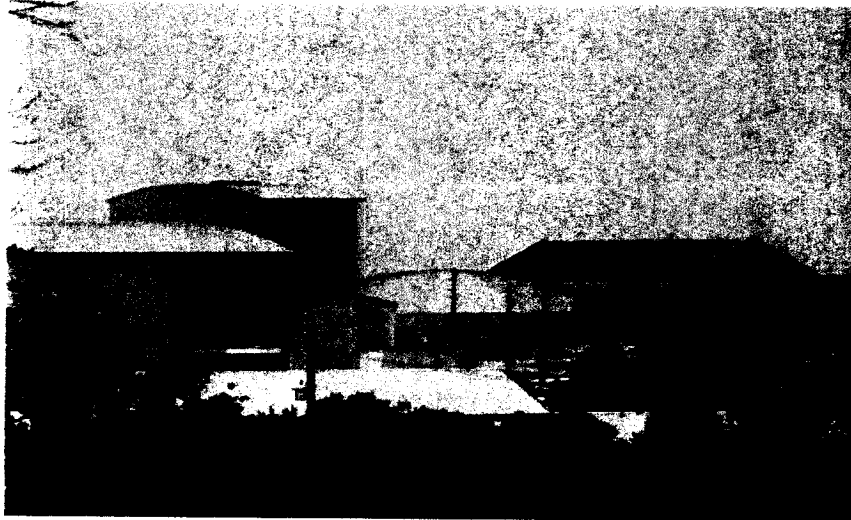


LAKE TRAVIS I.S.D.
SALARY PLANS FOR
2006/2007



Produced by the Department of Human Resources

INTRODUCTION

The following pages outline the various salary plans and show the work-calendars for all employees of the District. These salary plans do not represent employee salaries for any year other than the 2006/2007 school year. **The District has no automatic step increase for any category of employees. All increases depend upon Board action at the time each new budget is adopted.**

Before each salary plan, there will be a short narrative explaining the plan and the use of it. It is important that these narratives are read carefully so no new employee is misled about what his or her salary will be upon becoming an employee of the District.

All part-time or short-year paraprofessional or professional employees (those on the pay grade system) will have their salaries prorated to reflect the part-time or short-year status for its duration. Sick leave and vacation days are also prorated for any part-time or short-year employee.

It is important to remember that **no** employee receives paid holidays nor paid vacation. If you look at the calendars, you will note that holidays are not numbered (therefore, are not paid days) and on the calendars for twelve-month employees, number of work days (paid days) plus the number of vacation days one can earn in a full year equals the total number of possible work days on that calendar. Other employee benefits such as TRS and health insurance are available only to employees who work at least 20 hours per week.

When hiring a new auxiliary/paraprofessional or administrative employee (those not tied into the teacher pay plan), it is important that the supervisor work closely with the human resources director in determining appropriate salaries so there is as much fairness as possible when the new employee's salary is compared to that of current employees with the same type of job and qualifications.

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CUSTODIANS/MAINTENANCE/GROUNDS

The pay structure for these employees is set up so custodians are the base group and all others are indexed off that base. The steps do not represent years of experience, **nor are they automatic**. All salaries are hourly rates.

A full year for all in this group is 241 work days and runs July 1 through June 30.

Position	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5
Maintenance Foreman	\$15.43	\$15.74	\$16.05	\$16.37	\$16.70	\$17.03
Maintenance	\$10.55	\$10.76	\$10.98	\$11.20	\$11.42	\$11.80
Grounds Foreman	\$12.29	\$12.54	\$12.80	\$13.05	\$13.31	\$13.70
Grounds and Movers	\$9.24	\$9.42	\$9.61	\$9.80	\$10.00	\$10.32
Technical Maintenance (See HVAC Below)	\$15.25	\$15.56	\$16.18	\$16.50	\$16.83	\$17.17
Head Custodian	\$11.18	\$11.40	\$11.63	\$11.86	\$12.10	\$12.46
Custodian	\$8.40	\$8.57	\$8.74	\$8.92	\$9.10	\$9.38

THESE ARE NOT GUARANTEED NOR AUTOMATIC STEPS.

