	19,240.00	Inventory Control Clerk
AP2	06	8	9.46	75.68	185	14,000.80	197	14,908.96	207	15,665.76	226	17,103.68	260	19,676.80	Head Custodian
AP2	07	8	9.68	77.44	185	14,326.40	197	15,255.68	207	16,030.08	226	17,501.44	260	20,134.40	Maintenance Worker
AP2	08	8	9.91	79.28	185	14,666.80	197	15,618.16	207	16,410.96	226	17,917.28	260	20,612.80	Construction Worker
AP2	09	8	10.15	81.20	185	15,022.00	197	15,996.40	207	16,808.40	226	18,351.20	260	21,112.00	Security Guard II
AP2	10	8	10.40	83.20	185	15,392.00	197	16,390.40	207	17,222.40	226	18,803.20	260	21,632.00	
AP2	11	8	10.66	85.28	185	15,776.80	197	16,800.16	207	17,652.96	226	19,273.28	260	22,172.80	
AP2	12	8	10.93	87.44	185	16,176.40	197	17,225.68	207	18,100.08	226	19,761.44	260	22,734.40	
AP2	13	8	11.21	89.68	185	16,590.80	197	17,666.96	207	18,563.76	226	20,267.68	260	23,316.80	
AP2	14	8	11.50	92.00	185	17,020.00	197	18,124.00	207	19,044.00	226	20,792.00	260	23,920.00	
AP2	15	8	11.80	94.40	185	17,464.00	197	18,596.80	207	19,540.80	226	21,334.40	260	24,544.00	
AP2	16	8	12.11	96.88	185	17,922.80	197	19,085.36	207	20,054.16	226	21,894.88	260	25,188.80	
AP2	17	8	12.43	99.44	185	18,396.40	197	19,589.68	207	20,584.08	226	22,473.44	260	25,854.40	
AP2	18	8	12.76	102.08	185	18,884.80	197	20,109.76	207	21,130.56	226	23,070.08	260	26,540.80	
AP2	19	8	13.10	104.80	185	19,388.00	197	20,645.60	207	21,693.60	226	23,684.80	260	27,248.00	
AP2	20	8	13.45	107.60	185	19,906.00	197	21,197.20	207	22,273.20	226	24,317.60	260	27,976.00	
AP3	00	8	9.10	72.80	185	13,468.00	197	14,341.60	207	15,069.60	226	16,452.80	260	18,928.00	AP3
AP3	01	8	9.26	74.08	185	13,704.80	197	14,593.76	207	15,334.56	226	16,742.08	260	19,260.80	
AP3	02	8	9.43	75.44	185	13,956.40	197	14,861.68	207	15,616.08	226	17,049.44	260	19,614.40	Bus Mechanic Assistant
AP3	03	8	9.61	76.88	185	14,222.80	197	15,145.36	207	15,914.16	226	17,374.88	260	19,988.80	Central Kitchen Manager
AP3	04	8	9.80	78.40	185	14,504.00	197	15,444.80	207	16,228.80	226	17,718.40	260	20,384.00	Certified Bus Driver
AP3	05	8	10.00	80.00	185	14,800.00	197	15,760.00	207	16,560.00	226	18,080.00	260	20,800.00	Certified Security Officer
AP3	06	8	10.21	81.68	185	15,110.80	197	16,090.96	207	16,907.76	226	18,459.68	260	21,236.80	Dispatcher
AP3	07	8	10.43	83.44	185	15,436.40	197	16,437.68	207	17,272.08	226	18,857.44	260	21,694.40	
AP3	08	8	10.66	85.28	185	15,776.80	197	16,800.16	207	17,652.96	226	19,273.28	260	22,172.80	
AP3	09	8	10.90	87.20	185	16,132.00	197	17,178.40	207	18,050.40	226	19,707.20	260	22,672.00	
AP3	10	8	11.15	89.20	185	16,502.00	197	17,572.40	207	18,464.40	226	20,159.20	260	23,192.00	
AP3	11	8	11.41	91.28	185	16,886.80	197	17,982.16	207	18,894.96	226	20,629.28	260	23,732.80	
AP3	12	8	11.68	93.44	185	17,286.40	197	18,407.68	207	19,342.08	226	21,117.44	260	24,294.40	
AP3	13	8	11.96	95.68	185	17,700.80	197	18,848.96	207	19,805.76	226	21,623.68	260	24,876.80	
