



2009-2010 SALARY SCHEDULES

Spring Branch ISD 2009-2010 Salary Schedules are contingent upon the outcome of the state's application to the United States Department of Education (USDE) for use of American Recovery and Reinvestment Act stabilization funds. Should the USDE deny the state's application, this schedule is subject to change.

Prepared by Human Resources

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**2009 - 2010 SALARY SCHEDULE
 SPRING BRANCH INDEPENDENT SCHOOL DISTRICT**

TEACHER (188 DAYS) & LIBRARIAN (ELEM 195 / SEC 199 DAYS)

	BACHELOR'S DEGREE <i>Pay Grade T01</i>		MASTER'S DEGREE <i>Pay Grade T02</i>		DOCTORATE DEGREE <i>Pay Grade T03</i>	
STEP	YEARS COMPLETED	ANNUAL SALARY	YEARS COMPLETED	ANNUAL SALARY	YEARS COMPLETED	ANNUAL SALARY
BASE	0	45,000	0	46,000	0	47,500
1	1	45,320	1	46,350	1	47,895
2	2	45,619	2	46,680	2	48,271
3	3	45,884	3	46,945	3	48,536
4	4	46,149	4	47,210	4	48,801
5	5	46,414	5	47,475	5	49,067
6	6	46,889	6	47,926	6	49,483
7	7	47,401	7	48,472	7	50,079
8	8	47,668	8	48,740	8	50,346
9	9	47,936	9	49,007	9	50,614
10	10	48,204	10	49,275	10	51,150
11	11	48,472	11	49,543	11	51,418
12	12	48,740	12	49,811	12	52,067
13	13	49,579	13	50,764	13	53,134
14	14	50,764	14	51,950	14	54,319
15	15	51,830	15	53,015	15	55,385
16	16	53,015	16	54,201	16	56,172
17	17	54,201	17	55,385	17	57,757
18	18	55,385	18	56,571	18	58,941
19	19	56,172	19	57,396	19	59,844
20	20	57,211	20	58,384	20	60,732
21	21-24	58,384	21-24	59,557	21-24	61,905
22	25-27	59,557	25-27	60,732	25-27	63,079
23	28-29	60,732	28-29	61,905	28	64,253
24	30	61,905	30	63,079	29	65,328
25	31	63,079	31	64,253	30	66,540
26	32	64,253	32	65,426	31	67,773
27	33	65,426	33	66,601	32	68,963
28	34-35	66,601	34	67,773	33	70,176
29	36-37	67,752	35-36	68,963	34	71,388
30	38+	68,359	37+	70,176	35+	72,598
BASED ON CONTRACT		188	188		188	
DAYS ASSIGNED						

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**2009 - 2010 SALARY SCHEDULE
 SPRING BRANCH INDEPENDENT SCHOOL DISTRICT**

NURSE & MATH / LA / SCIENCE SCHOOL IMPROVEMENT SPECIALIST (195 DAYS)

	BACHELOR'S DEGREE <i>Pay Grade T08</i>		MASTER'S DEGREE <i>Pay Grade T09</i>		DOCTORATE DEGREE <i>Pay Grade T10</i>	
STEP	YEARS COMPLETED	ANNUAL SALARY	YEARS COMPLETED	ANNUAL SALARY	YEARS COMPLETED	ANNUAL SALARY
BASE	0	46,676	0	47,713	0	49,269
1	1	47,007	1	48,076	1	49,678
2	2	47,317	2	48,418	2	50,068
3	3	47,592	3	48,693	3	50,343
4	4	47,867	4	48,968	4	50,618
5	5	48,143	5	49,243	5	50,894
6	6	48,635	6	49,711	6	51,325
7	7	49,166	7	50,277	7	51,943
8	8	49,443	8	50,554	8	52,221
9	9	49,721	9	50,832	9	52,499
10	10	49,999	10	51,110	10	53,054
11	11	50,277	11	51,388	11	53,332
12	12	50,554	12	51,665	12	54,005
13	13	51,425	13	52,654	13	55,113
14	14	52,654	14	53,884	14	56,342
15	15	53,760	15	54,989	15	57,447
16	16	54,989	16	56,219	16	58,263
17	17	56,219	17	57,447	17	59,907
18	18	57,447	18	58,677	18	61,136
19	19	58,263	19	59,533	19	62,072
20	20	59,341	20	60,558	20	62,993
21	21-24	60,558	21-24	61,775	21-24	64,210
22	25-27	61,775	25-27	62,993	25-27	65,427
23	28-29	62,993	28-29	64,210	28	66,645
24	30	64,210	30	65,427	29	67,761
25	31	65,427	31	66,645	30	69,017
26	32	66,645	32	67,863	31	70,297
27	33	67,863	33	69,081	32	71,531
28	34-35	69,081	34	70,297	33	72,789
29	36-37	70,275	35-36	71,531	34	74,046
30	38+	70,904	37+	72,789	35+	75,302

