



Employee Pay Planning for 2012–13

Aubrey Independent School District

Texas Association of School Boards

HR Services

P.O. Box 400

Austin, TX 78767-0400

(800) 580-7782

<http://hrservices.tasb.org>

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Teacher Salary Plan Development
Aubrey ISD

Model 3
Cost = \$84,552

Teacher Salary Range:	\$40,300	to	\$61,000	Control Rate*:	\$50,650
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2011-12 Years Exp	2011-12 New Hire Salary	+	1.0% General Pay Increase*	+	Additional Adjustment	=	2012-13 Years Exp	2012-13 Proposed New Hire Salary
							0	\$40,300
0	→ \$40,000	+	\$500	+		=	1	\$40,500
1	\$40,000	+	\$500	+		=	2	\$40,500
2	\$40,100	+	\$500	+		=	3	\$40,600
3	\$40,320	+	\$500	+		=	4	\$40,820
4	\$40,520	+	\$500	+		=	5	\$41,020
5	\$40,720	+	\$500	+		=	6	\$41,220
6	\$40,920	+	\$500	+		=	7	\$41,420
7	\$41,320	+	\$500	+		=	8	\$41,820
8	\$41,720	+	\$500	+		=	9	\$42,220
9	\$42,220	+	\$500	+	\$410	=	10	\$43,130
10	\$43,130	+	\$500	+	\$480	=	11	\$44,110
11	\$44,110	+	\$500	+	\$480	=	12	\$45,090
12	\$45,090	+	\$500	+	\$490	=	13	\$46,080
13	\$46,080	+	\$500	+	\$480	=	14	\$47,060
14	\$47,060	+	\$500	+	\$480	=	15	\$48,040
15	\$48,040	+	\$500	+	\$460	=	16	\$49,000
16	\$49,000	+	\$500	+	\$410	=	17	\$49,910
17	\$49,910	+	\$500	+	\$350	=	18	\$50,760
18	\$50,760	+	\$500	+	\$330	=	19	\$51,590
19	\$51,590	+	\$500	+	\$250	=	20	\$52,340
20	\$52,340	+	\$500	+	\$140	=	21	\$52,980
21	\$52,980	+	\$500	+		=	22	\$53,480
22	\$53,430	+	\$500	+		=	23	\$53,930
23	\$53,880	+	\$500	+		=	24	\$54,380
24	\$54,330	+	\$500	+		=	25	\$54,830
25	\$54,830	+	\$500	+	\$80	=	26	\$55,410
26	\$55,410	+	\$500	+	\$10	=	27	\$55,920
27	\$55,920	+	\$500	+		=	28	\$56,420
28	\$56,320	+	\$500	+		=	29	\$56,820
29	\$56,452	+	\$500	+		=	30+	\$56,952
30+	\$56,952							

* General pay increase is based on the salary range control rate.
Continuing full-time teachers receive a pay increase of \$500.

2012–13 Proposed Administrative/Professional Compensation Plan
Aubrey ISD

Pay Grade

1

Trainer / Nurse Asst

		Minimum	Midpoint	Maximum
Monthly		\$3,649	\$4,450	\$5,251
10	Months	36,490	44,500	52,510
10.5	Months	38,315	46,725	55,136
11	Months	40,139	48,950	57,761

2

Counselor, Elem
 Counselor, MS
 Coordinator, Athletics

		Minimum	Midpoint	Maximum
Monthly		\$4,224	\$5,029	\$5,833
11	Months	46,463	55,314	64,164
12	Months	50,687	60,342	69,997

3

Asst Principal, HS
 Counselor, HS
 Dean of Students, MS
 Director, Technology

		Minimum	Midpoint	Maximum
Monthly		\$4,830	\$5,682	\$6,535
10.5	Months	50,714	59,663	68,613
11	Months	53,129	62,504	71,880
12	Months	57,959	68,187	78,414

4

Principal, Elem

		Minimum	Midpoint	Maximum
Monthly		\$5,120	\$6,023	\$6,927
12	Months	61,436	72,278	83,119

5

Director, Athletics
 Principal, MS

		Minimum	Midpoint	Maximum
Monthly		\$5,427	\$6,385	\$7,342
11.5	Months	62,409	73,422	84,435
12	Months	65,122	76,614	88,107

6

Director, Special Programs
 Principal, HS

		Minimum	Midpoint	Maximum
Monthly		\$5,820	\$6,768	\$7,715
12	Months	69,842	81,211	92,581

7

Asst Superintendent

		Minimum	Midpoint	Maximum
Monthly		\$6,653	\$7,647	\$8,642
12	Months	79,839	91,769	103,699

2012–13 Proposed Nonexempt - Clerical/Paraprofessional Compensation Plan
Aubrey ISD

Pay Grade

1

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

	Minimum	Midpoint	Maximum
Hourly	\$10.03	\$12.23	\$14.43
187 Days	15,005	18,296	21,587

2

Aide, Health
Receptionist - HS
Receptionist - MS
Receptionist - Elem

	Minimum	Midpoint	Maximum
Hourly	\$10.73	\$13.09	\$15.45
187 Days	16,052	19,583	23,113

3

PEIMS - Elem
Registrar - MS

	Minimum	Midpoint	Maximum
Hourly	\$11.49	\$14.01	\$16.53
197 Days	18,108	22,080	26,051

