

Carroll ISD
2022-2023 Teacher Salary Schedule

Years of Experience	Salary
0	\$58,600
1	\$58,899
2	\$59,225
3	\$59,524
4	\$60,057
5	\$60,327
6	\$60,604
7	\$60,914
8	\$61,224
9	\$61,563
10	\$61,967
11	\$62,580
12	\$62,883
13	\$63,218
14	\$63,661
15	\$64,300
16	\$65,016
17	\$65,408
18	\$65,813
19	\$66,219
20	\$66,624
21	\$67,338
22	\$67,744
23	\$68,150
24	\$68,555
25	\$68,959
26	\$69,675
27	\$70,082
28	\$70,487
29	\$70,896
30+	\$72,282

The salaries listed above are based on 10-month employment for the 2022-2023 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.

Salaries are determined individually with consideration for job-related experience and credentials.

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.

2022-2023 Administrative/Professional Pay Plan

Carroll ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Administration & Compliance Specialist	226	\$215.03	\$252.98	\$290.93
	Athletics Operations Coordinator	226	226 Days	\$48,597	\$65,750
	NTN Head Coach	261	261 Days	\$56,123	\$75,933
	NTN Head Age Group Coach	261			
	NTN National Coach	261			
	NTN Senior Coach	261			
2					
	Athletic Trainer	197	Daily	\$308.95	\$359.24
	Behavior Specialist	197	187 Days	57,774	77,255
	Counselor ES	197	197 Days	60,863	81,387
	Custodial Manager	261	207 Days	63,953	85,518
	Grounds Manager	261	226 Days	69,823	93,367
	Librarian	197	261 Days	80,636	107,827
	Maintenance Manager	261			
	MTSS Specialist	197			
	Nurse	187			
	Section 504 Campus Specialist	187			
	Section 504 Campus Specialist	197			
	Student Systems Analyst	226			
	Technology Integration Specialist	197			
	Transition Specialist	197			
3					
	Communications Coordinator	226	Daily	\$324.40	\$377.21
	Counselor IS	197	187 Days	60,663	81,119
	Counselor MS	203	197 Days	63,907	85,457
	Diagnostician	197	203 Days	65,853	88,059
	Instructional Technology Specialist	207	207 Days	67,151	89,795
	Intervention Counselor MS	203	226 Days	73,314	98,037
	LSSP	197			
	Marketing Communications Coordinator	226			
	Music Therapist	187			
	Occupational Therapist	187			
	Physical Therapist	187			
	Physical Therapy Asst	187			
	Special Education Counselor	197			
	Speech Language Pathologist	187			
	Systems Administrator	226			
4					
	Accountant	226	Daily	\$340.61	\$396.06
	Asst Principal ES	207	207 Days	70,506	94,282
	Asst Principal IS	207	226 Days	76,978	102,936
	Counselor HS	207			
	Intervention Counselor HS	207			
	Security Systems Engineer	226			

5	
Aquatic Manager	226
Asst Director of Facilities	226
Asst Principal MS	217

Daily	\$364.46	\$423.79	\$487.36
217 Days	79,088	91,962	105,757
226 Days	82,368	95,777	110,143

6	
Asst Director of Athletic Administration Compliance	226
Asst Principal HS	217
Coordinator of Federal Programs	226
Coordinator of Instructional Technology	226
Coordinator of Purchasing & Risk Management	226
Coordinator of Special Education Behavioral Support	226
Coordinator of Specialized Assessment & Compliance	226
Coordinator of Specialized Curriculum & Instruction	226
Curriculum Coordinator	226
Guidance & Counseling Coordinator	226
Head Band Director	207
Human Resources Coordinator	226
Systems Engineer	226
Technology Systems Coordinator	226

Daily	\$386.33	\$449.22	\$516.60
207 Days	79,970	92,989	106,936
217 Days	83,834	97,481	112,102
226 Days	87,311	101,524	116,752

7	
Director of Accountability, Assessment, & PEIMS	226
Director of Child Nutrition	226
Director of Transportation	226
Principal ES	217
Principal IS	217
Senior Network Engineer	226
Technology Projects Manager	226

Daily	\$421.10	\$489.65	\$563.10
217 Days	91,379	106,254	122,193
226 Days	95,169	110,661	127,261

8	
Director of Facilities	226
Director of Infrastructure	226
Head Football	226
Principal MS	217

Daily	\$458.99	\$533.71	\$613.77
217 Days	99,601	115,815	133,188
226 Days	103,732	120,618	138,712

9	
Ex Director of Athletics	226
Ex Director of Curriculum & Instruction	226
Ex Director of Finance	226
Ex Director of Human Resources	226
Ex Director of Policy & Student Services	226
Ex Director of Special Programs	226
Ex Director of Technology	226
Principal HS	226

Daily	\$518.67	\$603.10	\$693.57
226 Days	117,219	136,301	156,747

10	
Asst Supt Operations	226

Daily	\$622.40	\$723.72	\$832.28
226 Days	140,662	163,561	188,095

11	
Asst Supt Financial Svcs	226
Deputy Superintendent	226

Daily	\$751.81	\$874.20	\$1,005.33
226 Days	169,909	197,569	227,205

2022-2023 Clerical/Paraprofessional Pay Plan

Carroll ISD

*Annual amounts are based on 7.5 hours per day.