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**2009 - 2010 SALARY SCHEDULE
 SPRING BRANCH INDEPENDENT SCHOOL DISTRICT**

COUNSELOR & DIAGNOSTICIAN (195 DAYS)

	MASTER'S DEGREE <i>Pay Grade T04</i>		DOCTORATE DEGREE <i>Pay Grade T05</i>	
STEP	YEARS COMPLETED	ANNUAL SALARY	YEARS COMPLETED	ANNUAL SALARY
BASE	0	50,098	0	51,732
1	1	50,480	1	52,162
2	2	50,839	2	52,572
3	3	51,127	3	52,861
4	4	51,416	4	53,149
5	5	51,705	5	53,438
6	6	52,196	6	53,891
7	7	52,790	7	54,540
8	8	53,082	8	54,832
9	9	53,374	9	55,124
10	10	53,665	10	55,707
11	11	53,957	11	55,999
12	12	54,249	12	56,706
13	13	55,287	13	57,868
14	14	56,578	14	59,159
15	15	57,738	15	60,319
16	16	59,030	16	61,176
17	17	60,319	17	62,902
18	18	61,611	18	64,193
19	19	62,510	19	65,175
20	20	63,586	20	66,143
21	21-24	64,864	21-24	67,421
22	25-28	66,143	25-28	68,699
23	29	67,421	29	69,978
24	30	68,699	30	71,149
25	31	69,978	31	72,468
26	32	71,256	32	73,812
27	33	72,535	33	75,107
28	34	73,812	34	76,429
29	35	75,107	35+	77,748
30	36+	76,429		

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**2009 - 2010 SALARY SCHEDULE
 SPRING BRANCH INDEPENDENT SCHOOL DISTRICT**

COUNSELOR (207 DAYS)

	MASTER'S DEGREE <i>Pay Grade T06</i>		DOCTORATE DEGREE <i>Pay Grade T07</i>	
STEP	YEARS COMPLETED	ANNUAL SALARY	YEARS COMPLETED	ANNUAL SALARY
BASE	0	53,181	0	54,916
1	1	53,586	1	55,372
2	2	53,967	2	55,807
3	3	54,274	3	56,113
4	4	54,580	4	56,420
5	5	54,887	5	56,727
6	6	55,408	6	57,208
7	7	56,039	7	57,897
8	8	56,349	8	58,206
9	9	56,658	9	58,516
10	10	56,968	10	59,135
11	11	57,278	11	59,445
12	12	57,587	12	60,195
13	13	58,689	13	61,429
14	14	60,060	14	62,800
15	15	61,292	15	64,031
16	16	62,663	16	64,941
17	17	64,031	17	66,773
18	18	65,402	18	68,143
19	19	66,356	19	69,186
20	20	67,499	20	70,213
21	21-24	68,855	21-24	71,570
22	25-28	70,213	25-28	72,926
23	29	71,570	29	74,284
24	30	72,926	30	75,527
25	31	74,284	31	76,928
26	32	75,641	32	78,354
27	33	76,998	33	79,729
28	34	78,354	34	81,132
29	35	79,729	35+	82,533
30	36+	81,132		

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**2009 - 2010 SALARY SCHEDULE
 SPRING BRANCH INDEPENDENT SCHOOL DISTRICT**

PROFESSIONAL SUPPORT STAFF

	SCHOOL PSYCHOLOGIST LICENSED SPECIALIST IN SCHOOL PSYCHOLOGY
CONTRACT DAYS	199
MINIMUM	50,000
MAXIMUM	80,000

	CAMPUS INSTR SPEC FACILITATOR PHYSICAL THERAPIST OCCUPATIONAL THERAPIST SUPPORT TEAM SPECIALIST RECRUITER TEACHER LEADER STAFFING OFFICER CERTIFICATION OFFICER	HR SYSTEMS ANALYST FAMILY INVOLV FAC COMMUNITY NETW SPEC CNS COORDINATOR NUTRITION COORD MENTOR PGRM COORD TRANSPORTATION MGR ATHLETIC FACIL MGR SPEECH LANGUAGE PATH			
CONTRACT DAYS	230	212	204	199	188
MINIMUM	55,053	50,744	48,829	47,633	45,000
MAXIMUM	82,518	76,029	73,218	71,379	68,135

	REGISTRAR SOCIAL WORKER					
	BACHELOR'S DEGREE			MASTER'S DEGREE		
CONTRACT DAYS	223	212	188	223	212	188
MINIMUM	53,377	50,744	45,000	54,564	51,872	46,000
MAXIMUM	70,826	67,332	60,058	73,433	69,819	62,276

