

2022-2023 Proposed Administrative/Professional Pay Plan

Celina ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1							
	26	Police Officer	207	Daily	\$255.75	\$310.00	\$364.25
				207 Days	52,940	64,170	75,400
2							
		District PEIMS Coordinator	226	Daily	\$276.21	\$334.80	\$393.39
		Instructional Technology Specialist	197	187 Days	51,651	62,608	73,564
	3	Nurse	187	197 Days	54,413	65,956	77,498
				226 Days	62,423	75,665	88,906
3							
	Tchr	Athletic Trainer/Sports Medicine Tchr	187	Daily	\$292.78	\$354.89	\$417.00
		Behavior Specialist	187	187 Days	54,750	66,364	77,979
	23	Counselor ES	187				
	23	Counselor JH	187				
	26	District Literacy Specialist	187				
4							
	26	Asst Principal ES	207	Daily	\$310.35	\$376.18	\$442.01
	26	Asst Principal JH	207	187 Days	58,035	70,346	82,656
	26	Coordinator Student Services	187, 207	207 Days	64,242	77,869	91,496
	26	Coordinator Student Services & Testing	226	226 Days	70,139	85,017	99,894
		Counselor HS	187				
	26	Database Manager	207				
		Diagnostician	187				
		LSSP	187				
		Speech Therapist	187				
	25	Systems Engineer	226				
5							
	4	Asst Athletic Director	207	Daily	\$328.97	\$398.75	\$468.53
	26	Asst Principal HS	207	207 Days	68,097	82,541	96,986
	Tchr	Band Director	226	226 Days	74,347	90,118	105,888
	26	Communications Liaison	207	247 Days	81,256	98,491	115,727
		Coordinator Special Ed	226				
		Director Food Services	226				
		Director Maintenance	247				
		Director Transportation	226				
6							
		Director CTE	226	Daily	\$348.71	\$422.68	\$496.65
		Director Curriculum	226	202 Days	70,439	85,381	100,323
	26	Director ESL/Parent Liaison	207	207 Days	72,183	87,495	102,807
		Director Technology	226	226 Days	78,808	95,526	112,243
		Principal DAEP	202				
		Principal ES	226				
7							
	26	Director Athletics	207	Daily	\$369.63	\$448.04	\$526.45
		Principal JH	226	207 Days	76,513	92,744	108,975
				226 Days	83,536	101,257	118,978

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Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
8				Daily	\$391.81	\$474.92	\$558.03
		Business Manager	226	226 Days	88,549	107,332	126,115
		Principal HS	226				
9				Daily	\$415.32	\$503.42	\$591.52
		Asst Supt Curriculum/Tech	226	226 Days	93,862	113,773	133,684
		Asst Supt HR Director	226				
		Asst Supt Student Services	226				

2022-2023 Proposed Clerical/Para Pay Plan

Celina ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1						
	5	Teacher Aide	187	Hourly \$14.00	\$16.50	\$19.00
				187 Days	20,944	24,684
2						
	6	Campus Receptionist ES	207	Hourly \$15.00	\$17.99	\$20.98
	6	Campus Receptionist HS	207	187 Days	22,440	26,913
	6	Campus Receptionist MS	207	207 Days	24,840	29,791
	5	Computer Lab Aide	187			
	5	Library Aide	187			
	5	Teacher Aide, Sp Ed Inclusion	187			
	5	Teacher Aide, Sp Ed Self-Contained	187			
3						
	27	Attendance Clerk HS	207	Hourly \$17.35	\$20.78	\$24.21
	30	District Receptionist	226	207 Days	28,732	34,412
	27, 41	PEIMS Clerk ES	217, 226	217 Days	30,120	36,074
	27	PEIMS Clerk HS	226	226 Days	31,369	37,570
	27	PEIMS/Attendance MS	226			43,772
4						
	27	Campus Secretary ES	207	Hourly \$19.43	\$23.27	\$27.11
	27, 28	Campus Secretary MS	207	207 Days	32,176	38,535
	6	Computer Tech I	207	217 Days	33,730	40,397
	27	Registrar HS	217			47,063
5						
	28	Campus Secretary HS	207	Hourly \$21.38	\$25.60	\$29.82
		Choir Accompanist	187	187 Days	31,984	38,298
	29	Secretary Athletic Director	207	207 Days	35,405	42,394
	30	Secretary Sp Ed	226	226 Days	38,655	46,285
	46	Secretary Transportation	226			53,915
6						
	30	Accounts Payable Specialist	226	Hourly \$23.51	\$28.16	\$32.81
		HR Specialist	226	187 Days	35,171	42,127
	8	LVN	187	226 Days	42,506	50,913
7						
		Asst Business Manager	226	Hourly \$27.51	\$32.95	\$38.39
	25	Network Technician	226	226 Days	49,738	59,574
		Supt Executive Asst	226			69,409