AP3	14	8	12.25	98.00	185	18,130.00	197	19,306.00	207	20,286.00	226	22,148.00	260	25,480.00	
AP3	15	8	12.55	100.40	185	18,574.00	197	19,778.80	207	20,782.80	226	22,690.40	260	26,104.00	
AP3	16	8	12.86	102.88	185	19,032.80	197	20,267.36	207	21,296.16	226	23,250.88	260	26,748.80	
AP3	17	8	13.18	105.44	185	19,506.40	197	20,771.68	207	21,826.08	226	23,829.44	260	27,414.40	
AP3	18	8	13.51	108.08	185	19,994.80	197	21,291.76	207	22,372.56	226	24,426.08	260	28,100.80	
AP3	19	8	13.85	110.80	185	20,498.00	197	21,827.60	207	22,935.60	226	25,040.80	260	28,808.00	
AP3	20	8	14.20	113.60	185	21,016.00	197	22,379.20	207	23,515.20	226	25,673.60	260	29,536.00	

AP4	00	8	9.85	78.80	185	14,578.00	197	15,523.60	207	16,311.60	226	17,808.80	260	20,488.00	AP4
AP4	01	8	10.01	80.08	185	14,814.80	197	15,775.76	207	16,576.56	226	18,098.08	260	20,820.80	
AP4	02	8	10.18	81.44	185	15,066.40	197	16,043.68	207	16,858.08	226	18,405.44	260	21,174.40	Certified Bus Mechanic
AP4	03	8	10.36	82.88	185	15,332.80	197	16,327.36	207	17,156.16	226	18,730.88	260	21,548.80	Certified Handyman
AP4	04	8	10.55	84.40	185	15,614.00	197	16,626.80	207	17,470.80	226	19,074.40	260	21,944.00	1. HVAC
AP4	05	8	10.75	86.00	185	15,910.00	197	16,942.00	207	17,802.00	226	19,436.00	260	22,360.00	2. Electrician
AP4	06	8	10.96	87.68	185	16,220.80	197	17,272.96	207	18,149.76	226	19,815.68	260	22,796.80	3. Plumber
AP4	07	8	11.18	89.44	185	16,546.40	197	17,619.68	207	18,514.08	226	20,213.44	260	23,254.40	4. Experienced Carpenter
AP4	08	8	11.41	91.28	185	16,886.80	197	17,982.16	207	18,894.96	226	20,629.28	260	23,732.80	
AP4	09	8	11.65	93.20	185	17,242.00	197	18,360.40	207	19,292.40	226	21,063.20	260	24,232.00	
AP4	10	8	11.90	95.20	185	17,612.00	197	18,754.40	207	19,706.40	226	21,515.20	260	24,752.00	
AP4	11	8	12.16	97.28	185	17,996.80	197	19,164.16	207	20,136.96	226	21,985.28	260	25,292.80	
AP4	12	8	12.43	99.44	185	18,396.40	197	19,589.68	207	20,584.08	226	22,473.44	260	25,854.40	
AP4	13	8	12.71	101.68	185	18,810.80	197	20,030.96	207	21,047.76	226	22,979.68	260	26,436.80	
AP4	14	8	13.00	104.00	185	19,240.00	197	20,488.00	207	21,528.00	226	23,504.00	260	27,040.00	
AP4	15	8	13.30	106.40	185	19,684.00	197	20,960.80	207	22,024.80	226	24,046.40	260	27,664.00	
AP4	16	8	13.61	108.88	185	20,142.80	197	21,449.36	207	22,538.16	226	24,606.88	260	28,308.80	
AP4	17	8	13.93	111.44	185	20,616.40	197	21,953.68	207	23,068.08	226	25,185.44	260	28,974.40	
AP4	18	8	14.26	114.08	185	21,104.80	197	22,473.76	207	23,614.56	226	25,782.08	260	29,660.80	
AP4	19	8	14.60	116.80	185	21,608.00	197	23,009.60	207	24,177.60	226	26,396.80	260	30,368.00	
AP4	20	8	14.95	119.60	185	22,126.00	197	23,561.20	207	24,757.20	226	27,029.60	260	31,096.00	
AP5	00	8	13.65	109.20	185	20,202.00	197	21,512.40	207	22,604.40	226	24,679.20	260	28,392.00	AP5
AP5	01	8	13.81	110.48	185	20,438.80	197	21,764.56	207	22,869.36	226	24,968.48	260	28,724.80	