	FINANCIAL SUPPORT
CONTRACT DAYS	230
MINIMUM	41,000
MAXIMUM	80,000

**2009 - 2010 SALARY SCHEDULE
 SPRING BRANCH INDEPENDENT SCHOOL DISTRICT**

ADMINISTRATIVE STAFF

	ASSOCIATE SUPERINTENDENT	EXECUTIVE DIRECTOR CHIEF OF POLICE
CONTRACT DAYS	230	230
MINIMUM	121,000	98,000
MAXIMUM	175,000	131,000

	HIGH SCHOOL PRINCIPAL	SPECIAL CAMPUS PRIN. / DIRECTOR (High School Level)	DIRECTOR TAX ASSESSOR	MIDDLE SCHOOL PRINCIPAL
CONTRACT DAYS	230	230	250/230	223
MINIMUM	95,000	80,000	80,000	80,000
MAXIMUM	130,000	109,000	118,000	100,000

	ELEM. PRINCIPAL SPECIAL CAMPUS PRIN. / DIRECTOR (Middle & Elem. Level)	ASSOC. PRIN. HIGH SCHOOL	CAMPUS ATHLETIC DIRECTOR	ASST. PRINCIPAL HIGH SCHOOL	ASST. PRINCIPAL MIDDLE SCHOOL ASST. PRIN./ DIR. SPECIAL CAMPUS
CONTRACT DAYS	223	223	230	212	212
MINIMUM	75,000	75,000	75,000	60,000	57,000
MAXIMUM	98,000	93,000	93,000	85,000	81,000