Subs: \$ 8.40/hr.
 Students: \$ 8.40/hr.
 Pager: \$.50/hr.

HVAC Staff

Apprentice (0 - 4 yrs. exp.)	\$ 15.25
Journeyman (4 - 7 yrs. exp.)	\$ 16.25
Senior (7 - 9 yrs. exp.)	\$ 17.25
Master (7 yrs. min. plus state license issued by the TDLR)	\$ 17.25 - \$ 18.75 (see below)
Type I (small appliances)	\$ 17.25
Type II (high pressure & very high pressure appliances)	\$ 18.25
Type III (low pressure appliances)	\$ 18.25
Universal (Type I, II, III)	\$ 18.75

FOOD AND NUTRITION STAFF

For the current school year, food and nutrition (cafeteria) staff are set up on a 181-day calendar, three more days than the students are present. As student days vary, so will the number of days worked by this group of employees. The following table is for new employees only:

Years Transferable Experience	Hourly Rate
0	\$8.40
1	\$8.57
2	\$8.74
3	\$9.00
4	\$9.27
5	\$9.55

Substitutes: \$ 8.40/hr. unless have experience

Students: \$ 8.40/hr.

ELEMENTARY MONITORS

This group works 183 days, helping in the school office when not monitoring students in the cafeteria or on the playground. The following table is for new employees only:

Years Transferable Experience	Hourly Rate
0	\$8.40
1	\$8.55
2	\$8.70
3	\$8.85
4	\$9.00
5	\$9.15

Substitute Pay: \$ 8.40/hr.

BUS DRIVERS

Drivers work student days, which are 178 days for the current school year, and drivers with extra duties work additional days.

0	\$12.40
1	\$12.56
2	\$12.72
3	\$12.90
4	\$13.08
5	\$13.26

Compensation for field trips = Driver's current rate

Substitutes and Trainees: \$ 8.50/hr. Prorated for number of hours

Trainer: additional \$.50/hr

Team Leader: additional \$.25/hr

OTHER TRANSPORTATION POSITIONS

The number of workdays in a year varies from 178 for bus monitors to 241 for the mechanic positions.

Staff	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5
Monitor	\$8.90	\$9.08	\$9.26	\$9.53	\$9.82	\$10.36
Mechanic*	\$12.70	\$13.00	\$13.32	\$13.65	\$14.06	\$14.55
Mechanic Supervisor*	\$14.60	\$14.96	\$15.33	\$15.74	\$16.20	\$16.75

*An additional \$.10 is earned for every ASE certification test passed (up to six tests).

PAY GRADE SYSTEM

Explanation

The basic goal of the pay grade system is to pay employees fair salaries for what the job is worth (equal pay for equal work) based on skills needed, responsibilities, authority, complexity, experience, duty days, education, training time, amount of supervision required, and availability of replacements. "Fairness" takes into account both internal equity (comparison pay within the District) and external equity (pay compared to the outside market).

Jobs with similar worth are classified together in pay grades, with each pay grade having a minimum salary, a midpoint, and a maximum. The average salary paid for similar job-worth in the marketplace becomes the midpoint of the pay grade. The minimum and the maximum are optimally within a 20% variance of midpoint (average job rate). Also, in the ideal situation, there is a 10 - 15% progression in midpoints from one pay grade to the next.

When raises are given in a pay grade system, three things may happen:

1. The "box" (minimum, midpoint and maximum) for each pay grade is moved up a minimum of 2% to recognize inflation and changes in the marketplace.
2. Each employee should receive a Cost of Living increase. A percent increase is given to each employee. This is tied in to #1 above.
3. The remainder of the raise above the COL increase may be a percent of the midpoint for each pay grade.

Optimally, when new employees are hired in a pay grade, even with the best of skills and experience, they would not be brought in at more than the midpoint. We would have to look at equity with the pay of current employees.

Because of changes in job duties and the marketplace, pay grade classifications should be reviewed periodically. If a supervisor feels a change in classification is needed, he/she should contact the Director of Human Resources since a total review of all pay grades may be needed.