AP5	02	8	13.98	111.84	185	20,690.40	197	22,032.48	207	23,150.88	226	25,275.84	260	29,078.40	Food Service Supervisor
AP5	03	8	14.16	113.28	185	20,956.80	197	22,316.16	207	23,448.96	226	25,601.28	260	29,452.80	
AP5	04	8	14.35	114.80	185	21,238.00	197	22,615.60	207	23,763.60	226	25,944.80	260	29,848.00	
AP5	05	8	14.55	116.40	185	21,534.00	197	22,930.80	207	24,094.80	226	26,306.40	260	30,264.00	
AP5	06	8	14.76	118.08	185	21,844.80	197	23,261.76	207	24,442.56	226	26,686.08	260	30,700.80	
AP5	07	8	14.98	119.84	185	22,170.40	197	23,608.48	207	24,806.88	226	27,083.84	260	31,158.40	
AP5	08	8	15.21	121.68	185	22,510.80	197	23,970.96	207	25,187.76	226	27,499.68	260	31,636.80	
AP5	09	8	15.45	123.60	185	22,866.00	197	24,349.20	207	25,585.20	226	27,933.60	260	32,136.00	
AP5	10	8	15.70	125.60	185	23,236.00	197	24,743.20	207	25,999.20	226	28,385.60	260	32,656.00	
AP5	11	8	15.96	127.68	185	23,620.80	197	25,152.96	207	26,429.76	226	28,855.68	260	33,196.80	
AP5	12	8	16.23	129.84	185	24,020.40	197	25,578.48	207	26,876.88	226	29,343.84	260	33,758.40	
AP5	13	8	16.51	132.08	185	24,434.80	197	26,019.76	207	27,340.56	226	29,850.08	260	34,340.80	
AP5	14	8	16.80	134.40	185	24,864.00	197	26,476.80	207	27,820.80	226	30,374.40	260	34,944.00	
AP5	15	8	17.10	136.80	185	25,308.00	197	26,949.60	207	28,317.60	226	30,916.80	260	35,568.00	
AP5	16	8	17.41	139.28	185	25,766.80	197	27,438.16	207	28,830.96	226	31,477.28	260	36,212.80	
AP5	17	8	17.73	141.84	185	26,240.40	197	27,942.48	207	29,360.88	226	32,055.84	260	36,878.40	
AP5	18	8	18.06	144.48	185	26,728.80	197	28,462.56	207	29,907.36	226	32,652.48	260	37,564.80	
AP5	19	8	18.40	147.20	185	27,232.00	197	28,998.40	207	30,470.40	226	33,267.20	260	38,272.00	
AP5	20	8	18.75	150.00	185	27,750.00	197	29,550.00	207	31,050.00	226	33,900.00	260	39,000.00	

PG1	00	8	8.43	67.44	185	12,476.40	197	13,285.68	207	13,960.08	226	15,241.44	260	17,534.40	PG1 Aides/Campus Receptionist
PG1	01	8	8.59	68.72	185	12,713.20	197	13,537.84	207	14,225.04	226	15,530.72	260	17,867.20	
PG1	02	8	8.76	70.08	185	12,964.80	197	13,805.76	207	14,506.56	226	15,838.08	260	18,220.80	
PG1	03	8	8.94	71.52	185	13,231.20	197	14,089.44	207	14,804.64	226	16,163.52	260	18,595.20	
PG1	04	8	9.13	73.04	185	13,512.40	197	14,388.88	207	15,119.28	226	16,507.04	260	18,990.40	
PG1	05	8	9.33	74.64	185	13,808.40	197	14,704.08	207	15,450.48	226	16,868.64	260	19,406.40	
PG1	06	8	9.54	76.32	185	14,119.20	197	15,035.04	207	15,798.24	226	17,248.32	260	19,843.20	
PG1	07	8	9.76	78.08	185	14,444.80	197	15,381.76	207	16,162.56	226	17,646.08	260	20,300.80	
PG1	08	8	9.99	79.92	185	14,785.20	197	15,744.24	207	16,543.44	226	18,061.92	260	20,779.20	
PG1	09	8	10.23	81.84	185	15,140.40	197	16,122.48	207	16,940.88	226	18,495.84	260	21,278.40	
PG1	10	8	10.48	83.84	185	15,510.40	197	16,516.48	207	17,354.88	226	18,947.84	260	21,798.40	