	COORDINATOR MANAGER ASST. PRIN. ELEMENTARY
CONTRACT DAYS	204 - 250
MINIMUM	51,000
MAXIMUM	96,000

2009 - 2010 POSITION PAY SCHEDULE

SPRING BRANCH INDEPENDENT SCHOOL DISTRICT

SENIOR HIGH ATHLETICS				SPECIAL EDUCATION	
HEAD ATHLETIC TRAINER	10,460			SP. ED. BIL. RESOURCE & BIL. INCLUSION SPECIALIST	
ASSISTANT ATHLETIC TRAINER	9,760			Certified Bilingual Education	3,500
FIRST VARSITY ASSISTANT FOOTBALL	9,675			Probationary Bilingual Certification	2,000
VARSITY FOOTBALL	7,125			SP. ED. ADAPTIVE BEHAVIOR/AUTISM (Aim, Apple, Cul)	3,000
JR. VARSITY FOOTBALL	6,225			SP. ED. LIFE SKILLS	2,000
SOPHOMORE FOOTBALL	6,115			SP. ED. BILINGUAL EDUC. DIAGNOSTICIAN	4,000
FRESHMAN FOOTBALL	6,115			SP. ED. SPEECH/LANG. PATH. or THERAPIST	3,500
HEAD BASKETBALL (B/G)	9,105			with ASHA Cert. Clinical Comp.(CCC)	5,500
JR. VARSITY BASKETBALL	4,920			Bilingual	5,500
SOPH-FRESHMAN BASKETBALL	3,790			Bilingual with ASHA Cert.Clin.Comp.(CCC)	7,500
HEAD BASEBALL/SOFTBALL	5,270			SP. ED. LEAD SLP	12,000
ASSISTANT BASEBALL/SOFTBALL	3,490			SP. ED. BILINGUAL LSSP / DIAG	2,000
HEAD TRACK (B/G)	5,270			SP. ED. BILINGUAL CAMPUS INSTRUCTIONAL SPEC.	2,000
ASSISTANT TRACK	3,490			SP. ED. HIGH SCHOOL INSTRUCTIONAL SPEC.	4,000
HEAD CROSS COUNTRY	4,765			SP. ED. LEAD ASSESSMENT	5,000
CROSS COUNTRY - EXTRA	1,580			SP. ED. LEAD BEHAVIOR FACILITATOR	5,000
HEAD SOCCER	5,270			SP. ED. LEAD AUTISM FACILITATOR	5,000
ASSISTANT SOCCER	3,490			SP. ED. LEAD PPCD FACILITATOR	5,000
HEAD VOLLEYBALL	7,105			SP. ED. LEAD ADHF FACILITATOR	1,500
JR. VARSITY VOLLEYBALL	4,775			SP. ED. LEAD OT/PT FACILITATOR	3,000
FRESHMAN VOLLEYBALL	4,675			SP. ED. SLP FACILITATOR	1,500
HEAD GOLF - YEAR ROUND	6,015			SP. ED. SUPERVISOR SECONDARY LIFE SKILLS	5,000
ASSISTANT GOLF - YEAR ROUND (B/G)	4,140			SP. ED. LEAD DIAGNOSTICIAN	1,500
HEAD GOLF (B/G)	2,930			SP. ED. LEAD HOMEBOUND FACILITATOR	1,500
ASSISTANT GOLF (B/G)	1,760			SP. ED. LEAD LSSP	5,000
DIVING	6,415				
SWIMMING	6,415			HIGH SCHOOL POSITION PAY	
ASSISTANT SWIMMING	4,190			ACADEMIC DIRECTOR	3,300
TENNIS - YEAR ROUND	6,940			AGRICULTURAL SCIENCE	2,500
ASSISTANT TENNIS	4,975			ASSISTANT DRAMA/THEATER ARTS	3,100
ASSISTANT CAD	2,000			ASSISTANT DRILL TEAM SPONSOR	4,100
MIDDLE SCHOOL ATHLETICS				ASSISTANT ACADEMIC DIRECTOR	2,900
CAMPUS COORDINATOR	2,860			CHEERLEADER SPONSOR	3,600
FOOTBALL - 7TH/8TH 1 Team	1,845			JR. VARSITY CHEERLEADER SPONSOR	1,100
BASKETBALL - 7TH/8TH 1 Team	1,845			DEBATE SPONSOR	4,200
TRACK - 7-9	1,845			DEPARTMENT CHAIRPERSON	2,100
VOLLEYBALL	1,845			DRAMA SPONSOR	4,200
SOCCER	1,845			DRILL TEAM SPONSOR	6,700
CROSS COUNTRY	1,845			NATIONAL HONOR SOCIETY	1,000
SECOND TEAM SAME SPORT	1,165			NEWSPAPER	1,700
ASSISTANT COORDINATOR	1,500			STUDENT COUNCIL SPONSOR	2,000
FOOTBALL SCOUTING	185			YEARBOOK SPONSOR	2,500
CRITICAL AREA POSITION PAY				MATH/SCIENCE SCHOOL IMPR. SPECIALIST	5,000
HIGH SCHOOL MATH	UP TO 3,000			MIDDLE SCHOOL POSITION PAY	
HIGH SCHOOL SCIENCE	UP TO 3,000			DEPARTMENT CHAIRPERSON	1,500
BILINGUAL CLASSROOM TEACHER (PK-5)				NATIONAL JUNIOR HONOR SOCIETY	1,000
Certified Bilingual Education	3,500			DRAMA/THEATER SPONSOR	1,600
Probationary Bilingual Certification	2,000			STUDENT COUNCIL SPONSOR	1,500
BILINGUAL INTERVENTION SPEC. (PK-5) / ESOL CONSLT.TCHR.				YEARBOOK SPONSOR	1,500
Certified Bilingual Education	3,000			ELEMENTARY POSITION PAY	
Probationary Bilingual Certification	2,000			ELEMENTARY TEAM LEADER	750
BILINGUAL COUNSELOR	2,000			SPECIAL CAMPUS	
Pre-K LEP Compliance	1,500-2,500			SPECIAL CAMPUS (High School) - CHOIR	4,000
HIGH SCHOOL MUSIC				SPECIAL CAMPUS (High School) - DANCE	4,000
HEAD BAND	11,700			SPECIAL CAMPUS - DEPT. CHAIRPERSON	1,000
ASSISTANT BAND	7,300			SPECIAL CAMPUS (High School) - THEATER ARTS	4,000
HEAD ORCHESTRA	6,000			SPECIAL CAMPUS - YEARBOOK	1,375
ASSISTANT ORCHESTRA	4,100			OTHER POSITION PAY	
HEAD CHOIR	5,500			LEAD NURSE	6,000
MIDDLE SCHOOL MUSIC				COMP. SCIENCE DISTANCE LEARNING	1,000
HEAD BAND	5,800			COUNSELOR - SPECIAL PROJECTS	2,000
ASSISTANT BAND	4,700			SPECIAL ED OLYMPICS	1,200
HEAD ORCHESTRA	4,700			TEACHER ON SPECIAL ASSIGNMENT	4,000-10,000
ASSISTANT ORCHESTRA	3,900			ACTIVTRAINER	1,500
HEAD CHOIR	4,000			CAMPUS TECHNOLOGY REP.	1,500
ASSISTANT CHOIR	3,300				
ELEMENTARY MUSIC					
ACCOMPANIST BOYS/GIRLS	2,200				
CONCERT CHOIR BOYS/GIRLS	3,200				
PREP CHOIR BOYS/GIRLS	2,700				

