

2020-2021 Administrative/Professional Pay Plan

Carroll ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1						
	Athletics Operations Coordinator	226				
	Facilities Coordinator	226				
	NTN Head Coach/Program Manager	260				
			Daily	\$210.80	\$248.00	\$285.20
			226 Days	\$47,641	\$56,048	\$64,455
			261 Days	\$54,808	\$64,480	\$74,152
2						
	Asst HS Swim Coach/Admin Duty	226				
	Athletic Trainer	197				
	Behavior Specialist	197				
	Communications Coordinator	226				
	Counselor ES	197				
	Custodial Manager	261				
	Energy Manager	226				
	ESL Specialist	207				
	Grounds Manager	261				
	Librarian	197				
	Maintenance Manager	261				
	MTSS Specialist	197				
	Nurse	187				
	Section 504 Specialist	187, 207				
	Swim School Supervisor/Coach	226				
	Technology Integration Specialist	197				
	Transition Specialist	197				
			Daily	\$299.34	\$352.16	\$404.98
			187 Days	55,977	65,854	75,731
			197 Days	58,970	69,376	79,781
			207 Days	61,963	72,897	83,831
			226 Days	67,651	79,588	91,525
			261 Days	78,128	91,914	105,700
3						
	Counselor IS	197				
	Counselor MS	203				
	Diagnostician	197				
	Instructional Technology Specialist	207				
	Intervention Counselor MS	203				
	LSSP	197				
	Music Therapist	187				
	Occupational Therapist	187				
	Physical Therapist	187				
	Physical Therapy Asst	187				
	Speech Therapist	187				
	Systems Administrator	226				
			Daily	\$314.30	\$369.77	\$425.24
			187 Days	58,774	69,147	79,520
			197 Days	61,917	72,845	83,772
			203 Days	63,803	75,063	86,324
			207 Days	65,060	76,542	88,025
			226 Days	71,032	83,568	96,104
4						
	Accountant	226				
	Asst Principal ES	207				
	Asst Principal IS	207				
	Counselor HS	207				
	Intervention Counselor HS	207				
	Security Systems Engineer	226				
	Special Education Facilitator	207				
	Technology Systems Coordinator	226				
			Daily	\$330.02	\$388.26	\$446.50
			207 Days	68,314	80,370	92,426
			226 Days	74,585	87,747	100,909

2020-2021 Administrative/Professional Pay Plan
Carroll ISD

5	
Asst Director of Communication	226
Asst Director of Marketing	226
Asst Principal MS	217

Daily	\$353.12	\$415.44	\$477.76
217 Days	76,627	90,150	103,674
226 Days	79,805	93,889	107,974

6	
Aquatic Manager	226
Asst Principal HS	217
Coordinator of Special Education	226
Curriculum Coordinator	226
Guidance & Counseling Coordinator	226
Head Band Director	207
Personnel Services Coordinator	226
Systems Engineer	226

Daily	\$374.31	\$440.37	\$506.43
207 Days	77,482	91,157	104,831
217 Days	81,225	95,560	109,895
226 Days	84,594	99,524	114,453

7	
Director of Accountability, Assessment, & PEIMS	226
Director of Child Nutrition	226
Director of Fine Arts	226
Director of Purchasing & Risk	226
Director of Transportation	226
Principal ES	217
Principal IS	217
Senior Network Engineer	226
Senior Systems Engineer	226
Technical Projects Manager	226

Daily	\$408.00	\$480.00	\$552.00
217 Days	88,536	104,160	119,784
226 Days	92,208	108,480	124,752

8	
Director of Facilities	226
Head Football	226
Principal MS	217

Daily	\$444.72	\$523.20	\$601.68
217 Days	96,504	113,534	130,565
226 Days	100,507	118,243	135,980

9	
Ex Director of Athletics	226
Ex Director of Curriculum & Instruction	226
Ex Director of Finance	226
Ex Director of Personnel	226
Ex Director of Special Programs	226
Ex Director of Technology	226
Principal HS	226

Daily	\$508.45	\$591.22	\$673.99
226 Days	114,910	133,616	152,322

10	
Asst Supt Administrative Svcs	226
Asst Supt Board & Comm Relations	226
Asst Supt Financial Svcs	226
Asst Supt Student Svcs	226

Daily	\$610.14	\$709.46	\$808.78
226 Days	137,892	160,338	182,784

Carroll ISD
2020-2021 Salary Range for Teachers
\$55,200 starting

Years of Experience	New Hire Salary
0	\$55,200
1	\$55,499
2	\$56,032
3	\$56,302
4	\$56,579
5	\$56,889
6	\$57,199
7	\$57,538
8	\$57,942
9	\$58,244
10	\$58,547
11	\$58,882
12	\$59,325
13	\$59,964
14	\$60,369
15	\$60,761
16	\$61,166
17	\$61,572
18	\$61,977
19	\$62,380
20	\$62,786
21	\$63,192
22	\$63,597
23	\$64,001
24	\$64,406
25	\$64,813
26	\$65,218
27	\$65,627
28	\$67,013
29	\$67,967
30+	\$68,370

The salaries listed above are based on 10-month employment for the 2020-2021 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees and are not automatically granted each year. Neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule.

For Master's Degree add \$1,000
For Doctoral Degree add \$2,000

The degree differentials do not apply to those positions that require an advanced degree.