Pay Grade 1

<u>Positions Included</u>	<u>Days Worked</u>
Receptionists	188
Library Aides	183
Workroom Aides	188, 193

Minimum	\$ 79.33/da.
Midpoint	104.38
Maximum	129.43

Suggested guidelines follow:

Years Transferable Experience	Daily Rate
0	\$79.33
1	\$80.93
2	\$82.56
3	\$84.21
4	\$85.91
5	\$87.61

Pay Grade 2

<u>Positions Included</u>	<u>Days Worked</u>
Classroom Aides	188
Day Care Workers	191
District Mail Clerk	226
Clerical Positions at Schools/Depts	188, 193, 207

Minimum	\$ 85.32/da.
Midpoint	110.38
Maximum	135.43

Suggested guidelines follow:

Years Transferable Experience	Daily Rate
0	\$85.32
1	\$86.91
2	\$88.51
3	\$90.12
4	\$91.80
5	\$93.50

Pay Grade 3

<u>Positions Included</u>	<u>Days Worked</u>
Elementary Attendance/PEIMS	194
High School Finance Clerk	198
Middle School Registrar	207
Payroll Clerk (Finance)	226
Secondary School Attendance Secretaries	193
Secretary/Dispatcher (Transportation)	193
Routing Specialist (Transportation)	218

Minimum	\$ 101.20/da.
Midpoint	122.24
Maximum	143.28

Suggested guidelines follow:

Years Transferable Experience	Daily Rate
0	\$101.20
1	\$103.20
2	\$105.25
3	\$107.34
4	\$109.32
5	\$111.52

Pay Grade 4

<u>Positions Included</u>	<u>Days Worked</u>
Principals' Secretaries	218, 226
Purchasing Agent/Office Manager (Finance)	226
High School Registrar	226
Administrative Secretaries (CO: Ast. Supt/Dir.)	226
Benefits/Electronic Data Coordinator (HR)	226
Payroll Supervisor (Finance)	226
Accounts Payable (Finance)	226
Textbook/PEIMS Coordinator (Curr.)	226

Minimum	\$ 104.66/da.
Midpoint	132.38
Maximum	160.09

Suggested guidelines follow:

Years Transferable Experience	Daily Rate
0	\$104.66
1	\$106.76
2	\$108.86
3	\$111.02
4	\$113.22
5	\$115.48

Pay Grade 5

<u>Positions Included</u>	<u>Days Worked</u>
Health Care Professionals (LVN) positions	185
Admin. Asst./Help Desk Support	226
Campus Technology Assistant	190

Minimum	\$ 119.57/da.
Midpoint	151.24
Maximum	182.91

Suggested guidelines follow:

Years Transferable Experience	Daily Rate
0	\$119.57
1	\$121.71
2	\$123.85
3	\$126.03
4	\$128.25
5	\$130.54

Pay Grade 6a

<u>Positions Included</u>	<u>Days Worked</u>
Day Care Manager	196
Computer Technicians	226

Minimum	\$ 143.93/da.
Midpoint	182.04
Maximum	220.15

Suggested guidelines follow:

Years Transferable Experience	Daily Rate
0	\$143.93
1	\$146.82
2	\$149.71
3	\$152.68
4	\$155.71
5	\$158.75

Pay Grade 6b

<u>Positions Included</u>	<u>Days Worked</u>
Database System Administrator	226
Administrative Assistant to the Superintendent	226

Minimum	\$ 177.00/da.
Midpoint	223.62
Maximum	270.24

Pay Grade 6c

<u>Positions Included</u>	<u>Days Worked</u>
Network Administrator	226

Minimum	\$ 202.00/da.
Midpoint	255.39
Maximum	308.77

Pay Grade 7a

<u>Positions Included</u>	<u>Days Worked</u>
Teachers with bachelors degree	188
Minimum	\$ 196.81/da.
Midpoint	253.32
Maximum	309.84

The following teacher basic pay plan is valid only for the 2006/07 school year. When entering into hiring for the 2007/08 school year, this plan can only be used to show the applicant what his/her salary would have been had he/she been here for the 2006/07 school year.