PG1	11	8	10.74	85.92	185	15,895.20	197	16,926.24	207	17,785.44	226	19,417.92	260	22,339.20	
PG1	12	8	11.01	88.08	185	16,294.80	197	17,351.76	207	18,232.56	226	19,906.08	260	22,900.80	
PG1	13	8	11.29	90.32	185	16,709.20	197	17,793.04	207	18,696.24	226	20,412.32	260	23,483.20	
PG1	14	8	11.58	92.64	185	17,138.40	197	18,250.08	207	19,176.48	226	20,936.64	260	24,086.40	
PG1	15	8	11.88	95.04	185	17,582.40	197	18,722.88	207	19,673.28	226	21,479.04	260	24,710.40	
PG1	16	8	12.19	97.52	185	18,041.20	197	19,211.44	207	20,186.64	226	22,039.52	260	25,355.20	
PG1	17	8	12.51	100.08	185	18,514.80	197	19,715.76	207	20,716.56	226	22,618.08	260	26,020.80	
PG1	18	8	12.84	102.72	185	19,003.20	197	20,235.84	207	21,263.04	226	23,214.72	260	26,707.20	
PG1	19	8	13.18	105.44	185	19,506.40	197	20,771.68	207	21,826.08	226	23,829.44	260	27,414.40	
PG1	20	8	13.53	108.24	185	20,024.40	197	21,323.28	207	22,405.68	226	24,462.24	260	28,142.40	
PG1	21	8	13.89	111.12	185	20,557.20	197	21,890.64	207	23,001.84	226	25,113.12	260	28,891.20	
PG1	22	8	14.26	114.08	185	21,104.80	197	22,473.76	207	23,614.56	226	25,782.08	260	29,660.80	
PG1	23	8	14.64	117.12	185	21,667.20	197	23,072.64	207	24,243.84	226	26,469.12	260	30,451.20	
PG1	24	8	15.03	120.24	185	22,244.40	197	23,687.28	207	24,889.68	226	27,174.24	260	31,262.40	
PG1	25	8	15.43	123.44	185	22,836.40	197	24,317.68	207	25,552.08	226	27,897.44	260	32,094.40	
PG1	26	8	15.84	126.72	185	23,443.20	197	24,963.84	207	26,231.04	226	28,638.72	260	32,947.20	
PG1	27	8	16.26	130.08	185	24,064.80	197	25,625.76	207	26,926.56	226	29,398.08	260	33,820.80	
PG1	28	8	16.69	133.52	185	24,701.20	197	26,303.44	207	27,638.64	226	30,175.52	260	34,715.20	
PG1	29	8	17.13	137.04	185	25,352.40	197	26,996.88	207	28,367.28	226	30,971.04	260	35,630.40	
PG1	30	8	17.58	140.64	185	26,018.40	197	27,706.08	207	29,112.48	226	31,784.64	260	36,566.40	
PG2	00	8	9.18	73.44	185	13,586.40	197	14,467.68	207	15,202.08	226	16,597.44	260	19,094.40	PG2 Clerks Custodian District Receptionist Certified Nurses Assistant
PG2	01	8	9.34	74.72	185	13,823.20	197	14,719.84	207	15,467.04	226	16,886.72	260	19,427.20	
PG2	02	8	9.51	76.08	185	14,074.80	197	14,987.76	207	15,748.56	226	17,194.08	260	19,780.80	
PG2	03	8	9.69	77.52	185	14,341.20	197	15,271.44	207	16,046.64	226	17,519.52	260	20,155.20	
PG2	04	8	9.88	79.04	185	14,622.40	197	15,570.88	207	16,361.28	226	17,863.04	260	20,550.40	
PG2	05	8	10.08	80.64	185	14,918.40	197	15,886.08	207	16,692.48	226	18,224.64	260	20,966.40	
PG2	06	8	10.29	82.32	185	15,229.20	197	16,217.04	207	17,040.24	226	18,604.32	260	21,403.20	
PG2	07	8	10.51	84.08	185	15,554.80	197	16,563.76	207	17,404.56	226	19,002.08	260	21,860.80	
PG2	08	8	10.74	85.92	185	15,895.20	197	16,926.24	207	17,785.44	226	19,417.92	260	22,339.20	
PG2	09	8	10.98	87.84	185	16,250.40	197	17,304.48	207	18,182.88	226	19,851.84	260	22,838.40	
PG2	10	8	11.23	89.84	185	16,620.40	197	17,698.48	207	18,596.88	226	20,303.84	260	23,358.40	
