

PROPOSED TEACHER SALARY SCHEDULE 2010-11

TEACHER

Step	STATE SCALE	/187	2005-2006 PAY SCALE	2006-07 PAY SCALE	2008-09 PAY SCALE	2009-10	2010-11	DAILY RATE	YEAR DIFF.	STEP	% DIFF
0	27,320	146.10	32,000	34,500	40,100	41,000	43,000	229.95	2,000		4.88%
1	27,910	149.25	32,400	34,900	40,425	41,225	43,250	231.28	2,025	2,250	4.94%
2	28,490	152.35	32,800	35,300	41,037	41,837	43,500	232.62	1,663	2,275	4.03%
3	29,080	155.51	33,200	35,700	41,439	42,239.00	43,850	234.49	1,611	2,013	3.85%
4	30,320	162.14	33,600	36,100	41,834	42,637.00	43,950	235.03	1,313	1,711	3.11%
5	31,560	168.77	34,000	36,500	42,189	42,989.00	44,000	235.29	1,011	1,363	2.37%
6	32,800	175.40	34,500	37,000	42,544	43,344.00	44,100	235.83	756	1,111	1.76%
7	33,950	181.55	35,000	37,500	42,872	43,672.00	44,375	237.30	703	1,031	1.62%
8	35,040	187.38	35,500	38,000	43,225	44,025.00	44,725	239.17	700	1,053	1.60%
9	36,070	192.89	36,000	38,500	43,681	44,481.00	45,100	241.18	619	1,075	1.41%
10	37,040	198.07	36,600	39,100	44,132	44,932.00	45,550	243.58	618	1,069	1.39%
11	37,960	202.99	37,300	39,800	44,587	45,387.00	46,000	245.99	613	1,068	1.36%
12	38,840	207.70	38,000	40,500	45,212	46,012.00	46,512	248.73	500	1,125	1.10%
13	39,650	212.03	38,700	41,200	45,837	46,637.00	47,137	252.07	500	1,125	1.09%
14	40,430	216.20	39,400	41,900	46,462	47,262.00	47,762	255.41	500	1,125	1.07%
15	41,160	220.11	40,200	42,700	47,087	47,887.00	48,387	258.75	500	1,125	1.06%
16	41,860	223.85	41,000	43,500	47,712	48,512.00	48,812	261.03	300	925	0.63%
17	42,510	227.33	41,600	44,100	48,337	49,137.00	49,437	264.37	300	925	0.62%
18	43,130	230.64	42,200	44,700	48,962	49,762.00	50,062	267.71	300	925	0.61%
19	43,720	233.80	42,800	45,300	49,587	50,387.00	50,687	271.05	300	925	0.60%
20	44,270	236.74	43,500	46,000	50,212	51,012.00	51,312	274.40	300	925	0.60%
21	44,270	236.74	44,600	47,100	50,949	51,749.00	52,050	278.34	301	1,038	0.59%
22	44,270	236.74	45,800	48,300	51,512	52,312.00	52,600	281.28	288	851	0.56%
23	44,270	236.74	46,100	48,600	52,112	52,912.00	53,112	284.02	200	800	0.38%
24	44,270	236.74	46,400	48,900	52,712	53,512.00	53,712	287.23	200	800	0.38%
25	44,270	236.74	46,700	49,200	53,337	54,137.00	54,325	290.51	188	813	0.35%

**Splendora ISD
Basic Market Check 2009–10**

Teachers

District	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Schedule Maximum	Highest Exp Step
1 Aldine ISD	45,014	45,864	47,882	53,876	59,509	59,509	35
2 Sheldon ISD	44,700	46,700	48,830	51,950	55,800	67,180	36
3 Spring ISD	44,205	45,878	48,388	51,001	53,616	56,229	36
4 Conroe ISD	43,700	45,291	47,284	49,479	53,417	57,756	25
5 Crosby ISD	43,051	45,022	46,127	46,984	49,739	53,776	25
6 Montgomery ISD	42,644	44,746	46,712	49,512	53,790	63,050	28
7 Humble ISD	42,500	43,725	45,625	49,175	52,875	54,875	25
8 New Caney ISD	42,100	44,000	45,886	48,841	51,966	55,091	25
9 Huffman ISD	41,500	42,867	44,737	47,120	50,293	55,403	28
10 Dayton ISD	41,000	42,041	42,791	45,091	49,711	49,711	35
11 Willis ISD	38,525	41,615	44,705	47,795	50,885	58,301	36
Median	42,644	44,746	46,127	49,175	52,875	56,229	
Splendora ISD	41,000	42,989	44,932	47,887	51,012	54,137	36
Comparison to Median	96%	96%	97%	97%	96%	96%	
Dollar Difference	(\$1,644)	(\$1,757)	(\$1,195)	(\$1,288)	(\$1,863)	(\$2,092)	

Critical Benchmarks

	Market Rate	District Rate	Comparison
Average Salaries			
Principal - High School	106,422	85,000	80%
Principal - Middle School	85,701	75,161	88%
Principal - Elementary School	83,999	77,053	92%
Entry Salaries			
Classroom Aide	9.09	9.88	109%
Custodian	8.73	8.53	98%
Food Service Worker	8.70	8.53	98%
Bus Driver	11.96	12.42	104%

Comments

Cleveland ISD is a non-participant.