2022-2023 Proposed Auxiliary Pay Plan

Celina ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Current Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
1				Hourly	\$12.45	\$15.00	\$17.55
	22	Bus Monitor	178	178 Days	17,729	21,360	24,991
	14	Cafeteria Worker	178	247 Days	24,601	29,640	34,679
	21	Crossing Guard	178				
	9	Custodian	247				
2				Hourly	\$14.00	\$16.97	\$19.94
	10	Lead Custodian ES	247	247 Days	27,664	33,533	39,401
3				Hourly	\$15.00	\$18.16	\$21.32
	13	Cafeteria Manager ES	178	178 Days	21,360	25,860	30,360
	10	Lead Custodian HS	247	247 Days	29,640	35,884	42,128
	10	Lead Custodian MS	247				
	32	Suburban Driver	178				
4				Hourly	\$16.63	\$20.16	\$23.69
	13	Cafeteria Manager HS	178	178 Days	23,681	28,708	33,735
	13	Cafeteria Manager MS	178				
5				Hourly	\$19.12	\$23.18	\$27.24
	11	Maintenance/Utility Worker	247	207 Days	31,663	38,386	45,109
	27	Transportation Route Coordinator	207	247 Days	37,781	45,804	53,826
6				Hourly	\$24.00	\$29.09	\$34.18
	12	Maintenance Carpenter	247	226 Days	43,392	52,595	61,797
	12	Maintenance HVAC	247	247 Days	47,424	57,482	67,540
	12	Transportation Mechanic	226				
		Transportation Maintenance	226				
BD				Hourly	\$19.50	\$23.13	\$26.76
	20	Bus Driver	178	178 Days	27,768	32,937	38,106
	42	Bus Driver/Shop Asst	226	226 Days	35,256	41,819	48,382

Celina ISD

Summary of Cost Estimates, 2022-2023

Model 4

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2021-2022 Current Costs
Teachers					
\$53,500 starting salary	226		\$705,469		\$12,783,078
^{1c} 3.5% general pay increase (\$2,000)		226	\$453,469	3.5%	
Adjustments to years 1-21, 27-28		190	\$252,000	2.0%	
Administrative/Professional	57		\$185,759		\$4,527,345
^{1c} 3.5% of pay range midpoint increase		55	\$157,721	3.5%	
3.5% increase to employees over range max		2	\$6,222	0.1%	
Adjustments to 1.0% above pay range minimum		2	\$7,089	0.2%	
Teacher pay equity adjustments		4	\$8,088	0.2%	
Strategic adjustment		8	\$6,639	0.1%	
Clerical/Paraprofessional	91		\$117,212		\$2,627,171
^{1c} 3.5% of pay range midpoint increase		82	\$87,587	3.3%	
3.5% increase to employees over range max		9	\$8,941	0.3%	
Adjustments to 1.0% above pay range minimum		11	\$13,777	0.5%	
Placement scale adjustments		16	\$6,907	0.3%	
Auxiliary	100		\$145,204		\$2,336,079
^{1c} 3.5% of pay range midpoint increase		94	\$80,601	3.5%	
3.5% increase to employees over range max		6	\$7,794	0.3%	
Adjustments to 1.0% above pay range minimum		29	\$18,077	0.8%	
Placement scale adjustments		43	\$38,732	1.7%	
Subtotal - General Pay Increase	474	474	\$802,335	3.6%	
Subtotal - Implementation/Equity Adjustments		303	\$351,309	1.6%	
Total Cost Estimate			\$1,153,644	5.2%	\$22,273,673

Footnotes:

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.