PG2	11	8	11.49	91.92	185	17,005.20	197	18,108.24	207	19,027.44	226	20,773.92	260	23,899.20	
PG2	12	8	11.76	94.08	185	17,404.80	197	18,533.76	207	19,474.56	226	21,262.08	260	24,460.80	
PG2	13	8	12.04	96.32	185	17,819.20	197	18,975.04	207	19,938.24	226	21,768.32	260	25,043.20	
PG2	14	8	12.33	98.64	185	18,248.40	197	19,432.08	207	20,418.48	226	22,292.64	260	25,646.40	
PG2	15	8	12.63	101.04	185	18,692.40	197	19,904.88	207	20,915.28	226	22,835.04	260	26,270.40	
PG2	16	8	12.94	103.52	185	19,151.20	197	20,393.44	207	21,428.64	226	23,395.52	260	26,915.20	
PG2	17	8	13.26	106.08	185	19,624.80	197	20,897.76	207	21,958.56	226	23,974.08	260	27,580.80	
PG2	18	8	13.59	108.72	185	20,113.20	197	21,417.84	207	22,505.04	226	24,570.72	260	28,267.20	
PG2	19	8	13.93	111.44	185	20,616.40	197	21,953.68	207	23,068.08	226	25,185.44	260	28,974.40	
PG2	20	8	14.28	114.24	185	21,134.40	197	22,505.28	207	23,647.68	226	25,818.24	260	29,702.40	
PG2	21	8	14.64	117.12	185	21,667.20	197	23,072.64	207	24,243.84	226	26,469.12	260	30,451.20	
PG2	22	8	15.01	120.08	185	22,214.80	197	23,655.76	207	24,856.56	226	27,138.08	260	31,220.80	
PG2	23	8	15.39	123.12	185	22,777.20	197	24,254.64	207	25,485.84	226	27,825.12	260	32,011.20	
PG2	24	8	15.78	126.24	185	23,354.40	197	24,869.28	207	26,131.68	226	28,530.24	260	32,822.40	
PG2	25	8	16.18	129.44	185	23,946.40	197	25,499.68	207	26,794.08	226	29,253.44	260	33,654.40	
PG2	26	8	16.59	132.72	185	24,553.20	197	26,145.84	207	27,473.04	226	29,994.72	260	34,507.20	
PG2	27	8	17.01	136.08	185	25,174.80	197	26,807.76	207	28,168.56	226	30,754.08	260	35,380.80	
PG2	28	8	17.44	139.52	185	25,811.20	197	27,485.44	207	28,880.64	226	31,531.52	260	36,275.20	
PG2	29	8	17.88	143.04	185	26,462.40	197	28,178.88	207	29,609.28	226	32,327.04	260	37,190.40	
PG2	30	8	18.33	146.64	185	27,128.40	197	28,888.08	207	30,354.48	226	33,140.64	260	38,126.40	

PG3	00	8	9.93	79.44	185	14,696.40	197	15,649.68	207	16,444.08	226	17,953.44	260	20,654.40	PG3
PG3	01	8	10.09	80.72	185	14,933.20	197	15,901.84	207	16,709.04	226	18,242.72	260	20,987.20	
PG3	02	8	10.26	82.08	185	15,184.80	197	16,169.76	207	16,990.56	226	18,550.08	260	21,340.80	District Secretary
PG3	03	8	10.44	83.52	185	15,451.20	197	16,453.44	207	17,288.64	226	18,875.52	260	21,715.20	Principal Secretary
PG3	04	8	10.63	85.04	185	15,732.40	197	16,752.88	207	17,603.28	226	19,219.04	260	22,110.40	District Attendance Clerk
PG3	05	8	10.83	86.64	185	16,028.40	197	17,068.08	207	17,934.48	226	19,580.64	260	22,526.40	
PG3	06	8	11.04	88.32	185	16,339.20	197	17,399.04	207	18,282.24	226	19,960.32	260	22,963.20	
PG3	07	8	11.26	90.08	185	16,664.80	197	17,745.76	207	18,646.56	226	20,358.08	260	23,420.80	
PG3	08	8	11.49	91.92	185	17,005.20	197	18,108.24	207	19,027.44	226	20,773.92	260	23,899.20	
PG3	09	8	11.73	93.84	185	17,360.40	197	18,486.48	207	19,424.88	226	21,207.84	260	24,398.40	