4

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

	Minimum	Midpoint	Maximum
Hourly	\$12.75	\$15.55	\$18.35
187 Days	19,074	23,263	27,452
197 Days	20,094	24,507	28,920
226 Days	23,052	28,114	33,177

5

Accounts Payable Specialist
Secretary, HS
Secretary, Asst Superintendent
Secretary, Dir of Special Programs/Webmaster

	Minimum	Midpoint	Maximum
Hourly	\$14.92	\$18.19	\$21.46
207 Days	24,708	30,123	35,538
226 Days	26,975	32,888	38,800

6

Coordinator, Finance / Payroll
Coordinator, District PEIMS
Coordinator, HR

	Minimum	Midpoint	Maximum
Hourly	\$17.90	\$21.83	\$25.76
226 Days	32,363	39,469	46,574

*Annual salaries based on 8 hours per day.

2012–13 Proposed Auxiliary Compensation Plan
Aubrey ISD

Pay Grade

1

(Vacant)

	Minimum	Midpoint	Maximum
Hourly	\$7.76	\$9.35	\$10.94
187 Days	11,609	13,988	16,366
197 Days	12,230	14,736	17,241
217 Days	13,471	16,232	18,992
226 Days	14,030	16,905	19,780

2

Cafeteria Aide*

	Minimum	Midpoint	Maximum
Hourly	\$9.17	\$10.38	\$11.59
187 Days	12,004	13,587	15,171

*Annual salary based on 7 hours per day.

3

Cafeteria Lead

	Minimum	Midpoint	Maximum
Hourly	\$10.96	\$12.46	\$13.96
187 Days	16,396	18,640	20,884

4

Food Service District Lead
 Help Desk Technician
 Transportation, Special Ed

	Minimum	Midpoint	Maximum
Hourly	\$12.71	\$14.95	\$17.19
187 Days	19,014	22,365	25,716
226 Days	22,980	27,030	31,080

5

Maintenance Specialist

	Minimum	Midpoint	Maximum
Hourly	\$14.48	\$17.04	\$19.60
236 Days	27,338	32,172	37,005

6

Director, Cafeteria / Transportation
 Lead Maintenance Specialist

	Minimum	Midpoint	Maximum
Hourly	\$17.03	\$20.03	\$23.03
226 Days	30,790	36,214	41,638
236 Days	32,153	37,817	43,481

7

Network Administrator
 Software Administrator

	Minimum	Midpoint	Maximum
Hourly	\$19.75	\$23.23	\$26.71
226 Days	35,708	42,000	48,292

*Annual salaries based on 8 hours per day except cafeteria aide.

Aubrey ISD
Summary of Cost Estimates for 2012–13

Model 3		
Gen'l Pay Increase (% of Pay Range) - A/P, C/P, Aux:	1.0%	
Gen'l Pay Increase - Teachers, Librarians, & Nurses (RNs):	\$500 or step	
Starting Teacher Salary:	\$40,300	

	Total Staff	Staff Affected	Cost Increase	Percent of Current Budget	2011-12 Current Budget
General Pay Increase *					
Teachers, Librarians & Nurses (RNs) \$500 general increase	124	124	\$52,004	1.0%	\$5,396,038
Administrative/Professional 1.0% of pay range midpoint increase	16	15	\$10,178	1.0%	\$1,016,549
Clerical/Paraprofessional 1.0% of pay range midpoint increase	50	42	\$9,132	0.9%	\$984,914
Auxiliary 1.0% of pay range midpoint increase	19	16	\$3,473	1.0%	\$349,646
Subtotal - General Pay Increase	209	200	\$74,787	1.0%	\$7,747,146
Implementation/Equity Adjustments					
Teachers, Librarians, & Nurses (RNs) ¹ step increase adjustment if step is more than \$500		71	\$32,548		
Administrative/Professional ² Adjustments to 1.0% above pay range minimum		1	\$1,410		
³ Equity with MA teacher rate		2	\$787		
Promotional Increase		2	\$18,269		
Clerical/Paraprofessional ² Adjustments to 1.0% above pay range minimum		2	\$823		
⁴ Job experience equity		7	\$5,240		
Auxiliary ² Adjustments to 1.0% above pay range minimum		2	\$1,020		
⁴ Job experience equity		4	\$429		
Subtotal - Implementation/Equity Adjustments		91	\$60,526		
Other Adjustments					
Health Insurance Premium increase - \$26/month <i>Assumes 145 staff elect health insurance coverage</i>		145	\$45,240		
Subtotal - Other Adjustments			\$45,240		
Total Cost Estimate			\$180,553	2.3%	\$7,747,146

	Equivalent Monthly Amount	Staff Affected	Cost Increase	Percent of Current Budget	2011-12 Current Budget
Projected Cost of Lump Sum Increase					
One-time payment equivalent to \$30/month	\$30	207	\$64,080	0.8%	\$7,747,146
One-time payment equivalent to \$60/month	\$60	207	\$128,160	1.7%	\$7,747,146

general pay increase.

Footnotes:

- ¹ Additional adjustments were made to the teacher schedule to improve market competitiveness.
- ² Additional pay adjustments to move experienced employees further into the pay range.
- ³ Some administrative/professional positions were adjusted to ensure pay was at least 1% above the MA teacher daily rate.
- ⁴ All continuing employees were adjusted to at least 1.0% above the minimum of their pay range.