2010-2011 STIPEND SCHEDULE			
BILINGUAL	\$	4,500	
ESL	\$	-	
FOREIGN LANGUAGE	\$	2,500	
MASTER'S DEGREE IN FIELD		\$3,500	
2010-2011 CRITICAL SUBJECT AREAS			
DETERMINED BY	\$	3,500	SCIENCE: CHEMISTRY, PHYSICS, ANATOMY & PHYSIOLOGY
ADMINISTRATION	\$	3,500	MATH: ALG I, ALG II, GEOMETRY, PRE CAL, CALCULUS
			SPEECH THERAPIST
OTHER STIPENDS AS ASSIGNED			

2010-11 PAYROLL

	GENERAL OPERATING											FEDERAL PAYROLL							
	REGULAR ED	COMP ED	SPECIAL ED	GT/SLHS ALLOT	LIB/NURSE OR	COUNSEL OR	CAREER TECH	OFFICE	CAMPUS ADMIN	UIL EXTRA	TOTAL	SFSE	STIMULUS	TITLE I	TITLE II	IDEA B	ROTC/PRE K/BT/M	TOTAL FEDERAL	TOTAL PAYROLL
HIGH SCHOOL	\$ 1,940,453	\$ 253,003	\$ 224,638	\$ 10,542	\$ 83,428	\$ 137,674	\$ 637,745	\$ 157,094	\$ 356,025	\$ 347,198	\$ 4,157,860	\$ 162,882	\$ 22,506	\$ 116,040	\$ 56,812	\$ 357,840	\$ 4,515,500		
JR. HIGH	\$ 1,259,118	\$ 244,744	\$ 244,001	\$ -	\$ 26,000	\$ 49,417	\$ -	\$ 97,670	\$ 137,131	\$ 42,200	\$ 2,110,281	\$ 44,000	\$ 112,945	\$ 104,163	\$ -	\$ 261,098	\$ 2,371,379		
PINEY WOODS	\$ 1,354,318	\$ 122,166	\$ 231,254	\$ 22,775	\$ 49,637	\$ -	\$ -	\$ 63,003	\$ 142,333	\$ 7,000	\$ 1,992,468	\$ 51,312	\$ 43,850	\$ 184,637	\$ 43,250	\$ 53,112	\$ 376,161	\$ 2,388,647	
GREENLEAF	\$ 1,411,001	\$ 217,588	\$ 112,029	\$ 59,800	\$ 26,000	\$ -	\$ -	\$ 65,514	\$ 150,779	\$ -	\$ 2,042,711	\$ 86,500	\$ 43,850	\$ 191,427	\$ 102,073	\$ -	\$ 423,850	\$ 2,466,561	
PEACH CREEK	\$ 1,413,629	\$ 371,818	\$ 117,028	\$ 41,668	\$ 26,000	\$ -	\$ -	\$ 61,704	\$ 139,779	\$ -	\$ 2,171,626	\$ 93,531	\$ 154,294	\$ 262,430	\$ -	\$ 130,956	\$ 137,187	\$ 778,400	\$ 2,950,026
	\$ 7,388,619	\$ 1,209,319	\$ 939,010	\$ 134,785	\$ 211,065	\$ 187,091	\$ 637,745	\$ 444,865	\$ 926,047	\$ 356,398	\$ 12,474,964	\$ 437,625	\$ 241,994	\$ 773,945	\$ 43,250	\$ 506,336	\$ 183,998	\$ 2,197,149	\$ 14,672,113
SKATING RINK	\$ 28,500										\$ 28,500						\$ -	\$ -	\$ 28,500
SPECIAL ED	\$ 200,733										\$ 200,733					137352	\$ 188,915	\$ 389,646	
CURRICULUM	\$ 146,032										\$ 146,032	377779		44873			\$ 422,562	\$ 568,584	
SECURITY	\$ 144,141										\$ 144,141			39000			\$ 39,000	\$ 183,141	
TECHNOLOGY	\$ 236,245										\$ 236,245						\$ -	\$ -	\$ 236,245
ADMINIST	\$ 690,163										\$ 690,163						\$ -	\$ -	\$ 690,163
CUSTODIAL	\$ 601,225										\$ 601,225						\$ -	\$ -	\$ 601,225
MAINTENANCE	\$ 635,439										\$ 635,439						\$ -	\$ -	\$ 635,439
TRANSPORT	\$ 576,833										\$ 576,833						\$ -	\$ -	\$ 576,833
	\$ 3,259,311										\$ 3,259,311	\$ 377,779	\$ 51,563	\$ 83,873	\$ -	\$ 137,352	\$ -	\$ 650,567	\$ 3,909,878
STIPENDS											4000						20000	\$ 20,000	\$ 24,000
DEPT HEAD											41000							\$ -	\$ 41,000
COLLEGE INST											15000							\$ -	\$ 15,000
SUMMER SCH											10000							\$ -	\$ 10,000
EXTRA DUTY											183400							\$ 45,000	\$ 55,000
SUBSTITUTE											184040							\$ -	\$ 184,040
STUDENTS											55000							\$ -	\$ 55,000
INCENTIVE PAY											346000							\$ -	\$ 346,000
TOTAL EXTRA											838440							\$ 118,225	\$ 464,225
TOTAL PAY	\$ 11,445,770	\$ 1,229,919	\$ 951,510	\$ 138,185	\$ 211,065	\$ 191,091	\$ 637,745	\$ 444,985	\$ 926,047	\$ 396,398	\$ 16,572,715	\$ 916,904	\$ 294,457	\$ 906,218	\$ 61,975	\$ 645,688	\$ 215,199	\$ 3,040,441	\$ 19,613,156