PG3	10	8	11.98	95.84	185	17,730.40	197	18,880.48	207	19,838.88	226	21,659.84	260	24,918.40	
PG3	11	8	12.24	97.92	185	18,115.20	197	19,290.24	207	20,269.44	226	22,129.92	260	25,459.20	
PG3	12	8	12.51	100.08	185	18,514.80	197	19,715.76	207	20,716.56	226	22,618.08	260	26,020.80	
PG3	13	8	12.79	102.32	185	18,929.20	197	20,157.04	207	21,180.24	226	23,124.32	260	26,603.20	
PG3	14	8	13.08	104.64	185	19,358.40	197	20,614.08	207	21,660.48	226	23,648.64	260	27,206.40	
PG3	15	8	13.38	107.04	185	19,802.40	197	21,086.88	207	22,157.28	226	24,191.04	260	27,830.40	
PG3	16	8	13.69	109.52	185	20,261.20	197	21,575.44	207	22,670.64	226	24,751.52	260	28,475.20	
PG3	17	8	14.01	112.08	185	20,734.80	197	22,079.76	207	23,200.56	226	25,330.08	260	29,140.80	
PG3	18	8	14.34	114.72	185	21,223.20	197	22,599.84	207	23,747.04	226	25,926.72	260	29,827.20	
PG3	19	8	14.68	117.44	185	21,726.40	197	23,135.68	207	24,310.08	226	26,541.44	260	30,534.40	
PG3	20	8	15.03	120.24	185	22,244.40	197	23,687.28	207	24,889.68	226	27,174.24	260	31,262.40	
PG3	21	8	15.39	123.12	185	22,777.20	197	24,254.64	207	25,485.84	226	27,825.12	260	32,011.20	
PG4	00	8	10.68	85.44	185	15,806.40	197	16,831.68	207	17,686.08	226	19,309.44	260	22,214.40	PG4
PG4	01	8	10.84	86.72	185	16,043.20	197	17,083.84	207	17,951.04	226	19,598.72	260	22,547.20	
PG4	02	8	11.01	88.08	185	16,294.80	197	17,351.76	207	18,232.56	226	19,906.08	260	22,900.80	Superintendent Secretary
PG4	03	8	11.19	89.52	185	16,561.20	197	17,635.44	207	18,530.64	226	20,231.52	260	23,275.20	Assistant Superintendent Secretary
PG4	04	8	11.38	91.04	185	16,842.40	197	17,934.88	207	18,845.28	226	20,575.04	260	23,670.40	District Payroll Clerk
PG4	05	8	11.58	92.64	185	17,138.40	197	18,250.08	207	19,176.48	226	20,936.64	260	24,086.40	District Accounts Payable Clerk
PG4	06	8	11.79	94.32	185	17,449.20	197	18,581.04	207	19,524.24	226	21,316.32	260	24,523.20	District PEIMS
PG4	07	8	12.01	96.08	185	17,774.80	197	18,927.76	207	19,888.56	226	21,714.08	260	24,980.80	
PG4	08	8	12.24	97.92	185	18,115.20	197	19,290.24	207	20,269.44	226	22,129.92	260	25,459.20	
PG4	09	8	12.48	99.84	185	18,470.40	197	19,668.48	207	20,666.88	226	22,563.84	260	25,958.40	
PG4	10	8	12.73	101.84	185	18,840.40	197	20,062.48	207	21,080.88	226	23,015.84	260	26,478.40	
PG4	11	8	12.99	103.92	185	19,225.20	197	20,472.24	207	21,511.44	226	23,485.92	260	27,019.20	
PG4	12	8	13.26	106.08	185	19,624.80	197	20,897.76	207	21,958.56	226	23,974.08	260	27,580.80	
PG4	13	8	13.54	108.32	185	20,039.20	197	21,339.04	207	22,422.24	226	24,480.32	260	28,163.20	
PG4	14	8	13.83	110.64	185	20,468.40	197	21,796.08	207	22,902.48	226	25,004.64	260	28,766.40	
PG4	15	8	14.13	113.04	185	20,912.40	197	22,268.88	207	23,399.28	226	25,547.04	260	29,390.40	
PG4	16	8	14.44	115.52	185	21,371.20	197	22,757.44	207	23,912.64	226	26,107.52	260	30,035.20	
PG4	17	8	14.76	118.08	185	21,844.80	197	23,261.76	207	24,442.56	226	26,686.08	260	30,700.80	