2009 - 2010 POSITION PAY SCHEDULE

SPRING BRANCH INDEPENDENT SCHOOL DISTRICT

HIGH SCHOOL ACADEMIC COMPETITIONS	
COMPETITION	
ACCOUNTING	200
BPA	200
CALCULATOR APPLICATIONS	200
CALCULATOR APPLICATIONS AND MATH	200
COMPUTER APPLICATIONS	200
COMPUTER SCIENCE	200
CURRENT EVENTS	200
CURRENT ISSUES	200
DECA	200
EDITORIAL WRITING	200
FEATURE WRITING	200
FFA	200
FRENCH LANGUAGE CONTEST	200
FRENCH SYMPOSIUM	200
GERMAN LANGUAGE CONTEST	200
HEADLINE WRITING	200
HOUSTON WORLD AFFAIRS ACTIVITIES	200
HOUSTON WORLD AFFAIRS ACTIVITIES	200
INFORMATIVE SPEAKING	200
ITALIAN LANGUAGE CONTEST	200
JUNIOR ACHIEVEMENT	200
LATIN LANGUAGE CONTEST	200
LITERACY CRITICISM	200
MATH COUNTS	200
MATHEMATICS	200
NEWS WRITING	200
NJROTC	200
NON-CLASSIFIED COMPETITIONS	200
NUMBER SENSE	200
PERSUASIVE SPEAKING	200
POETRY	200
PROSE	200
READY WRITING	200
ROBOTICS	200
SCIENCE	200
SKILLS USA	200
SOCIAL STUDIES	200
SPANISH LANGUAGE CONTEST	200
SPELLING	200
SPELLING/VOCABULARY	200
UNIVERSITY OF HOUSTON MATH	200

**2009 - 2010 SALARY SCHEDULE
 SPRING BRANCH INDEPENDENT SCHOOL DISTRICT**

PARAPROFESSIONAL SUPPORT STAFF

CATEGORY		1	2	3	4	5	6	7	8
*D A I L Y R A T E R A N G E	MINIMUM		60.01	72.87	84.66	96.44	109.30	121.09	132.88
	MID- POINT		76.23	110.11	133.31	149.84	161.88	181.24	191.44
	MAXIMUM		92.45	147.34	181.96	203.23	214.46	241.38	250.00

** ANNUAL SALARY IS DETERMINED BY MULTIPLYING DAILY RATE BY NUMBER OF DAYS
 EACH INDIVIDUAL EMPLOYEE IS ASSIGNED TO WORK ANNUALLY.*

A N N U A L R A T E	CATEGORY 9 SPECIALISTS	GEAR-UP SITE COORDINATOR GRANT SPECIALIST GRANT SPECIALIST II EXECUTIVE ASSISTANT
	DAYS ASSIGNED	230
	MINIMUM	52,509