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
OP1			Hourly	\$13.73	\$15.96	\$18.35
	Crossing Guard	177	177 Days	\$18,227	\$21,187	\$24,360
	General Education Aide	183	183 Days	\$18,844	\$21,905	\$25,185
	Parking Attendant	177				
	PE Aide	183				
OP2			Hourly	\$14.96	\$17.39	\$20.00
	Counselors Receptionist	202	193 Days	\$21,655	\$25,172	\$28,948
	Secretary, Campus ES	198	198 Days	\$22,216	\$25,824	\$29,698
	Secretary, Campus HS	198	202 Days	\$22,664	\$26,346	\$30,298
	Secretary, Campus MS	198				
	Technology Aide	193				
OP3			Hourly	\$17.05	\$19.83	\$22.80
	Central Administration Receptionist	226	197 Days	\$25,191	\$29,299	\$33,687
	Child Find PEIMS Clerk	197	202 Days	\$25,831	\$30,042	\$34,542
	Registrar	226	212 Days	\$27,110	\$31,530	\$36,252
	Secretary, Counselors	202	226 Days	\$28,900	\$33,612	\$38,646
	Secretary, Data Processing	212				
OP4			Hourly	\$19.79	\$23.01	\$26.46
	Accounts Payable	226	183 Days	\$27,162	\$31,581	\$36,316
	Child Nutrition Menu Support	226	212 Days	\$31,466	\$36,586	\$42,071
	LVN	183	226 Days	\$33,544	\$39,002	\$44,850
	Router/Dispatcher	226	261 Days	\$38,739	\$45,042	\$51,795
	Secretary, Aquatics	261				
	Secretary, Athletics	226				
	Secretary, Child Nutrition	226				
	Secretary, Facility Svcs	226				
	Secretary, Principal ES	212				
	Secretary, Principal MS	212				
	Secretary, Transportation	226				
OP5			Hourly	\$21.77	\$25.31	\$29.11
	General Ledger Accountant	226	226 Days	\$36,900	\$42,900	\$49,341
	Payroll & Benefits Asst	226				
	Secretary, Ex Dir C&I/Coordinators	226				
	Secretary, Ex Dir Human Resources	226				
	Secretary, Ex Dir Policy & Student Services	226				
	Secretary, Principal HS	226				
	Secretary, Special Programs	226				
	Transportation Coordinator	226				
	Support Services Technician	226				

OP6	
Communications Assistant	226
Human Resource Specialist	226
Payroll & Benefits Lead	226
Secretary, Asst Supt Operations	226
Secretary, Asst Supt Financial Svcs	226
Technology Support Specialist	226
Technology Workflow Specialist	226

Hourly	\$25.03	\$29.11	\$33.48
226 Days	\$42,426	\$49,341	\$56,749

OP7	
Admin Asst Supt/Board	226
Audio Video Technician	226
Payroll & Benefits Supervisor	226

Hourly	\$32.04	\$37.26	\$42.85
226 Days	\$54,308	\$63,156	\$72,631

SE1	
ESL Aide	183
Sped Aide SE1	183

Hourly	\$15.36	\$17.66	\$20.31
183 Days	\$21,082	\$24,238	\$27,875

SE2	
Sped Aide Content Mastery II	183
Sped Aide Early Childhood	183
Sped Aide ACE	183
Sped Aide SE2	183
Sped Aide Structured Learning	183
Sped Aide Transition	183

Hourly	\$16.84	\$19.36	\$22.26
183 Days	\$23,113	\$26,572	\$30,552

2022-2023 Auxiliary Pay Plan

Carroll ISD

*Annual amounts are based on 8 hours per day unless otherwise noted.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
0A1					
	Custodian	261	Hourly \$13.30	\$15.16	\$17.43
			261 Days	27,770	31,654
				36,394	
0A2					
	Aquatics Clerk	261	Hourly \$14.51	\$16.87	\$19.40
	Aquatics Substitute Head Guard	261	180 Days	20,892	24,293
	Custodian Lead Administration Center	261	261 Days	30,293	35,225
	Custodian Lead ES	261			40,508
	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					
	Custodian Lead HS	261	Hourly \$17.69	\$20.57	\$23.66
	Facilities Support Specialist	261	180 Days	25,474	29,621
	Food Service Manager ES	180	261 Days	36,937	42,950
	Food Service Manager IS	180			49,393
	Food Service Manager Floating	180			
	Food Service Manager MS	180			
	Grounds Lead	261			
	Head Lifeguard	261			
	Maintenance II	261			
	Maintenance II / Warehouse	261			
	Swim School Asst Coord/Instructor	261			
0A4					
	Asst Custodial Night Supervisor	261	Hourly \$21.04	\$24.46	\$28.13
	Fleet Maintenance II	261	180 Days	30,291	35,222
	Food Service Manager HS, SHS	180	226 Days	35,662	41,121
	Irrigation Specialist	261	261 Days	43,922	51,072
	Maintenance III	261			58,735
	NTN Assistant Coach	261			
	Transportation Safety Trainer	226			

0A5

Custodian Supervisor	261
Fleet Maintenance Lead Technician	261
Maintenance IV	261

Hourly	\$24.42	\$28.39	\$32.65
261 Days	50,989	59,278	68,173

BA

Bus Aide	179
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Hourly	\$12.57	\$13.97	\$16.07
179 Days*	9,000	10,003	11,506

*Annual Amounts based on 4 hrs/day

BD

Bus Driver	179
Cover Driver	179

Hourly	\$21.38	\$23.76	\$27.32
179 Days*	15,308	17,012	19,561

*Annual Amounts based on 4 hrs/day

CN

Food Service Substitute	179
Food Service Worker	179

Hourly	\$13.50	\$15.39	\$17.70
179 Days*	14,499	16,529	19,010

*Annual amounts based on 6 hrs/day