PG4	18	8	15.09	120.72	185	22,333.20	197	23,781.84	207	24,989.04	226	27,282.72	260	31,387.20	
PG4	19	8	15.43	123.44	185	22,836.40	197	24,317.68	207	25,552.08	226	27,897.44	260	32,094.40	
PG4	20	8	15.78	126.24	185	23,354.40	197	24,869.28	207	26,131.68	226	28,530.24	260	32,822.40	
PG5	00	8	11.43	91.44	185	16,916.40	197	18,013.68	207	18,928.08	226	20,665.44	260	23,774.40	PG5
PG5	01	8	11.59	92.72	185	17,153.20	197	18,265.84	207	19,193.04	226	20,954.72	260	24,107.20	
PG5	02	8	11.76	94.08	185	17,404.80	197	18,533.76	207	19,474.56	226	21,262.08	260	24,460.80	Superintendent Secretary
PG5	03	8	11.94	95.52	185	17,671.20	197	18,817.44	207	19,772.64	226	21,587.52	260	24,835.20	Director of Education Secretary
PG5	04	8	12.13	97.04	185	17,952.40	197	19,116.88	207	20,087.28	226	21,931.04	260	25,230.40	District Payroll Clerk
PG5	05	8	12.33	98.64	185	18,248.40	197	19,432.08	207	20,418.48	226	22,292.64	260	25,646.40	District Accounts Payable Clerk
PG5	06	8	12.54	100.32	185	18,559.20	197	19,763.04	207	20,766.24	226	22,672.32	260	26,083.20	Human Resource Clerk
PG5	07	8	12.76	102.08	185	18,884.80	197	20,109.76	207	21,130.56	226	23,070.08	260	26,540.80	Recruitment/Marketing
PG5	08	8	12.99	103.92	185	19,225.20	197	20,472.24	207	21,511.44	226	23,485.92	260	27,019.20	
PG5	09	8	13.23	105.84	185	19,580.40	197	20,850.48	207	21,908.88	226	23,919.84	260	27,518.40	
PG5	10	8	13.48	107.84	185	19,950.40	197	21,244.48	207	22,322.88	226	24,371.84	260	28,038.40	
PG5	11	8	13.74	109.92	185	20,335.20	197	21,654.24	207	22,753.44	226	24,841.92	260	28,579.20	
PG5	12	8	14.01	112.08	185	20,734.80	197	22,079.76	207	23,200.56	226	25,330.08	260	29,140.80	
PG5	13	8	14.29	114.32	185	21,149.20	197	22,521.04	207	23,664.24	226	25,836.32	260	29,723.20	
PG5	14	8	14.58	116.64	185	21,578.40	197	22,978.08	207	24,144.48	226	26,360.64	260	30,326.40	
PG5	15	8	14.88	119.04	185	22,022.40	197	23,450.88	207	24,641.28	226	26,903.04	260	30,950.40	
PG5	16	8	15.19	121.52	185	22,481.20	197	23,939.44	207	25,154.64	226	27,463.52	260	31,595.20	
PG5	17	8	15.51	124.08	185	22,954.80	197	24,443.76	207	25,684.56	226	28,042.08	260	32,260.80	
PG5	18	8	15.84	126.72	185	23,443.20	197	24,963.84	207	26,231.04	226	28,638.72	260	32,947.20	
PG5	19	8	16.18	129.44	185	23,946.40	197	25,499.68	207	26,794.08	226	29,253.44	260	33,654.40	
PG5	20	8	16.53	132.24	185	24,464.40	197	26,051.28	207	27,373.68	226	29,886.24	260	34,382.40	

PG6	00	8	15.75	126.00	185	23,310.00	197	24,822.00	207	26,082.00	226	28,476.00	260	32,760.00	PG6 PEIMS/Purchasing Coordinator Non-Degreed Coordinators Marketing Specialist
PG6	01	8	15.91	127.28	185	23,546.80	197	25,074.16	207	26,346.96	226	28,765.28	260	33,092.80	
PG6	02	8	16.08	128.64	185	23,798.40	197	25,342.08	207	26,628.48	226	29,072.64	260	33,446.40	
PG6	03	8	16.26	130.08	185	24,064.80	197	25,625.76	207	26,926.56	226	29,398.08	260	33,820.80	