**2009 - 2010 SALARY SCHEDULE
SPRING BRANCH INDEPENDENT SCHOOL DISTRICT**

TECHNOLOGY SUPPORT STAFF

Title	Category	Starting Min \$	Relevant Certificates	Max	Degrees		Starting Max \$	Experience \$/year	Max Years	
					Bachelor's	Master's				
Admin Assistant / Operator / Buyer										
Admin Assistant/Operator/Buyer - Level I	1	30,000.00	1,000 (each	2	32,000.00	-	34,000.00	500.00	10	
Admin Assistant/Operator/Buyer - Level II	2	32,500.00	1,000 (each	2	34,500.00	-	36,500.00	500.00	10	
Admin Assistant/Operator/Buyer - Senior	3	35,000.00	1,000 (each	2	37,000.00	-	39,000.00	500.00	10	
Admin Assistant/Operator/Buyer - Lead	4	37,500.00	1,000 (each	2	39,500.00	-	41,500.00	500.00	10	
Customer Service Engineer										
Customer Service Engineer - Level I	1	32,000.00	1,000 (each	5	34,000.00	-	39,000.00	500.00	10	
Customer Service Engineer - Level II	2	34,500.00	1,000 (each	5	36,500.00	-	41,500.00	500.00	10	
Customer Service Engineer - Senior	3	37,000.00	1,000 (each	5	39,000.00	-	44,000.00	500.00	10	
Customer Service Engineer - Lead	4	39,500.00	1,000 (each	5	41,500.00	-	46,500.00	500.00	10	
Telecom Engineer										
Telecom Engineer - Level I	1	35,000.00	1,000 (each	5	37,000.00	-	42,000.00	500.00	10	
Telecom Engineer - Level II	2	40,000.00	1,000 (each	5	42,000.00	-	47,000.00	500.00	10	
Telecom Engineer - Senior	3	45,000.00	1,000 (each	5	47,000.00	-	52,000.00	500.00	10	
Telecom Engineer - Lead	4	50,000.00	1,000 (each	5	52,000.00	-	57,000.00	500.00	10	
Project Leader										
Project Leader - Level I	1	45,000.00	1,000 (each	5	47,000.00	49,000.00	54,000.00	500.00	20	
Project Leader - Level II	2	50,000.00	1,000 (each	5	52,000.00	54,000.00	59,000.00	500.00	20	
Project Leader - Senior	3	55,000.00	1,000 (each	5	57,000.00	59,000.00	64,000.00	500.00	20	
Project Leader - Lead	4	60,000.00	1,000 (each	5	62,000.00	64,000.00	69,000.00	500.00	20	
Systems Engineer										
Systems Engineer - Level I	1	45,000.00	1,000 (each	5	47,000.00	49,000.00	54,000.00	500.00	10	
Systems Engineer - Level II	2	50,000.00	1,000 (each	5	52,000.00	54,000.00	59,000.00	500.00	10	
Systems Engineer - Senior	3	55,000.00	1,000 (each	5	57,000.00	59,000.00	64,000.00	500.00	10	
Systems Engineer - Lead	4	60,000.00	1,000 (each	5	62,000.00	64,000.00	69,000.00	500.00	10	
Network Engineer										
Network Engineer - Level I	1	50,000.00	1,000 (each	5	52,000.00	54,000.00	59,000.00	500.00	10	
Network Engineer - Level II	2	55,000.00	1,000 (each	5	57,000.00	59,000.00	64,000.00	500.00	10	
Network Engineer - Senior	3	60,000.00	1,000 (each	5	62,000.00	64,000.00	69,000.00	500.00	10	
Network Engineer - Lead	4	65,000.00	1,000 (each	5	67,000.00	69,000.00	74,000.00	500.00	10	
Applications Engineer/Peims Spec										
Applications Specialist - Level I	1	55,000.00	1,000 (each	5	57,000.00	59,000.00	64,000.00	500.00	20	
Applications Specialist - Level II	2	60,000.00	1,000 (each	5	62,000.00	64,000.00	69,000.00	500.00	20	
Applications Specialist - Senior	3	65,000.00	1,000 (each	5	67,000.00	69,000.00	74,000.00	500.00	20	
Applications Specialist - Lead	4	70,000.00	1,000 (each	5	72,000.00	74,000.00	79,000.00	500.00	20	
Leadership										
Technology Compliance Officer	1	55,000.00	1,000 (each	5	57,000.00	59,000.00	64,000.00	500.00	20	
Manager, Customer Service	2	60,000.00	1,000 (each	5	62,000.00	64,000.00	69,000.00	500.00	20	
Manager	3	65,000.00	1,000 (each	5	67,000.00	69,000.00	74,000.00	500.00	20	
Manager, Systems	4	70,000.00	1,000 (each	5	72,000.00	74,000.00	79,000.00	500.00	20	
Manager, Applications Support	5	75,000.00	1,000 (each	5	77,000.00	79,000.00	84,000.00	500.00	20	
Director, Applications	6	80,000.00	1,000 (each	5	82,000.00	84,000.00	89,000.00	500.00	20	

**2009 - 2010 SALARY SCHEDULE
 SPRING BRANCH INDEPENDENT SCHOOL DISTRICT**

AUXILIARY SUPPORT STAFF

CATEGORY		1	2	3	4	5	6	7	8	9	10
H O U R L Y R A T E R A N G E	MINIMUM			7.40 Custodians 8.74 Prod. Asst. 7.99 Bus Asst. 8.87	7.99	8.96 Crossing Guard	10.04 Bus Drivers 12.64	11.26	12.59	14.10	15.79
	MID-POINT			11.81	12.58	13.54	14.56	17.58	18.48	22.07	23.90
	MAXIMUM			16.21	17.16	18.11	19.07	23.90	24.36	30.03	32.00

A N N U A L R A T E	CATEGORY 11 AUXILIARY SPECIALISTS	CHIEF CUSTODIAL SUPERVISOR ENERGY MANAGER MAINTENANCE SUPERVISORS TRANSPORTATION FLEET MANAGER
	DAYS ASSIGNED	250
	MINIMUM	57,075

A N N U A L R A T E	CATEGORY 12 AUXILIARY SPECIALISTS	CAPTAIN PROJECT MANAGERS SENIOR PROJECT MANAGER
	DAYS ASSIGNED	250
	MINIMUM	71,798