<u>Completed Years as of 08/01/06</u>	<u>188-Day Salary</u>
0	37,000
1	37,625
2	38,250
3	38,875
4	39,500
5	40,125
6	40,750
7	41,375
8	42,000
9	42,625
10	43,250
11	43,875
12	44,500
13	45,125
14	45,750
15	46,375
16	47,000
17	47,625
18	48,250
19	48,875
20	49,500
21	50,125
22	50,750
23	51,375
24	52,000
25	52,625
26	53,250
27	53,875
28	54,500
29	55,125
30	55,750
31	56,375
32	57,000
33	57,625
34+	58,250

Note: The District has no automatic step increase for any category of employee. All increases depend upon Board action at the time each new budget is adopted. Maximum pay step in the district, as approved by the Board, is Step 34.

Pay Grade 7b

<u>Positions Included</u>	<u>Days Worked</u>	<u>Position Included</u>	<u>Days Worked</u>
Teachers with masters + degree	188	Auditorium Manager	207
		Minimum	\$ 202.85/da.
		Midpoint	259.37
		Maximum	315.88

The following teacher basic pay plan is valid **only** for the 2006/07 school year. When entering into hiring for the 2007/08 school year, this plan can only be used to show the applicant what his/her salary would have been had he/she been here for the 2006/07 school year.

<u>Completed Years as of 08/01/06</u>	<u>188-Day Salary</u>
0	38,136
1	38,761
2	39,386
3	40,011
4	40,636
5	41,261
6	41,886
7	42,511
8	43,136
9	43,761
10	44,386
11	45,011
12	45,636
13	46,261
14	46,886
15	47,511
16	48,136
17	48,761
18	49,386
19	50,011
20	50,636
21	51,261
22	51,886
23	52,511
24	53,136
25	53,761
26	54,386
27	55,011
28	55,636
29	56,261
30	56,886
31	57,511
32	58,136
33	58,761
34+	59,386

Note: The District has no automatic step increase for any category of employee. All increases depend upon Board action at the time each new budget is adopted. Maximum pay step in the district, as approved by the Board, is Step 34.

Pay Grade 8

<u>Positions Included</u>	<u>Days Worked</u>
Assistant Principals	218
HS Athletic Coordinator	226

Minimum	\$ 222.78/da.
Midpoint	283.97
Maximum	345.15

Pay Grade 9

<u>Positions Included</u>	<u>Days Worked</u>
Elementary Principals	218
Middle School Principal	218
Directors	226, 241
High School Associate Principals	226

Minimum	\$ 270.56/da.
Midpoint	343.16
Maximum	415.75

Pay Grade 10

<u>Positions Included</u>	<u>Days Worked</u>
High School Principal	226

Minimum	\$ 319.40/da.
Midpoint	385.16
Maximum	450.92

Pay Grade 11

<u>Positions Included</u>	<u>Days Worked</u>
Assistant Superintendents	226

Minimum	\$ 425.33
Midpoint	511.34
Maximum	597.35

Substitute Pay Scale

Lake Travis ISD

2006-2007

Substitutes working 10 or fewer consecutive school days for the same teacher will be paid according to the following schedule:

Non-Certified Substitute Teacher	\$ 85 per day
Certified Substitute Teacher	\$ 90 per day

Substitutes working longer than 10 consecutive school days for the same teacher will be paid according to the following schedule.

Non-Certified Substitute Teacher	\$ 90 per day
Certified Substitute Teacher	\$ 95 per day

Substitutes working longer than 10 consecutive school days for the same teacher who is teaching in a Texas state critical shortage area will be paid according to the following schedule.

Non-Certified Substitute Teacher	\$ 90 per day
Certified Substitute Teacher	\$ 95 per day
Substitute Teacher Certified in the Critical Shortage Area	\$ 115 per day

Note: Current critical shortage areas include:

1. *Bilingual / ESL*
2. *Science*
3. *Special Education*
4. *Foreign Languages (Languages other than English)*
5. *Mathematics*
6. *Technology Applications*

Auxiliary and Day Care Substitutes = \$75 per day

Food Service, Elementary Monitor, Custodian Substitutes = \$ 8.40 per hour (Student Workers = \$ 8.40 per hour)

Bus Driver Trainees and Substitutes = \$8.50 per hour