Teachers Salary Plan Development Celina ISD Model 4: \$53,500 starting, 3.5% GPI 2022-2023 3.5% 2021-2022 2021-2022 General 2022-2023 Proposed **Current Market Median** Pay Years of **New Hire Additional** Years of **New Hire** Ехр Compare Compare Value Diff Salary Salary Increase + Adjustment Exp Exp = Before After 0 Years 0 \rightarrow \$53,500 53.093 90% 101% 0 \rightarrow \$47,977 + \$2,000 + \$3,863 = 1 \$53,840 340 2 \$54,140 300 1 \$48,477 \$2,000 + \$3,663 = \$2,000 2 \$49,790 \$2,650 3 \$54,440 300 + + = 4 \$54,740 300 3 \$50,657 \$2,000 \$2,083 + + = 5 Years 4 \$51,518 \$2,000 \$1,522 5 \$55,040 54,321 96% 101% 300 + + = 5 \$52,018 \$2,000 \$1,522 6 \$55,540 500 + = 6 \$52,543 \$2,000 \$1,497 7 \$56,040 500 + + = 7 \$53,343 + \$2,000 + \$1,197 8 \$56,540 500 = 8 \$54,543 \$2,000 \$497 9 \$57,040 500 + + = 10 Years 97% 9 \$54,793 \$2,000 + \$747 = 10 \$57,540 57,071 101% 500 10 \$55,093 \$2,000 \$947 11 \$58,040 500 + + = 12 11 \$55,413 \$2,000 \$1,127 \$58,540 500 12 13 \$56,068 \$2,000 \$972 \$59,040 500 = 13 \$2,000 14 \$59,540 \$56,518 \$1,022 500 15 Years 14 \$57,074 \$2,000 15 \$60,040 59,600 97% 101% 500 \$966 15 \$57,699 \$2,000 \$841 16 \$60,540 500 16 \$58,324 \$2,000 \$716 **17** \$61,040 500 17 \$61,540 \$58,949 \$2,000 \$591 18 500 \$466 19 500 18 \$59,574 \$2,000 \$62,040 20 Years 101% 19 \$60,199 \$2,000 \$391 20 \$62,590 62,137 98% 550 20 \$61,058 \$2,000 \$132 21 \$63,190 600 21 \$62,013 \$2,000 22 \$64,013 823 22 \$62,826 \$2,000 23 \$64,826 813 + + = 23 \$63,637 \$2,000 24 \$65,637 811 24 \$64,396 \$2,000 + 25+ \$66,396 759 + = 25+ \$65,124

General pay increase is applied to the market median salary (\$57,061).