**2009 - 2010 SALARY SCHEDULE
 SPRING BRANCH INDEPENDENT SCHOOL DISTRICT**

SUBSTITUTES

SUBSTITUTE TEACHERS, NURSES, COUNSELORS, DIAGNOSTICIANS, PRINCIPALS & ASST. PRINCIPALS		
TEACHER		NURSE
\$100.00 Per Day (CERTIFIED)	Up to 20 Days	
\$90.00 Per Day (DEGREED, NON-CERTIFIED)		\$125.00 Per Day
\$75.00 Per Day (NON-DEGREED)		
\$125.00 Per Day (CERTIFIED)	21 to 40 Consecutive Days in Same Assignment *	\$140.00 Per Day
\$110.00 Per Day (DEGREED, NON-CERTIFIED)		
\$95.00 Per Day (NON-DEGREED)		
\$145.00 Per Day (CERTIFIED)	41+ Consecutive Days in Same Assignment *	\$170.00 Per Day
\$135.00 Per Day (DEGREED, NON-CERTIFIED)		
\$125.00 Per Day (NON-DEGREED)		
* "Same assignment" is defined as substituting for the same teacher, on the same campus, for the entire period.		
COUNSELOR	DIAGNOSTICIAN	PRINCIPAL (Elem., Middle & High School)
\$200.00 Per Day	\$150.00 Per Day	\$300.00 Per Day
		ASST. PRINCIPAL (Elem., Middle & High School)
		\$250.00 Per Day
SUBSTITUTE CLERKS and TEACHER ASSISTANTS		
\$65.00 Per Day		
SUBSTITUTE ADMINISTRATIVE ASSISTANTS, ADA CLERKS, & REGISTRAR SECRETARIES		
\$75.00 Per Day		
SUBSTITUTE BUS DRIVERS		
\$10.50 Per Hour		
SUBSTITUTE BUS ASSISTANTS		
\$7.25 Per Hour		
SUBSTITUTE CROSSING GUARDS		
\$8.00 Per Hour		
CHILD NUTRITION SERVICE TRAINEES		
\$7.25 Per Hour		
SUBSTITUTE CUSTODIANS		
\$8.00 Per Hour		

