



ALEDO ISD BOARD MEETING TEMPLATE

MEETING DATE: December 16, 2019

AGENDA ITEM: Consider Approval of Pay Grade Position Adjustment

PRESENTER: Earl Husfeld, Chief Financial Officer and Sherry Taylor, Executive Director Human Resources

BACKGROUND INFORMATION:

- The District's current pay grade structure has the District PEIMS Coordinator and the Payroll and Benefits Coordinator positions in a clerical/paraprofessional pay grade. This pay grade is for positions that are not exempt from the Fair Labor Standards Act. After reviewing the duties and responsibilities assigned to these positions, similar positions in peer districts, and the market for these positions, the District is making the recommendation to move these two (2) positions from Pay Grade 7 on the Clerical/Paraprofessional Pay Plan to Pay Grade 1 on the Administrative/Professional Pay Plan. The two (2) positions will now be salaried positions and will be exempt from the Fair Labor Standards Act.

FISCAL INFORMATION:

Any adjustment related to this pay grade change will be paid from currently budgeted funds in the 2019-2020 General Fund budget.

ATTACHMENTS:

2019-2020 Aledo ISD Administrative/Professional Pay Plan and 2019-2020 Aledo ISD Clerical/Paraprofessional Pay Plan

ADMINISTRATIVE RECOMMENDATION:

The Administration recommends the Board of Trustees approve the revised Administrative/Professional Pay Plan as presented.

Aledo Independent School District
Administrative/Professional Pay Plan
2019-2020

Pay Grade	Job Title	Duty Months	Minimum	Midpoint	Maximum
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1		
	Accountant (degreed)	12
	Business Manager	12
	Coordinator, District PEIMS	12
	Coordinator, Human Resources	12
	Coordinator, Payroll and Benefits	12

Monthly	\$5,001	\$6,100	\$7,199
12 Months	\$60,012	\$73,200	\$86,388

2		
	Assistant Principal, Elementary	11
	Assistant Principal, Intermediate	11
	Certified Behavior Analyst	10
	Counselor, Alternative School	10.5
	Counselor, Elementary School	10.5
	Counselor, High School	11
	Counselor, Intermediate School	10.5
	Counselor, District Intervention	11
	Counselor, Ninth Grade Campus	11
	Counselor, Middle School	10.5
	Counselor, Special Education	10
	Diagnostician	10
	Police Chief	12
	Specialist, Behavior Intervention	10
	Specialist, Lead Campus Testing	11
	Speech Therapist, Special Education	10

Monthly	\$5,503	\$6,710	\$7,917
10 Months	\$55,030	\$67,100	\$79,170
10.5 Months	\$57,782	\$70,455	\$83,129
11 Months	\$60,533	\$73,810	\$87,087
12 Months	\$66,036	\$80,520	\$95,004

3		
	Assistant Principal, Middle School	11
	Assistant Principal, Ninth Grade Campus	11
	Curriculum Specialist, English Language Arts	12
	Curriculum Specialist, Instructional Technology	12
	Curriculum Specialist, Math	12
	Curriculum Specialist, Science	12
	Curriculum Specialist, Social Studies	12
	Database Administrator	12
	Director, Band	11.5
	Instructional Specialist	11
	Manager, Transportation	12
	Network Administrator	12
	Occupational Therapist	10

Monthly	\$5,887	\$7,180	\$8,472
10 Months	\$58,870	\$71,800	\$84,720
11 Months	\$64,757	\$78,980	\$93,192
11.5 Months	\$67,701	\$82,570	\$97,428
12 Months	\$70,644	\$86,160	\$101,664



Aledo Independent School District
Clerical/Paraprofessional Pay Plan
2019-2020

Pay Grade	Job Title	Duty Days		Minimum	Midpoint	Maximum
5			Hourly Rate	\$18.82	\$22.41	\$26.00
	Accounts Payable Clerk	236	177 Days	\$26,649	\$31,733	\$36,816
	Licensed Vocational Nurse (LVN)	177	205 Days	\$30,865	\$36,752	\$42,640
	Secretary, Athletic Director	236	220 Days	\$33,123	\$39,442	\$45,760
	Secretary, Child Nutrition	205	236 Days	\$35,532	\$42,310	\$49,088
	Secretary, High School Principal	220				
	Secretary, Maintenance	236				
	Secretary, Police/Technology	236				
	Secretary, Special Education	236				
	Secretary, Transportation	236				
6			Hourly Rate	\$22.29	\$26.22	\$30.15
	Color Guard Instructor	187	187 Days	\$33,346	\$39,225	\$45,104
	Help Desk Technician	236	236 Days	\$42,084	\$49,503	\$56,923
	Secretary, Assistant Superintendent C & I	236				
	Secretary, Business Office	236				
	Secretary, Deputy Superintendent/Communications	236				
	Secretary, Student Services/Assessment & Accountability	236				
	Specialist, Certification	236				
7			Hourly Rate	\$30.10	\$35.40	\$40.70
	Secretary, Superintendent	236	236 Days	\$56,829	\$66,835	\$76,842
	Coordinator, District PEIMS	236				
	Coordinator, Payroll and Benefits	236				