Pay Range Minimum	\$53,500	Pay Range Maximum	\$72,000

2022-2023 Proposed Administrative/Professional Pay Plan

Celina ISD

Pay Grade	Current Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
						·	
1				Daily	\$255.75	\$310.00	\$364.25
	26	Police Officer	207	207 Days	52,940	64,170	75,400
2				Daily	\$276.21	\$334.80	\$393.39
		District PEIMS Coordinator	226	187 Days	51,651	62,608	73,564
		Instructional Technology Specialist	197	197 Days	54,413	65,956	77,498
	3	Nurse	187	226 Days	62,423	75,665	88,906
					_		
3	T 1		407	Daily	\$292.78	\$354.89	\$417.00
	Tchr	Athletic Trainer/Sports Medicine Tchr	187	187 Days	54,750	66,364	77,979
	22	Behavior Specialist Counselor ES	187				
	23 23	Counselor JH	187 187				
	25 26	District Literacy Specialist	187				
	20	District Literacy Specialist	107				
4				Daily	\$310.35	\$376.18	\$442.01
	26	Asst Principal ES	207	187 Days	58,035	70,346	82,656
	26	Asst Principal JH	207	207 Days	64,242	77,869	91,496
	26	Coordinator Student Services	187, 207	226 Days	70,139	85,017	99,894
	26	Coordinator Student Services & Testing	226				
		Counselor HS	187				
	26	Database Manager	207				
		Diagnostician	187				
		LSSP	187				
	25	Speech Therapist	187 226				
	25	Systems Engineer	220				
5				Daily	\$328.97	\$398.75	\$468.53
	4	Asst Athletic Director	207	207 Days	68,097	82,541	96,986
	26	Asst Principal HS	207	226 Days	74,347	90,118	105,888
	Tchr	Band Director	226	247 Days	81,256	98,491	115,727
	26	Communications Liaison	207				
		Coordinator Special Ed	226				
		Director Food Services	226				
		Director Maintenance Director Transportation	247 226				
		Director transportation	220				
6				Daily	\$348.71	\$422.68	\$496.65
		Director CTE	226	202 Days	70,439	85,381	100,323
		Director Curriculum	226	207 Days	72,183	87,495	102,807
	26	Director ESL/Parent Liaison	207	226 Days	78,808	95,526	112,243
		Director Technology	226				
		Principal DAEP	202				
		Principal ES	226				
7				Daily	\$369.63	\$448.04	\$526.45
	26	Director Athletics	207	207 Days	76,513	92,744	108,975
	-	Principal JH	226	226 Days	83,536	101,257	118,978
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2022-2023 Proposed Administrative/Professional Pay Plan

Celina ISD

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	to be writed	Calamatana		B. O. Carranton	National and	
Grade	Graue	Job Title	Calendars		Minimum	Midpoint	Maximum
1				Hourly	\$14.00	\$16.50	\$19.00
_	5	Teacher Aide	187	187 Days	20,944	24,684	28,424
	J		_0,			,	
2				Hourly	\$15.00	\$17.99	\$20.98
	6	Campus Receptionist ES	207	187 Days	22,440	26,913	31,386
	6	Campus Receptionist HS	207	207 Days	24,840	29,791	34,743
	6	Campus Receptionist MS	207				
	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				Hourly	\$17.35	\$20.78	\$24.21
	27	Attendance Clerk HS	207	207 Days	28,732	34,412	40,092
	30	District Receptionist	226	217 Days	30,120	36,074	42,029
	27, 41	PEIMS Clerk ES	217, 226	226 Days	31,369	37,570	43,772
	, 27	PEIMS Clerk HS	226		,	- ,	- /
	27	PEIMS/Attendance MS	226				
		.,					
4				Hourly	\$19.43	\$23.27	\$27.11
	27	Campus Secretary ES	207	207 Days	32,176	38,535	44,894
	27, 28	Campus Secretary MS	207	217 Days	33,730	40,397	47,063
	6	Computer Tech I	207				
	27	Registrar HS	217				
5				Hourly	\$21.38	\$25.60	\$29.82
	28	Campus Secretary HS	207	187 Days	31,984	38,298	44,611
		Choir Accompanist	187	207 Days	35,405	42,394	49,382
	29	Secretary Athletic Director	207	226 Days	38,655	46,285	53,915
	30	Secretary Sp Ed	226			10,200	55/5 = 5
	46	Secretary Transportation	226				
		, ,					
6				Hourly	\$23.51	\$28.16	\$32.81
	30	Accounts Payable Specialist	226	187 Days	35,171	42,127	49,084
		HR Specialist	226	226 Days	42,506	50,913	59,320
	8	LVN	187				
7				Hourly	\$27.51	\$32.95	\$38.39
		Asst Business Manager	226	226 Days	49,738	59,574	69,409
	25	Network Technician	226		,,	,	,.00
	_5	Supt Executive Asst	226				
		Sapt Encounter total	220				

2022-2023 Proposed Auxiliary Pay Plan

Celina ISD

*Annual amounts are based on 8 hours per day.

Pay	Current							
Grade	Grade	Job Title	Calendars			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	Ŀ	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	Ŀ	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	Ŀ	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
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
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
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:

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