2020-2021 Clerical/Paraprofessional Pay Plan

Carroll ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
OP1			Hourly	\$13.30	\$15.64	\$17.98
	Crossing Guard	177	177 Days	17,656	20,762	23,868
	ESL Aide	183	183 Days	18,254	21,466	24,678
	Parking Attendant	177				
	PE Aide	183				
	Sped Aide OP1	183				
OP2			Hourly	\$14.50	\$17.05	\$19.60
	Counselors Receptionist	202	183 Days	19,901	23,401	26,901
	Secretary, Campus ES	198	193 Days	20,989	24,680	28,371
	Secretary, Campus HS	198	198 Days	21,533	25,319	29,106
	Secretary, Campus MS	198	202 Days	21,968	25,831	29,694
	Sped Aide Content Mastery II	183				
	Sped Aide Early Childhood	183				
	Sped Aide Life Skills	183				
	Sped Aide OP2	183				
	Sped Aide Structured Learning	183				
	Sped Aide Transition	183				
	Technology Aide	193				
OP3			Hourly	\$16.54	\$19.44	\$22.34
	Central Administration Receptionist	226	197 Days	24,438	28,723	33,007
	Registrar	226	202 Days	25,058	29,452	33,845
	Secretary, Counselors	202	212 Days	26,299	30,910	35,521
	Secretary, Data Processing	212	226 Days	28,035	32,951	37,866
	Secretary, Special Education	197				
OP4			Hourly	\$19.18	\$22.55	\$25.92
	Accounts Payable	226	183 Days	26,325	30,950	35,575
	Child Nutrition Technical Support	226	212 Days	30,496	35,855	41,213
	LVN	183	226 Days	32,510	38,222	43,934
	Router/Dispatcher	226				
	Secretary, Aquatics	226				
	Secretary, Athletics	226				
	Secretary, Child Nutrition	226				
	Secretary, Facility Svcs	226				
	Secretary, Principal ES	212				
	Secretary, Principal MS	212				
	Secretary, Transportation	226				

2020-2021 Clerical/Paraprofessional Pay Plan
Carroll ISD

OP5

Audio Video Technician	226
General Ledger Accountant	226
Payroll & Benefits Asst	226
Secretary, District PEIMS	226
Secretary, Ex Dir Athletics	226
Secretary, Ex Dir C&I/Coordinators	226
Secretary, Ex Dir Personnel	226
Secretary, Ex Dir Technology	226
Secretary, Principal HS	226
Secretary, Special Programs	226
Transportation Coordinator	226
Support Services Technician	226
Technology Workflow Specialist	226

Hourly	\$21.08	\$24.81	\$28.54
226 Days	35,731	42,053	48,375

OP6

Certification Specialist	226
Information Systems Specialist	226
Payroll & Benefits Lead	226
Secretary, Asst Supt Admin Svcs	226
Secretary, Asst Supt Board & Comm	226
Secretary, Asst Supt Financial Svcs	226
Secretary, Asst Supt Student Svcs	226
Technology Support Specialist	226

Hourly	\$24.26	\$28.53	\$32.80
226 Days	41,121	48,358	55,596

OP7

Admin Asst Supt/Board	226
Payroll & Benefits Supervisor	226

Hourly	\$31.41	\$36.52	\$41.63
226 Days	53,240	61,901	70,563

2020-2021 Auxiliary Pay Plan

Carroll ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
0A1			Hourly	\$11.50	\$13.66	\$15.82
	Asst Water Polo Coach	261	179 Days	16,468	19,561	22,654
	Custodian	261	261 Days	24,012	28,522	33,032
	Food Service Substitute	179				
	Food Service Worker	179				
0A2			Hourly	\$13.55	\$16.53	\$19.51
	Aquatics Clerk	261	180 Days	19,512	23,803	28,094
	Aquatics Substitute Head Guard	261	261 Days	28,292	34,515	40,737
	Asst Swim Age Coach	261				
	Custodian Lead Administration Center	261				
	Custodian Lead ES	261				
	Custodian Lead IS	261				
	Custodian Lead MS	261				
	Food Service Asst Manager HS	180				
	Food Service Manager Trainee	180				
	Grounds	261				
	Lifeguard	261				
	Maintenance I	261				
	Mechanic Clerk	261				
	Swim Lessons Instructor	261				
0A3			Hourly	\$16.54	\$20.17	\$23.80
	Custodian Lead HS	261	180 Days	23,818	29,045	34,272
	Facilities Support Specialist	261	261 Days	34,536	42,115	49,694
	Food Service Manager ES	180				
	Food Service Manager IS	180				
	Food Service Manager Floating	180				
	Food Service Manager MS	180				
	Grounds Lead	261				
	Head Lifeguard	261				
	Maintenance II	261				
	Maintenance II / Warehouse	261				
	Sr Coach/Aquatics Asst	261				
	Sr Coach/Comm Coord for NTN	261				
	Swim School Asst Coord/Instructor	261				
0A4			Hourly	\$19.85	\$24.20	\$28.55
	Asst Custodial Night Supervisor	261	180 Days	28,584	34,848	41,112
	Fleet Maintenance II	261	226 Days	35,889	43,754	51,618
	Food Service Manager HS, SHS	180	261 Days	41,447	50,530	59,612

2020-2021 Auxiliary Pay Plan
 Carroll ISD

Irrigation Specialist 261
 Maintenance III 261

OA5

Custodian Supervisor 261
 Fleet Maintenance Supervisor 261
 Head Age Group Swim Coach 261
 Maintenance IV 261

Hourly	\$22.82	\$27.83	\$32.84
226 Days	41,259	50,317	59,375
261 Days	47,648	58,109	68,570

BA

Bus Aide 179

Hourly	\$12.27	\$13.69	\$15.11
179 Days	8,785	9,802	10,819

BD

Bus Driver 179

Hourly	\$18.08	\$21.12	\$24.16
179 Days	12,945	15,122	17,299