PG6	04	8	16.45	131.60	185	24,346.00	197	25,925.20	207	27,241.20	226	29,741.60	260	34,216.00	
PG6	05	8	16.65	133.20	185	24,642.00	197	26,240.40	207	27,572.40	226	30,103.20	260	34,632.00	
PG6	06	8	16.86	134.88	185	24,952.80	197	26,571.36	207	27,920.16	226	30,482.88	260	35,068.80	
PG6	07	8	17.08	136.64	185	25,278.40	197	26,918.08	207	28,284.48	226	30,880.64	260	35,526.40	
PG6	08	8	17.31	138.48	185	25,618.80	197	27,280.56	207	28,665.36	226	31,296.48	260	36,004.80	
PG6	09	8	17.55	140.40	185	25,974.00	197	27,658.80	207	29,062.80	226	31,730.40	260	36,504.00	
PG6	10	8	17.80	142.40	185	26,344.00	197	28,052.80	207	29,476.80	226	32,182.40	260	37,024.00	
PG6	11	8	18.06	144.48	185	26,728.80	197	28,462.56	207	29,907.36	226	32,652.48	260	37,564.80	
PG6	12	8	18.33	146.64	185	27,128.40	197	28,888.08	207	30,354.48	226	33,140.64	260	38,126.40	
PG6	13	8	18.61	148.88	185	27,542.80	197	29,329.36	207	30,818.16	226	33,646.88	260	38,708.80	
PG6	14	8	18.90	151.20	185	27,972.00	197	29,786.40	207	31,298.40	226	34,171.20	260	39,312.00	
PG6	15	8	19.20	153.60	185	28,416.00	197	30,259.20	207	31,795.20	226	34,713.60	260	39,936.00	
PG6	16	8	19.51	156.08	185	28,874.80	197	30,747.76	207	32,308.56	226	35,274.08	260	40,580.80	
PG6	17	8	19.83	158.64	185	29,348.40	197	31,252.08	207	32,838.48	226	35,852.64	260	41,246.40	
PG6	18	8	20.16	161.28	185	29,836.80	197	31,772.16	207	33,384.96	226	36,449.28	260	41,932.80	
PG6	19	8	20.50	164.00	185	30,340.00	197	32,308.00	207	33,948.00	226	37,064.00	260	42,640.00	
PG6	20	8	20.85	166.80	185	30,858.00	197	32,859.60	207	34,527.60	226	37,696.80	260	43,368.00	
PG6	21	8	21.21	169.68	185	31,390.80	197	33,426.96	207	35,123.76	226	38,347.68	260	44,116.80	
PG6	22	8	21.58	172.64	185	31,938.40	197	34,010.08	207	35,736.48	226	39,016.64	260	44,886.40	
PG6	23	8	21.96	175.68	185	32,500.80	197	34,608.96	207	36,365.76	226	39,703.68	260	45,676.80	
PG6	24	8	22.35	178.80	185	33,078.00	197	35,223.60	207	37,011.60	226	40,408.80	260	46,488.00	
PG6	25	8	22.75	182.00	185	33,670.00	197	35,854.00	207	37,674.00	226	41,132.00	260	47,320.00	

Horizon Montessori Public Schools
2016-2017 School Year
Substitutes and Stipends

	Quantity	Amount
Substitutes		
No Bachelors		64.00
Bachelors		95.00
Certified Teacher		108.00
Permanent Sub- Non Certified		110.00
Permanent Sub- Certified		115.00
Permanent Sub- Masters		150.00

Summer School		
Teachers		25.00
Paras		Daily Rate
Nurses		Daily Rate

Tutoring		
Tutors- Non Teachers		10.00
Teachers		20.00

Other Duties		
Masters Degree		750.00
Special Education		750.00
4 Preps- Middle School	12	2,000.00
Academic UIL	18	500.00
Bilingual/ESL	16	750.00
Mentor- Teacher	15	400.00
District Retention (All Employees)		150.00

After School Care		
Extended Day		10.10

Longevity Pay (Service to the District)		
5 years		500.00
10 years		1,000.00
15 years		1,500.00
20 years		2,000.00
25 years		2,500.00
30 years		3,000.00