2009 - 2010 SUPPLEMENTAL & TEMPORARY PAY

SPRING BRANCH INDEPENDENT SCHOOL DISTRICT

ATHLETICS		GENERAL RATES BY POSITION	
GAME CONTROL		PROFESSIONALS	\$25 per hour
ANNOUNCER	\$15.00 - \$40.00 per contest	COORDINATORS	\$32 per hour
PRESS BOX SUPERVISOR (Varsity Football)	\$25.00 - \$35.00 per contest	PARAPROFESSIONALS (current hourly or)	\$18 per hour
VIDEO BOARD OPERATOR (Varsity Football)	\$30.00 - \$40.00 per contest	AUXILIARY WORKERS	current hourly
SCOREBOARD OPERATOR - TIMEKEEPER	\$10.00 - \$30.00 per contest	STUDENT HELP (\$7.85 w/2 yrs SBISD experience)	\$7.25 per hour
TRACK MEET SCORE KEEPER	\$25.00 - \$35.00 per contest	GENERAL OFFICE	\$10 per hour
OFFICIALS & UMPIRES	Per U.I.L. guidelines	STUDENT TEACHER	\$15 per hour
GATE & PARKING CONTROL		SPECIAL EDUCATION	
PARKING SUPERVISOR (Varsity Football)	\$60.00 - \$70.00 per contest	IN-HOME TRAINERS	\$32 per hour
TICKET SUPERVISOR (Varsity Football)	\$100.00 - \$120.00 per contest	IN-HOME TRAINERS (BILINGUAL)	\$37 per hour
TICKET TAKERS	\$15.00 - \$35.00 per contest	DIAG EXTRA HELP AS NEEDED	regular hourly
PASS GATE SUPERVISOR	\$20.00 - \$45.00 per contest	PRIVATE SCHOOL SPEECH THERAPY (AFT HRS)	\$46.67 per hour
TICKET SELLERS	\$8.00 - \$45.00 per contest	TRANSLATOR (BILINGUAL)	\$20 per hour
U.I.L. CAMPS		TRANSLATION (BILINGUAL)	\$.06 per word or hrly
SUPERVISOR	\$18.00 - \$30.00 per hour	CLERICAL/INSTRUCTIONAL AID OR DIAG AIDE	\$10 per hour
WORKER	\$10.00 - \$20.00 per hour	AFTER SCHOOL PROGRAM	regular hourly or OT
DIRECTORS	\$1 per athlete / \$500 max	ESY (EXTENDED SUMMER PROGRAM TEACHERS)	\$25 per hour
CONCESSION WORKERS		ESY (EXTENDED SUMMER PROGRAM PARAS)	\$15 per hour
SUPERVISOR	\$12.00 - \$15.00 per hour	ESY (EXTENDED SUMMER PROGRAM NURSES)	\$25 per hour
WORKER	\$8.00 - \$10.00 per Hour	ESY (EXTENDED SUMMER PROGRAM COORDINATOR)	\$35 per hour
OTHER RATES		SPECIAL OLYMPICS	\$1,200 per event
ATHLETIC EVENT SUPERVISOR	\$12.50 - \$30.00 per hour	LSSP INTERNSHIP	\$14.06 per hour
EVENT SERVICE WORKER	\$7.25 - \$12.00 per hour	EVALUATIONS:	
PARKING SUPERVISOR - SPECIAL EVENTS	\$18.00 - \$26.00 per hour	ENGLISH FIE	\$350 per assess
PARKERS - SPECIAL EVENTS	\$8.00 - \$26.00 per hour	ENGLISH ARENA	\$350 per assess
GATE CONTROL - SPECIAL EVENTS	\$8.00 - \$15.00 per hour	ENGLISH AU PSYCHOLOGICAL	\$500 per assess
EMT	\$25.00 - \$35.00 per hour	(includes AU PSY, IQ & ACHIEVEMENT)	
CONTRACT ATHLETIC TRAINER	\$25.00 - \$35.00 per hour	ENGLISH IQ	\$150 per assess
TRACK MEET CONTRACT REFEREE	\$40.00 - \$50.00 per contest	ENGLISH ACHIEVEMENT	\$150 per assess
TRACK MEET CONTRACT STARTER	\$40.00 - \$50.00 per contest	ENGLISH REPORT WRITING ONLY	\$50 per report
SUMMER SCHOOL 2009		SPEECH LANGUAGE	\$250 per assess
PROGRAM DIRECTOR (Elementary)	\$ 12,000	BILINGUAL EVALUATIONS:	
ASST. PROGRAM DIRECTOR (Elementary)	\$ 10,000	BILINGUAL FIE	\$400 per assess
SITE COORDINATOR	\$4,000 - \$6,000	BILINGUAL ARENA	\$400 per assess
PRINCIPAL (High School)	\$ 14,500	BILINGUAL AU PSYCHOLOGICAL	\$550 per assess
PRINCIPAL (Middle School)	\$ 11,000	(includes AU PSY, IQ & ACHIEVEMENT)	
TEACHERS	\$25 per hour	BILINGUAL IQ	\$150 per assess
PARAS (current hourly or)	\$18 per hour	BILINGUAL ACHIEVEMENT	\$150 per assess
SUPPORT (current hourly or)	\$14 per hour	BILINGUAL REPORT WRITING ONLY	\$100 per report
CHILDCARE		BILINGUAL SPEECH LANGUAGE	\$300 per assess
HIGH SCHOOL STUDENTS	\$7.25 per hour	MISC. FLAT RATE PAYMENTS	
COLLEGE STUDENTS	\$8.50 per hour	LANGUAGE ARTS AFTER-SCHOOL WORKSHOP	\$ 100.00
ADULT EDUCATION		CURRICULUM WRITING FULL	\$ 2,000.00
DRIVER EDUCATION	\$17 - \$20 per hour	CURRICULUM WRITING HALF	\$ 1,000.00
CONTINUING EDUCATION TEACHER	\$17 - \$26 per hour	VISUAL ARTS WEBMASTER	\$ 1,000.00
PART TIME OFFICE HELP	\$8 - \$15 per hour	REGIONAL ART EVENT PARTICIPATION	\$ 100.00
PRIVATE MUSIC		VISUAL ARTS STAFF DEVELOPMENT & PLANNING	\$ 500.00
TEACHER	\$35 per hour	VISUAL ARTS EDUPHORIA INPUTTING & MAINTENANC	\$ 1,000.00
AUXILIARY TRADES		VISUAL ARTS CURRICULUM WRITING	\$ 500.00
NIGHT SHIFT DIFFERENTIAL	5%	ADMINISTRATION OF CBE EXAMS (semester)	\$ 1,500
LEAD DIFFERENTIAL	5%	ADMINISTRATION OF CBE EXAMS (annual)	\$ 3,000
ELECTIONS		COLLEGIATE CHALLENGE COORDINATOR (semester)	\$ 500
ELECTION TRAINING	\$25 per session	JUMPSTART MENTORING (semester)	\$ 1,000
ELECTION CENTRAL COUNTING CLRK	\$75 per session	CEOP CERTIFICATION (annual)	\$ 250
ELECTION JUDGE	\$115 per day	MUSTANG MENTORS (annual)	\$ 1,500
EARLY VOTING CLERK	\$75 per day	COLOR GUARD CHOREOGRAPHY	\$ 4,000
		PAYMENTS PER TASK	
		BENCHMARK TEST READING & WRITING	\$175 per test
		CREDIT BY EXAM SCORING	\$7 per exam
		MANDT REPORT WRITING	\$50 per report

ALL NONEXEMPT EMPLOYEES ARE TO BE PAID AT LEAST TIME AND ONE-HALF THEIR REGULAR HOURLY RATE FOR HOURS WORKED IN EXCESS OF 40 IN A WORK WEEK OR ARE PROVIDED COMP TIME. EFFECTIVE JULY 24, 2009 MINIMUM WAGE IS \$7.25 PER HOUR.